



WORKFORCE
DEVELOPMENT BOARD



REGIONAL COLLABORATION FOR WORKFORCE DEVELOPMENT

**Ventura County Board of Supervisors
June 14, 2016**

**Victor Dollar, Chair
Workforce Development Board of Ventura County**

STUDY SESSION

- **Role of the Workforce Development Board (WDB)**
- **Overview of Program Year 2015-2016**
- **Workforce Innovation and Opportunity Act (WIOA):
New Workforce Development System**
- **Regional Collaboration to Make WIOA Happen**

WORKFORCE DEVELOPMENT BOARD

Role

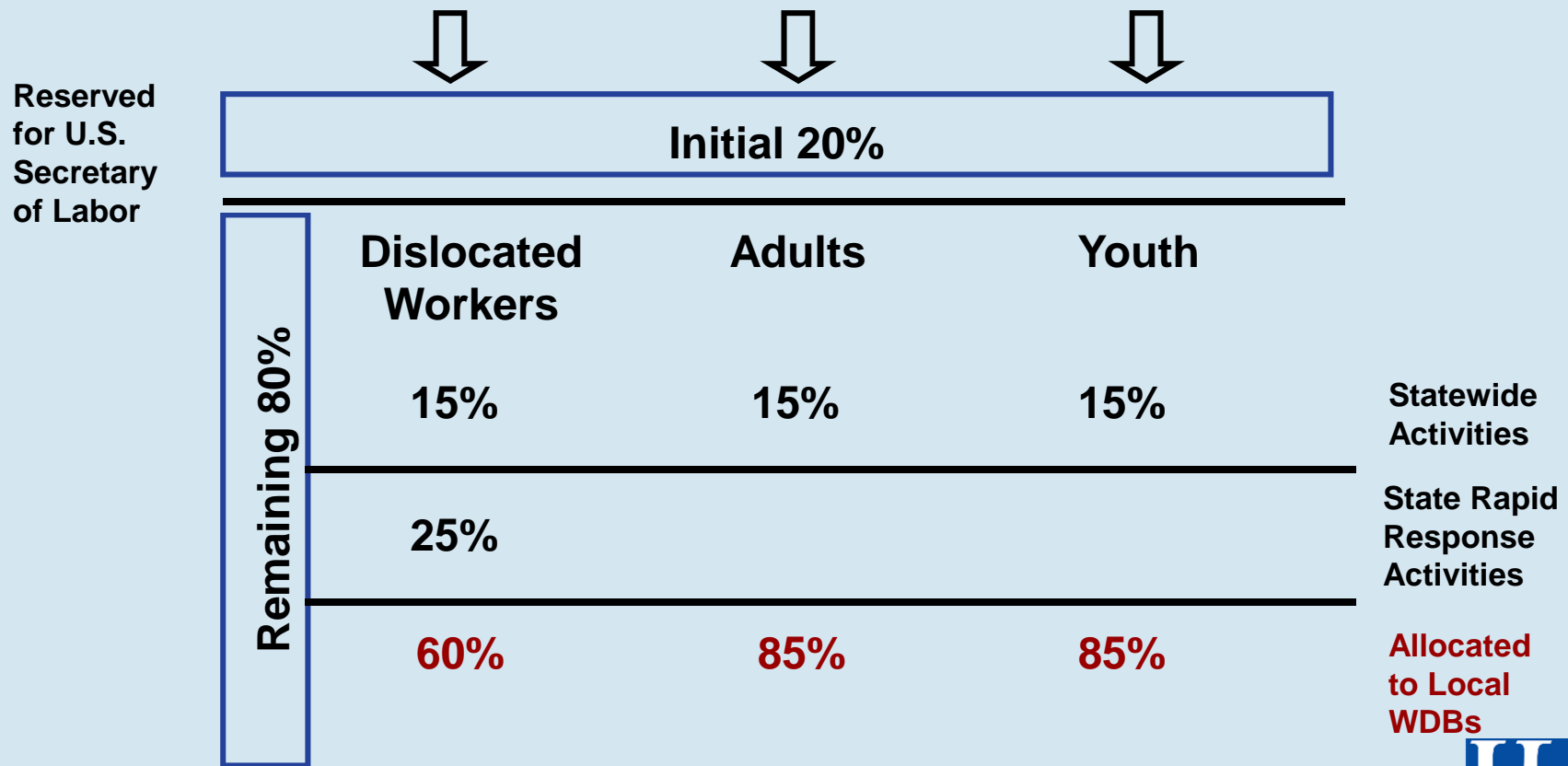
Public board of local leaders from **business, labor, education, economic development, government, and community organizations**, appointed by the Ventura County Board of Supervisors to...

