

Hallmark of Excellence #7

(a) The AJCC has regular staff meetings with all AJCC staff (i.e. the staff of all collocated partners regardless of program) to build relationships, provide updates on center activities, and discuss strategies for AJCC improvement.

The AJCC convenes All AJCC staff meetings on a quarterly basis during which time all staff from collocated partners are invited to attend. In addition, AJCC partner meetings are also held including collocated and non-collocated partners on a bi-monthly basis to build relationships, provide updates on program changes and information impacting all partners such as performance measures.

E-mail regarding WIOA AJCC Partners Operations Meeting

Ambriz, Nancy

From: Flack, Lauri
Sent: Wednesday, June 01, 2016 3:12 PM
To: Hernandez, Jesse; Ambriz, Nancy; mikesanders@conejoadulted.org; apenner@mpk.org; bbeckett@ojaiusd.org; 'Batista, Diana'; michele.arso@simivalleyusd.org; Carolyn.vang-walker@adultedventura.edu; Pcastleman@vcoe.org; Mtj1421@yahoo.com; bluskin@vcccd.edu; mary.navarro-aldana@edd.ca.gov; 'Agustin.huerta@edd.ca.gov'; 'cesar.valladares@edd.ca.gov'; kathy.harner@dor.ca.gov; Ctafoya@vcccd.edu; anppmox@verizon.net; victoria.jump@ventura.org; Becki.m@socalifornia.org; jmata@cet2000.org; thockett@ca-vc.org; mazariegos.rosie@jobcorps.org; caidir@sbcglobal.net
Cc: Dascomb, Anna; Moore, Cheryl
Subject: WIOA AJCC Partners Operations Meeting
Attachments: MOU Addendum.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: High Priority

Dear AJCC Partner,

We are pleased that we will be working together in American Job Center of California (hereafter AJCC) to provide services to the community. Based upon you being identified as the "Point of Contact" at the previous March 22, 2016 meeting, you are invited to the next discussion about the development of the AJCC in Ventura County.

At the March 22, 2016 meeting where the WIOA MOU's were discussed, we stated that we would have a subsequent meeting to discuss "How the AJCC will work." This meeting is scheduled for **Tuesday, June 14 from 2 to 5pm** at the **Ventura County Community Foundation's office at 4001 Mission Oaks Boulevard, Camarillo, 93012**. We will start with a brief overview of the WIOA-driven service model and the lay out of the in-development facility we have secured for the AJCC. I am happy to facilitate this discussion.

This will be a very **operations-oriented meeting**. You are welcome to bring an operations staff member.

Along with your questions about how the AJCC will operate, addressing the following questions may help you prepare for this meeting:

1. Describe who your customers are.
2. What service(s) does your organization plan on providing through the AJCC? (You may find the attached MOU Addendum helpful here.)
3. Will these services be in-person, online, by referral, or all three?
4. What group sessions may you want to have at the AJCC for your customers?
5. Do you have an orientation training or a power point or video that you can provide your AJCC partners so we can: a) understand the needs of your customers; b) understand the services you provide; and c) understand how to facilitate a customer's access to your services?
6. Would your customers benefit from knowing that an employer will be interviewing at the AJCC?
7. How can we create an AJCC system that is welcoming to our diverse customer base and local employers? Basically, how will we create a system that has "no wrong door" for customers to enter to receive services?
8. What ideas do you have for service offerings that this new model will facilitate?

1

We won't reach closure or consensus on all of the above at this first meeting, and I am sure there will be other issues to address. Given that we are creating a new entity, this will be the first of many productive discussions for us to create a vision and plan or "operations manual", if you will, for the AJCC. We look forward to a great first session.

Please RSVP for yourself and another staff member you may choose to bring to Anne Dascomb at 477-5308 or by emailing her at anne.dascomb@ventura.org by close of business Monday, June 13.

On behalf of the AJCC partners,

Lauri Flack
Ventura County Human Services Agency

MOU Highlights:

Local Board Recertification Plan is due March 30, 2016. The state board will recommend approval of local WDB board plan if it assures compliance with several key activities for PY 2016-18. The key elements of this Recertification impacting CSD includes:

AJCC Partner MOU development: The one-stop delivery system includes six core programs, Required Partners and Optional Partners.

WDB responsible for is a well-articulated MOU. Local WDB Boards with the agreement of the chief elected official (CEO), are responsible for entering into a MOU with each of the AJCC partners that outlines the operations of the overarching one-stop delivery system [WIOA Section 121(c)].

**IT is my understanding from WDB Staff that they plan on creating only one MOU vs. individual MOUs with each partner.*

Additional impacts to CSD in this Recertification process:

- Selection of AJCC Operator(s) with CEO agreement/competitive process
- AJCC Operator procurement or waiver granted
- AJCC Career Services provider (Adult, Dislocated Worker and Youth) provider procurement or waiver granted (The procurement of the AJCC programs is currently only a state requirement that is meeting a lot of opposition since it is not a federal requirement)

Phase I: Service Coordination

For Phase I, Local Boards are expected to work with all of the required and optional partners in their Local Area to develop an agreement regarding the operations of the local one-stop system as it relates to shared services and customers. *Phase I of each MOU must be completed no later than June 30, 2016.*

Phase II: Shared Resources and Costs

For Phase II, Local Boards should build upon the agreements established in Phase I and determine how to best support their established service delivery model through the sharing of resources and costs. *Phase II of each MOU must be completed no later than December 31, 2017.*

The two-part schedule is being provided in order to allow time for other key WIOA milestones.

WIOA AJCC Partners Operations Meeting Agenda (and meeting notes)

WIOA AJCC Partners Operations Meeting

6/14/16, 2 to 5pm

VCCCF Board Room


Agenda

Welcome and introductions--All participants

Agenda review and facilitator role—Lauri

Overview WIOA's AJCC—Mary

Oxnard site overview—Lauri

 What operational issues do we need to discuss and achieve consensus on?-- All participants

Take Top three issues and discuss--All participants

3:30 Break

3:45 Continue discussion--All

4:45 Identify action items and next steps--All

Meeting evaluation--+'s and what to change--All

5:00 Adjourn

Meeting Notes

AJC System Development (from 6/14/16 WIA AJC Partner meeting)

Developing the AJC Team: Management/Partners

Understand all of the agencies; what they do; and what their objectives are

Identify best contact person within each system/agency/institution (use service mapping) job aids

Develop training for AJC support staff; AJC reception staff; staff everywhere (in all partner agencies)

Develop training/cross training for all staff in AJC / training events

Developing AJC Services

Develop AJC Service Guiding Principles (accessible, comprehensive, relevant to local labor market demands, culturally sensitive, non-duplicative)

Solicit customer input about their needs:

Job seekers (motivation assistance, translation assistance)

→ Employers (demand occupations, required KSA's, required certificates)

Develop service menu that results in an employed customer (matrix?)

Service menu components: Assessment----service plan(s) development-----plan execution---employment

Potential Service Plan content: (a customer may be involved in multiple plan activities simultaneously)

Career exploration (*Career Pathways*)

Work preparation (resume, interviewing skills, etc.)

