

Los Angeles County Workforce Investment Board Five Year Area Plan 2013-2017



The following Executive Summary reflects the Workforce Investment's Board's major strategies over the next five years to implement the WIB's vision to establish a competitive workforce that meets the demands of business and job seekers on a regional basis. The strategies outlined in the local area plan align with the State plan and the WIB's priority to redesign the Workforce Investment Act system.



OUR VISION

- **LEADER** in innovation and regional coordination on workforce development initiatives.
- **INNOVATOR** in cost effective solutions to workforce challenges that include shared commitments and leverage of resources.
- **TRUSTED PARTNER** in sector strategies and sector initiatives in high growth sectors.
- **COORDINATOR** of a demand driven service delivery model that is integrated and effectively addresses the needs of employers by preparing youth for education and career pathways and supports adults to be competitive and qualified for sustainable careers.



Business Strategies:

- **A**dopt a demand driven model focused on meeting the needs of businesses in coordination with the Employment Develop Department and the local economic development networks.
- **C**onvene and coordinate sector partnerships and regional-local economic development workforce networks to enhance the workforce system role in workforce solutions.
- **W**ork with high growth sector industries to assess their needs for skilled workforce.
- **U**timize sector Intermediaries to facilitate the development and implementation of workforce solutions.
- **R**egularly analyze and update labor market information to establish priorities and develop policies.
- **P**rovide immediate support and assessment of opportunities for businesses that are at risk of lay-offs.
- **D**evelop and implement a menu of business services that connects businesses with the workforce system.

Adult Strategies:

- **I**ntegrated Service delivery model to transform our WIA delivery system into a comprehensive “One-Stop” whereby all customers who enter the one stop are enrolled for full menu of services offered by EDD and the WorkSource Centers.
- **I**mplement “Earn and Learn” models for adults to meet labor market demands in high growth sectors. This includes on the job training, wages for subsidized and unsubsidized employment, pre-apprenticeship and apprenticeship programs.
- **E**stablish a minimum of 50% of SB734 training funds for high growth sectors as identified by local economic development data.
- **P**rioritize services to veterans, dislocated workers, displaced workers, mature workers, individuals with disabilities, limited English proficiency, American Indians, and other under-represented groups.
- **I**ncrease the number of career pathway programs in demand industries including green jobs.
- **I**ncrease the number of adult basic education students who successfully transition to post-secondary education, training or employment and reduce the time students spend in remediation.
- **I**ncrease the number of under-prepared job seekers and displaced workers who enter and successfully complete education and training programs in demand industries and occupations.

- **D**evelop and implement a strategic layoff aversion strategy that helps retain workers in the current jobs and provides rapid transitions to new employment minimizing periods of unemployment.
- **E**xpand the availability of, and participation in, earn and learn models such as pre-apprenticeship and apprenticeship programs such as OJT and customized training where workers can build skills while working.

Youth Strategies:

- **P**rioritize services to Older and Out of School Youth:
 - **E**stablish a minimum of 60% of youth formula funds to be spent on out-of school youth.
 - **R**e-engage disconnected youth through strategies that provide pathways to success, jobs and careers in close partnerships with Secondary and Post-Secondary Education.
 - **I**ncrease the number of youth that attain post-secondary degrees/other credentials with a priority on high growth industry sectors.
 - **C**o-enroll at least 25% of our older youth in our Adult programs to facilitate easier and more seamless access to services.

- **C**o-locate, to the extent possible, services to out-of-school youth with WorkSource Centers to strategically align and target Adult and Youth services to populations of highest need.
- **P**artner with employers, education and other partners to connect youth to career pathway options.
- **B**uild partnerships with the Private Sector, Chambers of Commerce and Economic Development Corporations to maximize the opportunities for youth.
- **E**stablish strategies for in-school youth to reduce dropout rates, increase high school completion that leads to post-secondary enrollment.
 - **P**artner with K-12 and other stakeholders on strategies to reduce dropout rates for In-School youth.
 - **I**ncrease access to “Earn and Learn” career pathway opportunities by earmarking a minimum of 25% of youth funding allocated to contractors for youth employment.
 - **M**andate that 25% of youth enrolled complete a STEM curriculum to qualify for exiting the program.
- **U**tilize technology to increase access to services and completion of certificated and non-certificated courses and training.

Administration Strategies:

- **L**everage Resources and Partnerships to ensure additional resources are contributed to the WIA system to increase services in LA County.
- **E**nsure an adequate number of WorkSource Centers in the County with sufficient resources to meet the goals of the WIA program while complying with all federal and State regulations.
- **S**tandardize the way all WorkSource centers are identified and services offered to ensure consistency and uniformity in the way WIA services are provided.
- **A**dopt the “America’s Job Center Network” branding.
- **E**stablish a performance-driven system that produces the greatest value at the lowest cost.
- **I**ncrease the central coordination, efficiency and accountability of the 3rd largest WIA system in the nation through the leadership of the County as the One Stop Operator.
- **I**mplement strategies to ensure continuous quality improvement practices in the WIA system to deliver the highest outcomes at the lowest cost.
- **E**nsure a continuum of employment and training services that meet the needs of employers and job-seekers.