- ✓ Administer Workforce Innovation and Opportunity Act (WIOA) Title 1 funds.
- ✓ Provide oversight for WIOA Title I workforce development programs and services to benefit job seekers, workers, youth and employers.
- ✓ Facilitate regional collaboration, alignment, and leveraging of private/public resources to support business workforce needs.



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Formula Funding for Federal WIOA Title I Allotments to States



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WIOA Title I Core Allocations for Ventura County

| | <u>2015-2016</u> | <u>2016-2017</u> As of 4/21/16 | <u>% Change</u> |
|-----------------------|------------------|-----------------------------------|-----------------|
| ADULT* | \$ 1,791,031 | \$ 1,742,972 | - 2.7% |
| DISLOCATED WORKER* | 2,342,693 | 2,269,724 | - 3.1% |
| YOUTH** | 1,956,058 | 1,906,759 | - 2.5% |
| | <hr/> | <hr/> | |
| | \$ 6,089,782 | \$ 5,919,455 | |
| RAPID RESPONSE | 456,459 | TBD | TBD |
| | <hr/> | <hr/> | |
| | \$ 6,546,241 | TBD | TBD |

* California requirement: 30% of combined Adult and Dislocated Worker allocations must be spent on training

** WIOA Requirement: 20% of Youth allocation must be spent on training



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WIOA Title I Programs and Services

Adults, Dislocated Workers, Youth

- Job Transitions
- Job Searches
- Job Preparation

Employers

- Employee Recruitment
- Training Opportunities
- Business Information and Services

Community

- Labor market, job seeker, and employer information
- Regional collaboration: connect, convene, facilitate
- Unifying community voice



WORKFORCE DEVELOPMENT BOARD

Performance in Ventura County (July 2015-March 2016)

✓ Core-Enrolled Clients

183 Adults

218 Dislocated Workers

341 Youth

742 Total Enrolled

✓ Performance Requirements

Entered Employment
Employment Retention
Average Earnings

Literacy and Numeracy
Placement in Education or Employment
Attainment of a Degree or Certificate



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Performance in Ventura County (July 2015-March 2016)

✓ Universal Clients

12,153 individuals received job-related services through American Job Center of California locations

✓ Business Services

19 employers received services to help prevent the loss of **287** at-risk jobs

162 at-risk jobs retained

96 at-risk workers assisted with incumbent worker training



✓ Rapid Response Support (April 2015-March 2016)

