

Regional and Local WIOA Plan – Two Year Modifications *(Action Requested)*



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Background on Requested Action

- **Regional and Local WIOA Plans, 2017-21**

- Required by Workforce Innovation and Opportunity Act (WIOA)
- California Workforce Development Board (CWDB) required to submit a plan to Department of Labor Regional and Local Boards submitted to State Board March 2017
- Bay-Peninsula Regional Planning Unit WDBs include San Francisco, North Valley Consortium (NOVA), San Benito, San Jose Silicon Valley Workforce Investment Network (work2future)

- **State Policy Objectives, 2017-21**

- Fostering demand-driven skills attainment.
 - Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
- Enabling upward mobility for all Californians.
 - Including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and is able to access the level of education necessary to ensure economic self-sufficiency and security.
- Aligning, Coordinating, and Integrating Programs and Services
 - To economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.

Why are plans being modified?

- WIOA requires biennial updates of state, regional, & local plans.
- CWDB has made changes to the State Plan which require that Local Boards update their plans to keep consistent with State policy.
- Stakeholder engagement strategies for review and service coordination.
- Regional Plan updates must discuss:
 - California Department of Corrections (CDCR) and the California Prison Industry Authority (CALPIA) for the formerly-incarcerated population;
 - Commitment to Multi-Craft Core Curriculum Building for Building and Construction Trades
 - Indicators on Regional Alignment and Coordination
- Local Plan updates must reflect new State partnerships:
 - California Department of Social Services (CDSS) for CalFresh recipients;
 - California Department of Child Support Services (DCSS) for unemployed, underemployed, and payment-delinquent non-custodial parents; and
 - Department of Rehabilitation for Californians with intellectual and developmental disabilities to achieve competitive integrated employment.

Timeline

| DATES | Regional and Local Plan Activities |
|----------------------------|--|
| July 2018 | CWDB releases EDD 18-01 Guidance. |
| August 2018 – January 2019 | Stakeholder engagement for local, regional, and mandated partners. |
| January 25 – February 25 | Thirty day public comment period on draft regional and local plans. |
| <u>March 13, 2019</u> | <u>Submission to WISF for approval and signature.</u> |
| March 15, 2019 | Final submission to CWDB. |
| April/June 2019 | CWDB reviews and provides feedback (approval or conditional approval). |
| July 2019 | Submission to Mayor Breed for approval. |
| August 1, 2019 | Final signed submission to CWDB and Governor. |
| September 2019 | Final approval from Governor. |

Regional Plan Modification, Re-entry and MC3

- **Reentry and Justice-Involved Coordination**

- Established local planning groups to inform regional strategy
 - In-custody job training and education
 - Smooth connections between in-custody to post-release services
 - Emphasis on data sharing and communication to improve system
- Needs assessment of reentry and justice-involved workforce development
 - Resources specific to challenges, job training leading to living wage income and career growth, on-the-job training and receptive employers, continuity in case management, community support
- Ongoing partnerships with reentry stakeholders
 - APD, SHF, CDCR

- **Multi-Craft Core Curriculum**

- State has accepted MC3 as best practice in pipeline development
- CityBuild Academy implements MC3 in a sustainable funding model which does not rely on WIOA funding

Regional Plan Modification, Indicators of Regional Coordination

- **Demand-Driven Skills Attainment (Learning/Experimenting)**

- Team convenes industry and is led by Industry Champions
- Shared industry sector focus and pools/shares resources to meet demand
- Process to communicate industry workforce needs to supply-side partners

- **Upward Mobility & Equity (Learning/Experimenting)**

- Shared target populations
- Shared resources to provide services, training, and education to meet needs.
- Common case management strategies such as co-enrollment, navigators. *(No Progress)*

- **System Alignment Indicators (Learning/Experimenting)**

- Shared administrative systems or processes to achieve efficiencies and outcomes.
- Decision-making in formalized structures. *(No Progress)*
- Organization and evaluation of performance.

