

Year 25 Workforce Development Annual Plan: FY 2024–2025

City of Los Angeles Workforce Development Board

Presented by the Economic and Workforce Development Department

Virtual Community Forum
May 1, 2024, 6:00 PM (PT)



Agenda

Topics Covered



1

Background

2

Strategic Initiatives

3

Strategic Planning Overview

4

Projected Funding for PY 24-25 +
Funding Highlights

5

Annual Plan Timeline

6

Q&As/Public Comment

Background

Purpose of the Annual Plan

“The Los Angeles Workforce Development System is an innovative, diverse, and equitable workforce development and training system that offers economic security and produces and places skilled workers into high-quality jobs in the Los Angeles region.”



Purpose and Highlights



Priorities

- Strategies
- Policies
- Budget, and
- Timeline



Equity

- Equity-focused strategic initiatives



Good Jobs

- Create and expand living wage jobs
- Remove barriers to employment

Annual Plan Timeline

Public Comment Schedule

Comments may be submitted by email to: EWDD.Planning@lacity.org by 5:00pm (PT) on Sunday, May 12, 2024.

The draft Annual Plan can be found at the WDB's website at www.wiblacity.org/ or EWDD's website at: ewdd.lacity.gov/index.php/annualplan25

YEAR 25 ANNUAL PLAN TIMELINE		
Public Comment:		
	30-Day Public Comment Period (posted)	04/12/24
Public Meetings:		
	TTT Presentation	4/16/24
	WD Board Youth Council	4/25/24
	WD Board Presentation	4/26/24
	Community Forums (Virtual)	5/1/24
	Public Comment Period Closes	05/12/24
Approvals:		
	WD Board Approval	May TBD
	Council Committees Approval	June TBD
	City Council and Mayor Approval	June TBD

Los Angeles'

Economic Landscape



Los Angeles Economic and Workforce Landscape

Challenges	Opportunities
<ul style="list-style-type: none">• Los Angeles unemployment rate- 5.9%• Pandemic recovery- from job loss, business closures, and work dislocations• Inflation- higher prices for everyday goods and services, higher costs for home mortgages, automobile loans, credit cards, and business loans.• Regional population decline and an aging workforce• Decrease in affordable housing and increased homelessness• Increasing income inequality• Increased costs for operating a business- higher electrical costs, utilities, labor, land regulations, and taxes• Struggling commercial real estate market• Increase in disconnected youth• Increase in justice-involved individuals- On an average day in 2021, there were 14,329 people in county jails, and 30,358 people from Los Angeles County in the state prison system.• Women continue to face wage disparities	<ul style="list-style-type: none">• Historic federal funding via the Infrastructure Investment and Jobs Act, Inflation Reduction Act, and CHIPS and Science Act• For instance, with transportation and infrastructure, the federal government awarded a combined \$6.1 billion to the California High-Speed Rail Authority and Brightline West in early December 2023, which covers a large portion of the overall project cost for the Vegas corridor.• Major Sporting Events coming to the Region: 2026 FIFA World Cup, LA28 Olympic and Paralympic Games, 2027 Super Bowl LXI, etc.• Partnership with major economic drivers in the Region: LAX, Port of LA, and other City of LA departments• EWDD, in collaboration with the WDB and Mayor’s Office, will align workforce education and training programs to advance existing strategies highlighted in this Annual Plan and to further develop the WDS goals based on ongoing strategic planning efforts.

