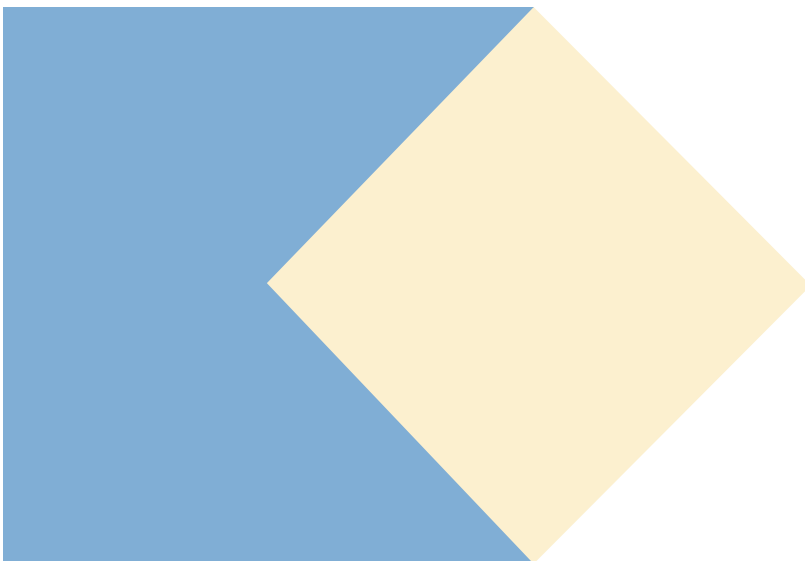


California Workforce Investment Board

Annual Report

Accomplishments of the State's workforce system and the results achieved under the Workforce Investment Act (WIA) for Program Year 2007-08



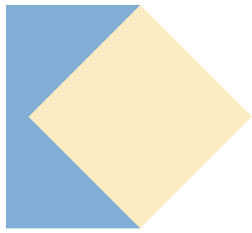


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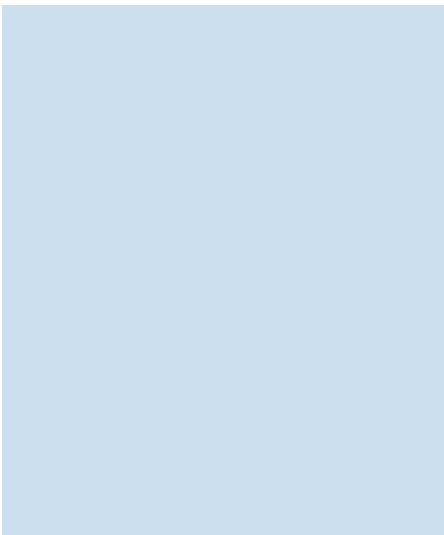
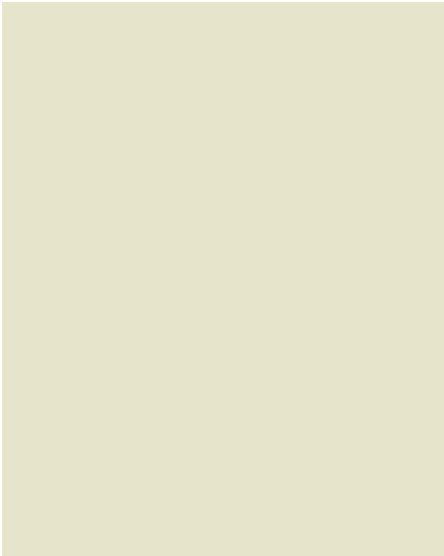
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Arnold Schwarzenegger
Governor

Lawrence Gottlieb
Chair

Chris Essel
Vice-Chair

Barbara Halsey
Executive Director

It is my pleasure, on behalf of the California Labor and Workforce Development Agency and the Workforce Investment Board (State Board), to present the annual report of the accomplishments of the State's workforce system and the results achieved under the Workforce Investment Act (WIA) for Program Year 2007-08. The report provides an overview of our system's successes that reflect the shared commitment among a broad mix of State and local partner organizations to continually prepare our workforce with the skills demanded by an ever-changing economy.

California's economy is currently experiencing difficulties similar to those of the rest of the nation. We are moving from a housing-driven slow-down to a consumer-driven recession, with a substantial loss of jobs over the last year. Unemployment is in excess of 8 percent and is expected to reach 9 percent sometime in 2009. California consumers are being hit on all sides, with rising job losses, sharp drops in the housing market and in stock market wealth, and increasingly tightening access to credit.

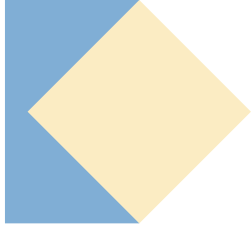
In the coming years, it becomes even more important that our workforce, education, and economic development systems work closely together to help California's current and future workers as they navigate these challenging economic conditions. Our systems are strategic assets for California's workers and businesses in our efforts to renew and reinvigorate our economy.

The State Board and Local Workforce Investment Boards develop and sponsor strategic approaches through innovation, collaboration, and investment that are helping to extend the reach of training and education programs. Highlighted in this report are some of the many successful workforce partnerships that have developed over the last year. The projects demonstrate a dedication on the part of organizations and individuals in the private and public sectors to improve the quality and competitiveness of our residents, communities, and businesses. It is my hope that these project models will continue to serve as inspiration and guidance for others seeking solutions to California's complex economic and workforce challenges in the years to come.

Sincerely,

A handwritten signature in black ink that reads "Larry Gottlieb". The signature is written in a cursive, flowing style.

Lawrence B. Gottlieb, Chair
California Workforce Investment Board



California Workforce Investment Board Members

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President and CEO
CHARO Community Development
Corporation

Bob Balgenorth

President
State Building and Construction
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Council of California

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Dale Bonner

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Business, Transportation and
Housing Agency

Victoria Bradshaw

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Political Director
California Federation of Teachers

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Jamil Dada

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Provident Bank – Riverside County
Branches

The Honorable Denise Ducheny

California State Senate

Dr. Diane Woodruff

Interim Chancellor
California Community Colleges

Chris Essel, Vice-Chair

Senior Vice-President
Paramount Pictures

Larry Fortune

CEO
Fortune Associates

Louis Franchimon

Business Manager & Executive
Secretary
Napa-Solano Building Trades
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Kirk Lindsey

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The Honorable Carole Migden

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Kathleen Milnes

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Richard Montanez

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America Division
Pepsico, Inc

Elvin Moon

President and CEO
E. W. Moon Inc.

Edward Munoz
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Raytheon Company

Dwight Nixon
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Hub Group, Inc.

The Honorable Jack O'Connell
Superintendent of Public Education
Department of Education

Gayle Pacheco
President
Western Hardware Company

Pete H. Parra
President
Parra Family Foundation

Stella Premo
Executive Director
California Restaurant Association
Educational Foundation

Art Pulaski Executive
Secretary/Treasurer
California Labor Federation
AFL-CIO

The Honorable Miguel Pulido
Mayor
City of Santa Ana

Frank Quintero, III
Council Member
City of Glendale

Arturo Rodriguez
President
United Farm Workers of America

Richard Rubin
President
Richard A. Rubin Associates

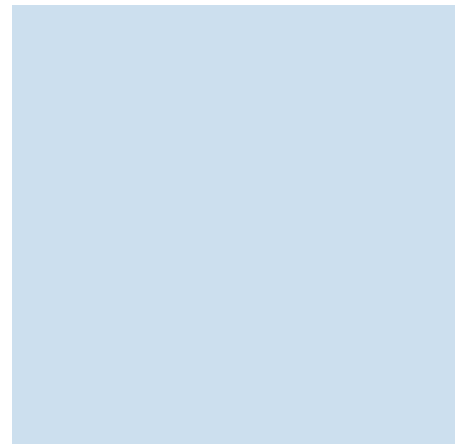
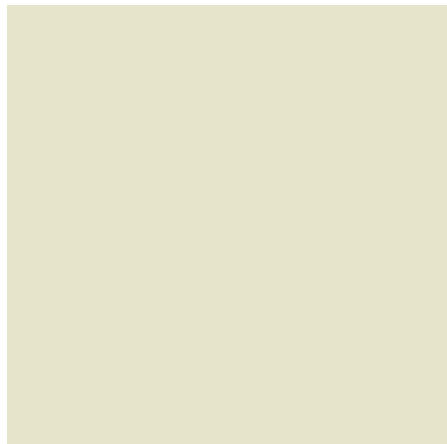
Barry Sedlik
CAO
Titan Group

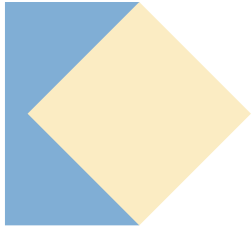
James Shelby
President and CEO
Greater Sacramento Urban League

The Honorable Sandre Swanson
California State Assembly

Audrey Taylor
President and CEO
Chabin Concepts, Inc.

Willie Washington
Consultant
California Manufacturers and
Technology Association





Introduction

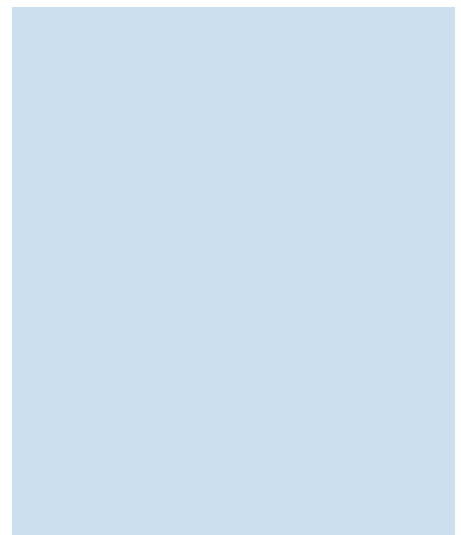
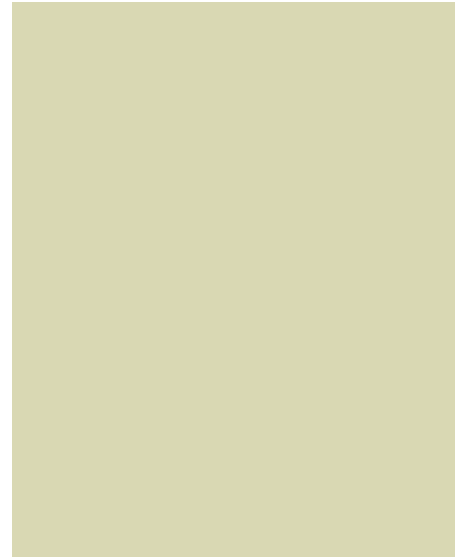
A preliminary part, as of a book, musical, composition, or the like, leading to the main theme

California's Workforce Investment System

The statewide workforce investment system is comprised of 49 Local Workforce Investment Areas (Local Area), each with its own business-led Local Workforce Investment Board (Local Board). These Local Boards work in concert with their local Chief Elected Official to oversee the delivery of workforce services relevant to their local residents and businesses. Critical to their charge is their oversight of the local One-Stop Career Centers which are the hub of the statewide service delivery vehicle for workforce/education/business services. Workforce funds allocated to Local Boards support the job training, placement, and business services delivered through the One-Stop Career Centers. These centers, through partnerships with other local, state and federal agencies, education and economic development organizations provide access to job, skill development and business services vital to the social and economic well-being of their communities.

