

## **YEAR 24 WORKFORCE DEVELOPMENT BOARD ANNUAL PLAN**

### **VISION**

***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.***

It is the shared vision of the Los Angeles Local Workforce Development Board (WDB), Mayor, City Council, and the Economic and Workforce Development Department (EWDD) to utilize the Workforce Development System (WDS) to: 1) increase access and opportunity to employment and training programs by integrating an equitable approach for the delivery of workforce development services; 2) reduce employment disparities across historically marginalized communities; and, 3) effectively respond to fast-evolving economic and labor market conditions that tend to disproportionately affect vulnerable populations, in particular, those that have been most affected by the Coronavirus (COVID-19) pandemic.

### **YEAR 24 WDB ANNUAL PLAN**

The Year 24 WDB Annual Plan (Annual Plan) establishes the priorities, strategies, policies, budget, and timeline for the City's WDS. The Annual Plan articulates a framework of long-term strategic initiatives set forth to achieve the City's goal of placing its residents on the path to economic security through equity-focused strategies that create and expand living-wage jobs and remove barriers to employment for Angelenos facing the greatest economic disparities. This equity-focused strategic framework also provides a strong foundation from which to begin to address the new challenges brought forth as the region transitions out of the COVID-19 pandemic.

### **PLAN OVERVIEW**

#### **LOS ANGELES IN TRANSITION**

On December 12, 2022, Karen Bass was sworn in as Mayor of Los Angeles. As her first act as Mayor, she declared a state of emergency on homelessness to rapidly respond to a crisis that is ravaging the City of Los Angeles (City). The crisis, characterized by over 40,000 people experiencing homelessness at any given point, constitutes an increase of nearly 240 percent from 2007. In support of the Mayor's declaration, and in addition to prior investments on homelessness, the City Council approved the creation of a \$50 million emergency fund.

In her declaration, Mayor Bass emphasized the growing disparity for those experiencing homelessness among Black, Latino, Indigenous Peoples, Women, Youth, and Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+), and other underrepresented populations. The City recognizes the urgent need to act and invest given that homelessness is not an isolated phenomenon. People experiencing homelessness also face hunger, unemployment, sexual violence, disproportionate incarceration rates, accessibility challenges to health and medical services, and death. Despite the significant financial

investments that the City has made and the numerous policies enacted to address homelessness, the current state of the economy marked by inflation and recently removed eviction protections may exacerbate the challenges that the City faces.

However, a clear vision, innovative strategies, and key partnerships will lead to long-term and short-term solutions that connect individuals, including those experiencing homelessness, to become self-sufficient. This approach, in alignment with broader City goals that aim for effective collaboration, accountability, transparency, and good governance, position the City to effectively create workforce and economic development programs and strategies that will lead to more jobs and opportunities for the City's residents. This Annual Plan will therefore continue to build on its nationally-recognized programs that successfully place Angelenos experiencing homelessness into competitive employment. In addition to the new leadership in City Hall, the City's economy is also transitioning into a new post-pandemic reality.

## **ECONOMIC OVERVIEW OF THE REGION**

The City of Los Angeles is home to 3.8 million residents which represents nearly 40 percent of the population of the County of Los Angeles. The City has a labor force of 2 million and has nearly 200,000 business establishments employing more than 1.6 million payroll workers. According to the Los Angeles Economic Development Corporation, as of May 2022, just over 94,000 people were unemployed in the City which accounts for over 40 percent of all reported unemployed residents in Los Angeles County.

For nearly a decade before the COVID-19 pandemic, the economy exhibited strong economic fundamentals. Unemployment had plateaued at around 4.5 percent from mid-2017 through the beginning of 2020, with the Los Angeles County non-farm employment reaching over 4.6 million in February 2020. Wages were consistently rising, and the real household income was approximately 11 percent higher than in 1990 and about 18.5 percent higher than in post-recession 2010. California and the Los Angeles region were experiencing consistent, although slowing, Gross Domestic Product (GDP) growth as the new decade approached.

However, according to the LAEDC, in 2020 the City and County departed from this economic paradigm, as pandemic-induced restrictions led to soaring unemployment and plummeting consumer spending. California and the Los Angeles region's consistent economic performance reversed quickly and significantly after the pandemic struck in March 2020. In the years since, the Federal stimulus funds and unemployment benefits assisted many households as employment steadily returned. During this period, businesses adapted to new operating conditions such as pivoting to takeout, online marketplaces, and remote work.

While much of this pandemic-induced economic recovery has run its course, the COVID-19 pandemic dramatically altered lives and significantly impacted regional, state, national, and global economies. Further, the pandemic also exposed the disparity in service provision and federal funding gaps for high-barrier populations including Indigenous Peoples, people of color, immigrants, women, youth, LGBTQ+, and low-income

populations.

According to the LAEDC, in 2023, the main international concerns are centered around the Russian-Ukrainian War that reinitiated in February of 2022 and the full reopening of China. Additionally, with the supply of semiconductors, known as chips, and other products becoming a nationally security concern, the potential reshoring, nearshoring, and ally-shoring of manufacturing are sure to change the geographic routes that intermediate inputs embark upon. The LAEDC predicts that the supply chain disruptions will continue to threaten the gradual economic progress being made as the economy transitions from COVID-19 recovery to the next paradigm.

## **LEGISLATIVE ADVOCACY**

The Mayor, City Council, and WDB have long advocated for policies and legislation supporting workforce issues including investments in youth employment, dislocated workers, individuals with disabilities, and reducing barriers to entry to the workforce.

As the City recovers from the direct impact of the COVID-19 pandemic and transitions into a state of action, solution, and healing, the current economic crisis will require the WDS to advocate for new state and federal investments in retraining and upskilling services required to reconnect those hit hardest by the pandemic into the labor market.

Recently enacted federal legislation, such as the Infrastructure and Jobs Act, known as the Bipartisan Infrastructure Bill, and the CHIPS and Science Act, will require advocacy to ensure that workforce development dollars are accessible to the department to ensure the sound and equitable flow of workforce development dollars for education, training, and job placement. The department recommends that the Mayor and City Council establish a working group of City departments to ensure that a holistic and coordinated approach is implemented for the management and allocation of workforce development funds. The department also recommends that City leadership ensures that the unprecedented capital investments at the federal level lead to the creation of thriving employment opportunities for all Angelenos.

## **WORKFORCE DEVELOPMENT SYSTEM - STRATEGIC INITIATIVES**

The Year 24 Annual Plan is comprised of eight Strategic Initiatives that are designed to: 1) highlight the need to address the economic inequities among high-barrier populations which include older adults, reentry, and individuals experiencing homelessness; and 2) identify industry sectors that are instrumental in bridging equity gaps by paying higher wages and creating career ladders. The eight strategies are listed below.

Each strategy includes a statement of accomplishments to highlight the progress the department has made within a particular strategic initiative. A corresponding statement of action items is also included under each strategic initiative and is also a part of the department's larger goal to provide these services to the most vulnerable populations. The eight initiatives included in this report represent a reduction from the original 11 outlined in the Year 23 Annual Plan. The change does not impact the services provided but serves to realign the approach the department will take in its job creation mission.

It should also be noted that the City, under the leadership of Mayor Karen Bass, plans to engage in the development of a 5-year Workforce Development Strategic Plan that will seek to update its long-term vision for the WDS and establish new 5-year goals. It is anticipated that the strategic planning process will commence in the summer of 2023 and is expected to be completed by April 2024.

**STRATEGIC INITIATIVE NO. 1 – Support Regional Efforts to Reduce Homelessness by Providing Pathways to Sustainable Employment, Training and Education, and Connecting Participants to Supportive Services**

The Los Angeles Housing Services Authority (LAHSA) 2022 Greater Los Angeles Homeless count estimates that 69,144 people are experiencing homelessness in Los Angeles County, a 4.1 percent rise from 2020. Additionally, LAHSA estimates that 41,980 people are experiencing homelessness in the City of Los Angeles, an increase of 1.7 percent from 2020. In her declaration, the Mayor noted some of the many recent occurrences elevating homelessness into an emergency in our City. The Mayor noted that the number of unhoused people in the City has increased dramatically in recent years, nearly doubling in the past decade, with the number of unhoused families increasing by 238 percent since 2007. Further, homelessness has disproportionately impacted Black, Latino, Indigenous and Immigrant Angelenos, women, youth, LGBTQ+, women and youth (C.F. 22-1545).

