

# GUIDING PRINCIPLES

## **RE-IMAGINING THE LOS ANGELES COUNTY WORKFORCE SYSTEM**

*The WIA system nationally faces significant challenges. As the 3rd largest local workforce investment area in the U.S. and 2nd largest in California, the potential impact to L.A. County in the near future is great. Funding reductions are likely to continue at the federal level while, at the State level, there is an increase in legislative proposals to restrict the use of WIA funds and place a greater emphasis on performance, accountability and cost effectiveness. The advent of a new statewide computer system also offers an opportunity to change the way we do business, expand services and increase access to both business and job seekers. Given these challenges, it is imperative that the County take this opportunity to address the Affordability, Accountability and Effectiveness of the current workforce development system.*

*The following guiding principles were derived from views expressed by WIB members at the April 27 Strategic Planning retreat as well as consultations between CSS staff and WorkSource centers. These draft Principles represent overarching values to guide a process over the next year to solicit input to consider and develop opportunities and ideas to re-imagine a WIA system in the County that addresses these challenges and better meets the employment and training needs of jobseekers and businesses.*

*To re-imagine the WIA system in the County, we affirm our support for the following principles:*

### **WE COMMIT TO...**

- 1. A recognized and valued workforce development system nationally, statewide and locally.**

*The work we do is often times not appreciated and recognized by policy makers and the public. Increasing public awareness about services provided in the WIA system should be one of our top priorities.*

- 2. Leadership in innovation and regional coordination of workforce development initiatives.**

*As the 2nd largest WIA system in the State and the 3<sup>rd</sup> largest in the Nation, we are well positioned to assume greater leadership responsibilities for regional coordination of WIA initiatives.*

- 3. Maximizing access to workforce development services.**

*New technologies in social media present new opportunities to increase access and expand delivery of services.*

- 4. An integrated workforce system that delivers seamless services for youth and adults.**

*Through the integration of services, we can assure greater efficiencies and a continuum of workforce services for youth and adults.*

- 5. A cost-effective workforce development system.**

*Affordability of the system is essential for long term sustainability.*

- 6. A system designed to meet the needs of the business customer and job seekers.**

*Our workforce system is successful when we develop business practices that align with the employment and training needs of businesses and job seekers.*

- 7. Commitment to a performance-driven workforce development system.**

*Increased legislation and public scrutiny demand greater accountability. Emphasis on Performance is a priority of the Board of Supervisors, the Workforce Investment Board and federal and state legislators.*

- 8. Training that leads to placement in recognized high growth sectors.**

*The alignment of training to leading growth sectors will increase the effectiveness of the WIA system.*

- 9. Partnership and coordination with all stakeholders to meet federal, state and local requirements.**

*A successful WIA system is dependent on strong partnerships and shared responsibility.*