High-Growth Sectors



The LAEDC labor market analysis highlighted the industries with highest growth rates as follows:

- Aerospace
- Bioscience and Biomedical Manufacturing
- Construction
- Entertainment, Motion Picture and Sound Recording, Performing Arts, Spectator Sports, and related industries
- Finance
- Fashion
- Healthcare and Social Assistance
- Hospitality and Tourism
- Trade and Logistics
- Transportation

Year 25 Annual Plan Strategic Initiatives



Strategic Initiatives



1. Support Regional Efforts to **Reduce Homelessness** by Providing Pathways to Sustainable Employment, Training and Education, and Connecting Participants to Supportive Services
2. Increase Education and/or Employment Outcomes for **Disconnected Youth**
3. Increase Employment Opportunities for All Angelenos Through Partnerships with **Major Economic Drivers in the Region**
4. Facilitate Increased and Equitable Access to Jobs That Provide High Wages/Salaries and Opportunities for Career Advancement/Upward Mobility Through Job Placement **Strategies That Focus on High-Growth Sectors**
5. Increase **Gender Equity** by Ensuring That Women Are Trained for Positions at All Levels Within Organizations in High-Growth Sectors at Equal Pay Rates as Those Positions Occupied by Men
6. Increase Accessibility to Sustainable Employment Opportunities for **High-Barrier Populations** Through Targeted Workforce Development Strategies
7. Increase Employment Outcomes for the **Reentry Population** to Allow for a Smoother Transition Into Society
8. Increase Employment Opportunities for **Older Adults** - 55 years and Older - by Creating Systems that Promote Training and Employment.

Strategic Planning Overview



Rethinking the City's Workforce Development System

EWDD Strategic Planning Processes and Timeline

Year 2024-25 Annual Plan



5-Year WD Strategic Plan
September 2023- June 2024



AJCC/WorkSource System Procurement- Phase I RFQ
December 2023- June 2024



Older Worker Strategy
August 2023- July 2024



AJCC/ WorkSource System Redesign Evaluation
August 2023- June 2024



Infrastructure Strategic Plan
October 2023- Dec 2024



LA P3 Youth Strategic Plan
July 2023-December 2023



Five Year Workforce Development Strategic Plan

To support the WDS in developing a comprehensive five-year strategic plan to promote economic recovery, financial stability, and prepare residents and businesses of Los Angeles for jobs of the future.

The proposed Plan, slated to be completed by May 31, 2024 will include the following deliverables:

1. A concrete five-year strategy that supports the Mayor's goal to connect every Angeleno with a living-wage job and career pathways;
2. Facilitated meetings with community stakeholders and business leaders to assess the critical need for highly-trained employees in today's workforce and address barriers to employment; and
3. An in-depth analysis of government policies that may be hindering labor growth and wage increases; identify solutions and best practices for increasing employment and reducing labor shortages.



AJCC/WorkSource System Redesign Evaluation

- In anticipation of the 2024 AJCC/Adult and Dislocated Worker system procurement, the California State University Northridge (CSUN) was contracted to conduct an evaluation of the City's AJCC/WorkSource Center System to identify ways to redesign and improve its service delivery system to connect program participants to high-wage jobs and reduce inequities among program participants.
- The WorkSource System Redesign evaluation report is expected to be completed by May 31, 2024.



Older Worker Strategic Plan

- In August 2023, Cause Impacts was contracted to develop an Older Worker Strategic Plan to develop strategies to address the challenges and barriers to the employment, retention, and advancement of older workers in the labor market.
- This effort includes understanding best practices in employing, retaining, and advancing Older Workers, the strengths and challenges of current EWDD programming of Older Workers, developing workforce strategies that EWDD can implement, and identifying objectives and metrics that can measure outcomes, and organizations to partner with to implement the final plan.



LA P3 Youth Strategic Plan – Horizons 32,000 Plan

- The Los Angeles Performance Partnership Pilot (P3) Strategic Plan is a regional cross-sector collaboration that seeks to reduce the “Opportunity Youth” population, young adults who are out of school and out of work.
- The Strategic Plan will cover the period of 2024-2028.

Four Year Impact: Reduce the number of young adults experiencing disconnection from school and work in LA County by 22% (32,000) by 2027.