In December 2022, the Mayor also signed an Executive Directive launching “Inside Safe,” a Citywide housing-led strategy to bring people inside from tents and encampments and provide interim housing, wrap around social services, and connect them to permanent housing resources (Executive Directive #2, December 21, 2022).

In alignment with the City’s Inside Safe Initiative and Comprehensive Homeless Strategy (CHS),<sup>1</sup> the WDS will expand partnerships with homeless service providers and continue its existing efforts to provide job-skills training, employment services, and other related services for individuals currently and/or formerly experiencing homelessness. In addition, the WDS will continue to expand employer-driven pathways to well-paying and stable employment by integrating public, private, educational, non-profit systems, and employment social enterprises.

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<sup>1</sup> The enhanced Comprehensive Homeless Strategy (CHS), adopted by the Mayor and City Council on March 19, 2019 describes ongoing responsibilities and measurable actions the City of Los Angeles (City) is taking to combat homelessness.

## ACCOMPLISHMENTS

### Employment Outcomes through “Hired and Hopeful” City and County Partnership

“Hired and Hopeful” Los Angeles (HHLA) was a regional partnership with a collective goal to connect 16,000 people with lived homelessness experience to employment in LA County by 2022 over the course of a five-year period, 2018 to 2022. This partnership brought together the City, County, and HHLA partners, which included The Amity Foundation, Goodwill Industries, Downtown Women's Center, Los Angeles LGBT Center, and Chrysalis in a coordinated effort to deliver a regional response to the homelessness crisis. The City's WDS leveraged its network of WorkSource Centers and LA:RISE service providers.

Table 1 illustrates the number of job placements for people experiencing homelessness by agency, including, EWDD, Los Angeles County, and HHLA partners. Of the 5,000 planned placements, the City placed over eleven thousand – 222.5 percent of its goal. As a partnership, Hired and Hopeful achieved 120.2 percent of its intended goal.

TABLE 1 – HIRED AND HOPEFUL JOB PLACEMENTS

<b>HIRED AND HOPEFUL</b> Unsubsidized Placements 07/1/2018 to 06/30/2022			
Partners	Planned Placements	Total Unduplicated Placements	% Goal Achieved
City of Los Angeles EWDD	5,000	11,127	222.5
Los Angeles County DEO*	6,000	6,503	108.4
HHLA Partners**	5,000	2,955	59.1
<b>Totals</b>	<b>16,000</b>	<b>19,234</b>	<b>120.2</b>

\* Los Angeles County Department of Economic Opportunity – Formerly Workforce Development, Aging, and Community Services

\*\* HHLA Partners consist of Goodwill, Amity Foundation, Downtown Women's Center, LA LGBT Center, and Chrysalis.

### Employment Outcomes through WorkSource Centers (WSCs) and LA:RISE (Los Angeles Regional Initiative for Social Enterprise)

The Los Angeles Regional Initiative for Social Enterprise (LA:RISE) is the City's marquee program for individuals experiencing homelessness. The program provides transitional jobs and career services to those with a history of homelessness, including formerly incarcerated individuals and disconnected youth. LA:RISE is a collaborative partnership that connects the City's WDS with Employment Social Enterprises (ESEs) to assist in moving participants into the workforce. Since inception of the pilot program in September 2015 through June 2022, the LA:RISE placed 5,200 individuals into transitional subsidized jobs and placed 3,150 individuals into competitive, unsubsidized jobs. On average, LA:RISE serves 1,000 participants per program year.

During PY 21-22, the City's WorkSource System served a total of 1,800 individuals currently and/or formerly experiencing homelessness. The Youth system enrolled 4,219 youth who are currently and/or formerly experiencing homelessness and placed 1,279 into subsidized work experience.

### **LA:RISE YOUTH ACADEMY**

The City launched the LA:RISE Youth Academy which expanded transitional subsidized employment and housing resources specifically to individuals from 18 to 26 years of age experiencing homelessness or at risk of experiencing homelessness. Funded by the Homeless, Housing, and Prevention Program (HHAP) state block grant, an additional 162 young adults were served from June 1, 2021 to May 31, 2022.

The LA:RISE Youth Academy also received new funding through the California for All grant to serve individuals from 18 to 30 years of age over the course of a two-year period from July 1, 2022 through June 30, 2024.

### **ACTION - In PY 2023-24, the City will:**

1. Expand or strengthen collaborations and partnerships with the Los Angeles Homeless Services Authority (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.
  - a. Launch the new Inside Safe Job Connector initiative to support the coordination of services between the City's WDS and regional housing services to expand access to employment services for those experiencing homelessness
  - b. Execute an MOU with LAHSA for participant referrals and leveraging of service delivery.
  - c. In collaboration with LAHSA, establish a "Training Academy" and identify funding to coordinate a minimum of two training workshops for the City's WDS staff to better link participants to housing and economic development services to cover topics such as Care Coordination and Systems Navigation, Homelessness 101, Case Management 101, Trauma Informed Care, Housing First, Housing Retention, Employment 101.
  - d. Support the coordination and staffing for a minimum of two quarterly, regional "Homeless Connect Days" - housing and employment resource and hiring fairs focused on homeless service provision and on filling jobs created by the significant homeless services expansion.
2. Continue the successful LA:RISE program to place 800 adults experiencing homelessness into transitional employment and 400 into unsubsidized employment through a \$6 million investment of City General Funds and Los Angeles County Measure H funds in LA:RISE;

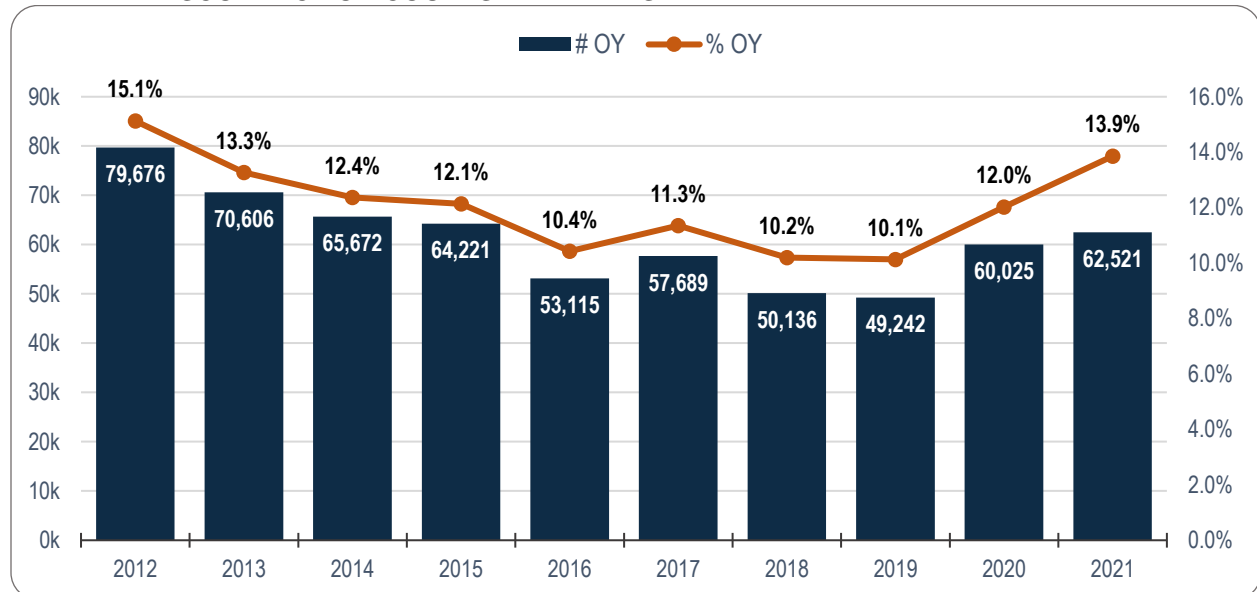
3. Continue the implementation of the LA:RISE Youth Academy by placing an additional 500 homeless young adult (18-30 years of age) in paid work experience and 350 in unsubsidized employment or certificated training programs; and,
4. Serve a minimum 1,875 individuals experiencing homelessness through the City's WSCs.