13 businesses reported layoffs

1,533 employees impacted

537 attended Rapid Response orientations

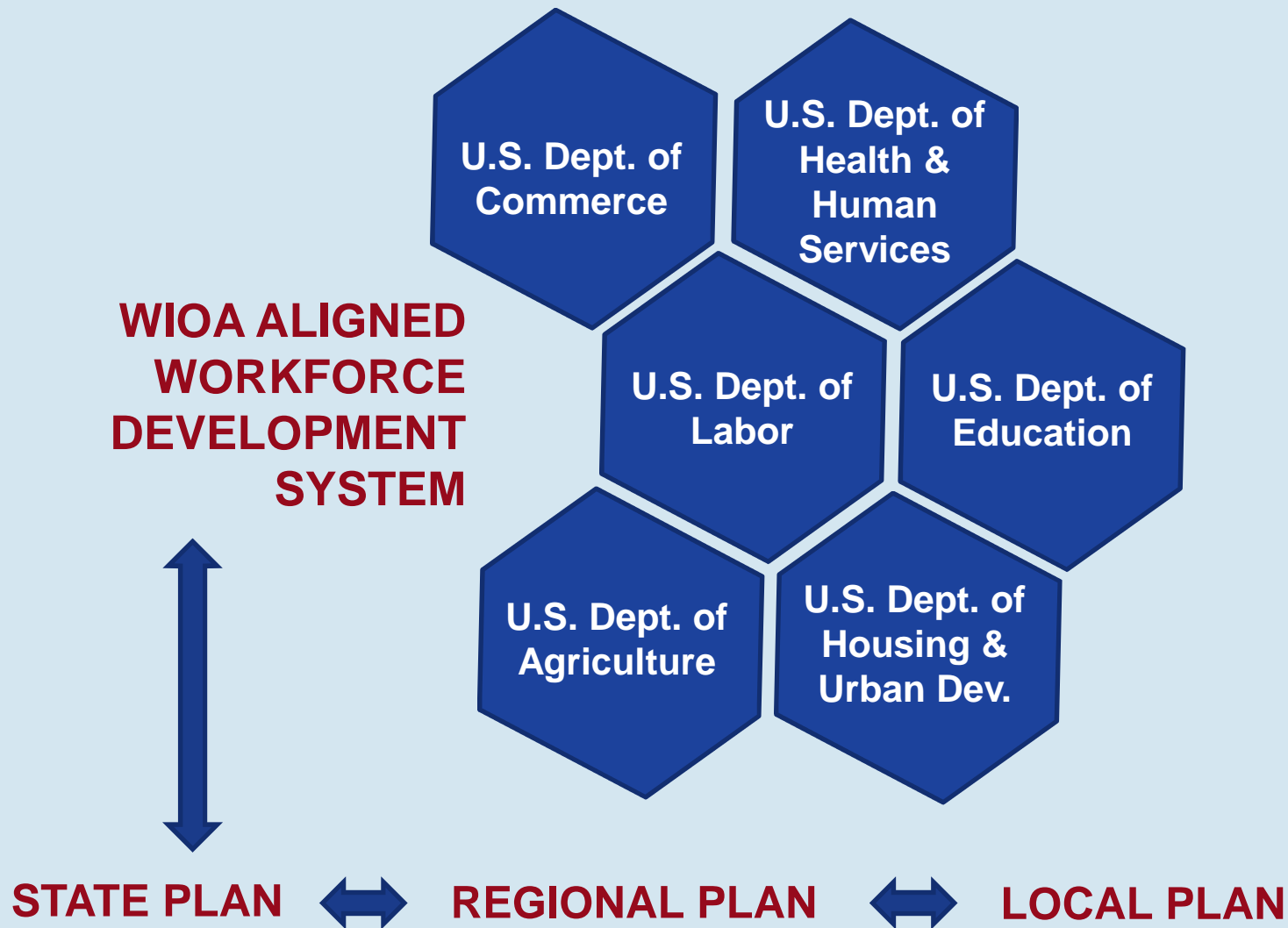
MAKING THE TRANSITION FROM WIA TO WIOA

1998 Workforce Investment Act (WIA)



2014 Workforce Innovation and Opportunity Act (WIOA)

WIOA WORKFORCE DEVELOPMENT SYSTEM



WIOA GOALS: FEDERAL, STATE, REGIONAL, LOCAL

1. Increase access to education, training, and employment—particularly for people with barriers to employment.
2. Create a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.
3. Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.
4. Promote improvement in the structure and delivery of services.
5. Increase the prosperity of workers and employers.
6. Reduce welfare dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.