The workforce system is governed by a federal/state/local partnership. The U.S. Department of Labor (DOL), in coordination with other federal agencies, oversees and administers the nationwide system. The State workforce and One-Stop Career Center system is overseen by the Governor through the California Labor and Workforce Development Agency (Agency), which operates under the leadership of the Secretary of Labor and Workforce Development. The Secretary represents the Governor and his administration on the California Workforce Investment Board (State Board). The State Employment Development Department (EDD), also under the direction of the Agency Secretary, is designated by the Governor as the administrator of federal job training funds. The business-led State Board, which also reports through the Agency, assists in developing statewide policy to impact workforce preparation and supply, and advises the Governor and Secretary on strategies to meet the needs of a diverse population and constantly changing economy.

The following report highlights the State and Local Boards' accomplishments during the last year. These accomplishments are described through both State and local stories that demonstrate the transformation of California's workforce system into a demand-driven, strategic partnership that focuses on improving the quality of life for California's residents by sustaining and growing our economy.



The California Workforce Investment Board, appointed by Governor Arnold Schwarzenegger and led by a majority of members from the state's business community, performs the unique function of guiding workforce development strategy and policy in response to economic trends. This public/private partnership leads California's mission to develop and maintain the world-class workforce that our entrepreneurial, innovation based, global economy requires.

The Board engages State and local workforce, education, and economic development partners in its work through four special committees, each addressing one of the four policy priorities outlined in the Board's Strategic Two-Year Plan (available at <http://www.calwia.org>). These Committees are:

The Business and Industry Committee

The committee focuses on how the system can best serve businesses and industries, and how these services support improved occupational and career opportunities for workers.

The Lifelong Learning Committee

The committee focuses on collaborations that improves California's educational system at all levels, and ensuring that current and future workers have access to lifelong learning opportunities which meet the demands of a rapidly changing economy.

The Targeting Resources Committee

The committee focuses on targeting workforce resources where they can have the greatest economic impact for the State.

The Accountability in Workforce Investments Committee

The committee focuses on improving State and local partner coordination, identifying and recommending administrative efficiencies, encouraging better service integration, and optimizing training resources.





Innovation

Something new or different introduced. The act of innovating; introduction of new things or methods

California's Strategic Planning – An Evolving Workforce Development Strategy

In meeting the requirements of California's Workforce Training Act (Senate Bill 293), the intent of the California Workforce Investment Board (Board) is to go beyond the development of a traditional strategic plan to the implementation of an evolving workforce development strategy.

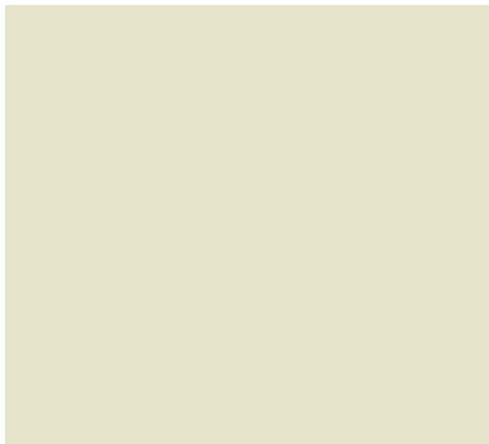
To this end, it is essential that State, regional and local leaders discuss effective local and regional workforce development models that showcase critical elements in a comprehensive workforce system. It is equally important that the workforce system leaders understand California's economy, their regional and local economic climate and have specific economic information that allows them to think, plan, invest in and develop strategically now, and in the future.

To facilitate this dialogue and the development of a methodology for understanding the ever-changing economy, the Board has used a two-pronged effort:

- Using Regional Transformation Roundtables, the Board brought local and regional workforce partners together to engage in a state-wide dialogue regarding the critical components and regional strategies that must be a part of a comprehensive workforce system.
- Through these efforts and other local workshops, the Board has continued to present a model developed by the Economic Strategy Panel's (Panel) California Regional Economies Project (Project).

To date, the California Workforce Investment Board has convened six regional Transformation Roundtables.

- Southern California roundtable was held on December 13, 2007 in San Bernardino.
- Northern California roundtable was held on January 7, 2008 in Oroville.
- Central Valley roundtable was held on January 14, 2008 in Merced.
- Central Coast and Bay Area roundtable was held on March 28, 2008 in Oakland.
- LA County area roundtable was held on April 9, 2008, in Ventura.
- Sacramento Area roundtable was held on June 23, 2008, in Sacramento.



California Regional Economies Project

The California Regional Economies Project (Project), sponsored by the California Workforce Investment Board and managed by the Governor's Economic Strategy Panel provides state, regional and local workforce investment, education and economic development partners with strategic information on economic and workforce trends. In 2007-2008, the Project completed an update of the statewide and nine regional economic base reports and completed two in-depth studies. The first of the two studies explores Global Economic Integration, expanding on findings from the recent studies on logistics, manufacturing and infrastructure value chains; the second examines Clean Technology and the California Economy: Understanding the Industry Value Chain.

The Project's most recent endeavor is the "Industry Clusters of Opportunity Methodology" (ICM). This methodology was a result of a partnership between the Economic Strategy Panel and the Labor Market Information Division of the Employment Development Department. Merging two critical sets of data, specifically, economic trend information and occupational trend information, the methodology provides a unique data platform which can be used by cross-disciplinary teams for evaluation of local and regional economic information to spur the design of cohesive systems responses to workforce development issues. The State Board plans to use the "Industry Clusters of Opportunity Methodology" as an integral part of its statewide workforce development strategy.

To bring this methodology to partnerships throughout the state, the State Board in collaboration with the Economic Strategy Panel, the Labor and Workforce Development Agency, the California Community College Chancellor's Office, the Employment and Training Panel and the Labor Market Information Division of the Employment Development Department is providing assistance to the workforce/talent development system by training partners in the use of the Industry Clusters of Opportunity Methodology.

In 2007-2008, six training sessions were delivered to nearly 20 local/regional teams including the following counties:

- Kern, Tulare, Kings
- Merced, Madera, Fresno
- Orange
- San Bernardino and Riverside
- San Joaquin and Stanislaus
- Shasta, Tehama and Butte

An additional seven training sessions are scheduled in 2008-2009 for the following areas:

- Two in Los Angeles
- San Luis Obispo, Santa Barbara, Ventura
- Lassen, Modoc, Plumas, and Sierra
- Colusa, Glenn, Lake, Nevada, Sutter, and Yuba
- El Dorado, Placer, Sacramento, and Yolo
- Marin, Napa, Solano, and Sonoma

In 2008-2009 technical assistance and guidance for furthering the use of the ICM will be provided to all partnerships indicating a desire to utilize it as the foundation for strategic regional action and program alignment.

One Stop Center Integration Project

In early 2007, leadership from the Employment Development Department (EDD), Local Workforce Investment Boards (Local Board), the State Board, and the Labor and Workforce Development Agency (Agency) came together for the purpose of considering the development of an integrated service delivery model for California's workforce system and its One-Stop Career Centers. This group agreed that continued economic and fiscal pressures, coupled with higher demands for service and performance accountability, requires a fundamental change in California's delivery system for workforce services.

With this understanding, a larger effort was launched involving representatives from State Board staff, the EDD's Workforce Services Branch, the California Workforce Association (CWA), the Agency, and 12 Local Boards. This team identified the characteristics of an effectively integrated service delivery model that will:

- Respond to 21st Century industry demand and our contemporary workforce crisis;
- Assure that our services and training are in alignment with current local and regional labor market requirements;
- Shift service priority to an emphasis on worker skills – assisting workers to gain the skills leading to self-sufficiency, and responding to employer demand;
- Cope with limited and declining funding through a more efficient use of resources and a reduction of program duplication and requirements; and
- Systematically improve the coordination of Workforce Investment Act (WIA) and Wagner-Peyser Act (WPA) funded services to achieve improved customer outcomes and more efficient and effective customer service.

With the passage of California's Workforce Training Act, the State Board is responsible for developing and implementing a statewide strategic policy framework for a more comprehensive workforce system that will ensure California's economic competitiveness into the future. A skills-based, demand-driven, integrated service delivery model, and associated policy that can be applied system-wide, are key elements of the strategic policy framework. They also represent an important next step in advancing related State Board initiatives such as State-level One-Stop Career Center Certification and the One-Stop Career Center Cost Study.

**“738,690 new users
entered the
One-Stop system
during 2007-2008”**

CalJOBSSM

DRAFT

Components of an Integrated Service Delivery System

An integrated service delivery system has three major components:

1. A commitment to and a process for an integrated customer pool, so that all One-Stop customers (whenever eligibility permits) are registered simultaneously in the performance measures calculation of all of the following programs: WPA, WIA Adult and Dislocated Worker, Trade Adjustment Assistance (TAA), and Veteran Employment and Training services (VETs);
2. An integrated customer flow that sets clear parameters for a service delivery process with a sequence of demand-driven, universal services that does not emphasize program eligibility and program participation; and
3. An integrated staffing chart to lead and provide services to the integrated customer pool as they are served through the adopted, integrated customer flow.