### **STRATEGIC INITIATIVE NO. 2 - Increase Education and/or Employment Outcomes for Disconnected Youth**

According to a report released by New Ways to Work, after nearly a decade of declining disconnection rates for youth ages 16-24, 2021 continued the recent upward trend in the number of disconnected youth. Disconnected youth are those who are out of school and with no employment. As displayed on Table 2, in 2021, more than 62,000 youth, or 13.9 percent of the nearly half a million young people in the City were disconnected youth.

Disconnected youth are often referred to as “Opportunity Youth” (OY) because they lack the appropriate resources and support. Many OY are likely to face multiple challenges and obstacles through life.

**TABLE 2 – DISCONNECTION COUNTS AND RATES BY YEAR**



Source: New Ways to Work: City of Los Angeles Opportunity Youth - 2021 Data

### **Los Angeles Performance Partnership Pilot (P3) Strategic Plan**

The City of Los Angeles workforce development system plays a pivotal addressing the needs of young adults in entering the workforce and/or education system through its role in facilitating the LA Performance Partnership Pilot (LA P3) collaborative, a regional collaborative of public educational, workforce, and support systems as well as the business community. The City’s commitment to strengthening these partnerships through a new LAP3 Strategic Plan will further help address the needs of young adults who are looking to enter the workforce and access educational opportunities, including specific

strategies to boost these efforts could further enhance the plan.

Through LAP3, the WDS will continue to provide regional leadership for integrating City, Los Angeles Unified School District (LAUSD), Los Angeles Community College District (LACCD), and Los Angeles County services to increase educational, employment, housing, and social well-being outcomes for the City's disconnected youth, including Foster, System Involved and Housing Insecure Youth. Disconnected youth refers to youth not engaged in either education or employment.

## **ACCOMPLISHMENTS**

### **YouthSource and Hire LA's Youth Redesign**

In an effort to better meet the needs of young adults in Los Angeles, the City overhauled key youth-focused workforce development programs including the YouthSource Center and Hire LA's Youth programs.

*YouthSource System Redesign* - In partnership with the Workforce Development Board – Youth Council, the Youth Development Department (YDD), the Reconnecting LA's Youth (ReLAY) Institute at California State University Northridge (CSUN), EWDD engaged in an extensive review of the YouthSource Center program design that included public forums with key stakeholders, system providers, and disconnected youth. The goal was to update the program to meet the needs of youth and ensure that the system is preparing youth for employment opportunities in in-demand industries. The re-procurement of the YSC system was completed in September 2022.

The resulting redesign focused on six (6) major enhancements to the YouthSource Center program:

1. Focus on Career Pathways – including new partnership with LAUSD DACE, and LACCD to increase access to vocational training in growing industries;
2. Focus on Mental Health Services for youth;
3. Amplify Youth Voice by intentionally placing youth at the center of our work through Youth Councils in the implementation of key programs;
4. Increase focus on high-barrier populations - Ensure that 75 percent of youth served are those who are experiencing multiple barriers to employment;
5. Increase access to online tools and virtual opportunities to address the digital divide; and,
6. Enhanced P3 service delivery through shared best practices and interventions.

*Hire LA's Youth* – In addition to the YSC System, the City also redesigned the City's Hire LA's Youth program to align with the YSC system's focus on Career Pathways. The system redesign include a 3-tier system that ensures that youth strengths and risks are considered as youth transition through the tiers in a progressive pipeline for the future workforce. The goal of youth employment opportunities is to allow youth to gain exposure to careers and the work world while developing fundamental workplace skills such as communication, time management, problem-solving, and financial education. A youth job builds skills development and brings context to lessons from the classroom; early youth



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employment can also positively impact future economic success. We are shifting from providing youth with a job to creating a progressive pipeline for the future workforce.

Californians for All

In March 2022, the City secured a \$53.3 million grant through the California Volunteer Office to provide transitional employment and related career services to more than 4,000 LA's Youth, ages 16-30. In PY2022-23, the City launched several new programs aimed at providing youth experiencing multiple barriers to employment with increased youth employment opportunities and career pathways in public service while also strengthening the City and community capacity to address key areas of education, climate, food insecurity, and COVID-19 recovery through 15 innovative programs.

Peer to Peer Counseling

The Youth System, in partnership with the Youth Development Department, funded the Peer to Peer Counseling Pilot initiative to train up to 70 YSC program participants in mental health counseling. The goal is to develop peer counselors that work with program participants in need of mental health services through both group counseling and advocacy. For the inaugural year, 70-90 youth will be hired, trained, and paid a living wage to provide peer-to-peer mental health services to youth ages 18-24. The Youth System will pioneer the creation of a mental health career pipeline from in-school opportunities through master's degree licensure.

**ACTION - In PY 2023-24, the City will:**

1. The City will continue the implementation of the Youth System Redesign, with the goal of fully implementing all program elements. Goals for Year 24 include:
  - a. Launching the YouthSource Center Navigator program with the LAUSD Division of Adult & Career Education (LAUSD DACE) to increase enrollment of YSC participants into vocational training programs;
  - b. Implementing the Regional Equity Recovery Act (RERP) partnership with the Los Angeles Community College district to increase the co-enrollment of YSC participants into degree and/or short-term vocational training program.
  - c. Implement the Peer-to-Peer Counseling pilot to train 70 YSC participants as Peer Counselors in order to expand mental health services system-wide.
  - d. Development of a YSC Advisory Council that will meet quarterly and include representation from all YSC.
2. Continue to provide leadership to regional efforts to improve educational and employment outcomes for young adults, with a particular emphasis on disconnected youth through the Los Angeles P3 Collaborative. Goals for PY2023-24 include:
  - a. Completing the P3 Strategic Plan by Fall 2023
  - b. Renew the Operational Agreement between LAP3 Strategic Partners by June 2024.

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3. Explore new partnership with the LA Homeless Services Agency (LAHSA) to prioritize all young adults who identify as homeless to receive prioritized services for workforce, education and support services needs while they are transitioning to permanent housing.
4. Expand efforts increase the number of multi-barrier youth served by the YouthSource and Hire LA systems, including:
  - a. Expanded partnerships with the California Department of Rehabilitation (DOR) to serve youth with disabilities; and,
  - b. Expanded partnerships with Los Angeles County and community-based organizations such as the Opportunity Youth Collaborative to expand services to Foster and other systems involved youth.
5. 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 (C.F. 22-1156).
6. Support the Youth Development Department in the implementation of the Citywide Youth Development Strategic Plan.
7. Implement California for All programs in partnership with the Mayor's Office of Economic Opportunity (MOEO), the Department of Public Works (DWP), the Youth Development Department (YDD), the Community Investment for Families Department (CIFD), and the Department of Recreation and Parks (RAP) to serve a greater number of young people who have experienced significant hardship from disparities in job loss and economic insecurity, as well as to help reverse educational loss and disconnection. See Table 3 for the program goals for PY 2023-24 implemented by the department in partnership with contracted providers:

**TABLE 3 – SERVICE GOALS BY PROGRAM**

<b>PROGRAM</b>	<b>PROGRAM GOAL</b>
Angeleno Corps	400 Youth
Student to Student	400 Youth
LA:RISE Youth Academy	500 Youth
LA Community College City Pathways	150 Youth
Youth & Community Harvest Internship Program	75 Youth
Early Childhood Education Student Advancement Project	75 Youth
South LA Non-Profit Apprenticeship Program	60 Youth

**STRATEGIC INITIATIVE NO. 3 - Increase Employment Opportunities for All Angelenos Through Partnerships with Major Economic Drivers in the Region**

Developing a more equitable economy that provides access to economic opportunity and thriving jobs in Los Angeles for all Angelenos will require innovative collaborations between City leaders, private sector stakeholders, philanthropy, non-profits, and workforce development and education systems. The alignment between economic and

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workforce development strategies is key to ensuring that major economic development and infrastructure projects promote equity in the regional economy.