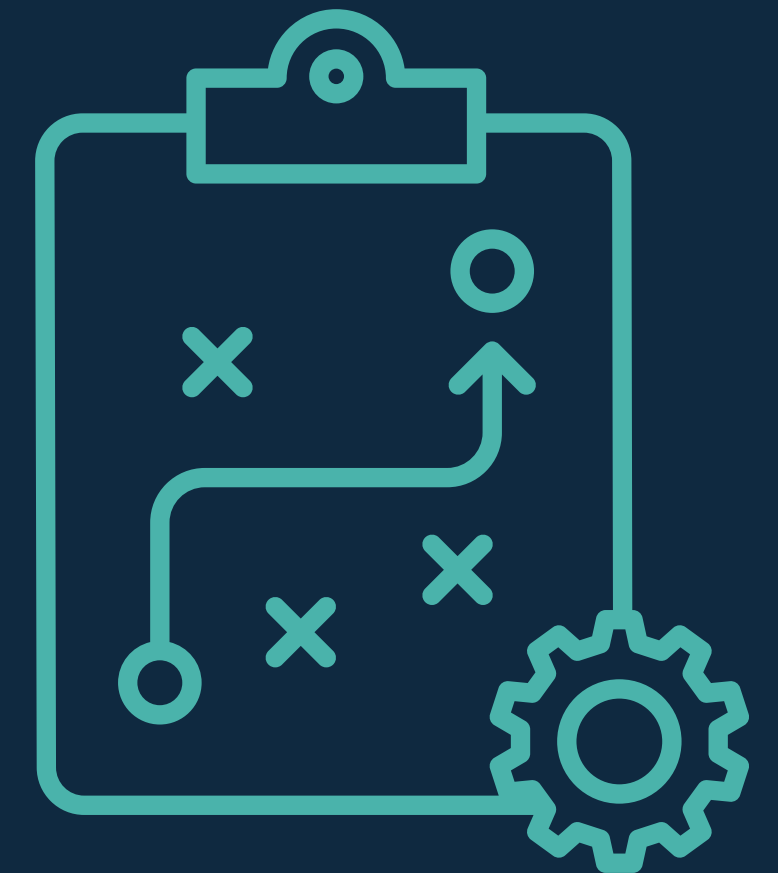
Infrastructure Strategic Plan

To meet the projected employment demand from federal investments from President Biden's 2021 Bipartisan Infrastructure Law (BIL), New Ways to Work was contracted in December 2023 to gather and organize existing data to identify relevant resources and programs that support the development of a Los Angeles Workforce Infrastructure Academy and Network to:

1. Assess status of workforce preparation for federal Investment Infrastructure and Jobs Act (IIJA) and Inflation Reduction Act (IRA) capital investments;
2. Develop strategies to prepare the Los Angeles workforce for these investments; and
3. Ensure equity and inclusion in the new opportunities of quality skilled career pathways for all LA residents and particularly opportunity youth.

New for PY 2024-25

- Invoice Automation Platform - Launchpad GMS
- Crossroads/Policy Conferences and Forums
- Inside Safe Job Connector expansion
- LA Workforce Infrastructure Network (LAWIN)
- Older Worker Strategy - Implementation
- Program Monitoring Consultant
- Sector Intermediaries
- High Roads Training Partnership expansion





Funding for PY 2024-25

Revenue and Projected Carry-Over

**Table 1:
Year 25
Annual Plan
Revenues**

Year 25 ANNUAL PLAN REVENUES	New Allocation	Carryover Prior Years	Total Allocation
Adult	\$16,279,373	\$2,000,000	\$18,279,373
Dislocated Worker	\$10,119,363	\$1,750,000	\$11,869,363
Youth	\$16,337,648	\$1,500,000	\$17,837,648
Rapid Response	\$875,467	0	\$875,467
S U B T O T A L - W I O A	\$43,611,851	\$5,250,000	\$48,861,851
WIOA Discretionary	\$1,000,000	\$581,000	\$1,581,000
CDBG COVID	0	\$50,000	\$50,000
California For All	\$20,891,978	\$591,701	\$21,483,679
LA City Programs	\$12,979,372	\$4,121,789	\$17,101,161
LA County Programs	\$14,397,700	\$432,295	\$14,829,995
Other Grant Funds	\$210,000	\$355,400	\$565,400
Anticipated Revenues	\$7,000,000	0	\$7,000,000
G R A N D T O T A L	\$100,090,901	\$11,382,185	\$111,473,086