Education (diploma, or equivalency: GED, HS, AA, and BA)

Certificate or certification in specific occupational field

Training leading to employment (*OST & ITA*)

Internship leading to employment

Apprenticeship leading to employment

Subsidized employment leading to unsubsidized employment

Work preparation tests (typing)

On site interviews

Assistance with work documentation

- Support services
- Job placement
- Job retention support
- Career advancement training (incumbent worker)
- Next career exploration

Facilitating AJC Customer Access/Utilization: Customers = Job seekers and Employers

Provide customer computer literacy training.

Offer technically friendly customer training

Define training access: 24/7; 8 to 5

How can we address the digital divide and the need some customers may have to get financial assistance to purchase a computer?

Achieving AJC System Outcomes

Identify shared metrics via metrics mapping (education, employment, aid cessation, increased earnings and include AJC customer experience metrics via customer surveys)

Determine how we will collect data on participants (referrals; outcomes).

- Maybe a clearing house of all data?

- Maybe an interactive directory/site accessible to all partner users where data is regularly posted?

Identify various MIS systems: CalJOBS, CalWIN, NEMOQ, etc.

Will need IT support.

AJC Communication

Customers:

Determine how we “market”/ communicate to the unemployed/job seekers customers (vehicle)

Market with clarity about who provides what training for what disciplines or jobs (content)

Employers—develop vehicle and content

General public—develop vehicle and content

Media—develop vehicle and content

AJC management and partners:

Regarding daily AJC management: conversations, emails, meetings, website

Regarding AJC partners participation: conversations, emails, meetings, website

AJC System Evaluation

Consider AJC Advisory Board

Develop regular schedule of evaluation; QA/QC

Identify means for communicating and celebrating evaluation and outcomes

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(b) Partners have agreed to provide training to all AJCC staff on a regular basis.

At our AJCC bi-monthly partner meetings, we include "Spotlight" on partner services to highlight and share information about services impacting one partner program that volunteered to provide a presentation. In addition, partners are provided invitation to provide partner services at various staff meetings including AJCC Joint Supervisor Meeting, One-Stop Consortium or other AJCC staff meetings (Title I; CalWORKs).

Partner Spotlight at Partner Meeting



COUNTY OF VENTURA
HUMAN SERVICES AGENCY

Barry L. Zimmerman
Director

America's Job Center of California

Location: Ventura College

April 11, 2017

3:00-5:00 PM

Agenda

Agenda Review

Introductions

Partner – "Spotlight" - Ventura College Career Technical Education

MOU Phase II

Partner Matrix Information

Meeting Date:

Upcoming AJCC Events:

- o Feria Campesina - August
- o WIOA System Training- Pending
- o Resource & Career Opportunity Fair (AJCC Consortium and Probation)
- o Employer Forum (Recognition to employers who support our training)

Next Meeting Location: TBD

Partner Spotlight at All Joint Supervisor meeting



COUNTY OF VENTURA HUMAN SERVICES AGENCY

Barry L. Zimmerman
Director

America's Job Center of California
AJCC Joint Supervisor Meeting
October 9, 2017; 3:00 – 4:30 p.m.

Agenda

Agenda Review

Review Action Items

- Partner Spotlight – David Mason and Sylvia Meza-Tallada, Ventura County Office of Education
- All staff meeting 10-19-17 from 3:30 - 5 p.m. for the 1st Quarterly Meeting
- Agenda Topics; PICs;
- Safety Committee Update
- Career & Resource Job Fair update
- Cultural Diversity Event, Tuesday, October 31st, 3:30 – 5 p.m.
- RSC Staff Capacity (how are staff doing?).
AJCC Certification – Phase I; Phase II
- YEOP – Add staff in RSC
- VITA update
- Use of Conference Rooms

Next Meeting: Monday, November 13, 2017, 3:00-4:30 p.m.; Timber Room

Partner spotlight at Consortium Meeting



COUNTY OF VENTURA HUMAN SERVICES AGENCY

Barry L. Zimmerman
Director

AJCC One-Stop Operator Consortium Meeting January 29, 2018 3:00 p.m. – 5:00 p.m. Agenda

New Agenda Items:

Dr. Alexandria Wright – Ventura College collaboration
Events Committee Update – Time Certain (Cynthia Muro)
AJCC Partner Meeting Agenda – February 22nd at 3 - 5 p.m.
Regional Training Coordinator
Oxnard Adult Education – ESL
VCOE – Update
AJCC Hallmarks

Ongoing Agenda Items:

AJCC – Complaint Process and Form (Job seekers and employers)
Basic Career Services – WP and WIOA Title I Coding/Tracking of Services
Career & Resource Fair – East County
Employer Forum – Joint Activity with WDB Annual Awards?
Veteran's Job Fair
YEOP Presentation at team meetings
Customer Satisfaction Survey – Survey Monkey
Apprentice Track – CET

Announcements:

Next Meeting: Monday, Feb----- 3:00 – 5:00 p.m., Sespe Room
Notes:

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(c) There is a capacity building and/or professional development plan for staff and partners. Training is currently under development and is in progress for a future date.

Rick Record Training

1.) Rick Record	Performance Indicators and Reporting - Meeting Performance	Performance – Indicators and Reporting – Meeting Performance	<p>Summary: This training will provide a comprehensive walk-through each of the WIOA Common Measures for Adult, Dislocated Worker, and Youth Programs</p> <p>Best suited for: AJCC Staff</p> <p>Learning Objectives:</p> <ul style="list-style-type: none">▪ Understand the six WIOA Common Measures▪ Review the operational parameters for each Common Measure▪ Identify reportable individuals vs. participants
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Civic Solutions Training

2.) Civic Solutions Initiatives - Works, LLC (CSI - Works)

Case Management: Key
to High Performance
and High-Quality
Customer Service

Customer Career
Assessment and
Planning, Customer
Skills Assessment
Strategies, Motivating
Staff and Building
Capacity, Performance
– Understanding of
Contractual
Performance Goals,
Case Management

Course Description:
AJCC Staff will hear
how to engage and
retain both job seekers
and employers. The
proactive support
allows staff to get a
realistic snapshot of
each client, develop a
strategy to overcome
barriers, and
objectively document
each interaction. As we
learn about the history
of each client, we
make data driven
recommendations on
what services are
appropriate. Done
correctly, the Career
Coach (Case Manager)
maintains compliance
and creates a file
system that is always
ready to be audited.
This system supports
high quality Follow-Up
and maximizes program
performance.

Learning Objectives:

- How to Engage clients
- How to Document status
- How to build successful foundations for client success
- How to execute plans that support employees and employers.

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(d) All AJCC staff have received training on the services of the one stop partners, eligibility for those services and the process of referring customers to partners. Some training has been provided and additional training is in progress.

All AJCC staff –have been invited to attend:

One System for all and all for one: Serving People with Disabilities – All of us can, but do we?

