

Executive Summary

The City of Los Angeles Workforce Investment Board (WIB) is composed of 49 private and public sector leaders who, in collaboration with the Mayor and City Council, develop our city's workforce investment policy and oversee programs and initiatives generated by that policy and administered by the city's Community Development Department (CDD).

In the execution of our responsibilities over federal workforce funds, we understand we have several means, direct and indirect, to improve economic opportunity for our city's workers and business. We fund well-designed and cost-effective services to obtain quality outcomes; we seek through our investments to leverage and influence the workforce policies and activities of our private and public sector partners; and we educate stakeholders, leaders and the public about the value of a trained workforce to the city's economic prosperity.

With the encouragement of city leaders, the WIB has set itself a course this year to reexamine our major policies and activities; improve our partnership with business to ensure our investments are best serving workers by responding to the real needs of employers; strategically cultivate partnerships to expand opportunity for both workers and business; and exercise more assertively our role as a leader and convener on issues related to business, workers and the economy for the City of Los Angeles.

The WIB and Community Development Department are pleased to present the Year Six Annual Plan for Fiscal Year 2005-2006. The Plan is developed annually in fulfillment of an agreement between the City of Los Angeles and the WIB (CF no. 03-1188). The Year Six Annual Plan reflects policy goals and priorities set forth by the Mayor, Council, WIB, service providers, community based organizations and other stakeholders.

In this plan you will find an articulation of our priorities, specific goals and strategies, contract funding levels for our adult and youth services providers, and our adopted policies for program implementation. You will also find information on administrative and program budgets, personnel, and city costs, sufficient in detail to authorize our on-going program activities for the Plan Year. Authority to implement the plan is subject to WIB and City Council approval and signature of the Mayor.

As in years past, significant challenges impact our system-building goals and the successful implementation and provision of services. These challenges include: continued slow growth of jobs and incomes in the national, state and local economies; potential policy shifts by the federal government through pending reauthorization of the Workforce Investment Act; declining federal and state revenues for investment in the city's workforce to assure our economic competitiveness. In response, we are redoubling our efforts to improve our return on investment through existing resources and identifying new funding sources to make strategic investments that will strengthen and sustain the City's Workforce Development System.

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Through long and careful deliberation this past winter and spring our WIB and Youth Council have identified the following priorities for our policy attention during FY 05-06:

- Enhanced Investments in Workforce Skills and Training through Development of Industry and Occupation Sector Initiatives. This strategy builds upon the continuing success of our Health Care Career Ladder Training Program and lessons learned during FY 05-06 through the implementation of the Jobs Growth Fund. We will begin the work this year of targeting specific industries for pilot initiatives, workforce analysis, sector summits and other services, above and beyond the basic level of system services currently delivered across all industry and occupational sectors. Sectors will be identified by our initiative, looking not only at economic data, but for partnership with industry, employment and labor leaders motivated to invest with us for creating quality training opportunities. This focus on promising sectors will increase our investment for assisting low-income and low-skill workers develop new skills and obtain employment paying a self-sufficient wage by targeting employers and industries that have advancement routes for entry-level workers to better jobs and better wages.
- Strategic development of our WorkSource Center network, by performing a systematic review of the deployment of centers as they relate to population, poverty and employer targets, and reviewing the allocation of funds to determine the best return on investment for services delivered inside and outside the WorkSource network. We are committed also to re-examining our business services model, to assure we are optimally organized for assisting business in retaining and creating the kinds of jobs both accessible to city residents and paying a self-sufficient wage. Through this review we intend to consider the balance of our investments between labor exchange—connecting clients to jobs and other resources—and our investments in assisting clients obtain more marketable skills through workforce training.
- Review of our current OneSource/Youth Opportunity System/Youth Opportunity Movement services design, strategy and outcomes, to examine whether our services are appropriately targeted to connecting at-risk youth and young adults to work-based learning and employment opportunities. This priority of our Youth Council and full WIB is driven by our recent receipt of the One-out-of-Five Report, which tells us that fully 20% of our city's youth and young adults, ages 16 to 24—approximately 100,000 residents—are out-of-school and out-of-work, disconnected from stable institutions and role models. While deeply disconcerting, we are encouraged by the Report's guidance that early exposure to employment is, next to education, the strongest single predictor for life-long earnings power and labor market success. We have also learned that young students that gain early exposure to work are the most likely to stay in school and earn higher degrees. Our intent is to assure we find motivation in the Report

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to re-structure our service system strategically for creating more work-based learning opportunities and greater private sector and other partner engagement. We can and will dedicate ourselves to a long-term leadership campaign to coordinate public and private resources for assuring that kids stay in school and that those who have dropped out find pathways leading to work and re-entry to education.

- Finally, the Workforce Investment Board realizes that if it is truly to embrace the broader leadership agenda identified above, then we need to improve our policy guidance and engagement relative to our local Workforce Development System. We will dedicate ourselves this year to improving our own knowledge and expertise in best practices for workforce development. Our agenda is to improve our policy leadership and oversight role not as an end in itself, but as a step toward positioning our Board and the city as regional and national leaders in workforce and economic development. We are committed this year to a more engaged partnership between the city and WIB, for identifying priorities and opportunities for workforce investment, for sustaining and advancing the nation's premier Workforce Development System.

The members of the Workforce Investment Board and Youth Council and the management and staff of the Community Development Department greatly appreciate the leadership and guidance in the development of this Annual Plan provided by the Mayor's Office and Councilmember Eric Garcetti, Chair of the Housing, Community and Economic Development Committee. We look forward to their continued support in the implementing of the policy and programs reflected herein.

Respectfully Submitted,

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Chair
Workforce Investment Board

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