Implementing an Integrated Service Delivery System

In order to prototype an integrated service delivery system, work groups comprised of State and local partners will develop policy recommendations, strategies, and operating models to be tested by twelve Local Boards who have volunteered their Local Workforce Investment Areas (Local Area) to serve as learning labs for proposed models.

The Learning Labs will:

- Test a wide variety of approaches to achieve integrated service delivery
- Capture information in the following areas:
 - Ease of data collection
 - Increased efficiencies and effectiveness
 - Impact on service quality
 - Impact on performance outcomes
 - Time required to implement integrated service delivery
 - Resources used to meet the responsibility
 - Increase in number of customers receiving skills and other training
 - Impact on cost per customer served
 - Impact on skills improvement from entry to exit
 - Impact on customer service outcomes
 - Impact on duration of unemployment

**“1,450,433 people
received the benefit
of One-Stop services”**

CalJOBSSM

Preliminary feedback and indicators show that the One-Stop Centers are crucial components to the success of the state’s workforce system and full integration of services and programs that better serve the communities and businesses of California. As the Learning Labs continue their efforts, new successes and effective practices will be identified while expanding the program across the state’s workforce system.

North Valley Job Training Consortium (NOVA) – Local Board in Action

Prompted by the issues raised through the California EDGE campaign, a statewide initiative that was launched to highlight challenges facing the education and training of California’s workforce and to forge solutions that will positively impact businesses, workers and communities, the NOVA Workforce Board convened a committee of twelve community leaders representing diverse local workforce development, business, labor, government and nonprofit organizations to begin a dialogue about how the impending workforce crisis will be experienced by Silicon Valley.

With the record number of baby boomer retirements creating the need for replacement jobs, emerging industries creating new jobs requiring specialized skills, and the continuous churning of jobs and companies requiring a retrained workforce, it was becoming clear that these challenges could not be addressed alone but rather as a community working collaboratively in new and different ways.

At the same time, the California EDGE Campaign began working with regions from across the state to hear first-hand what local companies, government and the workforce development community were experiencing regarding workforce shortages.

Through the leadership of the involved workforce boards, the twelve diverse organizations joined with the California EDGE Campaign to co-host the March 2008 “What is Your Workforce

Crisis?” forum. The purpose of this event was to provide Silicon Valley leaders an opportunity to voice the workforce challenges they face; to explore avenues for regional innovative strategies; and to provide input to the California EDGE Campaign to shape future workforce priorities statewide. Over 100 organizations attended, representing a broad cross section of the community.

The event began with a video created by NOVA featuring a variety of public and private sector leaders sharing their stories of workforce challenges, including representatives from city government and industries such as healthcare, construction, and newspapers. The nationally recognized economist, Stephen Levy, narrated this video and supplemented the stories with data on workforce trends. Members of the audience were then encouraged to share how the stories resonated with their workplace. The video can be viewed on YouTube at <http://www.youtube.com/user/NOVASiliconValley>.

The California EDGE Campaign facilitated breakout groups to begin identifying the key critical workforce issues unique to Silicon Valley. The issues identified included:

- Responding to the aging workforce; increasing local workforce’s ability to compete globally
- Adapting to a changing multi-generational workforce
- Responding to reduced federal and state investment in workforce development
- Responding to the simultaneous creation and elimination of jobs and churn of industries
- Improving students’ abilities for career planning and employment; enhancing skill building for adults
- Improving the cost/benefit of working and doing business in Silicon Valley
- Advocating to enhance workforce benefits and access to skill building; and enhancing operations of the workforce development system

These issues were then prioritized through a follow-up survey of event registrants.

Through funding from a U.S. Department of Labor Regional Innovation Grant (RIG), next steps will include:

- Raising awareness about the workforce challenges
- Committing to new and different ways of doing business to address these challenges
- Improving access to education and skill-building, especially for adults
- Working together to develop a regional workforce development strategic plan
- Exploring new ways to resource future workforce development initiatives

Ventura Workforce Investment Board – Denny’s Electric and Home Services

For three years, Denny’s Electric and Home Services in Ventura, CA has sponsored a successful Electrical Job Training Program. People without trade skills have advanced to the status of high wage-earning journeymen, while being provided with full time employment. Apprentices from Ventura, Santa Paula, Fillmore, and Oxnard have passed their State Certification exams with high scores.

Initially, the training program was funded internally, but now the local workforce investment board is helping the company to benefit from Workforce Investment Act workforce development funds. The company recently began partnerships with Ventura City Corps and Habitat for Humanity to combine workforce development with community service and benefit both company employees and community volunteers.

According to owner Cindy Adams, Denny’s Electric and Home Services focuses on servicing people inside and outside of the company. Investing in training is seen as a way to build a strong business while creating a legacy of workforce development. Several of the success stories are about workers who have transitioned out of rehab programs and done very well. The company hopes to expand the program to train and mentor recently released prisoners and to create programs that would help them launch their own businesses.

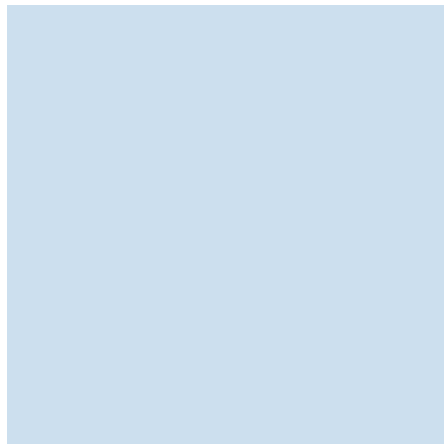
In June 2008, the Workforce Investment Board of Ventura County presented the Lifelong Learning Award to Cindy Adams, recognizing her as a role model for small business owners who provide opportunities for employees to acquire technical skills for growth and advancement.

Two snapshots from Denny’s Electric and Home Services:

- Eric began work at Denny’s Electric in 2005 with no experience in electrical or general construction; his background was in retail, stucco warehouse work, and sales. For two years, Eric worked full time while carrying an academic load including atomic theory, algebra, blueprint

reading to communication skills and trigonometry applied in conduit bending. When injuries from a motorcycle accident caused him to miss several months of work and instruction, Eric studied extra hours to catch up. His efforts paid off when he surpassed his class average (90%) with a score of 96% on the Electrical Certification Exam. (The state average is in the 70s.) Eric is now a very productive journeyman electrician who continues to study the electrical code on his own time, and plans to start his own business in the future.

- In 2006, after 18 months of discussion and persuasion, John became the first Denny’s Home Services manager. He faced several challenges: minimal management experience, a strong biker background, medically restricted to lifting no more than six pounds. His strengths included a strong work ethic, enthusiasm for a challenge, and the ability to engage and befriend others. John’s development plan included communication skills and a leadership mindset that would enable him to inspire and motivate others. A diligent student of creating estimation and project planning processes, John has built the division to nearly \$750,000 in sales, developed a new lead person, acquired his contractor’s license, and been certified by the National Association of Home Builders as a Certified Aging in Place Specialist.



Northern Rural Training and Employment Consortium (NoRTEC) – Targets of Opportunity

In order to address the challenges of the state's northern counties and create higher level, sustainable employment opportunities, the Northern California Regional Competitiveness Network, a partnership between NoRTEC and the North Central Counties Consortium (NCCC) Workforce Investment Boards, identified four targets of opportunity (industry clusters) that were the most promising for business growth and development, leading to the ultimate goal of enhanced employment opportunities.

Those clusters were:

- Information Technology
- Agribusiness/Agri-tech
- Advanced Manufacturing
- Small Business/Entrepreneurs

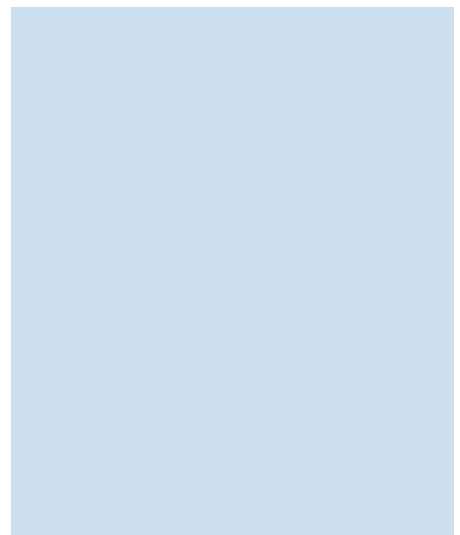
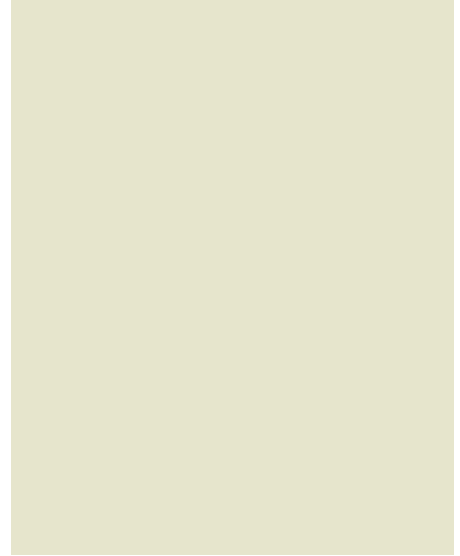
This Workforce Innovation in Regional Economic Development (WIRED) project has utilized a three-pronged approach:

- Public/Private Partnerships
- Infrastructure Strengthening
- Talent Development

The *Public/Private Partnerships* component provides direct support to entrepreneurs and small businesses by developing and delivering a Business Services program (Core Services program), more general support, encouragement, and development of entrepreneurs through Regional Support Programs, and the financing of innovative “fast growth” entrepreneurs through the development of an Angel Investment Network.

The *Infrastructure Strengthening* component addresses the area's strengths and weaknesses for transportation, communication, etc., as well as the “soft” infrastructure needs/projects (includes industry analysis, market development and advisory services).

The *Talent Development* component is designed to meet the needs of entrepreneurs, the workforce, and the professional service delivery staff by providing on-time, on-demand training, education, and information.



The core program of this project has been providing direct assistance to business and entrepreneurs on everything from location to legal status, financing to human resources and business expertise. At the same time, a regional support program has focused on how to provide information and foster an entrepreneur business climate. Programs range from academic courses in the schools and colleges, to workshops and seminars and high school business plan competitions.