Date: 05/24/ and 05/25/18



CWA Presents:

EDD Traveling Disability Resource Coordinator Training

***One System for All and All for One:
Serving People with Disabilities - All of Us Can, but Do We?***

Coming to the Ventura Region:

Thursday May 24th, or Friday May 25th, 2018

9:00 AM – 4:00 PM

West Oxnard Job and Career Center (AJCC)

2901 N. Ventura Rd., Suite 310, Oxnard, CA 93036

This training is brought to you by EDD's Disability Employment Initiative (DEI) team. Join us for a 1-day session in 4 modules to bring your region best practices and perspectives discovered through CA's DEI efforts to improve service delivery to Individuals with Disabilities in your region. This training will be offered twice and will present the same information at both sessions May 24th and 25th, 2018. Modules offered include:

1. One System for All and All for One

- o Serving People with Disabilities: All of Us Can, but Do We?

WINDMILLS

This program is designed for Human Resource, hiring managers and supervisors to successfully include persons with disabilities as an excellent labor resource. It focuses on attitudes and human factors, as well as concerns and issues related to legal requirements and accommodation.

Participants will:

- **Explore the fears, biases and myths that create barriers for employees who become disabled through work or non-work related injuries and illnesses.**
- **Provide effective techniques for hiring and increasing retention of employee's with disabilities.**
- **Create a catalyst for integrating these techniques and resources strategically into existing Diversity programs.**

This presentation is a disability attitude change program that addresses the roots of emotions, fear and lack of knowledge from which unconscious and unintended acts of bias arise. The intent of the program is to focus on abilities and the diversity of our workforce.

"Fantastic insight into the lives and obstacles surrounding those with disabilities."
-ADECCO Hiring Manager

Windmills training was provided on April 2017 to all AJCC staff by the Department of Rehabilitation.

AJCC staff will be invited to these, probably end of June or early July.

Module #1: WIOA Overview

Module #2: Module #2: WIOA Administration, Structure, & Funding

Module #3: Module #3: WIOA Reporting & Performance

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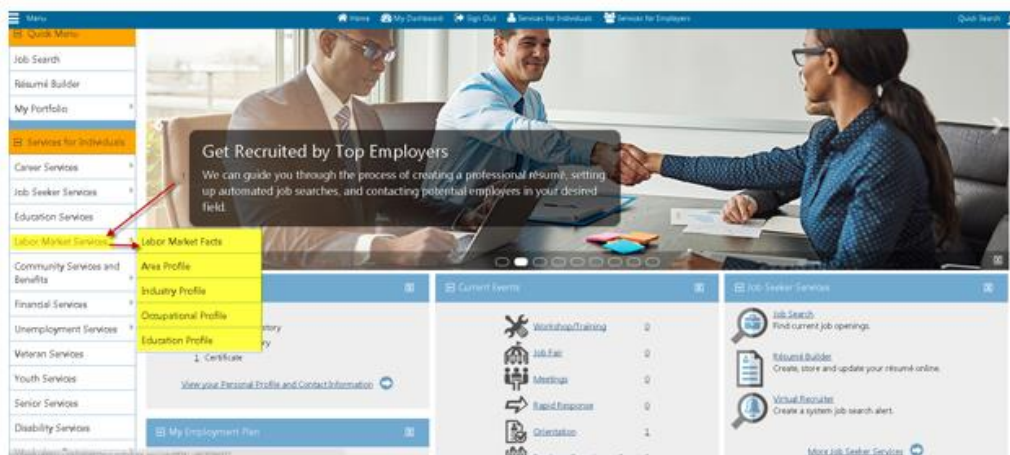
(e) All AJCC staff has received training on how to use labor market information to help customers identify career pathways and develop in demand skills and credentials and find jobs.

<https://www.caljobs.ca.gov/vosnet/Default.aspx>


1.



2.



<https://www.onetonline.org/>


**O*NET OnLine**

[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#)

1. Search Occupation
Example: CNA
Click Enter

Occupation Quick Search:

Share O*NET Sites



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Start the career you've dreamed about, or find one you never imagined.

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ATTN: VETERANS

Put your military skills and experience to work in civilian life. Learn how at:

MY NEXT MOVE U.S. DEPARTMENT OF LABOR

[Get Started](#)

Hot Technologies

are frequently included in employer job postings.

[Learn More](#)

Occupation Search

Keyword or O*NET-SOC Code:

Find Occupations

Browse groups of similar occupations to explore careers. Choose from industry, field of work, science area, and more.

Bright Outlook

Advanced Search

Focus on occupations that use a specific tool or software. Explore occupations that need your skills.

Browse by O*NET Data:

Crosswalks

Connect to a wealth of O*NET data. Enter a code or title from another classification to find the related O*NET-SOC occupation.

Apprenticeship



Quick Search for:

cna

Showing top 20 occupations for cna. Closest matches are shown first.

The following terms have been used to augment your search: "can". You may wish to check your spelling and search again if you received unexpected results.

How do they match?	Code	Occupation
	15-1142.00	Network and Computer Systems Administrators
	15-1152.00	Computer Network Support Specialists
	29-2053.00	Psychiatric Technicians
	31-1011.00	Home Health Aides
	31-1013.00	Psychiatric Aides
	31-1014.00	Nursing Assistants
	31-2012.00	Occupational Therapy Aides
	31-2022.00	Physical Therapist Aides
	39-9021.00	Personal Care Aides
	25-1194.00	Vocational Education Teachers, Postsecondary
	31-9092.00	Medical Assistants
	51-1011.00	First-Line Supervisors of Production and Operating Workers
	51-2099.00	Assemblers and Fabricators, All Other
	51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4121.00	Welders, Cutters, and Welder Fitters
	51-6061.00	Textile Bleaching and Dyeing Machine Operators and Tenders
	51-6099.00	Textile, Apparel, and Furnishings Workers, All Other
	51-9061.00	Inspectors, Testers, Sorters, Samplers, and Weighers
	51-9111.00	Packaging and Filling Machine Operators and Tenders
	51-9198.00	Helpers—Production Workers

Occupations 1-20 of 58 shown. [Show all occupations](#)

Click on desired
occupation



Summary Report for: 31-9092.00 - Medical Assistants

3. Scroll down to
Job Zone

[Updated 2017](#)

Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

Sample of reported job titles: Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Assistant, Doctor's Assistant, Medical Assistant (MA), Medical Office Assistant, Ophthalmic Technician, Optometric Assistant, Optometric Technician, Registered Medical Assistant (RMA)

View report: [Summary](#) [Details](#) [Custom](#)

[Tasks](#) | [Technology Skills](#) | [Tools Used](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

Tasks

5 of 20 displayed

- Record patients' medical history, vital statistics, or information such as test results in medical records.
- Prepare treatment rooms for patient examinations, keeping the rooms neat and clean.
- Interview patients to obtain medical information and measure their vital signs, weight, and height.
- Show patients to examination rooms and prepare them for the physician.
- Prepare and administer medications as directed by a physician.

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Technology Skills

5 of 13 displayed [Show 68 tools used](#)

- Accounting software** — Billing software; Bookkeeping software; Intuit QuickBooks 🔥
- Electronic mail software** — Email software; Microsoft Exchange
- Medical software** — eClinicalWorks; Epic Systems 🔥; GE Healthcare Centricity EMR; MEDITECH software 🔥
- Office suite software** — Business software applications; Microsoft Office
- Operating system software** — Microsoft Windows Vista Business; Microsoft Windows XP Professional

🔥 **Hot Technology** — a technology requirement frequently included in employer job postings.