It is, therefore, the goal of the EWDD to align regional economic development and infrastructure development with workforce development strategies to ensure that Angelenos from disadvantaged communities benefit from City investments. Recently enacted federal legislation such as the Infrastructure Bill and the CHIPS Act provide an abundance of opportunity for the City to access workforce development funds and leverage local partnerships.

**ACCOMPLISHMENTS**Hire LAX Pre-Apprenticeship Program Partnership

EWDD continued its partnership with the Hire LAX Pre-Apprenticeship program. The Hire LAX Pre-Apprenticeship program is an eight-week program that provides local residents with training and preparation for an apprenticeship position and ultimately a career in the construction industry.

Targeted Local Hire (TLH) Program

Targeted Local Hire Program candidates may choose to apply for a vocational worker position, which leads into nine classifications that include: Custodian, Gardener Caretaker, Garage Attendant, Maintenance Labor, Tree Surgeon Assistant, Street Services Worker, Animal Care Technician, Warehouse and Toolroom Worker or Animal License Canvasser. Candidates may also choose to apply for Office Trainee, which leads to the Administrative Clerk or Delivery Driver position. Between July 2022 and March 2023 (Q1- Q3), 319 individuals were hired with the City of Los Angeles through the TLH program.

**ACTION - In PY 2023-24, the City will:**

1. Increase coordination with City Departments - EWDD will execute new MOUs with the Port of Los Angeles and the Los Angeles World Airport to ensure that City investments lead to the creation of new employment opportunities for Los Angeles residents and procurement opportunities for small businesses. In addition, MOUs will facilitate better coordination on Federal and state grant opportunities.
2. Align the Workforce Development System with the Jobs Economic Development Initiative (JEDI) Zones – EWDD will expand cross referrals between BusinessSource and WorkSource Centers in approved JEDI zones.
3. Continue efforts to align Workforce Development with Economic Development Strategies - EWDD will continue to emphasize the creation of employment opportunities for disadvantaged communities through the Comprehensive Economic Development Strategy (CEDS) by focusing on key industries in the region and developing and implementing inclusive procurement programs. EWDD will continue to have quarterly systemwide meetings that include BusinessSource, WorkSource, YouthSource centers and incubators to align regional goals and objectives.

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4. Hire LAX Pre-Apprenticeship Program - EWDD will launch the HIRELAX Pre-Apprenticeship program with approved funding in the amount of \$250,000. This program is an eight-week construction apprenticeship readiness training program that provides individuals with an introduction to construction careers, career development, stipends and/or paid work experience, and comprehensive supportive services to assist individuals' transition into union jobs.
5. Develop Workforce Strategy for Regional Sporting Events - The City is scheduled to host major sporting events over the next 5 years, including the Paralympics Games in 2028, FIFA World Cup in 2026, and the Olympics in 2028. The City will need a well-defined workforce development strategy to ensure that the region's employers, particularly those in the hospitality and entertainment sectors have the employment pipeline necessary to serve millions of anticipated tourists and travelers. The City's WDS will also seek to ensure that disconnected youth benefit from employment opportunities that will be created.
6. Continue Small Business Corp - Youth Small Business Corp provides participants with paid work experience that supports the development of workforce skills and connectivity to economic development. Community college students pursuing degree programs in business administration, marketing, or a related field, will complete 120-hour, 12-week internships supporting small and/or growing businesses in the Los Angeles area. In addition to working with small businesses, youth will be placed at BusinessSource Centers (BSCs) throughout the Los Angeles area. The program will provide youth with real world experience in their fields of interest while also providing support to small businesses.

**STRATEGIC INITIATIVE NO. 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 WDS will expand its employer engagement outreach efforts and create training opportunities for jobs in high growth sectors such as Transportation, Renewable Energy and Advanced Manufacturing that lead to placements in jobs that provide a career path with high wages, union affiliations, and health benefits. A high-wage job refers to a job that provides a wage that is greater than the median wage for the applicable region. For reference, as of March 23, 2023, the average annual salary in California was \$61,026.

**ACCOMPLISHMENTS**

**High Road Training Partnerships**

EWDD launched the High Road Training Partnerships (H RTP) grant initiative to develop and expand H RTP partnerships including registered apprenticeships that lead to high-wage employment to at least 250 individuals. H RTP key industry sectors include, but are not limited to, the following: Biotechnology/Biosciences, Advanced Manufacturing, Entertainment/Film, and Transportation/Logistics.

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In December 2022, the Department issued a Request for Interest bulletin for its High Road Training Program (H RTP) grant, which is consistent with California's commitment to its H RTP initiative that is designed to create a more skilled workforce with increased and more equitable accessibility to high paying jobs in the key industries that are critical to our economic future. EWDD is currently in the process of procuring agencies that provide high-paying jobs in specified industries.

**Launched Business Engagement Program**

In July 2022, the Department contracted with the Los Angeles Economic Development Corporation for the provision of Business Engagement services (i.e., Business Engagement Program), which includes a H RTP component, designed to create a pipeline for employment opportunities in three key high growth sectors: Renewable Energy, Biotechnology, and Entertainment/Motion Pictures. LAEDC has pledged to send EWDD a minimum of 75 business referrals from employers who have confirmed their commitment to hiring from vulnerable populations.

**Convened Employer Presentations at Business Service Representative Meetings**

The Employer Services Unit (ESU) convenes monthly meetings with the Business Services Representatives (BSR) from the City's 15 WSCs. Outreach is extended to new and existing employer partners for the opportunity to conduct presentations and provide staff with information related to their training and employment opportunities at the meetings. The meetings enable staff to establish relationships with new employers and strengthen relationships with existing employers. Employers and trainers, which presented at BSR meetings in PY 2022-23 included: LA Metro, Global Securities Group, Hierarch Academy, Los Angeles Cleantech Incubator, Jay Nolan Group, The Broad Diversity Apprenticeship program, Adventist Health White Memorial Hospital, and Hospitality Training Academy (HTA).

**Held Regional Connect LA Job Fair**

On March 9, 2023, the Economic and Workforce Development Department (EWDD) coordinated the South/West/Harbor Regional Connect L.A. Job Fair at the Harbor Occupational Center in San Pedro. The EWDD's ESU staff planned and coordinated the job fair activities with the Business Service Representatives from the Harbor, Southeast, Watts/HACLA and West LA WSCs, Council District 15 Councilmember Tim McOsker's Office, Los Angeles County Supervisor Janice Hahn's Office and representatives from the Harbor Occupational Center-who hosted the event. Over 400 job fair attendees were recorded and there were many additional attendees who did not officially register. Sixty-two employers attended in search of qualified candidates to fill more than 2,500 jobs. The job fair offered on-site interviews for opportunities in various industries, including education, government, health care, hospitality, maritime, and transportation.

**ACTION - In PY 2023-24, the City will:**

1. Redesign the Workforce Source Center System to better align workforce development services for adults and dislocated workers with training opportunities in occupations that provide a thriving wage in the City of Los Angeles;

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2. Implement the High Road Training Partnership Program to place over 200 participants in jobs that provide high-wage and career opportunities with upward mobility; and
3. 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.

**STRATEGIC INITIATIVE NO. 5 - Increase Gender Equity by Ensuring That Women Are Trained for Positions at All Levels Within Organizations and Across All Industry Sectors at Equal Pay Rates as Those Positions Occupied by Men**

Strengthening women's economic security and labor force participation is essential to advancing gender equity and equality. To accomplish this, the department, in partnership with elected officials, must ensure that all people have access to well-paying jobs and must actively address the persistent gender discrimination and systemic barriers to full workforce participation. The City and its partners must invest in and strengthen the infrastructure that our economy depends on to close the gender wealth gap and promote financial inclusion. This includes transgender women and gender non-conforming individuals.

**ACCOMPLISHMENTS****Increased Access to Childcare Services**

EWDD secured \$4.8 million in CDBG-COVID funding to pilot its new childcare initiative. As the COVID-19 pandemic disproportionately affected women with childcare needs, this program is focused on providing up to 500 single parent households with childcare vouchers to assist with their return to the workforce. Additionally, up to 500 single-parent households will receive access to short-term vocational training in the healthcare and early childhood education sectors. The goal of this program was to support single-parents, and women in particular, return to the workforce by subsidizing childcare services.