Key to the success of this project was the development of a locally based angel investment network where local investors pool their resources to help fund high growth, home grown innovation businesses. While the core and regional programs focus on keeping a business healthy and growing, the angel investment or venture capital element will secure funding for those with potential for fast growth.

Examples of early successes include an entrepreneurs boot camp held in Butte County in partnership with the Small Business Development Center (SBDC). Over a six-week period, the boot camp offered the 32 participants in the program training, business plan workshops, and one-on-one counseling.

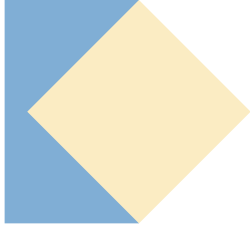
Another success story is about a young Information Technology (IT) company that approached the Board about finding key information technology talent. Soon after, it became clear that there were a group of IT companies experiencing the same need. A holistic approach was made to solve this problem on several fronts.

- Recruitment: *Come Back to Chico* – a campaign to make Chico look attractive to CSUC alumni, former residents of the area and visitors. This campaign was spearheaded by the local Economic Development

Corporation, a privately funded organization comprised of local businesses people working together to insure Chico's economic strength and vitality.

- Chico State University – enhanced communications designed to increase student awareness and local employment opportunities, internships with local companies, and academic courses relevant to business. In addition, one of the area's IT businesses helped design the curriculum that is being used in the fall of 2008. The same company partnered with Butte Community College to prepare its students for the future courses at Chico State.
- A local IT association group now meets on a regular basis to discuss issues, trends, and goals for keeping their companies strong and growing.





Collaboration

To work jointly with; to cooperate with an agency or instrumentality with which one is not immediately connected; the act or process of collaborating

Richmond BUILD – Pre-Apprenticeship Construction Skills & Solar Installation Training Program

The Richmond BUILD Pre-Apprenticeship Construction Skills & Solar Installation Training program was first developed to create employment and career opportunities for Richmond residents and also to implement a strategy for reducing violence in their community. Richmond BUILD was established in May 2007 and has quickly become a model of effective and broad public/private partnership that is focused on developing talent and skills in the high growth and high wage construction and renewable energy fields.

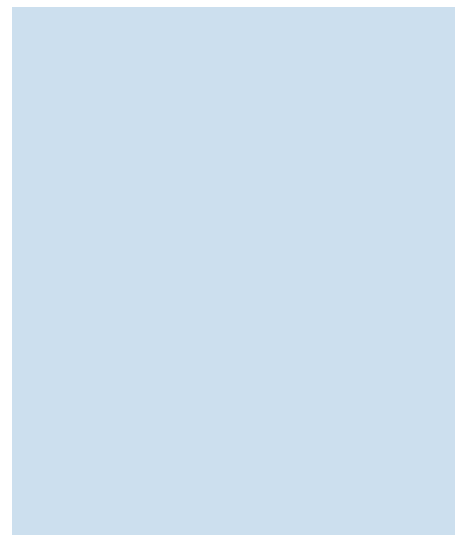
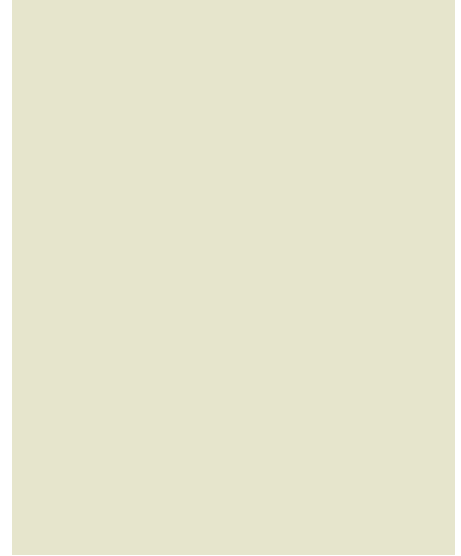
The ten-week intensive training program includes:

- Safety training/CPR
- Power tools
- Framing
- Sheet rock
- Basic electric
- Roofing
- Scaffolding
- Basic plumbing
- Basic welding
- Eco literacy
- Energy efficiency
- Solar installation

Richmond BUILD has achieved a 90% placement rate at an average starting wage of \$18.33 an hour for program graduates. Eighteen of these graduates have obtained employment in the Green-Collar industry.

Richmond BUILD's successful Green Collar pathway model has been featured in local and national media. Its robust partnership includes a number of public and private partners with each partner making a significant investment towards preparing the next generation of construction workers and solar installer entering high growth and high wage industries.

Richmond BUILD Partners include: Richmond Workforce Investment Board, West Contra Costa Adult Education, Contra Costa College, Solar Richmond, City of Richmond Public Works, Rising Sun Energy Center, Unions, Corporate Sponsors (industry employers), Solar Living Institute, Redevelopment and Housing Agency and Housing Department, GRID Alternatives, Richmond Housing Authority.





Pacific Gateway – Career Pathways and Industry Access: A Youth-Driven Strategy

The Pacific Gateway Workforce Investment Board (WIB) and Youth Council expanded their three-pronged strategy for preparing youth for careers: *Get Educated. Get Experienced. Get Employed.* The WIB prioritized a re-design and dedication of its Youth Opportunity Center, (Center) which serves as a key access point for services delivered by the local Workforce Investment Act youth service providers, the County Department of Children and Family Services' emancipating foster youth program, the State's youth employment opportunity program, a youth-centered non-profit organization, and the City of Long Beach's Hire-A-Youth Program.

To best design the space to meet youth's needs, the Youth Council engaged the interior design program at nearby Lakewood High School. Five groups of youth interviewed the Center staff and customers and presented their storyboard ideas to the Council and a local architect. As a result, the Center is an engaging

space that illustrates Southern California's key industry clusters, the type of career paths that exist within each, and how to access the corresponding education, work experience and employment opportunities.

Part of the Center's key experience and employment strategies, the Hire-A-Youth Program alone connected nearly two thousand young adults to its hiring events and Summer Opportunities Fair, provided work readiness training to 600 youth, assisted several hundred youth in finding employment, and placed 660 in internships and other work experience activities.

Those internships and the Center's annual Job Shadowing event largely focused on prioritized regional industry clusters, and included key partnerships with local businesses, educational systems and programs that helped to underscore the connection between education – at all levels – and career pathways. One focused series included in-school presentations to local middle and high school students by health care professionals on the diversity of occupations of importance to the marketplace.

WIB staff further underscored the career pathways connection by engaging a local group of youth enrolled in a local entrepreneurial/desktop publishing training program to create the Workforce Investment Network's first-ever labor market publication *by youth, for youth*. The team was given a copy of the industry sectors highlighted on the Network's web site, and the latitude to tell the story of those industries however they saw fit. The first issue of *2008 Youth Workforce Development* was released in June to regional libraries, recreation centers, youth serving organizations, and others to help young people see career choices from the lens of their peers.

Funding for the various youth program elements and initiatives has been provided through an investment of State Workforce Investment Act Youth funds, City of Long Beach's Community Development Block Grant and Refuse Funds, the County Departments of Community and Senior Services and Children and Family Services, from the South Bay Center for Counseling, and from local employers.

Humboldt County Workforce Investment Board – Regional Prosperity on the Redwood Coast

In 2007, building on the *Targets of Opportunity* research, the Humboldt County Workforce Investment Board, dug into the jobs, careers and education required to supply the workforce in the six fast growing industries identified in the research. Support for this continuing effort came from \$100,000 in Workforce Investment Act Rapid Response funding and an additional \$195,000 from a US Department of Commerce Economic Development Administration grant.

The *Occupations of Opportunity* report (www.HumboldtWIB.com /www.northcoastprosperity.com) identifies not only the careers with high demand in the region, but also the pathways to securing them. It describes the educational level and training needed to work in each field providing in-depth information that the local community college, university, K-12, adult schools and vocational counselors can use to re-direct training resources and counsel students and adults to high quality jobs.

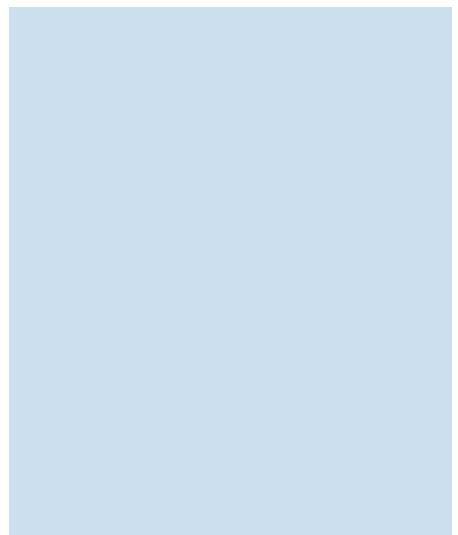
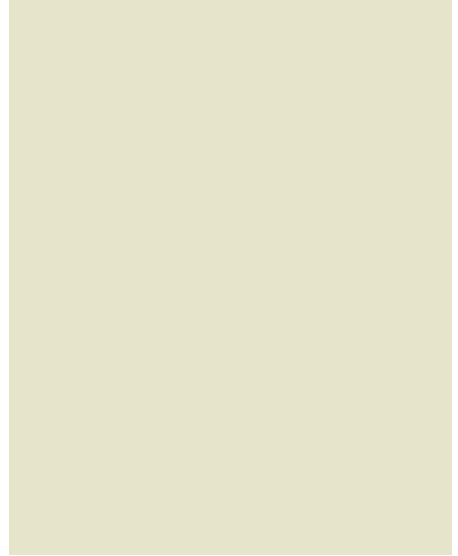
Given the profound economic and cultural changes of the last 20 years as the Timber and Fishing industries have declined, concrete data about emerging industries and promising careers is life-changing for the Redwood Coast.

Working with partners in Del Norte, Mendocino and Trinity counties, the Humboldt County WIB produced the first region-wide industry cluster conference. Industry leaders from each of the six “targets of opportunities”, and from each county, met to network with each other, learn and teach about their industry, and to identify key actions that would help their industry continue to grow on the Redwood Coast. Work continues in each county. The regional partners, workforce, economic development, small business incubation, education, and community foundation, meet regularly to align programs and plan next steps.