Job Zone

	Title	Job Zone Three: Medium Preparation Needed
	Education	Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.
	Related Experience	Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.
	Job Training	Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers. A recognized apprenticeship program may be associated with these occupations.
	Job Zone Examples	These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include hydroelectric production managers, travel guides, electricians, agricultural technicians, barbers, nannies, and medical assistants.
	SVP Range	(6.0 to < 7.0)

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Education

Percentage of Respondents	Education Level Required
65	Post-secondary certificate ?
18	Associate's degree
10	High school diploma or equivalent ?

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Credentials



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Interests

All 3 displayed

Interest code: SCR

- ⚙ Social — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.
- ⚙ Conventional — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.
- ⚙ Realistic — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

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Work Styles

Wages & Employment Trends



Source: Bureau of Labor Statistics [2018 wage data](#) and [2018-2028 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period (2016-2026). "Projected job openings" represent openings due to growth and replacement.

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Job Openings on the Web



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Sources of Additional Information

All 8 displayed

Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Accrediting Bureau of Health Education Schools](#)
- [American Association of Medical Assistants](#)
- [American Medical Technologists](#)
- [American Society of Podiatric Medical Assistants](#)
- [Joint Commission on Allied Health Personnel in Ophthalmology](#)
- [National Center for Competency Testing](#)
- [National Healthcareer Association](#)
- [Occupational Outlook Handbook: Medical assistants](#)

Find state and national salary info:

California 





Medical Assistants California

1. Delete and Enter Ventura, CA

Search

Projected Employment for Medical Assistants in CALIFORNIA

[View National Data](#) [View Table](#) : [View Chart](#) : [View Map](#)

	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
National				
United States	591,300	730,200	24%	26,210
State				
California	80,900	103,300	+28%	3,920

<https://www.careeronestop.org/ExploreCareers/explore-careers.aspx>

The screenshot shows the CareerOneStop website interface. At the top, the logo and navigation menu are visible. A large banner image shows a person looking at a computer screen. Below the banner, there are several sections: 'Explore Careers' with a sub-menu, 'Videos' with a video library, 'Top Questions' with a list of questions, and 'Explore Careers at a Glance' with three columns of links. The 'Occupation Profile' section is also visible, featuring a search form. Green arrows indicate the following navigation paths:

- From the 'Explore Careers' link in the top navigation bar to the 'Explore Careers' section.
- From the 'Explore Careers' section to the 'Self assessments' link in the 'Explore Careers at a Glance' section.
- From the 'Occupation Profile' section to the 'Search by Occupation' link in the 'Explore Careers at a Glance' section.
- From the 'Occupation Profile' section to the 'Location' link in the 'Explore Careers at a Glance' section.
- From the 'Videos' section to the 'Video Library' link in the 'Explore Careers at a Glance' section.
- From the 'Top Questions' section to the 'What's the difference between a career, a job, and an occupation?' link in the 'Explore Careers at a Glance' section.

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your source for career exploration, training & jobs
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Español

Search CareerOneStop

Explore Careers Find Training Job Search Find Local Help Toolkit Resources For

Explore Careers

Self assessments

Learn about careers

Plan your career

What kind of career will fit you best?

Occupation Profile

Get wages, employment trends, skills needed, and more for any occupation.

Search by Occupation

Keyword or Code

Location

City, State or ZIP Code

Search

Videos

careeronestop Video Library

Top Questions

1. What's the difference between a career, a job, and an occupation?

Explore Careers at a Glance

Self assessments

- What is an assessment?
- Interest assessment
- Skills assessment
- Work values

Learn about careers

- Career profiles
- Career videos
- What's hot
- Compare occupations
- Research industries

Plan your career

- Set career goals
- Salaries
- Licensed occupations
- Professional development

business | Inbox - Emeralds.Ros... | PW: Unemployment Insu... | Explore Careers | Career...

<https://www.bls.gov/careeroutlook/2015/article/projections-labor-force.htm>

Projections of the labor force, 2014–24

December 2015

Increases or decreases in the size of the labor force can significantly affect the growth of the economy. The charts in this article show how the [U.S. Bureau of Labor Statistics \(BLS\)](#) projects the labor force to change between men and women, age groups, racial groups (Asians, Blacks, Whites, and others), and ethnic groups (Hispanic origin and White non-Hispanic).

The labor force is the number of people ages 16 and older who are either working or actively looking for work. It does not include active-duty military personnel or the institutionalized population, such as prison inmates.

The total labor force is expected to grow about 0.5 percent per year from 2014 to 2024. This average growth rate is shown as a dotted vertical line in [Chart 3](#). As in previous years, the labor force is projected to grow more slowly than the number of jobs, but this does not indicate a labor shortage. Instead, this discrepancy reflects that these two measures are based on different concepts.

(For more information on how BLS develops the projections, read about our [methodology](#).)



IN THIS ARTICLE

[Charting the labor force](#)

RELATED CONTENT

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Labor Market Information

The Labor Market Information Division (LMID) is the official source for California Labor Market Information. The LMID promotes California's economic health by providing information to help people understand California's economy and make informed labor market choices. We collect, analyze, and publish statistical data and reports on California's labor force, industries, occupations, employment projections, wages and other important labor market and economic data.

California Labor Market - Current Status



Data Source: EDD Labor Market Information Division. Note: September 2017 data is revised and October 2017 is preliminary.

LMI by Customer

- Job Seekers and Students
- Employers
- Economic Developers
- Educators and Trainers
- Workforce Partners
- More...

LMI by Subject

- Unemployment Rate and Labor Force
- Industries
- Occupations
- Employment Projections
- Wages
- More...

LMI by Geography

- California
- Counties
- Metropolitan Areas
- Local Workforce Development Areas
- Regional Economic Areas
- More...

LMI Data Library

- EDD Data Library
- Historical Labor Force Data
- Local Area Profiles

Online Services

- What's New in LMI
- California Occupational Guides
- GIS Services and Maps

General Information

- Contact LMI
- Custom Data Services
- Data Release Schedule

Steps for LMI Report and Hourly Wage Report from the ONET Report:

1. Locate the Occupation through www.onetonline.org
2. Occupation Search by: [Keyword](#) or [O*NET-SOC Code](#):
e.g. cosmetologist
3. Click Enter or Click on the search arrow next to the field box (shows up on the web page)
4. Select the Occupation: e.g.

[39-5012.00](#) [Hairdressers, Hairstylists, and Cosmetologists](#) [Bright Outlook](#)

5. Review the report... print the entire report single sided
6. Select the [Wages & Employment](#) tab
7. Click on the State wages: 'Local Salary Info.'
8. A pop-up window will appear: select California from the pull-down menu...
Then click Go
9. Second pop-up window will appear with the Yearly wages in California
10. Click on the 'Open in new tab'... located on the bottom of the pop-up window
11. The window will expand to full-view: enter Oxnard, CA or Simi Valley, CA in the Location field
12. Click: Search
13. The window will show the Oxnard-Thousand Oaks-Ventura, CA for the Ventura County LMI
14. Print the Wage Report showing both Yearly and Hourly
15. Include this ONET Hourly Wage report with the Intake Packet

Occupation	Hourly	2010	2011	2012	2013	2014
Hairdressers, Hairstylists, and Cosmetologists	Hourly	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
	Yearly	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000
	Hourly	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000
	Yearly	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000
	Hourly	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000
	Yearly	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000	\$10.00,000

11.16.2017

Hallmark of Excellence #7

(f) All AJCC staff has received training on how to effectively assist customers in registering with CalJOBSSM and how to match customers to available jobs.

