California Department of Education

Executive Office

SBE-002 (REV. 11/2017)

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# **MEMORANDUM**

**DATE:** February 14, 2020

**TO:** MEMBERS, State Board of Education

**FROM:** TONY THURMOND, State Superintendent of Public Instruction

**SUBJECT:** Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–2023

## Summary of Key Issues

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. The WIOA requires the Governor, via the California Workforce Development Board (CWDB), and in coordination with WIOA core program office, operated by the California Department of Education (CDE), the Employment Development Department (EDD), and the Department of Rehabilitation (DOR), to submit a unified plan to both the U.S. Department of Labor (DOL) and the U.S. Department of Education (ED). The EDD administers both the WIOA Title I Adult, Dislocated Worker, and Youth programs and the Title III Wagner-Peyser Employment Services programs. The CDE administersthe WIOA Title II Adult Education and Family Literacy Act (Title II AEFLA**)** programs onbehalf of the California State Board of Education (SBE). The DOR administers the WIOA Title IV Vocational Rehabilitation services.

The CWDB and WIOA core programs collaboratively developed the draft “Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity: California’s Workforce Development Plan 2020–2023” (WIOA State Plan). Stakeholders were provided an opportunity to provide feedback on the WIOA State Plan through the public comment process. The WIOA State Plan was posted on the CWDB web page at <https://cwdb.ca.gov/wp-content/uploads/sites/43/2020/01/Operational-Planning-Elements_UPDATED-1-10-20.pdf>. In order to ensure the adult education community had the opportunity to read the WIOA State Plan and provide comment, the adult education office provided notice via email notification, a newsletter articles and information during conference presentations.

## Brief Background

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.

Two funding streams support adult education in California. The first, the California Adult Education Program, is a state-funded program and is the main source of funding for the Kindergarten through grade twelve (K–12) adult schools and non-credit community college programs. The WIOA, Title II AEFLA grant is the second main source of funding, administered by the CDE, which administers supplemental funds to K–12 adult schools and non-credit community college programs, libraries, community-based organizations, and correctional institutions. A The WIOA State Plan addresses this focus of the act and through the Title II AEFLA grant the CDE administers these funds to ensure opportunities to immigrants and the most disadvantaged for employment, education, training and the support services they need to succeed in the labor market. The Title II AEFLA section of the WIOA State Plan required no major changes from the modifications approved by the SBE in January 2016. The only changes made to the section were to ensure that the required considerations for applicants were aligned to the current request for applications.

Once the WIOA State Plan is approved by the SBE, it is due to the DOL and ED no later than March 13, 2020.

Section 102(b)(2)(E)(iii)(I) of WIOA, requires States to make the following assurance:

“That the lead State agencies with responsibility for the administration of core programs reviewed and commented on the appropriate operational planning elements of the unified WIOA State Plan, and approved the elements as serving the needs of the populations served by such programs.”

The CDE recommends the SBE approve the draft WIOA State Plan.

The SBE approved the prior “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. Per federal requirements, the WIOA State Plan is required to be modified every two years. Thus in March 2018, the SBE approved the suggested modifications to the WIOA State Plan.

The WIOA State Plan reflects the following:

* Outlines a comprehensive four-year 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 six core programs funded under WIOA. These programs include: Title I Adult, Dislocated Worker, and Youth programs; Title II AEFLA programs; Title III Wagner-Peyser Employment Services programs; and Title IV Vocational Rehabilitation services.
* Provides a framework for aligning other relevant state and federally funded workforce, education, and human services programs. To this end, the WIOA State Plan initiates the expansion of partnership beyond core programs to other relevant programs such as: Temporary Assistance to Needy Families, Strengthening Careers for the 21st Century Act (Perkins V), Kindergarten through grade fourteen career technical education (CTE) programs, California’s Employment Training Panel incumbent worker training services; as well as, the state general-funded Adult Education Program, administered by regional consortia under state statutes, and, as appropriate, state-funded CTE programs, delivered through both the kindergarten through the adult educational system and California’s community colleges.

California state law requires the CWDB to collaborate with the CDE, the California Community Colleges Chancellor’s Office (CCCCO), and other appropriate state agencies, and local workforce development boards to develop a comprehensive WIOA State Plan that serves as a framework for public policy, fiscal investment and the operation of all state labor exchange, workforce education, and training programs.

* State law specifically directs the CWDB to develop a plan that fosters the building of regional alliances between workforce and education professionals and employers to develop programs that meet industry’s workforce needs.
* State planning requirements anticipate and are consistent with the policy direction prescribed in WIOA. The WIOA State Plan meets state requirements pertaining to coordination of services and investment in training in a manner that aligns with regional industry needs by making regional organizing efforts around career pathways aligned with regional labor market trends and industry needs, a key focus of the regional workforce plans required under WIOA Section 106. By doing so, this 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 publically-funded workforce and education systems.

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**

1. **Fostering Demand-Driven Skills Attainment:** Aligning 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.
2. **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.
3. **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 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.

As the largest state in the country, with the largest population benefitting from WIOA programs, California receives an average of approximately 20 percent of the funds allocated to these federal programs.

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

| Item | Amount |
| --- | --- |
| 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*

The CDE will bring the WIOA State Plan to the SBE for consideration and approval at the March 2020 SBE meeting.

## Attachment(s)

None