South Bay Workforce Investment Board – Recipient of the United State Department of Labor’s Excellence Award for “Connecting America’s Youth to the Workforce”

The South Bay Workforce Investment Board (SBWIB) was one of 20 awardees in the country to receive the U.S. Department of Labor’s Recognition of Excellence Award, which honors workforce investment system programs from around the country that have achieved outstanding success.

As one of three award recipients in the “connecting America’s youth to the workforce” category, the SBWIB was recognized for the success of its Bridge to Work Program at the national 2008 Workforce Innovations Conference held in New Orleans.



Bridge to Work (BtW) is built upon a successful pilot project implemented in 2003 in collaboration with Congresswoman Maxine Waters, which resulted in positive employment outcomes for high-risk youth and adults. In response to the county-wide youth gang epidemic, the program addresses the alarming rise in youth gang involvement and crimes by using a multi-sector collaborative approach to provide employment services, academic support, life skills training and mentorship to youth. The pilot BtW began with a focus on youth 18-24 years old. In March 2007, BtW, expanded to serve 14-17 year olds, whose arrest rate and gang involvement had also sky-rocketed within the last decade.

Last year, 460 youth were served. In that year, 78 % of participants completed the program and either entered employment or went on to further education and training. Outcomes were even stronger among participants, ages 19 to 21, with 82% entering unsubsidized employment.

“South Bay Workforce Investment Board’s success is the result of working with multiple agencies to go beyond providing basic job training to youth.” “Its collaborative approach is helping prepare at-risk youth in the 46 square-mile area encompassing Inglewood, Hawthorne, Lawndale, Carson, Gardena and the unincorporated County areas of West Athens and Lennox with the support necessary to embark on productive lives.”

Wayne Spencer,
Board Chair of the SBWIB



Verdugo Workforce Investment Board – Serving the Disabled Job Seeker

While in the course of conducting demographic and labor market research in 2005, the Verdugo Workforce Investment Board (WIB) found a high percentage of residents with disabilities in its region. Based on these findings, the WIB began exploring additional employment assistance for disabled job seekers, many of whom are shut out of the workforce due to their disabilities.

As a result the Verdugo WIB was the first WIB awardee to receive a 3-year, \$300,000 Work Incentives Planning and Assistance (WIPA) grant from the Social Security Administration (SSA) to provide employment counseling to SSA beneficiaries who might be seeking work.

WIB staff advises disabled job seekers about SSA work incentives and other programs to help them become employed. The WIB teamed with dozens of disability-related agencies, such as the state's Media Access program that helps employ disabled actors, to help achieve the goals of the WIPA program. The WIB also received an additional grant from the Glendale Community Foundation to provide specialized computer equipment to assist blind and hearing impaired job seekers access to Workforce Investment Act one-stop employment services.



The WIB has enjoyed uncommon success in the WIPA program. It has provided job and benefits advisement to 272 disabled job seekers. Tapping into the resources and services of its One-Stop Centers, the WIB has helped 23 disabled job seekers find jobs, even though job placement is not a requirement of the WIPA program. Some clients have obtained jobs at starting pay rates as high as \$75,000 per year.

Through its success, the WIB has clearly demonstrated the value of agencies working together and tapping into each other's strengths to benefit high-need job seekers.

San Bernardino County Workforce Investment Board – Sector Strategies

The San Bernardino County Workforce Investment Board (SBCoWIB) identified four sectors in the county that showed a need for trained and skilled workers. These growth industries

are transportation/logistics, advanced manufacturing, aviation and health care. The SBCoWIB worked with each sector through an industry council made up of large employers in that industry.

This approach has been successful as it links the WIB with the key businesses who provide grass roots knowledge about the industry's workforce needs, and in turn the WIB partners directly with the industry to develop customized training programs, build links with education, gain support from elected officials and create awareness among the general public of the great careers available within the county.

The sector approach is one of the most efficient ways a WIB can make a positive impact to the county's economy, by helping businesses thrive and helping workers get connected with everything they need to build careers locally.

“19,973 people received
a credential”

Job Training
Automation System



Burlington Northern Santa Fe Railway (BNSF Railway) Dispatch Training Program

Despite the slowing economy, the transportation sector in San Bernardino County is growing and facing a shortage of skilled workers. Each year BNSF Railway seeks new railroad dispatchers to fill open positions, which are well-paying and require a high level of skill. However, the misperceptions about the industry have forced BNSF Railway to recruit from areas outside the county.

In order to place more local residents in these high-paying jobs, the San Bernardino County Workforce Investment Board partnered with BNSF Railway and San Bernardino Valley College to organize a Dispatch Training Program.

The training program was designed to train students to safely direct cargo and passenger trains using complex software. The 16-week program consisted of a five-week classroom course at San Bernardino Valley College, a six-week classroom

course in Fort Worth, TX and a three to five-week internship at BNSF dispatch facilities.

The first class of seven students completed the program in June of 2008 and are working full time as BNSF Railway dispatchers, earning a first-year wage of approximately \$60,000. The second class of seven students is in training and scheduled to graduate in October 2008.

The SBCoWIB funded the program by contributing approximately \$93,000. It also oversaw the enrollment process and launched a media relations campaign to help recruit candidates. The program was featured in the National Railroad News, The Press Enterprise, San Bernardino Sun, Inland Valley Daily Bulletin, Inland Empire Business Journal Fontana Herald News, The Colton Courier Weekly, Inland Empire Weekly, The El Chicano Weekly and The Rialto Record Weekly.

As a result of the media relations effort, the SBCoWIB received more than 400 inquires about the program for each of the classes.

DRAFT

North Valley Job Training Consortium (NOVA) – Solar Energy

In 2006, a coalition of solar energy employers in Silicon Valley came together with the goal of eliminating barriers to the use of solar power. From the start, this group, known as SolarTech, recognized that addressing workforce challenges would be critical in supporting their rapidly growing industry, and they invited NOVA to be part of the group. In its 2007 white paper, SolarTech stated, “As the photovoltaic (PV) market grows, installation companies are finding it increasingly difficult to hire qualified people. In addition, there are few training programs with adequate curricula, especially in the Bay Area.”

SolarTech identified the follow major challenges for the industry in terms of workforce:

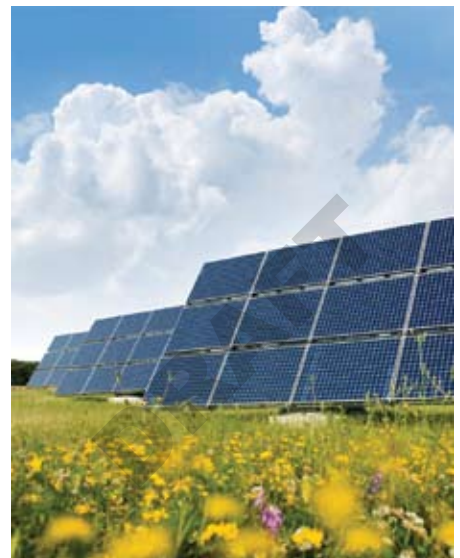
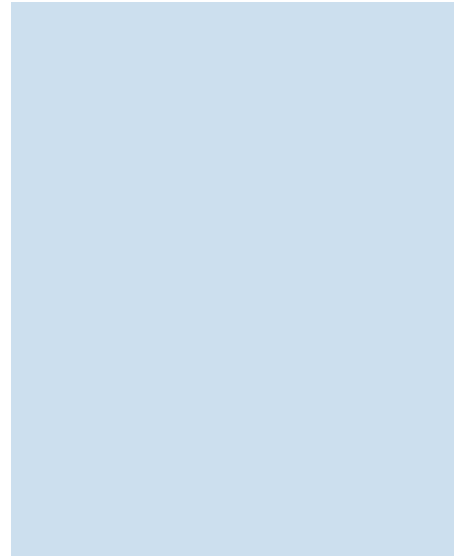
- The need for each company to train its own solar workers is not highly scalable and results in higher costs for the industry and its customers
- The lack of trained workers who execute a consistent set of standards across the industry presents a risk that more onerous licensing requirements will be imposed
- The number of workers who possess certification in industry standards is limited, resulting in widespread variations in quality and efficiency

The SolarTech members realized that community colleges are an important resource for timely and responsive help with these workforce challenges. Solar industry representatives, NOVA staff, and workforce development leaders from local community colleges met to discuss funding available for developing curriculum to train PV installers, identified as one of the most critical needs.

The timing was right, as the California Community College Chancellor’s Office had just issued a request for applications for its Industry-Driven Regional Collaboratives grants. Together, the group strategized as to what would make up a successful PV installer training program. The proposed training would entail a classroom and lab component, delivered in both accelerated and semester format, followed by a paid 8–10 week internship at a SolarTech company. Students would be prepared to take the North American Board of Certified Energy Practitioners (NABCEP) PV Entry Level certification exam.

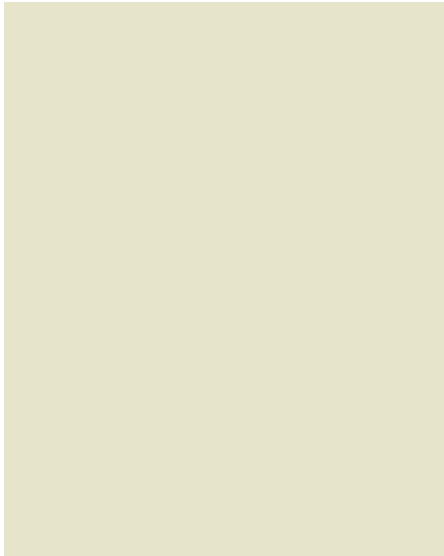
The grant was funded, and approximately 125 students in both Santa Clara and Santa Cruz counties will receive training over the course of the grant. Following the grant term, credit-based training will be available on an ongoing basis.

Faculty development was another key component of the project. Faculty obtained expertise through a close working relationship with industry professionals by curriculum development and team teaching. In addition,



**“32,403 people were
in training”**

**Job Training
Automation System**



the SolarTech companies made state-of-the-art solar equipment available to the colleges.

This project is driven by the industry partners, and they will benefit through an increase in skilled workers. The community colleges were willing to step up and pilot a new program to meet the solar industry need. NOVA serves on the project steering committee and is working closely with SolarTech to reach the solar integrators, the employers that install the PV systems, and market the training and have employers participate with the work experience portion of this effort. In addition, NOVA markets solar industry opportunities to clients and also coordinates the internship portion of the project.