CalJOBSSM Training for AJCC Staff.

How to create an account

Click on the Not Registered Yet to begin the steps by steps process to create an account




The screenshot displays the CalJOBS website interface. At the top left is the 'CA.GOV' logo. The main header features the 'CalJOBSSM' logo. To the right of the logo are links for 'En Español', 'Register New User', and 'Forgot Password?'. Below these links are input fields for 'Username' and 'Password', followed by a 'Sign In' button. A large banner in the center promotes 'UI OnlineSM It's here!' with an image of hands typing on a keyboard. To the right of the banner, text describes it as a 'fast, convenient, and secure way to access claim information, certify for benefits, and manage claims,' with a 'LEARN MORE >' button. Below the banner are four buttons: 'Find a Job', 'Find a Candidate', 'Find an Office', and 'More Career Services'. To the right of these buttons is a button for 'More Employer Services'. At the bottom, there is a 'Job Search' section with a search bar and fields for 'Enter Keyword', 'Enter City', 'Enter ZIP Code', a distance dropdown set to '10 miles', and a 'Search' button.

How to set up Virtual Recruiter

From the Job Seeker Services tab select Virtual Recruiter

The screenshot displays the Job Seeker Services dashboard. On the left is a vertical sidebar menu with the following items: My Dashboard, How We Can Help You, Directory of Services, My Resources, Quick Menu, Job Search, Résumé Builder, My Portfolio, Services for Individuals, Career Services, Job Seeker Services, Education Services, Labor Market Services, Community Services and Benefits, Financial Services, Unemployment Services, Veteran Services, Youth Services, and Senior Services. The 'Job Seeker Services' item is highlighted. The main content area features a header with tabs: My Dashboard, How We Can Help You, Directory of Services, and My Resources. Below the tabs is a large banner image of a woman pointing at a whiteboard, with the text 'Explore Other Services Available' and 'We have other services that you may be interested in given your background.' Below the banner is a 'Services Preview' section with three tabs: Job Seeker Services, My Personal Profile, and Current Events. The 'Job Seeker Services' tab is active, showing three options: Job Search (Find current job openings), Résumé Builder (Create, store and update your résumé online), and Virtual Recruiter (Create a system job search alert). An arrow points from the 'Virtual Recruiter' option to the 'Job Seeker Services' tab. To the right of the 'Job Seeker Services' tab is a 'My Personal Profile' section with links to Employment Histories, Education Histories, and Certificates, and a 'View Your Personal Profile' button. Further right is a 'Current Events' section with links to Workshop/Training, Job Fair, Meetings, Rapid Response, and Orientation, each with a counter '0'. At the bottom of the dashboard is a 'My Employment Plan' section.

Enter your job search criteria and click Search

 For help click the question mark icon.

Your most recent job search took place on Monday, April 11

Execute a saved job search/Virtual Recruiter

Quick Job Search	Advanced Job Search	Job Search by Employer	Job Search by Education	Job Search by Skills	Job Search by Resume Criteria	Job Number Search
----------------------------------	-------------------------------------	--	---	--------------------------------------	---	-----------------------------------

You may enter any combination of search criteria below. When you have completed entering your search criteria information, click the [Search](#) button/link.

[[Search](#)]

Search Criteria

Area (click to change): [Los Angeles County, Santa Barbara County, and Ventura County](#)

Keywords (e.g. Accountant): [x](#)

[+ Show Keyword Search Options](#)

[+ Show Additional Quick Search Options](#)

To create a new Virtual Recruiter job alert please enter your job search criteria in the Keywords textbox above and click the [Search](#) button. You will then be presented with a list of jobs. Click on the [Save search](#) button at the bottom of the next screen to set up your new job alert and enter key parameters such as the alert name and how often it will run.

Search



Enter Virtual Recruiter Information and save

Virtual Recruiter Information

* Title of Virtual Recruiter Alert:

* How often to run:

* Notification method: ☒ Message Center ☐ Email ☐ Text Message

Send Email when no jobs found: ☐

* Expires on:

Last modified on:

Search Criteria Information

Location: Los Angeles County, Santa Barbara County, Ventura County

Keyword: cashier

Fields to search: job title, job description

Source(s): Private Job Board, Private Job Board, Corporate, Education Institution, Government, Hospitals, Newspaper, Non-profit, Private Job Board, Recruiter, Social Media, State Job Board, Volunteer, Preferred Employer

Save

Cancel

To sort on any column, click a column title.

Title	Expires	Schedule	Next Run	Notification	Action	Select
Cashier	5/11/2016	Daily	4/12/2016	Message Center	Run	<input type="checkbox"/>

Delete

Page 1 of 1

Rows 50

1 Records Found

Select the Background Tab

+

+

+

+

Link Employment Plan Profile

Link Training Plan Profile

Link Benefits Plan Profile

Link Financial Plan Profile

General Information

Background

Activities

Memo

* Indicates required fields.

For help click the question mark icon.

Login Information

Login Name:

VILLEGASN4444

[Change User Name](#)

Password:

[Change password](#)

• Security Question:

What is your mother's maiden name?

• Security Question Response:

Password1@

Avoid using numbers or special characters.

Name

We encourage to follow the **Comprehensive Method** –Step by Step process

Resumé Builder

Title

Employer Search Items

Templates

Education

Certifications

Employment

Job Skills

Technical Skills And Tools

Ability Summary

Objective

Honors & Activities

Additional Information

Contact

References

* Indicates required fields. For help click the question mark icon.

Resumé Name

• Resumé Title:

Note: You may want to include words that highlight your skills, experience or specialty. Also, please be advised that this is a searchable field by Employers if you choose to have this resumé accessible online. Therefore you may wish to omit identifying information.

☒ Allow employers to view my resumé online.

☐ Hide my resumé from employers.

Resumé Creation Method

☒ **Comprehensive**
Build your resumé using a step-by-step process (create your resumé from scratch).

☐ **Upload**
Attach an existing Word or .PDF resumé (save time by using your existing resumé).

☐ **Copy & Paste**
Transfer resumé's text from an existing copy (quick - but not as useful to potential employers).

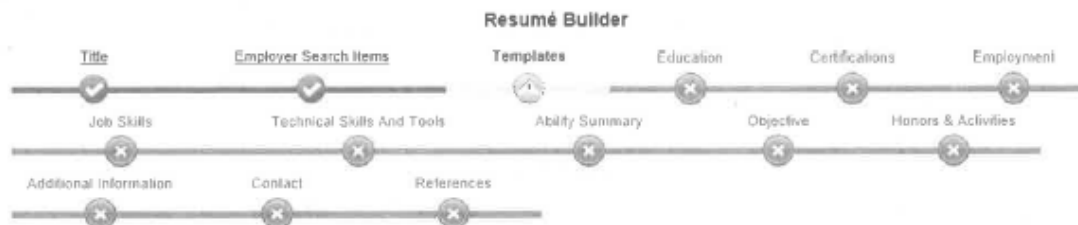
☐ **Quick**
Create a resume with minimal data entry. This will allow you to start applying for jobs more quickly, but may not provide better match results

☐ **Copy Existing**
Build your resumé from a previously entered resumé (quickest).

