

California Department of Education

Executive Office

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# California State Board of Education March 2020 Agenda Item #02

## Subject

## Approval of the Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–2023.

## Type of Action

Action, Information.

## Summary of the Issue(s)

The federal Workforce Innovation and Opportunity Act (WIOA) of 2014 requires the Governor, via the California Workforce Development Board (CWDB), and in coordination with WIOA core federal programs, to submit a unified state plan to the U.S. Department of Labor (DOL) and the U.S. Education Department (ED). The core program offices are operated by three agencies: the Employment Development Department (EDD), the California Department of Education (CDE), and the Department of Rehabilitation.The CWDB and WIOA core program offices collaboratively developed the draft “Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–2023” (WIOA State Plan).

## Recommendation

The CDE recommends that the State Board of Education (SBE) approve the “Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–2023” under the WIOA of 2014.

## Background

This draft WIOA State Plan is designed to meet both state and federal planning requirements while also providing a comprehensive framework for partnership between private industry sector leaders and the state’s publicly-funded workforce and education systems. The draft WIOA State Plan reflects the following:

* Outlines a comprehensive strategy for the investment of federal workforce training and employment services dollars in a manner that aligns, coordinates, and when appropriate, integrates service delivery for the core programs funded under WIOA.
* Provides a framework for aligning other relevant state and federally funded workforce, education, and human services programs. To this end, the draft WIOA State Plan continues the expansion of partnership beyond core programs to other relevant programs such as Temporary Assistance to Needy Families, Carl D. Perkins, now known as the K–14 career technical education (CTE) programs, California’s Employment Training Panel incumbent worker training services, as well as state general-funded California Adult Education Program (CAEP) programs administered by regional consortia under state statutes, and, as appropriate, state-funded CTE programs delivered through both the kindergarten through grade twelve (K–12) educational system and California’s community colleges.

Many program offices within the CDE administer programs that provide services and support WIOA target populations, including individuals with barriers to employment, as well as veterans, unemployed workers, incarcerated individuals, immigrants, and youth. These program offices include:

* Career and College Transition Division (CCTD): provides oversight of programs that assist in the development of career pathways, a focal point of WIOA, for students and adults. These programs include the federal Strengthening Career and Technical Education for the 21st Century Act (also known as Federal Perkins V) and the state CTE Incentive Grant, and both programs serve 970,000 secondary students and 59,000 adult CTE students. Two program offices within CCTD administer and support vital WIOA programs, including:
  + The Educational Options Office~~:~~ supports WIOA Title I youth programs by connecting local agencies with programs for hard-to-serve students, including emancipated, out of school, and homeless youth.
  + The Adult Education Office (AEO) administers all of WIOA Title II services and programs on behalf of the SBE. Over half a million adults study basic skills, English as a second language, citizenship preparation, and take classes to earn a high school diploma or its equivalency under federal WIOA, Title II programs and related state-funded programs.
* English Learner Support Division: serve migrant farmworkers, seasonal farmworkers, out of school youth, English learners and immigrant students and their families. The goal of these programs is to provide students with access to the core academic content, and to overcome language barriers and other barriers caused by the migratory patterns of students.
* Special Education Division: provides transition services to 137,000 students with disabilities statewide, including 94,000 served by Workability 1 programs.

Stakeholders were provided an opportunity to provide feedback on the draft WIOA State Plan through the public comment process. These comments were incorporated into the draft WIOA State Plan which is presented in this item for the March 2020 SBE meeting. The CWDB will meet on March 17, 2020, to discuss and approve the WIOA State Plan. The State Superintendent of Public Instruction, Tony Thurmond, is a designated member of the CWDB, who has delegated authority to Dr. Pradeep Kotamraju, Director of the CCTD, to represent K-12 and adult education programs in California. After obtaining SBE and CWDB approval of the WIOA State Plan, the final version will then be submitted to the DOL and ED no later than March 31, 2020.

## Brief History of Key Issues

Adult education began in California in 1856 with a focus on equity by assisting immigrants and the most disadvantaged. Today, the adult education programs in the state of California provide adult basic and secondary education skills including English, math, and English as a second language foundational competencies needed to enter postsecondary education and training, as well as citizenship training.

In 2014, President Obama signed into law the Workforce Innovation and Opportunity Act (WIOA), which amended the Workforce Innovation Act of 1998. The purpose of the WIOA is to increase education for individuals in the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and the support services they need to succeed in the labor market.

States must receive approval of their state plans to receive funding for the WIOA six core programs, three of which are Title I programs.

* WIOA Title I - Adult, Dislocated Worker, and Youth Formula Programs
* WIOA Title II - Adult Education and Family Literacy Act Program
* WIOA Title III - Wagner-Peyser Employment Services Program
* WIOA Title IV - Vocational Rehabilitation Program

### WIOA Title I - Adult, Dislocated Worker, and Youth Formula Programs

The EDD is the designated lead State agency for the Adult Dislocated Worker Program and Youth Formula Program. The focus of this program is twofold: The Dislocated Worker Program assist individuals who are unemployed through a variety of services. These services include job preparation, training, and placement. The Youth Formula Program offers a comprehensive array of services to assist youth with barriers to employment, prepare for post-secondary education and employment opportunities, attain educational and/or skills training credentials, and secure employment with career opportunities.