While some Workforce Investment Act funding supports NOVA's involvement in SolarTech, this project is primarily supported through other grant funds and through the investment of the solar industry employers.

Health Career Connections – Kaiser Permanente (KP) HealthConnect

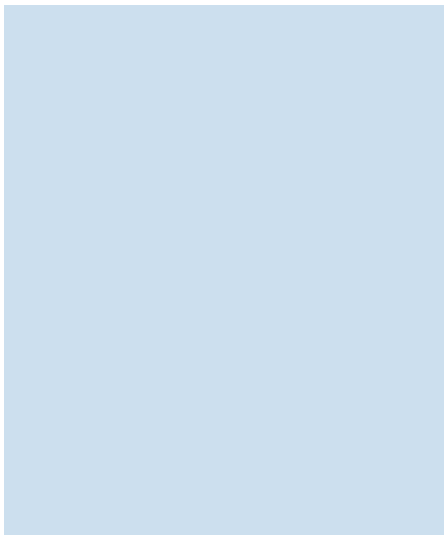
The Health Careers Connection – KP HealthConnect Program for incumbent workers is a partnership between Kaiser Permanente, Los Angeles Harbor College representing other community colleges in San Diego, Riverside, Fontana and Bakersfield, and the South Bay Workforce Investment Board representing WIBs and One-Stop career centers in Riverside County, San Bernardino County, San Diego County, Kern County and the South Bay area of Los Angeles County.

Kaiser Permanente Hospitals needed to digitize their chart room activities, and consequently needed help in training large numbers of incumbent employees in various locations. In partnership with Kaiser Permanente administrators and the South Bay Workforce Investment Board, Los Angeles Harbor College applied for and received approximately \$800,000 in funds from the Chancellor's Office, California Community Colleges under the Workforce and Economic Development Program.

The South Bay Workforce Investment Board (SBWIB) and Los Angeles Harbor College (LAHC) organized training efforts at five California Community Colleges with the help of Workforce Investment Boards in those locations.

Participating community colleges included:

- Los Angeles Harbor College
- Chaffey College
- San Diego Mesa College
- Riverside Community College
- Bakersfield College



Participating Workforce Investment Act partners included:

- The SBWIB and the South Bay One-Stop Business and Career Centers in Inglewood and Redondo Beach
- The Riverside County Workforce Development Board and the Workforce Development Center at Riverside
- The San Bernardino County Workforce Investment Board and the Department of Workforce Development – Employment Resource Center, Rancho Cucamonga
- San Diego Workforce Partnership, Inc., the Metro One-Stop Career Center and the Grossmont Union High School District
- Kern/Inyo/Mono County Workforce Investment Board and the Career Service Center Employer’s Training Resource

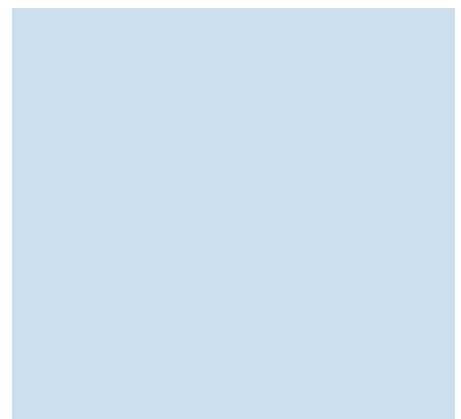
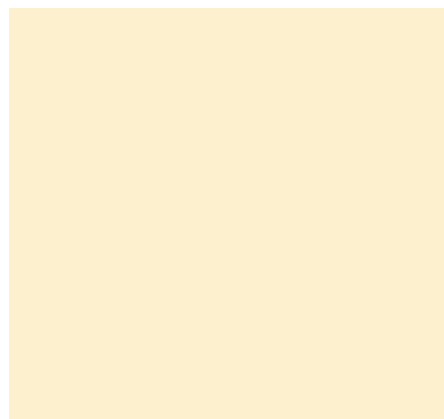
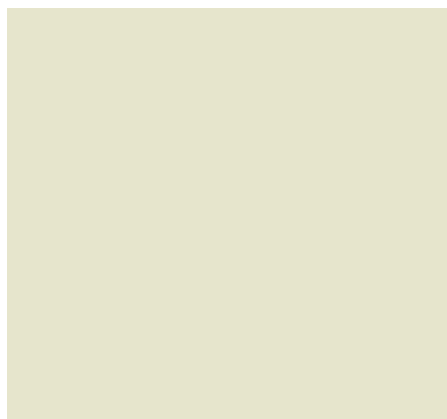
This unique partnership provided a combination of instruction in customer service, medical terminology, key-boarding, anatomy, and physiology along with case management, progress monitoring, supportive services and outcomes tracking for 266 Kaiser Permanente employees. Many participants were consequently retained in their upgraded jobs while others took positions in other areas of the Kaiser Permanente system.

The program was totally industry driven. From the start, the Kaiser Permanente staff was extremely pro-active in providing information needed to secure the program’s funding. The integration of WIB and One-Stop activities on issues of job retention, placement and outsourcing was key to the partnership’s success, which no single entity could have achieved alone given the geographic distribution of participating hospitals.

The program was developed and implemented in direct response to the needs of Kaiser Permanente. Training took place where the individual hospitals needed it, and when it was needed. Total flexibility was required in order to make the program feasible.

The cooperation between colleges in the program was extensive, spanning distance, diverse populations of students and varied numbers of trainees, depending on the industry need at each location. The partnership produced increased inter-college communications, and better understanding between the colleges, the Workforce Investment Boards, and One-Stop career centers involved. The students benefited from training because they were either able to retain their jobs with upgraded skills or move on to other, better jobs in the Kaiser system and jobs outside of Kaiser Permanente in some cases.

The Health Career Connections – KP HealthConnect Program is a successful example of how multiple units of California’s local workforce investment system and community college system can collaborate to respond to industry needs in a timely manner while providing an enhanced array of technical education and workforce services for targeted workers.



Madera County Workforce Investment Board – Lowe’s Home Improvement Center

The Madera County Workforce Investment Board partnered with Lowe’s in assisting their team with staffing their new location in the city of Madera. In April 2008, Lowe’s contacted the Business Services Team at the Madera County Workforce Assistance Center and asked to locate their team in the Center during their employee recruitment process.

The Business Services Team posted signs at the Lowe’s construction location, indicating that interested individuals could apply at the Workforce Assistance Center. The Lowe’s team was on-site at the Center beginning in mid-May, and was provided with office space, phone and computer access, training rooms, and staff support. Two weekend events were held at the Center to facilitate in the short hiring time frame that the Lowe’s team was working with. Lowe’s hired 80% of the workforce for their Madera store from the local area, and successfully hired the majority of their associates while on site at the One-Stop.

The successful relationship between Lowe’s and the Madera County Workforce Assistance Center has created excellent community and public relations regarding the business services available through the local One-Stop Center. The Business Services team has already

been contacted by additional businesses preparing to move into the Madera area regarding services and support available to assist with their business launch process. The WIB is dedicated to continuing to provide excellent and responsive services to its local business community, and to building relationships that create opportunities for local job seekers.

“I would like to personally thank you for all of your assistance in helping us staff our store. All of your staff has been absolutely phenomenal throughout our entire duration at your facility. We hired 112 out of our targeted 137 associates during the time in your facility. Not only do we appreciate your time during the late hours and extra hours on the weekend but your willingness to find a resolution to any immediate concerns that was brought to your attention. We also employed 80% of our staff with Madera residents which should definitely assist with our economy decline in Madera. It has been a pleasure to work with your staff.”

**Jay Mahabir, Manager -
Lowe’s, Madera**

“40,017 active employers used the One-Stop system to hire workers”

CalJOBSSM

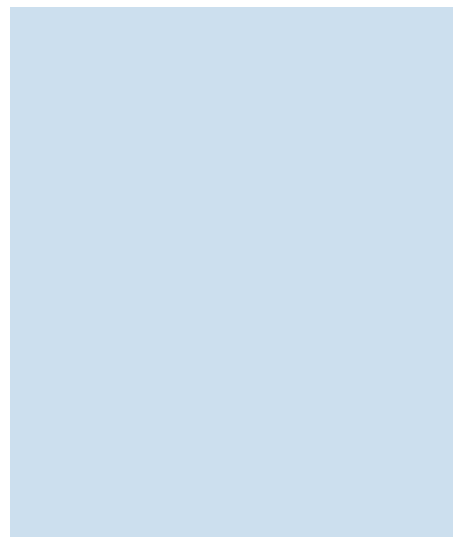
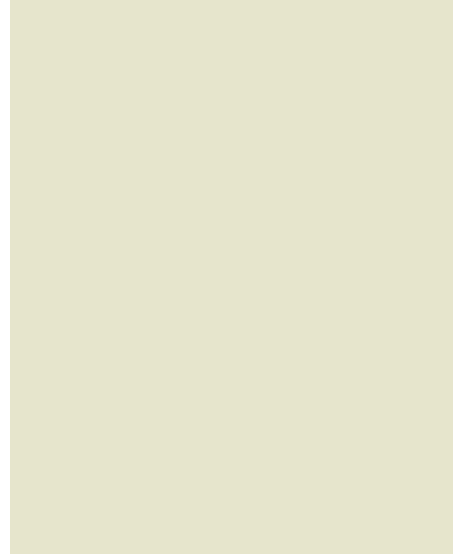
Apprenticeship Training Forums

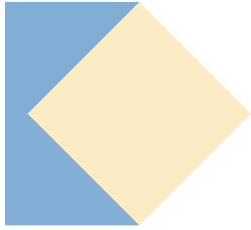
As dramatic shifts in the demographics of our labor force occur, registered apprenticeships have become an important component of innovative talent development and lifelong learning strategies. These apprenticeships enable California workers to learn and earn while working, advance their skills and help our state remain competitive in the global economy.

To showcase the benefits of apprenticeships to employers, the State Board in partnership with the California Community Colleges, Department of Industrial Relations, Division of Apprenticeship Standards and the Department of Labor's Regional Apprenticeship Program hosted six regional apprenticeship forums throughout the state.