Cancel

Next >>

***Remember to enter a Resume Title, click Next to begin the step by step process**



[Skip this step, I will use the current template >>](#)

Resumé Layout Templates

Current Template: Chronological - System Template

Resumé Sections
Resumé Format
Section Specific Format

For help click the question mark icon.

These are the sections that will display on your resumé in the order shown. You may reorder the sections by dragging the button on the left column of each item in the list. You may choose to show/not show a section by checking/unchecking the check box, and you may change the default section header by updating the text in the user-defined title text box. To view other resumé formatting for this template, click on one of the tabs above. Reorder resumé sections by clicking and dragging up or down the image in the far left column.

↑	Display	Section	User-Defined Title
	<input checked="" type="checkbox"/>	Contact Information	Contact Information
	<input checked="" type="checkbox"/>	Objective	Objective
	<input checked="" type="checkbox"/>	Ability Summary	Ability Summary
	<input checked="" type="checkbox"/>	Employment History	Employment History
	<input checked="" type="checkbox"/>	Education and Training	Education and Training
	<input checked="" type="checkbox"/>	Occupational Licenses & Certificates	Occupational Licenses & Certificates
	<input checked="" type="checkbox"/>	Honors & Activities	Honors & Activities
	<input checked="" type="checkbox"/>	Additional Information	Additional Information
	<input checked="" type="checkbox"/>	Detailed References	Detailed References
	<input type="checkbox"/>	Resumé Free Text	Resumé Free Text

[\[Preview Sample Resumé with this Template \]](#)
[\[New Template \]](#)
[\[Save \]](#)
[\[Save As \]](#)
[\[Undo Changes \]](#)
[\[Delete Templates \]](#)

[Skip this step, I will use the current template >>](#)

[<< Back](#)

[Next >>](#)

Note: These are the sections that will display on your resumé in the order shown. You may reorder the sections by dragging the button on the left column of each item in the list. You may choose to show/not show a section by checking/unchecking the check box, and you may change the default section header by updating the text in the user-defined title text box.

Continue entering the required information for each section

How to create a Resume

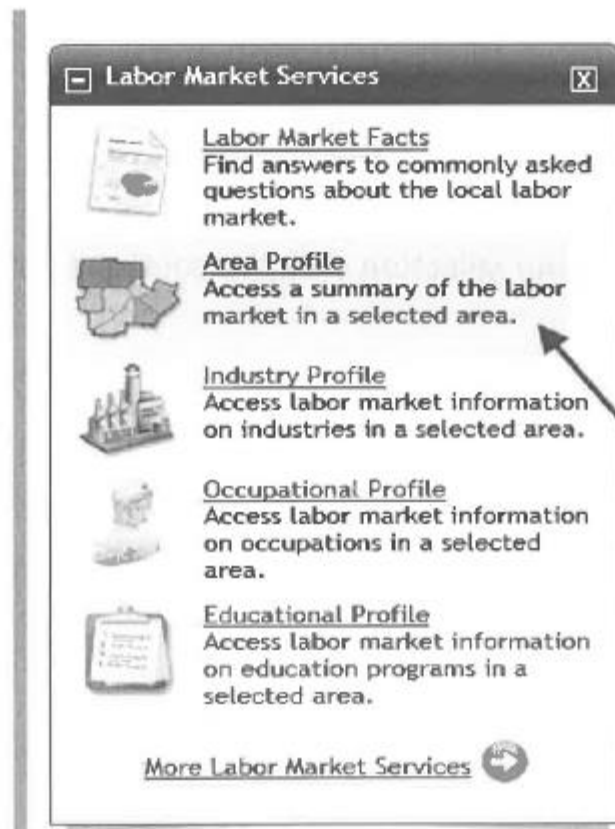
From the Quick Menu select the Resume Builder tab

The screenshot displays a career services website interface. On the left is a vertical sidebar with several menu sections: 'My Individual Workspace' (containing 'My Dashboard', 'How We Can Help You', 'Directory of Services', and 'My Resources'), 'Quick Menu' (containing 'Job Search', 'Resume Builder', and 'My Portfolio'), and 'Services for Individuals' (containing 'Career Services', 'Job Seeker Services', and 'Education Services'). The 'Resume Builder' option in the Quick Menu is highlighted, and an arrow points to it from the right. The main content area features a top navigation bar with 'My Dashboard', 'How We Can Help You', 'Directory of Services', and 'My Resources'. Below this is a 'Services Preview' banner with the heading 'Get Recruited by Top Employers' and a subtext: 'We can guide you through the process of creating a professional resumé, setting up automated job searches, and contacting potential employers in your desired field.' To the right of the text is an image of three people in business attire. Below the banner are three navigation arrows (double left, single left, single right). At the bottom is a grid of service buttons: 'Find a Job', 'Get Recruited & Be Proactive' (which is highlighted), 'Get Trained', 'Review the Job Market', 'Explore a New Career', 'Analyze Your Labor Market', 'Unemployment Assistance', 'Plan Your Finances', 'Review Benefits Available', and 'Other Services'.

Labor Market Services

This area provides an overview of the Labor Market information that can be found in the **Area Profile**. Customer can more individually assist in finding work that best meets their needs.


Go to My Dashboard page, Labor Market Services Tab select Area Profile




System will display Area Summary

Summary area profile for Ventura County, California.


Quick Reference




The information below outlines key characteristics of the current labor market in Ventura County, California.




5.9%




HIGH DEMAND



319K



0.47%




\$46K

[\[Top | Bottom \]](#)

Jobs Data


Current Jobs Available




The table below shows the number of job openings advertised online in Ventura County, California on April 10, 2016 (Jobs De-duplication Level 2).

Area Name	Job Openings
Ventura County, California	<u>12,677</u>

Job Source: Online advertised jobs data

 [Export](#)

 [Print](#)

[Click here to search for jobs](#)

Where to Find the Training Videos

- Go to www.caljobs.ca.gov
- On the Splash page go to **More Career Services** (double click on Learn more)
- Scroll down and click on the **Learning Center**
- Videos are located in the **Individual Courses Tab**

Hallmark of Excellence #7

(g) All AJCC staff has received training on serving individuals with barriers to employment, including customers with disabilities

One System for All and All for One Training.