Table 2: Year 25 WIOA Formula Funding

Program	PY 2023-24 WIOA Funds	PY 2024-25 WIOA Funds *	Increase (Decrease)
Adult	\$16,279,373	\$16,279,373	0
Dislocated Worker	\$10,119,363	\$10,119,363	0
Youth	\$16,337,648	\$16,337,648	0
Rapid Response*	\$875,467	\$875,467	0
Carryover	\$8,100,000	\$5,250,000	(\$2,850,000)
TOTAL	\$51,711,851	\$48,861,851	(\$2,850,000)

*PY 2024-25 Rapid Response funds are pending announcement by the CA EDD.

**Table 3:
Proposed
WIOA
Funding
Distribution**

Activity	Amount	Percentage
EWDD Oversight	\$9,079,681	18%
EWDD Direct Services	\$1,362,531	3%
Other City Departments	\$375,764	1%
Workforce Development Board	\$2,137,774	4%
WorkSource Centers	\$16,000,000	33%
YouthSource Centers	\$10,250,000	21%
Other Service Providers	\$1,900,239	4%
Supporting Program Activities	\$7,755,862	16%
TOTAL	\$48,861,851	100%

Table 4: Year 25 Funding Highlights

Funding	Strategy	Outcome	Strategic Goal
\$16,000,000	14 WorkSource Centers to provide employment training and placement services to high-barrier adults and dislocated workers and employers.	TBD	Strengthen connections with major economic drivers in the region. Target vulnerable populations with a geographic focus.
\$10,250,00	Fund 14 YouthSource Centers	TBD	Focus on disconnected youth.
\$33,683,687	Year-Round Youth Employment Program	TBD	Focus on disconnected youth.
\$6,000,000	LA:RISE	TBD	Address homelessness with more employment opportunities.
\$693,200	LA County - INVEST	TBD	Focus on the reentry population.
\$400,000	Rapid Response/ Layoff Aversion	TBD	Strengthen connections with major economic drivers in the region
\$1,000,000	WDB Innovation Fund	TBD	TBD
\$1,250,000	High Road Training Partnerships	TBD	Strengthen connections with major economic drivers in the region
\$250,000	LA Workforce Infrastructure Network (LAWIN)	TBD	Strengthen connections with major economic drivers in the region
\$500,000	Sector Intermediaries	TBD	Strengthen connections with major economic drivers in the region
\$200,000	InsideSafe Job Connectors Program	TBD	Address homelessness with more employment opportunities.
\$300,000	Older Worker Strategy Implementation	TBD	Focus on older workers 55+



Support Regional Efforts to Reduce Homelessness by Providing Pathways to Sustainable Employment, Training and Education, and Connecting Participants to Supportive Services

The Need:

- Confronting the homelessness crisis continues to be an urgent priority for the City.
- LAHSA estimates that 46,260 people are experiencing homelessness in the City of Los Angeles, an increase of 10 percent from the prior year.

Key Programs:

- InsideSafe Job Connectors Program
- Los Angeles Regional Initiative for Social Enterprise (LA:RISE)
- WIOA AJCC System (WorkSource and YouthSource Centers)

Action Items:

- Continue to expand or strengthen collaborations and partnerships with LAHSA, the Mayor's Office Inside Safe Initiative, and other housing service programs or initiatives to improve coordination between workforce and homeless response systems happening at the Los Angeles City and County level.
- Continue the LA:RISE program
- Continue to serve individuals experiencing homelessness through the AJCC System

2

Increase Education and/or Employment Outcomes for Disconnected Youth

The Need:

- Youth (ages 14-24) disconnected from school or work including youth serviced by our child welfare, justice, and homeless systems are often referred to as Opportunity Youth (OY). Many OY often lack the appropriate resources and support and are likely to face multiple challenges and obstacles through life.
- A 2021 New Ways to Work report found that more than 62,000 youth, or 13.9 percent of the nearly half a million young people in the City, were disconnected youth.