WIOA REGIONS IN CALIFORNIA

WIOA Regional Planning Units



Cartography By:
Labor Market Information Division
California Employment Development Department
July 2015

File: C073

WIOA REGIONAL PLANNING COMPONENTS

- A. Plan development and implementation
- B. Service strategies and cooperative delivery agreements
- C. Industry initiatives for in-demand sectors or occupations
- D. Labor market data collection and analysis
- E. Administrative cost arrangements, including pooling of funds for administrative costs
- F. Coordination of transportation and other supportive services
- G. Coordination with regional economic development services and providers
- H. Agreement for collectively negotiating and reporting on levels of performance for local areas



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Regional Vision

The Ventura County region will have a high-quality, appropriately skilled workforce that is ready and able to support the changing business needs of employers in a dynamic, competitive, global economic environment.



The regional workforce strategy will include ongoing skills attainment that is supportive of regional growth industry sectors and clusters and enabled by a braided, leveraged workforce system that addresses business-driven demands and worker needs for steady employment.

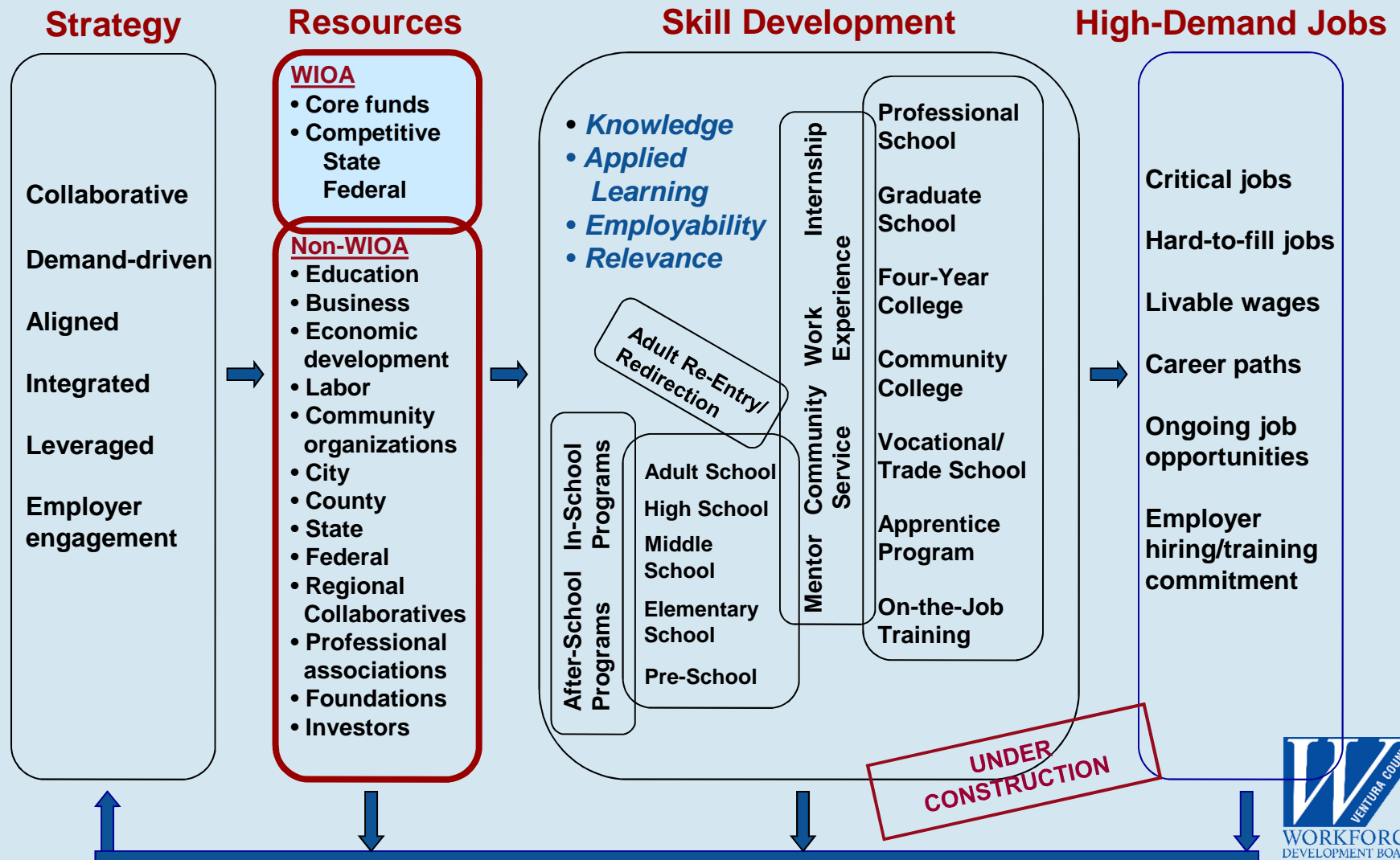
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Regional Goals