CWA Presents:

EDD Traveling Disability Resource Coordinator Training

*One System for All and All for One:
Serving People with Disabilities - All of Us Can, but Do We?*

Coming to the Ventura Region:
Thursday May 24th, or Friday May 25th, 2018
9:00 AM – 4:00 PM
West Oxnard Job and Career Center (AJCC)
2901 N. Ventura Rd., Suite 310, Oxnard, CA 93036

This training is brought to you by EDD's Disability Employment Initiative (DEI) team. Join us for a 1-day session in 4 modules to bring your region best practices and perspectives discovered through CA's DEI efforts to improve service delivery to Individuals with Disabilities in your region. This training will be offered twice and will present the same information at both sessions May 24th and 25th, 2018. Modules offered include:

- 1. One System for All and All for One**
 - o Serving People with Disabilities: All of Us Can, but Do We?
- 2. Here an Acronym, There an Acronym**
 - o What is the DEI, DEA and IRT, and what do they have to do with PWD and WIOA?
- 3. We Need a Driver**
 - o The Disability Resource Coordinator (DRC) Defined
- 4. To Politeness and Beyond!**
 - o Disability Awareness, Sensitivity and Etiquette

[CLICK TO REGISTER](#)

An agenda can be found on the next page. We look forward to seeing you there!!!

Additional Information:

Parking: Parking at this location is ***FREE***

Food/Refreshments/Lunch: Unfortunately, we cannot offer food, beverages or other refreshments for this event; please plan accordingly. For lunch, the West Oxnard Job and Career Center is closely located near The Collection Riverpark which is host to a number of eateries. You may click the following link for a listing of available restaurants: [The Collection Riverpark Dining](#)

Accommodations:


CWA and the EDD are equal opportunity employers. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made 72 hours prior to the event by calling Brandon Anderson of CWA at 916.325.1610 (voice). TTY users, please call the California Relay Service at 711. Requests may also be submitted by email to banderson@calworkforce.org.



Windmills Training with Department of Rehabilitation.

WINDMILLS

This program is designed for Human Resource, hiring managers and supervisors to successfully include persons with disabilities as an excellent labor resource. It focuses on attitudes and human factors, as well as concerns and issues related to legal requirements and accommodation. Participants will:



"Fantastic insight into the lives and obstacles surrounding those with disabilities."
-ADECCO Hiring Manager

- **Explore the fears, biases and myths that create barriers for employees who become disabled through work or non-work related injuries and illnesses.**
- **Provide effective techniques for hiring and increasing the retention of employee's with disabilities.**
- **Create a catalyst for integrating these techniques and resources strategically into existing Diversity programs.**

This presentation is a disability attitude change program that addresses the roots of emotions, fear and lack of knowledge from which unconscious and unintended acts of bias arise. The intent of the program is to focus on abilities and the diversity of our workforce.

Hallmark of Excellence #7

(h) All AJCC staff has received training on providing excellent customer service and customer-centered design.

Civic Solutions Initiatives Training.

**2.) Civic
Solutions
Initiatives
- Works,
LLC (CSI -
Works)**

**Case Management: Key
to High Performance
and High-Quality
Customer Service**

Customer Career
Assessment and
Planning, Customer Skills
Assessment Strategies,
Motivating Staff and
Building Capacity,
Performance –
Understanding of
Contractual
Performance Goals,
Case Management

Course Description:

AJCC Staff will hear how to engage and retain both job seekers and employers. The proactive support allows staff to get a realistic snapshot of each client, develop a strategy to overcome barriers, and objectively document each interaction. As we learn about the history of each client, we make data driven recommendations on what services are appropriate. Done correctly, the Career Coach (Case Manager) maintains compliance and creates a file system that is always ready to be audited. This system supports high quality Follow-Up and maximizes program performance.

Learning Objectives:

- How to Engage clients
- How to Document status
- How to build successful foundations for client success
- How to execute plans that support employees and employers.

Creating CEO's Training.



Creating CEOs

Session • County of Ventura • 9 hours • \$0.00

[Calendar View](#)[Print](#)[View Event](#)

Creating CEO's is an essential customer service skills workshop for all service providers who interact with internal/external customers. Training is MANDATORY for all HSA employees.

Event Information

Event Title: Creating CEO's

Start Date: 7/6/2016

Start Time: 8:00 AM

End Time: 5:00 PM

Short Description: CBS 1-IV & Support staff: Creating CEO's is an essential customer service skills workshop for all service providers who interact with internal/external customers. Training is MANDATORY for all HSA employees.

Long Description: Creating CEOs is based on the idea that an organization's services are embedded in the customer's experience. The purpose of this mandatory training is to build customer satisfaction by empowering employees to take ownership of their customer experiences. It will benefit employees who interact with customers over the phone or in-person and those who offer internal support to co-workers. You will acquire the skills and the motivation to take personal ownership to exceed your customer's expectations. This training will go beyond conventional customer service training programs. Training Goals: • Create a customer-focused organization, by establishing common language, goals, and skills for front-line and internal service providers. • Improve customer satisfaction by providing employees with the skills and beliefs to take ownership of customer experiences, prevent customer dissatisfaction, and resolve complaints when they occur. • Show respect, integrity, and establish rapport with all customers • Build cooperation and team spirit among staff. • Motivate and reward outstanding service by including an employee recognition program called The GEMs (Going the Extra Mile) Reward Program. • Create management support for the implementation and reinforcement of service skills and the building of a lasting customer-focused culture. • Improve teamwork with ownership hand-offs, internal services, and shared solutions to ensure seamless positive customer experience.

Location: 855 Partridge Dr. Ventura CA 93003

Event Room: Cottonwood

Hallmark of Excellence #7

(i) All AJCC has received training on sector strategies, career pathways, job quality and high road training partnerships.

The AJCC provided training for sector strategies, career pathway and job quality to all Title I employees. Training for all AJCC staff is in progress for a future date



SKILLS ATTAINMENT FOR UPWARD MOBILITY ALIGNED SERVICES FOR SHARED PROSPERITY

**Ventura County Local
Workforce Development Plan**

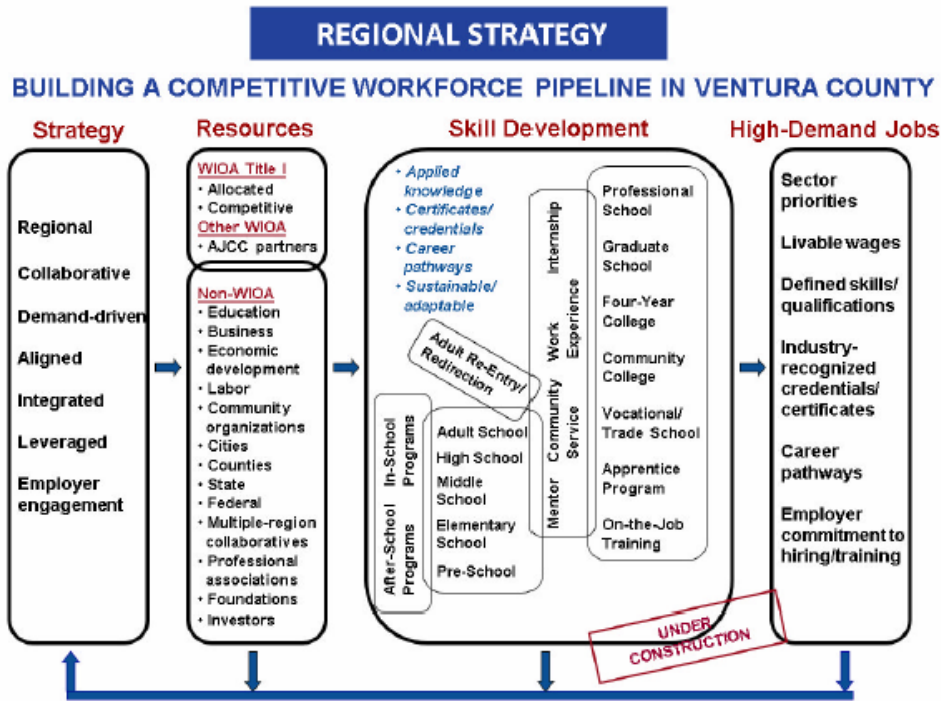
**Workforce Innovation and Opportunity Act (WIOA)
for Program Years 2017-2020**

