California’s Workforce Investment System
A New Way of Doing Business

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California Workforce Investment Board
**California’s Workforce Investment System**

- The statewide workforce investment system is comprised of 49 Local Workforce Investment Areas, each with its own business-led Local Workforce Investment Board (Local Board).
- Local Boards work in concert with their local Chief Elected Official to oversee the delivery of workforce services relevant to their local residents and businesses.
- Local Boards have oversight of the local One-Stop Career Centers which are the hub of the statewide services delivered through the One-Stop Centers.
- Federal workforce funds allocated to Local Boards support the job training, placement and business services delivered through the One-Stop Career Centers.
- Through partnership with other local, state, and federal agencies, education and economic development organizations provide access to jobs, skill development and business services vital to the social and economic well-being of their communities.
California Workforce Investment Board

- The California Workforce Investment Board (State Board) is responsible for assisting the Governor in all the functions outlined in the Workforce Investment Act of 1998. Through its broad membership, the State Board encourages collaboration among both State and local public and private entities.

- The State Board is tasked by the California Workforce Training Act of 2006 with developing a comprehensive workforce development plan for California.

- In 2008, the Green Collar Jobs Act directed the State Board to adopt a Sector Strategy approach in responding to industry sector workforce and economic development needs. This strategy ensures industry has a qualified workforce and can offer opportunities for employment, training, and career advancement for all Californians.
The Characteristics of a Regional Sector Initiative

- Focus intensively on an industry within a regional labor market, and multiple employers in the industry, over a sustained period of time
- Are led by a workforce intermediary with credibility in the industry
- Create new pathways for low wage workers into the industry, and up to good jobs and careers
- Achieve systemic changes that are “win-win” for employers, workers, and the community.
Common Elements of Sector Strategies

- Engaging leadership
- Co-creating core principles
- Promoting regionalism
- Strategic use of funding
- Data-driven decision making
- Alignment of public resources and strategies
- Capacity building
- Promotion and positioning
- Evaluation
- Legislation
Systems Change Impact

- Sector initiatives address key problems for:
  - An industry’s businesses
  - The industry’s workforce and/or potential workforce
- By doing so, they gain leverage to make systems change in the areas of:
  - Workforce and economic development (including education/training, support services, and business services)
  - Public policy
  - Industry practice
Regional Industry Clusters of Opportunity Grants

- In support of the California Workforce Investment Board’s (State Board) Sector Strategies the Regional Industry Clusters of Opportunity Grant (RICO) solicitation was developed jointly by the State Board, the California Energy Commission (Energy Commission), the Employment Development Department and the California Economic Strategy Panel.

- These grants will bolster regional economic competitiveness by building the capacity of regional collaborations to identify growing industries, undertake strategic planning and leverage public/private resources.

- Ten teams were awarded RICO grants (seven focusing on the emerging green industry and three focusing on health care or the nexus between health and information technology).
Health Workforce Development Council

- In August 2010, the State Board established the Health Workforce Development Council (Council) to help ensure that California has the skilled workforce needed to provide all Californians with access to quality health care.
- The mission of the Health Workforce Council is to expand California’s health workforce to provide access to quality health care for all Californians.
The Health Workforce Development Council and the Implementation of Health Care Reform

- The Health Workforce Development Council advises the Health Care Reform Taskforce (Taskforce) established by Governor Schwarzenegger, and led by Secretary Kim Belshé, California Health and Human Services Agency

  - The Taskforce, comprised of Administration officials and agencies, is tasked with implementing the provisions of the Patient Protection and Affordable Care Act (ACA)

- Within the Taskforce, is the Health Care Reform Workforce Workgroup, which focuses on the training and workforce development provisions. Leading the Healthcare Workforce Workgroup are:

  - Labor and Workforce Development Agency
  - Office of Statewide Health Planning and Development
  - California Workforce Investment Board
**Health Workforce Development Council Goals**

- Identify and create essential strategic statewide and regional partnerships that increase access to primary care and meet health system delivery needs
- Identify education and workforce data availability and gaps and recommend refinement of disparate data sets into comprehensive data systems that can be used to inform statewide and regional health workforce development priorities
- Map education and career pathways necessary to supply the health workers needed to increase access to primary care and meet future demands
- Assess legislative, administrative and/or workplace policy changes that are needed to increase the supply of primary care providers demanded to improve population health as well as bolster regional health access and economies
Health Workforce Development Council Objectives

- Increase the primary care full-time health workforce by 10 to 25 percent over ten years
- Identify and facilitate the development of the following to address the need for a highly skilled, well-trained and culturally diverse workforce to support California’s health care delivery system:
  - Framework
  - Funding
  - Strategies
  - Programs
  - Policies
  - Partnerships
  - Opportunities
Health Workforce Development Council Strategies

- Neutral broker for guiding State health workforce policy recommendations that have been informed by public and private sector stakeholders
- Statewide hub for cultivating funded health workforce initiatives
- Strengthen regional health workforce planning using relevant data
- Ensure creation/sustainability of sector strategies by fostering regional partnerships
- Form strategic alliances among health employers and education institutions to understand statewide, regional and local health workforce needs and capacity
- Increase health educational pathways that lead low wage workers to well-paying jobs in the health sector
- Facilitate the education and training of a culturally and demographically diverse health workforce
- Use technology to improve data, facilitate communication w/ partners and measure results
- Align successful health workforce programs
- Promote, develop plans for sustainability and work towards bringing to scale successful health workforce programs
Federal Health Workforce Development Planning Grant

Background:
The implementation and provision of exemplary health care for all Californians as envisioned under the Affordable Care Act of 2010 will require extraordinary levels of collaboration and cooperation between multiple players. In order to meet the burgeoning workforce demands expected by 2014, a broad system of public workforce and educational programs, working in partnership with the private and public health industry, will need to be organized, resourced and provided with timely and accurate projections of demands across multiple segments of the health care delivery system.

Purpose:
This Funding will assist California in the development of a comprehensive Statewide plan for health care workforce development through strategic partnerships.

Funding Available:
Grant Amount: $150,000
Number of Grants: 25
Award Date: September 24, 2010
Health Workforce Development Planning Grant Activities

- Analyze State labor market information in order to create health care career pathways for students and adults, including dislocated workers
- Identify current and projected high demand State or regional health care sectors for purposes of planning career pathways
- Identify existing Federal, State, and private resources to recruit, educate or train, and retain a skilled health care workforce and strengthen partnerships
- Describe the academic and health care industry skill standards for high school graduation, for entry into postsecondary education, and for various credentials and licensure
- Describe State secondary and postsecondary education and training policies, models, or practices for the health care sector, including career information and guidance counseling
- Identify Federal or State policies or rules to developing a coherent and comprehensive health care workforce development strategy and barriers and a plan to resolve these barriers
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Additional Resources:

California Workforce Investment Board
http://www.cwib.ca.gov/

SectorStrategies.org
http://www.sectorstrategies.org/