This year the forums focused on three important sectors of California's economy: agriculture/food chain, manufacturing and healthcare.

The five remaining forums were held at local community colleges in the cities of Mountain View (manufacturing and healthcare), Tulare (agriculture/food chain), Los Angeles (healthcare), and Modesto (agriculture/food chain). Employers, workforce staff and community college representatives had the opportunity to receive basic apprenticeship information, hear from employers and their current apprentices how well apprenticeships works in the business world and begin the connection that led to new apprenticeship programs.





Investment

To spend or devote for future advantage or benefit

Foothill Workforce Investment Board – Historic Funding Leads to Sustainability of a Demonstration Grant to Serve Foster Youth

In July 2007, Casey Family Programs (a Seattle-based national operating foundation that has served children, youth, and families in the child welfare system since 1966) in an unprecedented move, replaced the United States Department of Labor (USDOL) as the major funder for five national demonstration projects designed to help youth aging out of foster care become employed and reach self-sufficiency. This is the first time that Casey has directly funded outside programs.

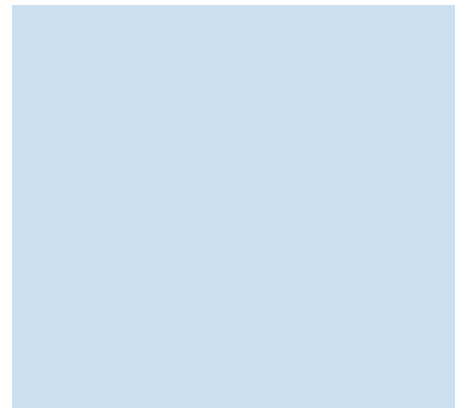
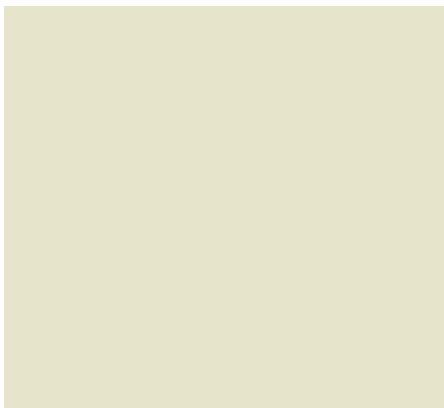
The Foothill Workforce Investment Board (FWIB) in partnership with Community Build, Inc. (located in South Los Angeles) and Casey Family Programs was one of the five awardees selected as the recipient of the grant.

The program model is built around a comprehensive employment strategy that draws upon the collective social services, education and workforce development resources within the community to establish a seamless service delivery model to ensure that foster youth or emancipated foster youth at risk of homelessness have the means as well as the motivation to become successful adults. Youth eligible for the program are between the ages of 17 to 21 and will soon transition out of the foster care system or who have already transitioned but have not been successful in achieving self-sufficiency. Priority of services goes to those who are homeless, pregnant or a teen parent or on probation.

The program consisting of multiple funding resources that bring together the best practices of existing providers and negotiate the delicate balance required

to overcome the often complex barriers impeding foster youth in completing school and attaining employment leading to self-sufficiency. Both of the local partners have existing relationships with area employers, and conducted outreach to employers offering high-demand, high-skill jobs, in order to create various employment opportunities for participants, including internships, on-the-job training and unsubsidized employment.

Through this project, a total of over 300 youth have been served. Positive outcomes for this program include unsubsidized employment, attainment of high school diploma or GED, enrollment in post secondary school, enrollment in vocational training, and entrance into the military, and stable housing.



Governor's Nurse Education Initiative

In May 2008, a report released by the California Labor and Workforce Development Agency showed that statewide, nursing programs are projected to graduate 10,391 RNs during 2007-2008, a 68 percent increase since 2003-2004 when Governor Schwarzenegger began to address the critical shortage of nurses.

California currently has 647 RNs per 100,000 residents, an improvement since 2005 when it had 589 RNs per 100,000 residents. If current trends continue, California will surpass the national average of 825 RNs per 100,000 in 14 years.

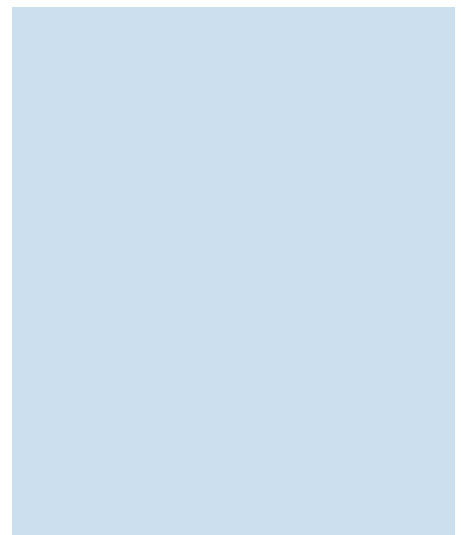
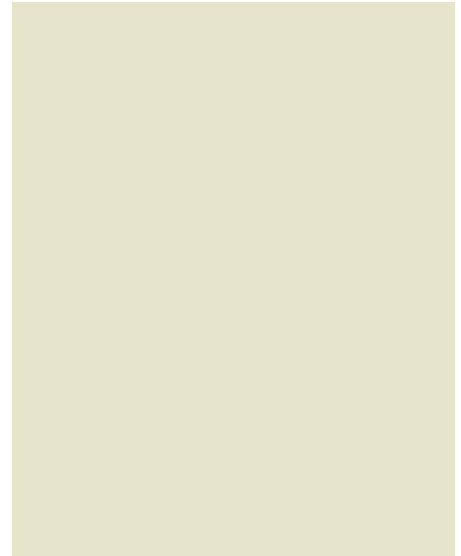
In April 2005, the governor launched the California Nurse Education Initiative and formed a task force to oversee efforts to expand nurse education capacity. Since then, 23 new nursing education programs have opened and more than 22,500 students are enrolled in California nursing programs, a 24.7 percent increase.

San Joaquin Delta College, which graduated 79 nursing students, is a partner in the San Joaquin Valley Partnership's Nurse Education Consortium, which received a \$500,000 grant from the Schwarzenegger administration to expand nursing education in the region.

The Governor's initiative is anchored by a \$90 million, five-year public-private partnership that focuses on expansion of nurse education capacity, faculty development, student support services, including loan forgiveness, and additional funding for nursing schools.

"I am proud to say that California Community Colleges train 70 percent of the nurses in California, and we feel very good about the part we play in the Governor's Nurse Education Initiative. To respond to the California nursing shortage, 74 community colleges have increased the number of nursing students for the past several years and we graduated 7,700 nurses during 2007-2008."

**Dr. Diane Woodruff,
Chancellor of the California
Community Colleges**



Fresno County Workforce Investment – Assisting Veterans through Vocational Employment Training (AVVET)

The Fresno County Workforce Investment Board, in partnership with the Kings County Job Training Office, West Hills College, and three military and veteran partners received \$500,000 in Governor's Discretionary 15 Percent funds to serve 125 recently separated veterans, including those with disabilities, significant barriers, campaign veterans and/or eligible spouses. Veteran and military organizations included the Army National Guard, Lemoore Naval Air Station (the largest naval air station in central California), and county veterans services.

The program integrates with One-Stop systems and facilitates job training and employment-related activities, while providing access and referrals to community supportive services. The program assesses veteran occupational interests, identifies military transferable skills, and determines career pathways within local high-growth industries, which offer livable wages, benefits, and career advancement opportunities. Occupations include healthcare, construction, correctional officer, maintenance mechanics and repair, automotive service tech and mechanic.

Pacific Gateway Workforce Investment Board – Industry-Driven Regional Strategy: Logistics and Transportation

Governor's Discretionary 15 Percent funds, State Community College Chancellor's Office, in-kind and cash support from the Ports, and wages from local businesses, supported a partnership effort to enhance industry strategies around the Southern California goods movement and transportation sectors. Recognizing the opportunities that stem from the growth of the Ports of Los Angeles and Long Beach, the Pacific Gateway Workforce Investment Network's Career Transition Center, Harbor WorkSource Center (One-Stop Centers) and Long Beach City College (LBCC) convened a number of conversations with Port and industry officials to bolster training and placement strategies.

Through its "Port Opportunities Program" partnership the One-Stops, LBCC and others embarked on a joint initiative that:

- Provided community "road show" discussions to hundreds of residents and young adults to demonstrate sector career pathways options
- Created 28 virtual job shadow videos featuring local goods movement employers and employees to demonstrate the breadth of career pathways in logistics and transportation
- Joined with International Trade Education Programs Inc. and its nearby International Trade Academy at Banning High School to provide annual industry internships to incoming high school seniors
- Began implementation of Goods Movement Education Center installations at the Network's three area One-Stops
- Launched www.porttruckjobs.com, a dedicated labor exchange portal through the local Virtual One-Stop (VOS) System to easily connect employers and job seekers around the two largest job classifications associated with Port jobs
- Provided related pre-vocational and occupational skills training to more than 300 residents; concurrently conducted numerous industry hiring events for local employers, already placing more than 125 residents in employment

This Workforce Investment Network partnership has led to an expanded focus and set of opportunities in the goods movement/logistics sector. Imminent changes related to Port environmental policy and Homeland Security regulations provided the opportunity to begin crafting larger labor exchange and long-term training strategies with the twin Ports of Los Angeles and Long Beach, the Los Angeles City WIB and its WorkSource Center system, additional Community College Districts, and economic development partners in order to address the significant future needs for drayage truck drivers.

Additional efforts are expected to launch in the fall of 2008.

Life Sciences Expansion Project – Biotech Workforce Network

In 2004, the U.S. Department of Labor-Employment and Training Administration awarded the Biotech Workforce Network, a \$2 million President's High Growth Job Training Initiative Grant to train laid off workers for positions in the biotech manufacturing industry. This Network is a collaboration of four local workforce investment areas (County of Alameda, County of Contra Costa, County of San Mateo and the City of Richmond), the Bay Area Biotech company Genentech Corporation, and two community colleges, Skyline College and Ohlone College.

In 2007, the Network received additional Governor's Workforce Investment Act (WIA) 25 Percent funding totaling \$997,834 to continue the work, which includes the successful and award winning biotechnology training model which has expanded to include Contra Costa Community College and the San Jose/Silicon Valley Workforce Investment Network.