**Domestic Violence and Human Trafficking Pilot**

In partnership with CIFD, EWDD the WDS launched a pilot training program targeting survivors of domestic violence and human trafficking. Through this pilot program, EWDD and CIFD will fund Domestic Violence Shelter Operators to co-locate at WSCs to facilitate co-enrollment into workforce development services, including employment training, job placement and other necessary services needed.

To ensure equitable opportunities for women and girls in accessing quality and empowering job training and employment, the WDS is committed to the following gender equity goals, pending the availability of funding:

**ACTION - In PY 2023-24, the City will:**

1. 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;
2. Continue to provide additional funding for childcare support, and training, through the CDBG Childcare Initiative Grant Program;
3. Continue to include gender equity performance data in reports to the WDB; and
4. Develop gender specific programming to increase training and placement in non-traditional employment sectors.

**Tracking Gender Equity**

The following tables provide data on the WDS' performance with respect to gender equity. Table 4 provides a representative sample based on Individual Training Accounts (ITA) of training enrollments in the top 21 employment sectors. In PY 2021-22, women represented 45 percent of participants in training. This represents an increase from 42 percent from the previous year. As shown on Table 4, in the category with highest average earnings (Legal; \$137,670), women are represented at a ratio of more than 2 to 1 compared to men. The category with the lowest paid average earnings (Healthcare Support; \$34,390) indicates that five times more women than men received training.

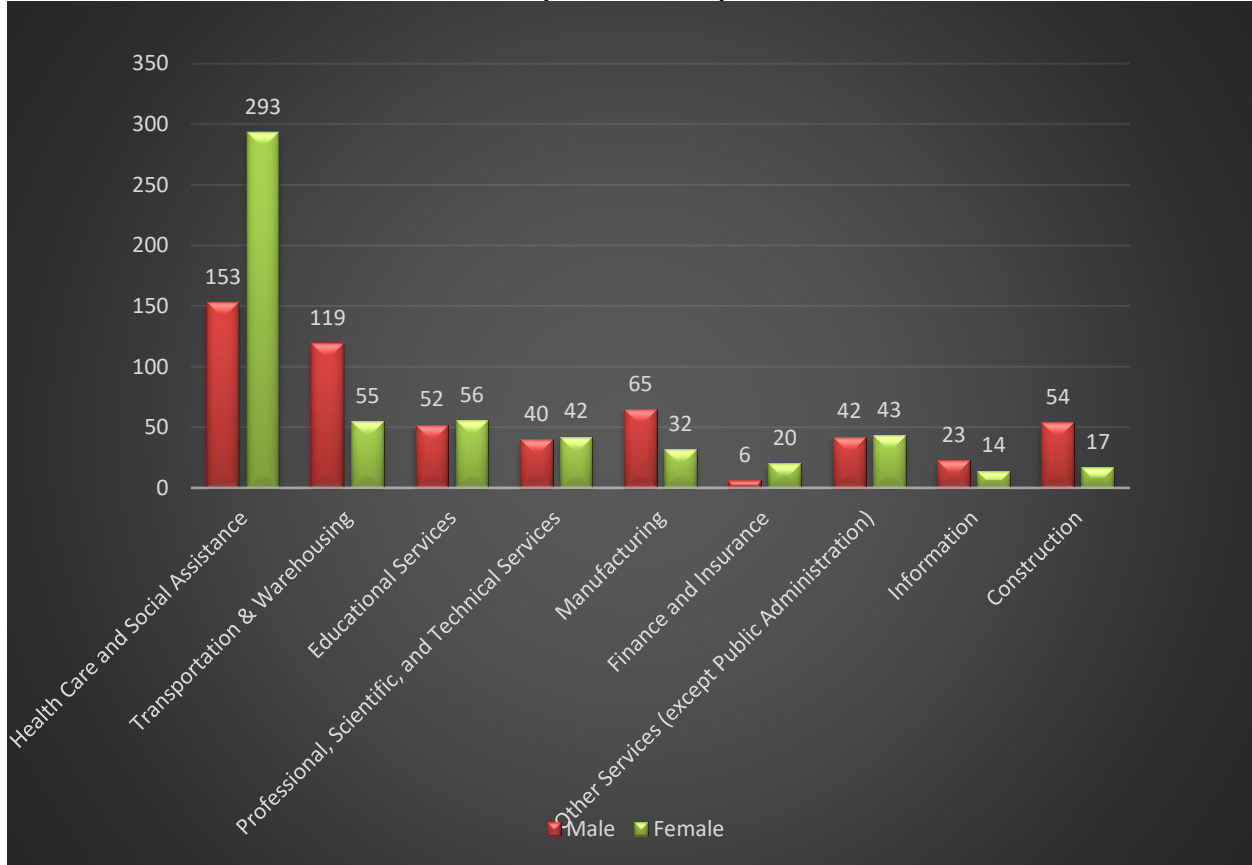
Though women participants only represent 45 percent of individuals enrolled in training, enrollments appear to vary significantly by industry sector. As illustrated in Table 4, women participants are heavily concentrated in healthcare support and protective support career tracks, accounting for 52 percent women enrollees in lowest paid sector. Conversely, women participants are significantly underrepresented in training for construction, architecture/engineering, and transportation career tracks (higher paid sectors).

**TABLE 4 – WDS TRAINING DATA SEGREGATED BY GENDER(PY 2021-22)**

<b>TRAINING</b>	<b>WOMEN</b>	<b>MEN</b>	<b>AVERAGE EARNINGS</b>
Healthcare Support	486	81	\$34,390
Protective Support	260	365	\$62,230
Healthcare Practitioner/Technical	110	22	\$108,300
Transportation/Material Moving	94	427	\$43,860
Management Occupations	61	99	\$135,840
Education/Training/Library	62	102	\$77,020
Office/Administrative Support	113	30	\$48,790
Computer/Mathematical Science	27	61	\$104,580
Business/Financial Operations Managers	22	12	\$86,400
Life/Physical/Social Science	22	25	\$83,900
Construction/Extraction	33	229	\$64,860
Art/Design/Entertainment/Sports/Media	9	14	\$90,870
Production	24	64	\$43,380
Personal Care/Service	11	5	\$38,940
Architecture/Engineering	28	176	\$102,230
Legal	7	3	\$137,670
Sales	5	4	\$49,940
Community/Social Services	5	10	\$63,390
Food Preparation/Serving	38	16	\$35,430
Building/Grounds Cleaning/Maintenance	3	3	\$38,310
Installation/Maintenance/Repair	5	20	\$58,980