1. **Business and Industry:** Meet the workforce needs of high-demand sectors in the Ventura County regional economy.
2. **Adults:** Increase the number of adults obtaining an industry-recognized credential/degree and a related sector job.
3. **Youth:** Increase the number of high school graduates and out-of-school youth ready for post-secondary education and/or a career.
4. **System Alignment and Accountability:** Support workforce development system alignment, service integration, and continuous improvement.



BUILDING A COMPETITIVE WORKFORCE PIPELINE IN VENTURA COUNTY



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Regional Committee Alignment

WDB Standing Committees

- ✓ Executive
- ✓ Membership
- ✓ Outreach
- ✓ Programs

WDB Sector Committees

- ✓ Business Services
- ✓ Clean/Green
- ✓ Healthcare
- ✓ Manufacturing



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Regional Sector Data Analysis



Ventura County Occupational Employment Data Growth Projections WDB CLEAN/GREEN COMMITTEE

| SOC Code* | U.S. D.O.L. Green Jobs in Demand | Occupations | 2014 Education and Training Level** | 2014 VENTURA COUNTY Median Annual Wages*** | 2022 CALIFORNIA Employment Growth Projection | CALIFORNIA Average Annual Job Openings**** | 2022 VENTURA COUNTY Employment Growth Projection | VENTURA COUNTY Average Annual Job Replacement Openings | VENTURA COUNTY Average Annual Job Openings**** | 2012 CALIFORNIA Average Annual Employment | 2012 VENTURA COUNTY Average Annual Employment |
|-----------|--|---|---|---|--|---|---|---|--|---|--|
| 53-7064 | | Packers and Packagers, Hand | Less Than H.S. | \$19,644 | 11.2 | 3,480 | 16.4 | 43 | 82 | 93,000 | 1,650 |
| 51-9198 | | Helpers--Production Workers | Less Than H.S. | \$23,592 | 9.2 | 1,150 | 7.3 | 19 | 22 | 43,600 | 1,090 |
| 53-7062 | | Laborers and Freight, Stock, and Material Movers, Hand | Less Than H.S. | \$24,095 | 19.1 | 13,560 | 18.1 | 150 | 174 | 270,500 | 4,880 |
| 47-3019 | | Helpers, Construction Trades, All Other | Less Than H.S. | \$24,130 | 29.4 | 80 | 32.5 | 10 | 23 | 1,700 | 400 |
| 47-3014 | | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons | Less Than H.S. | \$25,926 | 23.1 | 110 | N/A | N/A | N/A | 2,600 | N/A |
| 37-3011 | | Landscaping and Groundskeeping Workers | Less Than H.S. | \$27,660 | 13.8 | 5,360 | 19.8 | 97 | 146 | 137,600 | 3,840 |
| 47-3016 | | Helpers--Roofers | Less Than H.S. | \$29,219 | -7.7 | 30 | N/A | N/A | N/A | 1,300 | N/A |
| 53-7051 | | Industrial Truck and Tractor Operators | Less Than H.S. | \$29,725 | 7.6 | 1,690 | 11.2 | 27 | 68 | 55,300 | 1,160 |
| 47-3011 | | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | Less Than H.S. | \$30,164 | 58.6 | 210 | N/A | N/A | N/A | 2,900 | N/A |
| 47-3012 | | Helpers--Carpenters | Less Than H.S. | \$30,908 | 40.0 | 110 | N/A | N/A | N/A | 2,000 | N/A |
| 45-2091 | | Agricultural Equipment Operators | Less Than H.S. | \$31,744 | 12.8 | 610 | 32.2 | 27 | 53 | 14,100 | 900 |
| 47-2061 | | Construction Laborers | Less Than H.S. | \$39,496 | 29.2 | 5,510 | 33.0 | 39 | 69 | 108,800 | 1,820 |
| 47-2181 | | Roofers | Less Than H.S. | \$46,458 | 25.6 | 770 | 41.9 | 6 | 12 | 16,400 | 310 |
| 53-7081 | | Refuse and Recyclable Material Collectors | Less Than H.S. | \$48,851 | 16.9 | 580 | 27.3 | 9 | N/A | 15,400 | 440 |
| 45-2000 | | Agricultural Workers | Less Than H.S. | N/A | 11.6 | 12,700 | 16.4 | 551 | 864 | 308,300 | 18,670 |
| 45-4011 | | Forest and Conservation Workers | H.S. Diploma + OJT | \$21,072 | 10.0 | 60 | 28.6 | 1 | 3 | 2,000 | 70 |
| 51-2022 | | Electrical and Electronic Equipment Assemblers | H.S. Diploma + OJT | \$23,358 | 0.7 | 370 | -5.4 | 14 | 20 | 28,600 | 1,120 |
| 51-2092 | | Team Assemblers | H.S. Diploma + OJT | \$26,458 | 3.9 | 1,550 | 12.6 | 35 | 58 | 78,700 | 2,220 |
| 53-8099 | | Transportation Workers, All Other | H.S. Diploma + OJT | \$28,506 | 19.0 | 370 | 10.5 | 7 | 11 | 6,300 | 190 |
| 49-9098 | | Helpers--Installation, Maintenance, and Repair Workers | H.S. Diploma + OJT | \$28,783 | 14.7 | 640 | 11.8 | 10 | 14 | 14,300 | 340 |
| 51-2099 | | Assemblers and Fabricators | H.S. Diploma + OJT | \$29,081 | 9.2 | 570 | 36.0 | 20 | 33 | 22,800 | 1,250 |
| 43-5071 | | Shipping, Receiving, and Traffic Clerks | H.S. Diploma + OJT | \$29,638 | 8.3 | 3,030 | 12.3 | 53 | 62 | 87,500 | 2,030 |