Regional Plan Modification, Stakeholder Engagement

- Regional Partners held (5) stakeholder engagement meetings
 - Open to the public
 - After hours
 - Evenly distributed across the region
 - Presentation materials standardized across region
 - Noticed in adherence to Local public process and CWDB requirements.
- Small stakeholder meetings with reentry and justice-involved partners, including CBOs
- Draft Plan Modification public comment period: 1/25 – 2/25
 - Public comment on older adults received.

Local Plan Modification, San Francisco Human Services Agency

- **CalFresh recipients, English language learners, refugees, & foreign born**
 - Needs assessment with SFHSA
 - Confirmed existing MOU
 - Reviewed SFHSA Refugee Employment Services Plan for alignment
- **Significant overlap in client populations has already led the agencies to strengthen partnerships to streamline service delivery.**
 - Quarterly meetings with SFHSA to coordinate service delivery
 - CalFresh and ELL partnership letter as supplement to existing MOU
 - Co-location of SFHSA and OEWD services at AJCC
 - Data system integration project
 - Co-enrollment pilot
 - Plan 50% federal reimbursement from CalFresh Employment & Training

Local Plan Modification, Department of Child Support Services

- **Focus on services for payment delinquent, non-custodial parents**
 - Needs assessment with DCSS
 - Identified population size and effective programming.
- **Reestablished partnership with DCSS**
 - Quarterly meetings for continued program development and partnership
 - Signed partnership agreement
 - Reviewed lessons learned from past collaboration on the Transitions SF (2014) research project with DOL, OEWD, DCSS, and Goodwill AJCC
 - Established agency points of contact and procedure for information-sharing
 - Pilot program to link DCSS clients to AJCC with cross-referral, data sharing, and prioritized service delivery.

Local Plan Modification, Department of Rehabilitation

- **Focus on individuals with intellectual and/or developmental disability in competitive integrated employment (CIE)**
 - CIE refers to fair, equitable, equal wage employment for individuals with ID/DD.
 - Department of Rehabilitation District Administrator is responsible for overseeing a Local Partnership Agreement planning process for individuals with ID/DD in CIE.
- **Affirmed partnership with Department of Rehabilitation**
 - Reviewed and confirmed existing MOU
 - DOR/AJCC service coordination: noticing, distribution of materials, and cross-referral
 - Identified DOR and OEWD points of contact for program development
 - System-wide disability awareness trainings for providers and OEWD staff
 - Windmill Training is evidence-based to improve social structures and workplace functioning for service providers and employers of individuals with disabilities.
 - Local Partnership Agreement planning
 - State requirement for DOR regions due June 2019. OEWD has been participating in this planning process.

Local Plan Modification, Stakeholder Engagement

- **Outreach to CWDB Directory of Required Planning Partners**
 - Outreach to over 60 providers, organizations, and key stakeholders
- **Community stakeholder meeting for public comment on Plan Modifications**
 - Public postings within workforce development system and San Francisco
 - Invitations to required planning partners and community-based organizations
 - Outreach to over 3,000+ organizations and individuals.
- **Small stakeholder meetings with core providers and target agencies**
 - Gather input, engage in program development, and coordinate system
- **Digital input on program planning: October – November 2018**
- **Community forums on social service and workforce development**
 - In partnership with MOHCD, Planning Department
 - Neighborhood-based: Castro, Sunset, Excelsior and OMI, Tenderloin, Western Addition, South of Market, Mission, Chinatown, Bayview Hunters Point, Visitacion Valley
- **Draft Plan Modifications public comment period: January 25 – February 25**
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Next Steps

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Action Requested: Approval of the Regional and Local WIOA Plan Modifications PY 17-21 – Two Year Modifications

- Regional and Local Areas must submit Plan Modifications by **March 15th**
- NOVA Workforce Development Board submits Regional Plan with Local Plan as attachment
- Opportunity for corrections and further modification by August 1st before Mayor Breed signs Plan Modifications and submission to Governor
- First submission must be approved by WISF and signed by the Chair
- ***OEWD requests the WISF approve the Regional and Local WIOA Plans PY 17-21 – Two Year Modifications and authorizes WISF Chair to sign.***