### WIOA Title II - Adult Education and Family Literacy Act Program

The CDE is the designated lead State department for WIOA Title II AEFLA programs on behalf of the SBE. As a recipient of funding, the CDE AEO is responsible for awarding of funds and grant compliance monitoring through the Federal Program Monitoring system. The CDE administers supplemental funds to K–12 adult schools and non-credit community college programs, libraries, community-based organizations, and correctional institutions.

### WIOA Title III - Wagner-Peyser Employment Services Program

The EDD is the designated lead State agency for the Wagner-Peyser Employment Services Program which focuses on providing a variety of services including job search assistance, help getting a job referral, and placement assistance for job seekers.

### WIOA Title IV - Vocational Rehabilitation Program

The Department of Rehabilitation is the designated lead State agency for the Vocational Rehabilitation program. Title IV of WIOA amends the Rehabilitation Act of 1973 and authorizes funding for vocational rehabilitation services for individuals with disabilities. Most programs under the Rehabilitation Act are related to the employment and independent living of individuals with disabilities.

## Revising California’s WIOA Plan

The current California Unified Strategic Workforce Development Plan 2016–2020 runs through July 2020. Over the past several months, the CWDB has been working with its partners to frame, align, and guide program coordination at the state, local, and regional levels. Through this coordination, the Draft California Unified Strategic Workforce Development Plan 2020–2023 was developed using the vision, policy objectives, and strategies outlined below.

### State Plan Vision

Under the leadership of the Governor and Secretary of Labor and Workforce Development, California’s vision for the future of workforce development is centered on the establishment and growth of a High Road workforce system. The term High Road refers to an integrated approach to labor, workforce and economic policy. High Road can be expressed as a commitment to equity, sustainability, and job quality. This High Road system will be focused on meaningful industry engagement and placing Californians in quality jobs that provide economic security.

California is committed to developing a workforce system that enables economic growth and shared prosperity for employers and employees, especially those with barriers to employment, by investing in industry partnerships, job quality, and meaningful skills attainment rather than low wages, contingent employment, and minimal benefits.

### State Plan Policy Objectives

Fostering Demand-Driven Skills AttainmentAligning workforce and education program content with state industry sectors so that California’s employers and businesses are provided with the skilled workforce necessary to compete in the global economy.

Enabling Upward Mobility for All Californians  
Ensuring that workforce and education programs are accessible for all Californians, including those with barriers to employment, by prioritizing investments in marketable skills that will lead to quality jobs that provide economic security.

Aligning, Coordinating, and Integrating Programs and Services  
Economizing limited resources to achieve scale and impact by ensuring workforce and education programs that operate with common goals work in close collaboration towards a coherent and unified strategy.

### State Plan Strategies

1. Sector Strategies: Aligning workforce and education programs with leading and emergent industry sectors’ skills needs.

2. Career Pathways: Enabling of progressive skills development through education and training programs using multiple entry and exit points, so that each level of skills development corresponds with labor market gains for those being trained or educated.

3. Regional Partnerships: Building partnerships between industry leaders, including organized labor, workforce professionals, education and training providers, and economic development leaders to develop workforce and education policies that support regional economic growth.

4. Earn and Learn: Using training and education best practices that combine applied learning opportunities with material compensation while facilitating skills development in the context of actual labor market participation.

5. Supportive Services: Providing ancillary services like childcare, transportation, and counseling to facilitate program completion by those enrolled in training and education courses.

6. Creating Cross-System Data Capacity: Using diagnostic labor market data to assess where to invest, and also, the use of performance data to assess the value of those investments.

7. Integrated Service Delivery: Braiding resources and coordinating services at the local level to meet client needs.

The draft WIOA State Plan was posted on the CWDB website for a 30-day public comment period ending on February 3, 2020. The draft is located on the CWDB website at: [<https://cwdb.ca.gov/plans_policies/2020-2023-state-plan-draft/>](https://cwdb.ca.gov/wp-content/uploads/sites/43/2020/01/Operational-Planning-Elements_UPDATED-1-10-20.pdf). Stakeholder input and feedback was used to update and finalize the WIOA State Plan prior to its submission to the Department of Labor in March 2020.

## Summary of Previous State Board of Education Discussion and Action

The SBE approved the “California’s Strategic Workforce Development Plan: Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan” under the WIOA for Program Years 2016–20 in January 2016. In March 2018, the SBE approved the required modifications to the WIOA State Plan.

## Fiscal Analysis (as appropriate)

As the largest state in the country, with the largest population targeted by the programs within the WIOA, California averages approximately 20 percent of the funds allocated to these federal programs. Approval of the WIOA State Plan will allow California to receive approximately $1 billion federal funds to supplement state efforts, including just over $100 million in WIOA, Title II AEFLA grant funds each year for the period 2020–23, as identified below.

**WIOA Program Year 2019–20 – Allotments for California**

* Title I - $381,927,875\*
* Title II - $103,037,992
* Title III - $77,508,834
* Title IV - $312,625,998\*\*

***\*Title I Programs***

* *Youth Program $119,369,810*
* *Adult Program $114,898,395*
* *Dislocated Worker $147,659,670*

\*\*Please note that this is an estimate as the federal budget have not yet been passed.

## Attachment(s)

* **Attachment 1**: Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–23. This document can be found on the CWDB website at <https://cwdb.ca.gov/plans_policies/2020-2023-state-plan-draft/>. (403 Pages)