Key Programs:

- LA Performance Partnership Pilot (LA P3) collaborative
- WIOA AJCCs (WorkSource & YouthSource Center System)
- Hire LA's Youth Campaign and funded youth initiatives
- Californians for All funded youth initiatives
- Certified Peer Specialist Demonstration Project (in partnership with Youth Development Department)

Action Items:

- The City will continue the implementation of the Youth System Redesign, with the goal of fully implementing all program elements.
- Continue to provide leadership to regional efforts to improve educational and employment outcomes for young adults, with a particular emphasis on opportunity youth through the Los Angeles P3 Collaborative.
- Regional Partnerships: Expand efforts to increase the number of multi-barrier youth served by the YouthSource and Hire LA systems.
- Launch the Career Pathways/LA program to provide alternate pathways into City employment for low-income and high-barrier youth through a new fellowship program.



Increase Employment Opportunities for All Angelenos Through Partnerships with Major Economic Drivers in the Region

The Need:

- The Port of Los Angeles and the Los Angeles World Airport, Department of Water and Power, and Department of Public Works are major economic drivers at the local, regional, and national levels and key generator of jobs.
- Local residents struggle to connect to employment opportunities with key economic drivers in the region.
- There is a need for continued alignment of regional economic development and to ensure that Angelenos from disadvantaged communities benefit from City investments.

Key Programs:

- Hire LAX Pre-Apprenticeship Program Partnership
- Targeted Local Hire (TLH) Program
- Regional Sporting Events Strategy Development
- Small Business Corp - Youth Small Business Corp

Action Items:

- Increase coordination with City Departments
- Continue to align the Workforce Development System with the Jobs Economic Development Initiative (JEDI) Zones.
- Continue efforts to align Workforce Development with Economic Development Strategies
- Hire LAX Pre-Apprenticeship
- Workforce Strategy for regional sporting events
- Continue Small Business Corp

4

Facilitate Increased and Equitable Access to Jobs That Provide High Wages/Salaries and Opportunities for Career Advancement/Upward Mobility Through Job Placement Strategies That Focus on High-Growth Sectors

The Need:

- Income inequality continues to widen in Los Angeles County. Majority of Angelenos in low-income areas struggle to access high wage jobs in high-growth sectors.
- A high-wage job refers to a job that provides a wage that is greater than the median wage for the applicable region. As of March 23, 2023, the average annual salary in California was \$61,026.

Key Programs:

- High Road Training Partnership Program
- Registered Apprenticeship Programs Pilot
- Business Engagement Program
- WIOA AJCCs (WorkSource System) Business Services Representatives (BSR)
- Quarterly Regional Connect LA Job Fairs

Action Items:

- Redesign the AJCC/WorkSource Center System.
- Continue to provide services and expand employer engagement under the High Road Training Partnership Program to place over 200 participants in jobs that provide high wage and career opportunities with upward mobility.
- Work regionally across the seven WDBs to develop Registered Apprenticeship Programs in identified sectors in partnership with Los Angeles County and develop a regional apprenticeship portal to provide job seekers updated information on registered apprenticeship programs within the County.

5

Increase Gender Equity by Ensuring That Women Are Trained for Positions at All Levels Within Organizations in High-Growth Sectors at Equal Pay Rates as Those Positions Occupied by Men

The Need:

Women continue to experience lower earnings as compared with their male counterparts, despite their steadily growing participation in the labor force. Men outearn women within every age group.