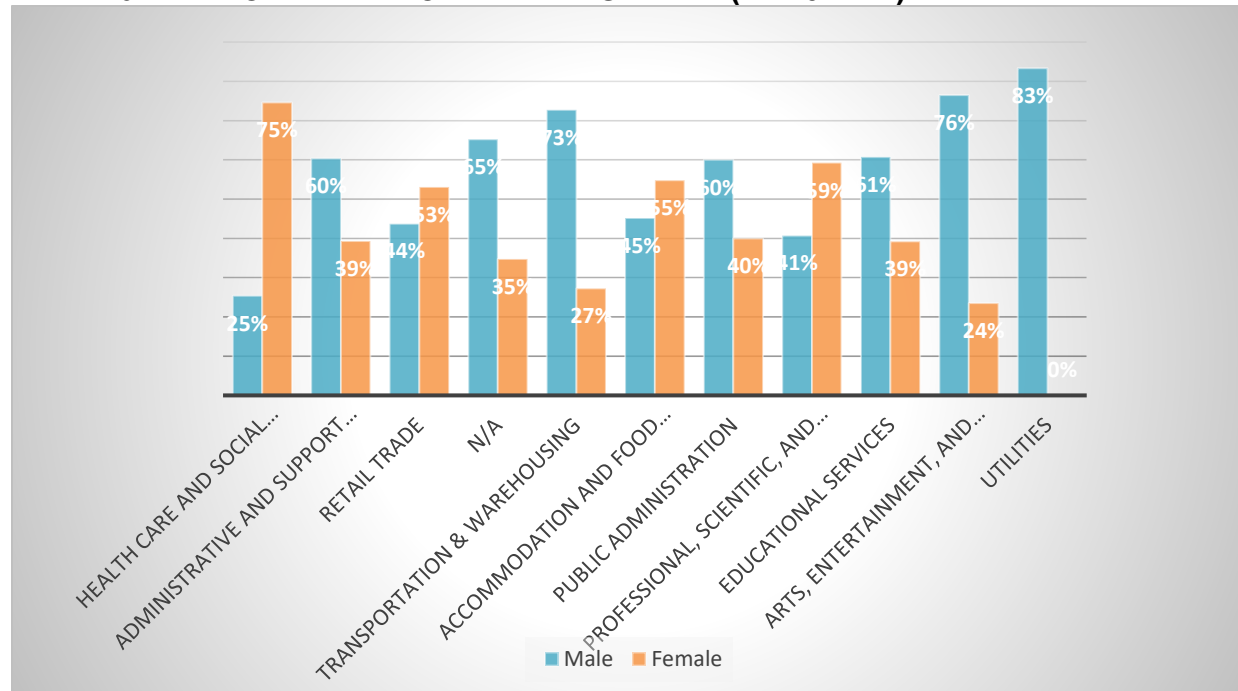


TABLE 5 – TRAINING BY GENDER (PY 2021-22)



As illustrated in Table 6, the Healthcare and Social Assistance and Professional & Scientific sectors account for the highest number of women job placements. This represents a shift from the previous year where women were highest represented in Health Care and Educational Services. The sectors with the lowest representation of women are Utilities (0 percent), Arts & Entertainment (24 percent), and Transportation and Warehousing (27 percent).

TABLE 6: PARTICIPANT PLACEMENT BY GENDER (PY 2021-22)



### **STRATEGIC INITIATIVE NO. 6 – Increase Accessibility to Sustainable Employment Opportunities for High-Barrier Populations Through Targeted Workforce Development Strategies**

In her December 2022 emergency declaration on homelessness, Mayor Bass noted the inequities and barriers faced by the most vulnerable members of our communities in terms of homelessness and economic opportunity.

With an eye on equity, the City’s WDS has long emphasized serving those Angelenos that have historically lacked access to economic opportunity. The City’s WDS is recognized as a national leader in serving several high-barrier populations including disconnected youth, individuals experiencing homelessness through innovative programming such as the YouthSource and LA:RISE programs. The City’s WDS has also been a leader in establishing local goals for veterans, people with disabilities, returning citizens and individuals experiencing homelessness.

As the City begins a process of redesigning its WorkSource Center system, it will continue its mission to reduce inequities within the local labor market through an emphasis on services for persons with disabilities, individuals experiencing

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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, and other populations that have historically lacked access to economic opportunities.

**ACCOMPLISHMENTS**

Focus on High-Barrier Populations

The City's WDS has long-established enrollment goals for multiple high-barrier populations, including disconnected youth, people with disabilities, homeless and reentry populations as a way of ensuring that our system serves those with the highest barriers to employment. This strategy has led to the development of new strategic partnerships and focused strategies which have resulted in increased enrollments for these populations.

One example of this strategy includes the establishment of a minimum enrollment goal for people with disabilities (PWDs) in WDS programs. As a result, over the last two program years, the City's Workforce Development System continued to see an increase in enrollments of people with disabilities. Table 7 provides a brief analysis of individuals with disabilities by age, gender, and race over the last two program years.

**Table 7 - WDS Enrollments – People With Disabilities**

	<b>PY 2020-21</b>	<b>PY 2021-22</b>	<b>PY 2022-23*</b>
Total Enrollments	1,421	1,757	1,715
Men	641	766	727
Women	780	881	988
African-American	518	689	640
Hispanic	529	681	708
White	689	480	460

*\* Data for PY 2022-23 represents the first three quarters.*

Described in other sections, the City has also established minimum goals for individuals experiencing homelessness, reentry and disconnected youth. As the City begins its process for redesigning its adult WorkSource Center System, it is critical that it utilize this approach to ensure that those with the highest barriers to employment are targeted through our limited resources.

Los Angeles Reconnecting Career Academy (LARCA 2.0)

Through a settlement negotiated by the City Attorney's Office in PY 2017-18, the City committed to invest up to \$30 million over a four-year period to provide employment and education services to individuals that were part of the Gang Injunction Settlement (Council File 16-0081). Through this initiative, it is expected that a minimum of 3,000 individuals will receive on-the-job training, vocational training, apprenticeships, support services, and entry-level employment options that allow individuals to gain critical career skills and strengthen pathways to employment and increased earnings.

EWDD's ongoing community outreach efforts and "word of mouth" referrals in the impacted communities continue to lead to significant increase in program enrollments. The program, initially slated to end June 30, 2021, has secured a third extension which will allow individuals enrolled in the program to receive services through June 27, 2023. The City Council is currently considering a 12-month extension including a \$6.3 million General Fund allocation.

Domestic Violence Partnership

The Domestic Violence (DV) Pilot Program has launched. EWDD has partnered with the Community Investment for Families Department (CIFD) to allocate special funding in the amount of \$250,000 to implement a new pilot workforce development program focused on increasing workforce development services to survivors of domestic violence and human trafficking. Through this pilot program, Domestic Violence and Human Trafficking Shelters funded by CIFD have utilized the special funding to hire workforce navigators to support with recruitment and referral of clients to the Workforce Development System (WDS) to be provided with WIOA services such as training, job placement and other necessary services needed.

**ACTION - In PY 2022-23, the City will:**

1. Assess how WDS service providers manage services for Indigenous Peoples, LGBTQ+ and TGI (Transgender, Gender Fluid, and Intersex) populations, and English Language Learners in terms of the following:
  - a) Conduct Outreach
  - b) Establish Partnerships
  - c) Document Progress
2. 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.

**STRATEGIC INITIATIVE NO. 7 - Increase Employment Outcomes for the Reentry Population to Allow for a Smoother Transition Into Society**

Upon release, many formerly incarcerated persons face difficulties accessing a wide range of services such as housing, health care, mental health, substance abuse services, and employment and education opportunities. It is likely that these challenges existed prior to incarceration and, without proper intervention, they may continue to exist after the individual has been released.

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The WDS offers the following to individuals with a history of incarceration: 1. Vocational training and pre-apprenticeship training that provide industry recognized certifications needed to compete for in-demand jobs in the construction & green industry; 2) Connects participants with contractors' access to Local Hire and union jobs; 3) Provides mentoring opportunities, hands-on training, subsidized employment and support services to minimize any barriers; 4) Provides participants with technical and essential/soft skills needed to succeed in today's growing industry pathways; and 5) Works with the Mayor and City Attorney to leverage investments of Los Angeles County and City funds to increase employment services for the reentry population.

**ACCOMPLISHMENTS**Prison to Employment (P2E)

From January 2020 to March 2022, the City launched five (5) Reentry HUBS or WorkSource Center/HUBS in five (5) different communities: South Los Angeles, Watts, Sun Valley, Central Los Angeles, and Boyle Heights. All reentry hubs included a WSC service provider and a community-based reentry support provider and partnered with both Amity Foundation and California Department of Corrections and Rehabilitation (CDCR) to enroll participants returning from the State prison system. In all, the City enrolled over 830 P2E participants which helped the City in securing additional funding to continue these efforts under P2E 2.0.

INVEST

The INVEST program is a partnership with the Los Angeles County Department of Economic Opportunity (DEO), Los Angeles County Probation Department, and the County Office of Diversion and Re-entry (DOR) to prepare individuals currently on Adult Probation for permanent employment along a career pathway. The Probation Department has authorized \$4.75 million a year for a period of five (5) years to support INVEST.

The City currently contracts with two WSCs, the Coalition for Responsible Community Development (CRCD) and Goodwill Industries of Southern California to serve communities in South Los Angeles and the Northeast San Fernando Valley. Through this partnership, the City expects to enroll and provide 200 INVEST participants with intensive case management and employment services in the current program year.