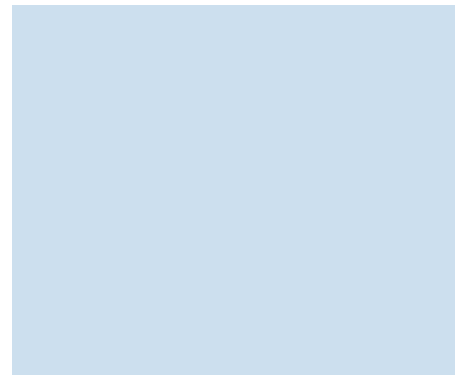
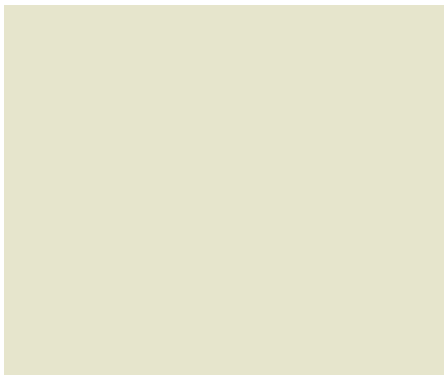
This model incorporates industry tailored post secondary training through the community colleges to be followed by three months of on the job training and company internships. It provides laid off workers with the tools they need to move into jobs in one of the leading growth industries in the Bay Area.

The Life Sciences Expansion Project partnership includes the Employment Development Department, Alameda County Workforce Investment Board (WIB), Contra Costa WIB, City of Richmond WIB (all of EASTBAY Works), San Mateo County WIB, San Jose/Silicon Valley Workforce Investment Network (Work2Future), Skyline College, Ohlone Community College, Contra Costa Community College and three of the nation's largest biotech manufacturing firms, Genentech Corporation, Bayer Corporation, Novartis, and a host of smaller research and manufacturing firms.

San Diego Second Chance Program

Stories of addiction, criminal activity, homelessness, mental illness and unemployment, experienced in conjunction with one another, create formidable barriers for those who are disconnected from the mainstream workforce.

In San Diego County this population includes more than 10,000 homeless persons, tens of thousands of former offenders and more than 200,000 adults living below the poverty level. This population's overwhelming need presents a substantial challenge for the traditional workforce development system. Second Chance, through the nationally-recognized STRIVE (Support Training Results in Valuable Employees) job readiness training program, provides services to participants to overcome barriers, obtain employment, receive mental health counseling, case management and housing assistance. Graduates are successfully placed in entry-level jobs in hospitality/tourism, construction, and other industries and maintain employment over the two-year tracking period.



“Rapid Response services were provided to 726 companies assisting 58,515 dislocated workers in making the transition to new jobs and careers”

EDD Workforce Services Branch

San Diego Second Chance, supported by Governor’s Workforce Investment Act funding and a partnership including the San Diego Workforce Partnership, California Department of Corrections and Rehabilitation, Employment Development Department, and a variety of community and faith based organizations, has a 75% success rate. Program success stories include one about the young man armed with a handgun who was sent to jail for the possession and sale of crystal methamphetamine. Just before he was scheduled to be released on parole, he attended a presentation by an outreach advocate from Second Chance. He knew this was an opportunity to break out of his destructive cycle. Through Second Chance, he attended job readiness classes and stayed in a sober living house for three and a half months. Within a week after completing the program, Second Chance helped him land his first job. Soon after, he was offered a job as a trainer at Second Chance.

“Second Chance taught me discipline and patience. I’ve seen so many walks of life, I can relate to a lot of the people. It’s a wonderful gift. I’m happy with my life now.”

LA Refinery, Manufacturing & Maintenance – South Bay Center for Counseling

Supported by a \$500,000 grant from the Governor’s Workforce Investment Act, the Los Angeles Manufacturing and Maintenance project created career pathways to refinery contract maintenance positions for 76 disadvantaged youth and adults with barriers to work.

Reflecting an industry combining strong growth and a relatively low skill threshold for entry-level workers, initial placements as Safety Attendants at up to \$1,000 per week will lead to upgrade training and placement in mechanical craft careers paying \$40-60,000 per year.

Sponsored by WellTech Safety/TIMEC, California’s largest refinery maintenance firm, community and workforce agencies, and Harbor College, this comprehensive pathway includes basic and job specific skills training, initial and advanced job placement, intensive case management, and social support.

The broad public/private partnership includes the South Bay Workforce Investment Board, South Bay Counseling Center, Los Angeles Harbor College, Los Angeles Harbor Occupational Center, WellTech Safety/TIMEC, ExxonMobil, Valero, ConocoPhillips, Beach Cities One Stop, Housing Authority of the City of Los Angeles, Project Eye-to-Eye, Gruber and Pereira Associates.

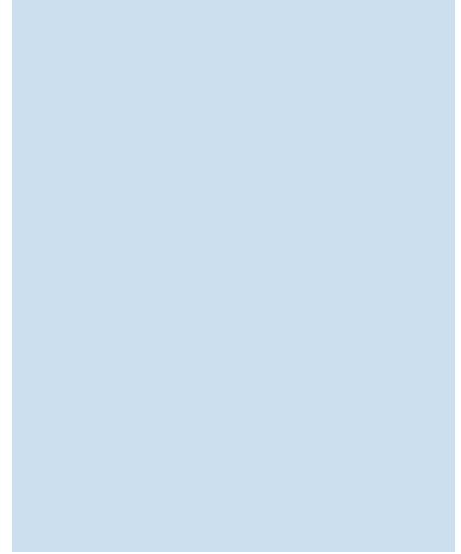
Community Career Development, Inc. – Los Angeles

The Community Career Development, Inc. (CCD), a community-based organization, received a \$600,000 Governor's Workforce Investment Act grant to implement an innovative, comprehensive industry-driven training program.

This program is designed to meet the needs of the logistics industry employers by providing a workforce with the necessary skill sets that, combined with a positive work ethic, will contribute to the regional, statewide, and national economy.

This project targets adults, older youth, dislocated workers, the unemployed, underemployed, veterans, and incumbent workers to receive logistics skills training certification.

In association with the Los Angeles Community College District, the Community Career Development and its Logistics Working Group have developed and tested a



comprehensive training curriculum with the involvement of logistics industry leaders and employers.

The broad based partnership includes representatives from the Employment Development Department, Los Angeles Community Development Department/City of Los Angeles, Los Angeles Valley College, East Los Angeles College, Goodwill Industries, Carson-Lomita-Torrance Workforce Investment Board, International Trade Education Programs, East San Gabriel Valley ROP, Community, faith-based and non-profit organizations, Los Angeles Valley College, Los Angeles Unified School District

The logistics skills certificate allows individuals to be placed in employment within the logistics industry.



Governor's Workforce Investment Act Funds

Forty competitively awarded grants totaling \$17,772,028 will provide employment and training services for California workers to:

- Prepare job seekers for high-wage, high-skill jobs that help California businesses in growing industries expected to play a major role in the continued expansion of California's economy
- Address training and employment demands for industries with a statewide workforce needs
- Provide customized services and training to help workers with special needs overcome employment barriers and find entry-level jobs and upgrade their skill levels for demand occupations

	WIA Awarded Amount	In-Kind/Cash Match Amount	Total Match & Awarded Amount
Vets Employment Assistance Program	\$6,000,000	\$3,966,645	\$9,966,645
Gang Reduction, Intervention and Prevention Initiative Project	\$7,305,222	\$12,059,726	\$19,364,948
Construction Talent Transfer	\$4,466,806	\$6,148,502	\$10,615,308
Grand Total for 2007-2008 Grants	\$17,772,028	\$22,174,873	\$39,946,901

A list of grantees and project description and partnerships can be found at the following sites:

- Veterans Employment Assistance Program (http://www.edd.ca.gov/Jobs_and_Training/WDSFP_VEAP_Award_List.htm)
- CalGRIP (<http://www.oes.ca.gov/WebPage/oeswebsite.nsf/Content/1B68B994A57BCF1E882574BF00579E28?OpenDocument>)
- Construction Talent Transfer (http://www.edd.ca.gov/Jobs_and_Training/WDSFP_Construction_Talent_Transfer_Awards.htm)

The cost and performance information required for California's Workforce Investment Act Title-I Annual Report for program year 2007-2008 can be viewed on the State Board website at: <http://www.calwia.org>

The website link includes:

- Performance data tables for California's 49 Local Areas
- A summary of program outcomes in terms of cost and performance

This information was prepared by the California Employment Development Department.

Resources

U.S. Department of Labor
<http://www.dol.gov/>

DOL Employment and Training
WIRED Initiative
<http://www.doleta.gov/>

California Labor & Workforce
Development Agency
<http://www.labor.ca.gov/>

California Economic Strategy Panel
<http://www.labor.ca.gov/panel/>

California Business Portal
<http://www.labor.ca.gov/cedp/default.htm>

California Regional
Economies Project
<http://www.labor.ca.gov/panel/espcrepindex.htm>

California Workforce
Investment Board
<http://www.calwia.org/>

California Business Investment
Services (CalBIS)
<http://www.labor.ca.gov/calBIS/>

Employment Development
Department
<http://www.edd.ca.gov/>

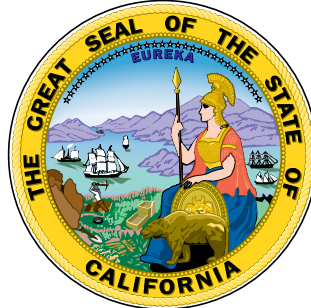
One Stop Career Centers
<http://www.edd.ca.gov/ONE-STOP/osfile.pdf>

Employment Training Panel
<http://www.etp.cahwnet.gov/>

Department of Industrial Relations
<http://www.dir.ca.gov/>

**“\$17,772,028 in
Workforce Investment
Act funds were awarded
in 2007-08 with an
additional \$22,174,873 in
matching funds totaling
over \$39,000,000 dollars”**

**EDD Workforce
Services Branch**



STATE OF CALIFORNIA

LABOR AND WORKFORCE DEVELOPMENT AGENCY

CALIFORNIA WORKFORCE INVESTMENT BOARD

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