- Ages 16–24, women’s median usual weekly earnings are about 8 percent lower than men’s.
- Ages 25–54, with women earning 16 % less than men.
- Aged 55–64, with women earning 22 % less than men at the median.
- Aged 65 and older, women earn 27 % less than men of the same age.

Key Programs:

- WorkSource and YouthSource System
- CDBG- Childcare Initiative
- Domestic Violence and Human Trafficking Pilot

Action Items:

- Continue to provide childcare support, and employment training, through the CDBG Childcare Initiative Grant Program.
- Continue to develop gender equity performance metrics and report to the WDB.
- Contract with LAEDC to update the People, Industry, and Jobs report and develop a plan to establish baseline data related to gender equity that includes goals and objectives to achieve the intended gender-equity goals.
- Develop programming and outreach strategies to increase women’s training and placement in non-traditional employment high-growth sectors.



Increase Accessibility to Sustainable Employment Opportunities for High-Barrier Populations Through Targeted Workforce Development Strategies

The Need:

The following high barrier populations have historically lacked access to economic opportunities: persons with disabilities, individuals experiencing homelessness, justice involved, disconnected youth, single parents, veterans, immigrants, English language learners, foster youth, and other system involved youth, Lesbian, Gay, Bisexual, Transgender, Queer, (LGBTQ+), Non-Binary, Indigenous Peoples, victims of violence and human trafficking.

Key Programs:

- WorkSource and YouthSource System
- Los Angeles Reconnecting Career Academy (LARCA 2.0)
- Domestic Violence Partnership Program

Action Items:

- Continue to support Priority of Service populations as required by WIOA
- Establish and continue goals for new high-barrier populations, including survivors of domestic violence, individuals with disabilities, English Language Learners, single parents, transgender women, and other LGBTQ individuals.

7

Increase Employment Outcomes for the Reentry Population to Allow for a Smoother Transition Into Society

The Need:

- In California, it is estimated that about one in four adults now has a criminal history record which often consists of an arrest that did not lead to conviction, a conviction without incarceration, or a conviction for a non-violent crime. This increase has also led to racial and ethnic disparities which may be reflected by higher incarceration rates and by other criminal history records.
- In Los Angeles County, the need for robust supportive services is particularly acute given that the county maintains the largest probation system in the country.

Key Programs:

- Prison to Employment (P2E)
- INVEST
- Substance Abuse Drug Abuse Disorder Counselor Training program
- WIOA AJCC/WorkSource and YouthSource System

Action Items:

- The City will continue to partner with the Los Angeles County DEO to prepare individuals currently on Adult Probation for permanent employment along a career pathway through the INVEST program.
- During the 18-month Substance Abuse Drug Abuse Disorder Counselor Training program the City will continue to work towards increasing the number of certified Substance Abuse Counselors in the region.
- P2E 2.0 will serve 350 formerly incarcerated or justice involved individuals to be provided with WIOA services such as Work Experience, Individual Training Agreements, On the Job Training and support services.



Increase Employment Opportunities for Older Adults - 55 years and Older - by Creating Systems that Promote Training and Employment

The Need:

- 1 in 3 adults in Los Angeles today is 55+. Close to 1 million Older Adults live in the City of Los Angeles, accounting for 24.9% of the City's total population and 31.0% of the City's adult population.
- 46.1% of Older Adults are under the age of 65, while 77.4% are under the age of 75.
- 1 in 5 workers in Los Angeles today is 55+. Older Adults already represent a significant part of the local labor force. These workers are highly capable and able to meet the demands of modern work.

Key Programs:

TBD based on Older Worker Strategic plan implementation

Action Items:

- Continue to host the Older Worker Strategy Working Group Meeting to support the implementation of the completed strategic plan and its recommendations.
- Support the City's efforts to recognize the economic and social value of Older Workers to the workforce, businesses, and communities, and leverage their talent to advance economic vitality in the region.
- Pilot programming and workforce services that are responsive to the unique needs of Older Workers.

Thank you!

Q&As/ Public Comments



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