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Regional Sector Readiness Skills



MANUFACTURING WORK READINESS SKILL CATEGORIES Workforce Development Board of Ventura County

| SAFETY | MATH CONCEPTS | MEASUREMENTS | HAND AND POWER TOOLS |
|---|---|--|---|
| <ul style="list-style-type: none"> • Lock-out, Tag-out, Try-out • Bio mechanics • MSDS • Potential energy sources (gravity, pneumatic, hydraulic, chemical , steam/gas pressure) | <ul style="list-style-type: none"> • Combined operations of fractions and mixed number • Table of decimal equivalents and combined operations of decimals • Degree of precision, tolerance and clearances • Steel rules and gage blocks • Algebraic operations of additions, subtraction and multiplication • Ratios and proportions • Mathematical conversions from standard to metric • RPM, and implication of gearbox reduction to RPM and torque | <ul style="list-style-type: none"> • Standards • Units of measurement • Mass and weight measurement • Metric measurement • Measuring motion • Measuring fluids • Indicators • Micrometers • Gauging tools • Calipers • Diameter tape | <ul style="list-style-type: none"> • Electric drills • Pneumatic drills and hammers • Screwdrivers, nut-runners and wrenches • Air supply for pneumatic tools • Wrenches • Hacksaws • Taps and dies • Hammers • Squares • Levels • Pipe threading machines |
| BASICS OF QUALITY CONTROL | BLUEPRINT CONCEPTS | EMPLOYABILITY SKILLS | COMPUTER SKILLS |
| <ul style="list-style-type: none"> • Process • Basic quality methodology and inspection techniques • Importance of individual – do it right first time • Manufacturing theory and quality • Lean manufacturing and quality | <ul style="list-style-type: none"> • Introduction to schematics and symbols • Pneumatics and hydraulic schematics • Piping schematics • Piping symbols • Differences in schematics • Views • Electrical symbols • Hydraulic and pneumatic symbols • Hydraulic and pneumatic diagrams • Assembly instructions | <ul style="list-style-type: none"> • Basics of interviewing • Work ethic • Communication skills • Continuous Improvement skills • Basic company policy understanding • Time management • Task prioritization • Worker, supervisor, manager etiquette and protocol basics | <ul style="list-style-type: none"> • Excel • Word • OS basics • Computer navigation • Computer security • Computer etiquette • ERP basics • Viewer basics, PDF, CAD, jpg, png, bmp, TIFF, Solid Works, etc • File extension basics |