Los Angeles Entertainment Careers Pathway Pilot Program

Launched the Los Angeles Entertainment Careers Pathway pilot program to serve young men 18-24 years of age who are returning home to Los Angeles County upon release from State prison or juvenile justice facilities, as well as existing short-term re-entry housing facilities. The project will provide 12 months of safer and more stable housing and 10 months of union-organized career path training in the entertainment industry – one of the largest economic sectors in the Los Angeles region.

**ACTION - In PY 2023-24, the City will:**

1. The City will continue to partner with the Los Angeles County DEO to continue to prepare individuals currently on Adult Probation for permanent employment along

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a career pathway through the INVEST program. The City plans on serving and enrolling a minimum of 200 eligible participants, providing intensive case management, training, and unsubsidized employment.

2. 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. The program goal will be to enroll twelve (12) Incumbent Workers and twenty-four (24) Adults who have lived and experienced drug dependence.
3. Implement Prison to Employment (P2E) 2.0 which will include expanded service areas such as South Los Angeles, South Central Los Angeles, Watts LA, Harbor area, Sun Valley, Central, and East Los Angeles. 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. Under P2E 2.0, the WSC/HUBS will also coordinate and make available augmented services such as record expungement, counseling, financial literacy, tattoo removal, mental health counseling and parenting workshops.

**STRATEGIC INITIATIVE NO. 8 - Increase Employment Opportunities for Older Adults - 55 years and Older - by Creating Systems that Promote Training and Employment.**

Pursuant to the Mayor's Purposeful Aging LA Initiative (Executive Directive No. 17), the City will focus on opportunities for older workers to remain actively and purposefully engaged in their communities throughout their life by creating systems that promote lifelong learning and financial security. This population has been served by the WDS, however, moving forward there will be ongoing formalized strategies to address their needs and encourage an age-friendly City.

The U.S. Census Bureau and the California Department of Finance estimate that the aging population, 55 and over, comprises 19 percent of the City's population and that this ratio will increase to approximately 24 percent by 2030. Additionally, according to the American Association of Retired Persons (AARP), older adults are interested in learning new skills and want to stay competitive in the workforce. It is imperative that employment opportunities for older adults are increased by creating systems that promote lifelong learning, training, and financial security (employment).

**ACTION - In PY 2023-24, Working with a project consultant, the City will:**

In February 2023, EWDD issued a Request for Quotes to procure a Qualified Consultant to Develop and Implement a Workforce Strategy for Older Adults. The selected consultant will be required to:

1. Evaluate the effectiveness and adequacy of the WDS in providing employment opportunities, counseling, and other career services for Older adults.
2. Conduct an in-depth analysis to obtain current City demographic data for the Older Adult population; identify best practices across the nation; develop a City-wide

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survey to identify workforce service needs for Older Adults; and identify future project priorities.

3. Assess the availability of resources and capabilities for economic and workforce development opportunities for Older Adults through EWDD, as well as existing and new partners, such as the Los Angeles Department of Aging, AARP, LAUSD/DACE, LACCD, and Encore.org.
4. Survey Senior Community Service Employment Program (SCSEP) participants from the seven workforce development areas to determine participant experience of services offered/received.
5. Develop a Toolkit to be utilized when conducting employer outreach that describes the benefits of training Older Adults vs. hiring and training a new employee.

**CURRENT ECONOMIC IMPACTS ON EMPLOYMENT**

**Employment and Educational Outlook for the City of Los Angeles -**

According to the LAEDC, the U.S. labor market has rebounded from the pandemic. The U.S. labor force reached 164.3 million in 2022, 748,000 higher than the pre-pandemic level in 2019. The unemployment rate, which was 5.4 percent in 2021, improved significantly during the year closing out 2022 with a rate of 3.7 percent – the same unemployment rate as in 2019.

In 2022, Los Angeles saw a 5.4 percent increase in nonfarm jobs compared to 2021. The fastest growing industries by growth rate were Leisure and Hospitality and Other Services, expanding by 15.6 percent and 13.3 respectively. Despite also leading in terms of jobs added, only about 70 percent of the pre-pandemic employment in the Leisure and Hospitality sector has returned with nearly 45,000 jobs still missing. The Leisure and Hospitality sector is forecasted to decrease in size in 2023 and 2024, so the jobs lost during the pandemic are not expected to return immediately. The LAEDC report that pre-pandemic employment levels have been exceeded in the Construction, Natural Resources and Mining, Information, Professional and Business Services, Educational and Health Services. Table 8 provides the unemployment rates at national, State, and local levels from 2017 through 2018. The table also provides unemployment projections through the year 2025 based on LAEDC data.

**TABLE 8: Annual Unemployment Rate (%)**

Locality	2017	2018	2019	2020	2021	2022	2023	2024*	2025*
US	4.4	3.9	3.7	8.7	3.9	3.7	4.3	5	4.8
California	4.8	4.2	4	10.1	5.8	4.2	4.9	5.7	5.4
LA County	4.7	4.7	4.4	12.8	6.8	4.9	5.7	6.6	6.4
<b>LA City</b>	<b>4.7</b>	<b>4.7</b>	<b>4.5</b>	<b>12.9</b>	<b>5.6</b>	<b>5</b>	<b>5.8</b>	<b>6.8</b>	<b>6.5</b>

*Source: Bureau of Labor Statistics and California Economic Development Department*

### Post Pandemic Structural Changes

The labor participation rates for workers with a high school degree are still lower than they were leading up to the pandemic. Reemployment patterns differ from their pre-pandemic distribution, indicating that while total employment has recovered to its pre-pandemic normal, recovery has been uneven, and not every industry is expected to reach its former level in the near future. The LAEDC notes that the labor force participation in Los Angeles County increased for those who are 55 and older while younger workers saw a decline. Additionally, while women did not see a decrease in their labor force participation, the rate of men in the workforce fell by 1.7 percent. One of the largest increases in labor force participation was seen by those with a disability. As remote work became more commonplace, it enabled access to a greater number of jobs for individuals with a disability, leading to an increase of 4.9 percent in their labor force participation.

### **INFLATION, RISING PRICES & INTEREST RATES**

Rising price levels represent a decrease in the standard of living for many. Inflation impacts the purchasing power of consumers as well as the investment decisions of businesses. The increasing cost of goods and services, including necessities like food, housing and transportation, means that households can afford less of a service or product or lower quality. This represents a decrease in the standard of living for many, especially families on fixed incomes, households with workers whose wages do not adjust along with inflation, and households who hold cash balances. To combat some of the economic impact associated with inflation, the U.S. Federal Reserve raised the interest rates several times in 2022 and 2023. This monetary action leads to higher interest rates for credit cards, auto loans, and mortgages.

### **FEDERAL & STATE INFRASTRUCTURE INVESTMENT**

In 2021, the U.S. Congress passed the Infrastructure Investment and Jobs Act (Infrastructure Bill). The Infrastructure Bill promises to repair and rebuild America's transportation network, expand access to clean water, provide access to high-speed internet, address the climate crisis, advance environmental justice, and invest in traditionally underinvested or disinvested communities. According to the LAEDC, combined with the Build Back Better framework, it is expected to add 15 million jobs nationally over the next ten years.

According to the LAEDC, California will receive infrastructure investments through formula funding and competitive grants. It is estimated that over a five-year period, FY 2022 through FY 2026, California will receive \$41.9 billion in formula funding.

As of October 2022, the federal government has announced approximately \$6.5 billion in grants and \$7.5 billion in formula funding to California. Additionally, the LAEDC notes that Federal investments will be awarded to California through other avenues such as the Build back Better Regional Challenge program of the American Rescue Plan. In 2022, California was awarded \$67.1 million through the Build Back Better program. Across all American Rescue Plan programs, California was awarded nearly \$195 million. In addition to the Federal investment, California has a series of large-scale investment programs



funding projects throughout the State, including the Road Repair and Accountability Act of 2017 (SB-1) and the Community Economic Resilience Fund (CERF) program.