FEBRUARY 28, 2017

SECTION 3 LOCAL PLAN

The chart below, "Building a Competitive Workforce Pipeline in Ventura County,"² describes how strategies, combined with available resources, provide for the skill development available from the area's providers of training, and how these skills result in the desired outcomes: sector priorities, well-paying jobs, career paths, and recognized credentials. (See Figure 2)

Figure 2



Support for Service Alignment and Implementation of Policies in State Plan

The WDBVC plan is formulated to achieve three policy objectives: Fostering "demand-driven skills attainment"; enabling upward mobility for Ventura County's workforce; and aligning, coordinating, and integrating programs and services to economize limited resources. These policy objectives will be achieved by the implementation of seven local workforce strategies that operate, or will operate, as the mechanism for implementing regional coordination to support service alignment and policy implementation.

WDBVC Seven Strategies:

1. Building Sector Strategies

a. Organizing Industry To Strategize/Address Common Workforce Needs

² Workforce Development Board of Ventura County (WDB), WDB and WDB Committees, <http://workforce.vtcourty.org>

SECTION 3 LOCAL PLAN

Using economic and labor market data, the WDBVC has identified four industry sectors that are best positioned within Ventura County to make gains in jobs and income: Business Services, Clean/Green, Healthcare, and Manufacturing. These sectors correspond to four existing business-led sector committees (all actively meeting six times annually) in which businesses, representatives of labor, education, and workforce collaborate to identify skills shortages and to recommend appropriate career pathways.

b. Organizing Workforce/Education Professionals to Provide Training/Education to Meet Industry Needs

The WDBVC has collaborated with 21 workforce and education partners through regular and ad-hoc meetings to communicate industry needs and skills gaps. The education partners have utilized this information for their Career Technical Education (CTE) and articulation programs.

c. Developing a Plan to Connect Job Seekers with Relevant Skillsets to Industries that Are Hiring

Through policy directives, sector committee Labor Market Information Division (LMID) research and the activity of the AJCC partners, the WDBVC connects job seekers with relevant skill sets to industries that are hiring with good wages and upward mobility. Current initiatives in place or in development include: identifying skills standards and offering industry-valued certificates; identifying articulated career pathways; aligning relevant programs among training providers; holding joint regional sector meetings to identify common challenges and remedies for career pathways; the Slingshot Healthcare Care Coordinator Pathway Project; and Ex-Offender Re-Entry job placement.

2. Building Career Pathways Strategies

WDBVC initially identified four priority sectors: Manufacturing, Healthcare, Business Services, and Clean/Green for targeted strategies and actions. These four sectors have ongoing business needs for skilled local talent, potential for growth and opportunities for living wage jobs with career paths. Career pathways within these four sectors allow for progressive skills development, progressive wage increases and multiple entry and exit points through education and training programs that are based on labor market data. The Ventura County Office of Education (VCOE), Ventura County Adult Education Consortium (VCAEC), Ventura County Community College District (VCCCD) and the WDBVC have individually and jointly brought stakeholders from around the County (business, organized labor, and education) to leverage resources, track and build consensus on the career pathways that best meet the needs of the local economy. Examples of career pathways development are exemplified in the collaboration between the county community colleges, adult schools, and high schools. California Career Pathways Trust (CCPT) grants to Ventura County Office of Education (VCOE), and Ventura County Community College District (VCCCD) have enabled secondary and post-secondary schools to collaborate in offering career pathways throughout Ventura County public schools. Additionally over 200 Ventura County employers participated in student career connections.³ (See Appendix B)

3. Organizing Strategies Regionally

The WDBVC workforce strategy will include ongoing skills attainment that is supportive of regional growth industry sectors and enabled by a braided, leveraged workforce system that addresses

³ VC Innovates 2015-16 Innovates Results, <http://vcinnovates.org/>

SECTION 3 LOCAL PLAN

business-driven demands and worker needs for well-paid, steady employment. WDBVC has actively collaborated with the 21 workforce and education entities in a supportive capacity regarding industry sector career pathways and workforce development strategies. WDBVC has entered into agreements with mandated and voluntary partners and stakeholders to ensure implementation of an integrated, job driven service delivery system that provides job seekers (specifically individuals with barriers to employment) with the skills and credentials necessary to secure and advance in career pathways and enable employers to identify and hire skilled workers and grow their businesses.

4. Building Earn and Learn Strategies

The Local Board will continue to provide WIOA Title I adult and dislocated worker training activities at the comprehensive American Job Center of California (AJCC) location in Oxnard, CA, and at the affiliate AJCC site in Simi Valley, CA. Eligible individuals will have access to Individual Training Accounts (ITAs) and On-the-Job Training (OJT). In addition, eligible employers benefit from Incumbent Worker Training (IWT), which includes coordination of Title I and Employment Training Panel (ETP) funding. The Local Plan policy supports the “earn and learn” model using training and education practices that combine applied learning opportunities with compensation. The success of earn and learn programs depends on sustained employer engagement, and where appropriate, the board engages the involvement of organized labor, especially as this pertains to the development of apprenticeship programs. The plan has identified eight apprenticeship programs in the region, for example, adult education offers culinary pre-apprenticeship training.

5. Building Supportive Services Strategies

WDBVC has collaborated regionally to establish policies and procedures for supportive services to ensure that participants with barriers to employment can succeed in pursuing regional sector pathways. Services may include, but are not limited to: books and training supplies, tools required for employment, clothing required for interviews, employment or training, transportation reimbursement (training only), needs-related payments (WIOA-funded training only), automobile insurance, bus passes, automobile registration, and supportive vision/optical. Additionally, WDBVC has standing policies for reasonable accommodation as required. Other services not listed above include: financial coaching for veterans, home ownership counseling and loans through the “Keep Your Home California” program; free access to online interactive interviewing preparation; free job coaching workshops; and multiple-agency workforce services for ex-offenders.

6. Building Integrated Service Delivery Strategies

Nineteen AJCC partners have agreed, through the Phase I and Phase II MOUs, to integrate service delivery and braid resources to ensure access to a comprehensive menu of services tailored to the individual’s needs. Partners will agree to achieve program alignment and assure access to the broad array of services that will facilitate program completion. Partners will strive to work together to coordinate assessment and delivery of services.

7. Building Cross-System Data Capacity

Under this plan, the WDBVC will identify opportunities to work with AJCC partners to share and, wherever possible, integrate both diagnostic and performance data to optimize program performance of all AJCC partners. This effort depends on the ultimate creation of a software system that is accessible to core and system partners alike.