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WDB Recertification for 2016-2018

1. **Better AJCC system for customers**
 - New services
 - Collaborative partnerships
 - Innovative strategies
 - Redesigning service delivery
 - Other transitional activities
2. **Uniform Guidance requirements**
3. **Youth requirements**



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WDB Recertification for 2016-2018

4. **Sector initiatives in career pathways**
 - High-demand industries
 - Coordination with community colleges, apprenticeship programs, adult basic education, and others
5. **AJCC brand implementation**



6. **Completion of Phase 1 of MOU development**



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AmericanJobCenter[®]
California

MOU Phase 1: Required AJCC Partners

- WIOA Title I (Ad/DWkr/Youth)
- WIOA Title II (Adult Education)
- WIOA Title III (Wagner/Peyser)
- WIOA Title IV (Voc. Rehab.)
- Perkins CTE
- Title V (Older Americans)
- Native Americans
- Migrant/Seasonal Farmworkers
- Veterans
- Trade Adjustment Act/NAFTA
- Community Svcs. Block Grants
- Housing & Urban Development
- Unemployment Compensation
- TANF/CalWORKs
- Second Chance
- Job Corps
- Youth Build



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Regional Action

*Healthcare Case
Manager Certificate*

*Clinical Lab Scientist
Field Experience:
Hospital Certifications*

*Biomedical Device
Technology Certificate*

*Water/Wastewater
Occupations Scan*

*Business/Education
Connection Platform*

*Open Access
through All Doors*

*Advanced Manufacturing
Partnership of Southern California*

*Career Pathways
Trust Grant Support*

*Manufacturing Roundtable
of Ventura County*

*Labor Union
Apprentice Programs*

VC Jobs with a Future

*Industry Sector Readiness Skills: Clean/Green,
Healthcare, Hospitality, Infrastructure, Manufacturing*

*Ventura County
Grows Business*



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Multiple-Region Collaboration

- South Central Coast Regional Consortium of Community Colleges: eight community colleges in San Luis Obispo, Santa Barbara, Ventura, and northern Los Angeles
- Los Angeles/Ventura County Region: eight WDBs in Los Angeles and Ventura counties; regional healthcare case manager workforce development project
- Advanced Manufacturing Partnership of Southern California (AMP SoCal): national aerospace and defense *Investing in Manufacturing Communities Partnership* initial designation for four counties (Los Angeles, Orange, San Diego, Ventura)



MAKING A DIFFERENCE FOR VENTURA COUNTY

Thank you to the Board of Supervisors for advancing regional workforce development by:

- ✓ Encouraging employers, job seekers, and youth to access free WIOA programs, services, and online resources
- ✓ Asking businesses to provide opportunities for internships, on-the-job training, job shadowing and work experience
- ✓ Identifying employers who might be interested in participating on WDB regional industry sector committees
- ✓ Supporting the Ventura County Regional Strategic Workforce Development Plan under new WIOA requirements



FOR MORE INFORMATION

Access

www.workforceventuracounty.org

www.CalJOBS.org

www.vcjobswithafuture.org

www.venturacountygrowsbusiness.com



Visit

American**Job**Center®
California

AJCC Assisted Service: Oxnard and Simi Valley

On-Line Self Service: HSA Community Service Centers