**FY 2023-24 FUNDING OUTLOOK**

**YEAR 24 ANNUAL PLAN FUNDING RECOMMENDATION**

The Annual Plan outlines a framework of workforce initiatives for achieving an equitable labor market that provides economic opportunities for all Angelenos. In developing the Annual Plan, the WDB took into consideration the priorities established by the Mayor, the WDB, the City's current economic and educational situation, the resources available, and its own priorities. The final Annual Plan proposes a balanced budget for PY 2023-24 and assumes funding at the PY 2022-23 levels for Rapid Response.

On May 28, 2023, the State Employment Development Department announced its funding allocations for WIOA Adult, Dislocated Worker, and Youth Formula to Local Workforce Development Areas for PY 2023-24. WIOA Title I Formula Funds and Carryover revenue are summarized in Table 9.

**TABLE 9 - Year 24 ANNUAL PLAN REVENUES**

	<b>New Allocation PY 2023-24</b>	<b>Carryover Prior Years</b>	<b>Total Allocation PY 2023-24</b>
Adult	16,279,373	1,500,000	17,779,373
Dislocated Workers	10,119,363	1,000,000	11,119,363
Youth	16,137,648	1,000,000	17,137,648
Rapid Response	898,553		898,553
<b>SUBTOTAL – WIOA</b>	<b>43,434,937</b>	<b>3,500,000</b>	<b>46,934,937</b>
WIOA Discretionary	5,600,000	1,170,000	6,770,000
CDBG COVID	0	226,000	226,000
CA for All	716,653	16,574,953	17,291,606
LA City Programs	14,288,570	2,903,500	17,192,070
LA County Programs	12,742,338	432,295	13,174,633
Other Grant Funds	2,920,000	0	2,920,000
Anticipated Revenues	7,000,000	0	7,000,000
<b>SUBTOTAL – Other Grants</b>	<b>43,267,561</b>	<b>21,306,748</b>	<b>64,574,571</b>
<b>GRAND TOTAL</b>	<b>86,702,498</b>	<b>24,806,748</b>	<b>111,509,246</b>

As demonstrated on Table 9 above, the Year 24 Annual Plan reflects a total of \$111.5 million in new and carry-over funding. This amount includes a net increase in new WIOA funding of \$2.1 million. It is noted that the budget includes \$16.5 million in Californians for All savings set aside for Year 2 of the program.

Table 10 provides a comparison of WIOA funding between PY 2022-23 and 2023-24 across Adult, Dislocated Worker, and Youth programs. While there was increased funding for Adult and Youth programs in PY 2023-24, the increase is offset by a reduction in Dislocated Worker (\$613,200) and Carryover funds (\$1.5 million) which results in a net increase of \$636,592 in WIOA funds.

**TABLE 10: CHANGE IN WIOA FORMULA FUNDING**

	PY 2022-23 WIOA Funds	PY 2023-24 WIOA Funds *	Increase (Decrease)
Adult	14,853,297	16,279,373	1,426,076
Dislocated Worker	10,732,563	10,119,363	(613,200)
Youth	14,791,932	16,137,648	1,345,716
Rapid Response	898,553	898,553	0
Carryover	5,022,000	3,500,000	(1,522,000)
<b>Total</b>	<b>46,298,345</b>	<b>46,934,937</b>	<b>636,592</b>

*\*PY 2023-24 Rapid Response funds are pending announcement by the CA EDD.*

Table 11 provides a breakdown of WIOA Funding distribution in the amount of \$46.9 million. Nearly 60 percent of the funds are allocated to WorkSource and YouthSource service providers.

**TABLE 11: PROPOSED WIOA FUNDING DISTRIBUTION**

Activity	Amount	Percentage
EWDD Oversight	8,533,340	18%
Rapid Response – Direct Services	564,695	1%
Other City Departments	367,399	1%
Workforce Development Board	1,915,044	4%
WorkSource Centers	16,650,000	36%
YouthSource Centers	10,920,000	23%
Other Service Providers	1,800,239	4%
*Supporting Program Activities	6,184,220	13%
<b>Total</b>	<b>46,934,937</b>	<b>100%</b>

*\*Total reflects adjustment for City-Managed operators.*

Table 12 below represents PY 2023-24 Annual Plan proposed funding, strategies, outcomes, and strategic goal highlights, which will provide employment services to Angelenos, including persons left out of the region's economic recovery - people experiencing homelessness, disconnected youth, and reentry populations.

**TABLE 12 - Year 24 Annual Plan Funding Highlights:**

No.	Funding	Strategy	Outcome	Strategic Goal(s)
1.	16,650,000	Fund 15 WorkSource Centers to provide employment training and placement services to high-barrier adults and dislocated workers and employers.	Serve 12,000	Strengthen connections with major economic drivers in the region. Target vulnerable populations with a geographic focus.
2.	10,920,000	Fund 14 YouthSource Centers	Serve 7,000	Focus on disconnected youth.
3.	29,267,155	Year-Round Youth Employment Program	Serve 10,000	Focus on disconnected youth.
4.	6,000,000	Los Angeles Regional Initiative for Social Enterprise (LA:RISE)	Serve 800	Address homelessness with more employment opportunities.
5.	693,000	LA County - INVEST	Serve 240	Focus on the reentry population.
6.	500,000	Layoff Aversion	TBD	Strengthen connections with major economic drivers in the region.
7.	1,200,000	WDB Innovation Fund	TBD	TBD
8.	1,000,000	High Road Training Partnerships	TBD	Strengthen connections with major economic drivers in the region
9	150,000	Youth Apprenticeship Program	TBD	Focus on disconnected youth.

## **WORKFORCE DEVELOPMENT SYSTEM**

Through the Integrated Service Delivery (ISD) Model in the Adult and Dislocated WSCs (which coordinate the efforts, resources and services of key partner agencies), the WDS ensures the seamless delivery of services to jobseekers. Similarly, the integration of key partners into the YSCs (particularly educational institutions), along with the intensive and sustained efforts underway to coordinate multiple agencies and community-based organizations targeting out-of-school youth, has enabled the WDS to garner the federal designation from the Department of Education and Department of Labor as a P3 locality. The P3 designation gives added flexibility in the use of discretionary funds across multiple federal programs. The youth system emphasizes the coordinated and integrated delivery of education, workforce, and social services to disconnected youth ages 16 to 24.

The following tables provide a summary of the impact of both WSC and YSC System as well as the diverse and comprehensive partnerships utilized to enrich services to clients.

**Clients Served: WIOA TITLE I PY2022-2023 (through 3/20/23) (Source CalJOBS<sup>SM</sup>)**

**Gender**

% of Women - 45%  
% of Men - 54%  
%1 did not self-identify

**Income**

% of Low-Income - 86%  
% Individuals on Public Assistance - 48%

**High Barrier  
Populations**

# of Veterans - 510  
# of Persons with Disabilities – 1,649  
# of Homeless – 2,644  
# of Reentry – 1,837  
# of Disconnected Youth – 1,173

**Race and  
Ethnicity**

Hispanic / Latinos - 50% (Ethnicity)  
African Americans - 35%  
White - 20%  
Asian/Pacific Islander - 4%  
Native American - 2%

**Age**

Ages 14-24: 3,757  
Ages 25-54: 7,365  
Ages 55 and Older: 1,538

**Workforce Development System Partners**

CA Employment Development Department	WIOA Title III - Wagner-Peyser Veterans Services Trade Adjustment Assistance (TAA)
CA Department of Rehabilitation	WIOA Title IV - Rehabilitation Act Competitive Integrated Employment coordination
LA Community College District	WIOA Title II - Adult Education and Literacy Sector Training
LA Unified School District	WIOA Title II - Adult Education and Literacy WIOA Navigators (WSC) Pupil Services and Attendance Counselors (YSC) Sector Training
Los Angeles Department of Public Social Services	TANF Summer Youth Employment CalFresh Employment and Training GAIN
Los Angeles County Department of Probation	Project Invest Juvenile Justice Crime Prevention Program
Los Angeles County Child Support Services Department	Non-Custodial Parent Services

The complete Annual Plan consists of the following documents:

1. Tab 1 – Executive Summary
2. Tab 2 – Plan Overview
3. Tab 3 – Budget Schedules
4. Tab 4 – Economic Forecast
5. Tab 5 – Policies
6. Tab 6 – Performance Evaluation
7. Tab 7 - Appendix