CITY OF LOS ANGELES
WORKSOURCE CENTER SYSTEM REDESIGN SUBCOMMITTEE OF THE WORKFORCE DEVELOPMENT BOARD (WDB) POLICY AND OVERSIGHT COMMITTEE

Wednesday, October 25, 2023
10:00 AM

Goodwill Southern California - Auditorium

342 N. San Fernando Rd. Los Ángeles, CA. 90031

AGENDA

1. Call to Order/Roll Call
2. Public Comment on Non-Agenda Items
3. Recap and Purpose of the WDB WSC System Redesign Subcommittee

NON-ACTION ITEMS:

4.	EWDD Procurement Approach and Timeline	Gerardo Ruvalcaba
5.	California State University Northridge (CSUN) Evaluation Update and Feedback Session	Dr. Ari Malka

6. Next Meeting : November 16, 2023 10:00 A.M.
7. Adjourn

WORKSOURCE CENTER SYSTEM REDESIGN SUBCOMMITTEE:

Nancy Hoffman Vanyek, Ace Anaya, Josh Copus, Jesse Cuevas, Greg Erickson, Hrag Hamalian, Abigail Marquez, LaShondra Mercurius, Kookie Murray, Joe Paul, Steven Simon, Maria Turrubiartes

PUBLIC INPUT AT WORKFORCE DEVELOPMENT BOARD MEETINGS

The public will have an opportunity to address the Board on any agenda item at the time the item is considered. Members of the public who wish to speak on any item are requested to complete a speaker card for each item they wish to address, and present the completed card(s) to the designated personnel of the Board. Speaker cards are available at the sign-in table at the back of the meeting room. Documents/reports on agenda items are available on the Board's website and may be distributed at the meeting. For updated meeting schedules

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For more information please contact us at 1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017.
Phone: 213-744-7164 www.wiblacity.org

3.

DATE: October 25, 2023

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Recap and Purpose of the WDB WSC System Redesign Subcommittee**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 3 - WDB_WSC_System_Redesign_SubComm_Handout_10.25.2023

City of Los Angeles WorkSource System Redesign Subcommittee of the Workforce Development Board Policy and Oversight Committee

October 25, 2023



1

3. Purpose of the WSC System Redesign Committee

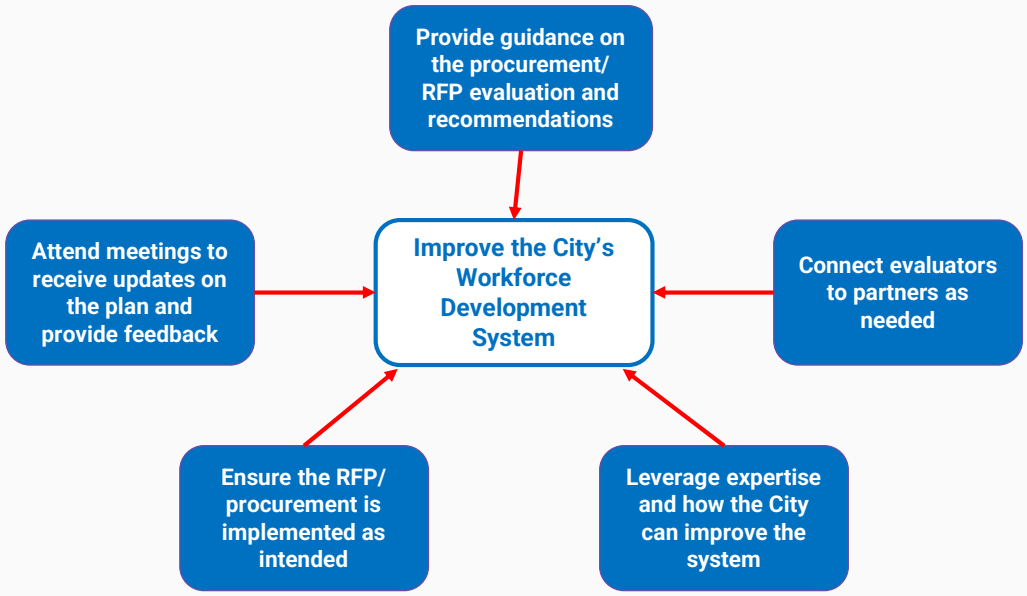
To **guide the priorities, development, and implementation** of the WorkSource Redesign and procurement in a way that **maximizes impact** and gives rise to **successful outcomes**.

VISION

*It is the shared vision of the Mayor, the City Council, the Local Workforce Development Board (WDB), and EWDD to utilize the Workforce Development System (WDS) to **increase equity** and **economic opportunity** throughout the City, and that this be accomplished by **improving the delivery of workforce services**, but with reference to ever **changing** economic and labor **market conditions**. Improvements in equity and economic opportunity come about when services are **targeted at populations** that are traditionally left behind or excluded.*

2

3. Purpose of the WSC System Redesign Committee - Members



3

4. EWDD Procurement Approach and Timeline

Goal: Complete Procurement by July 1, 2024
(including City Council approval of contract awards)

Procurement will be broken up into two phases:

1. Phase I: Pre-Qualification
   - To identify eligible proposers with required workforce experience
   - Assess capacity to serve as a contracted AJCC/WorkSource Center
   - Assess general experience and existing partnerships
2. Phase II: Selection
   - Deemed eligible proposers will be invited to participate in phase II.

4

EWDD Updated Procurement Approach and Timeline

The new procurement approach will allow EWDD to:

- Keep the application phase open longer while the WS System Redesign and the 5 Year WD Plan Subcommittees do their work
- Incorporate Redesign recommendations of the completed evaluation
- Increase marketing efforts to increase competition and the number of overall potential applicants
- Lessen the burden on proposer applicants.

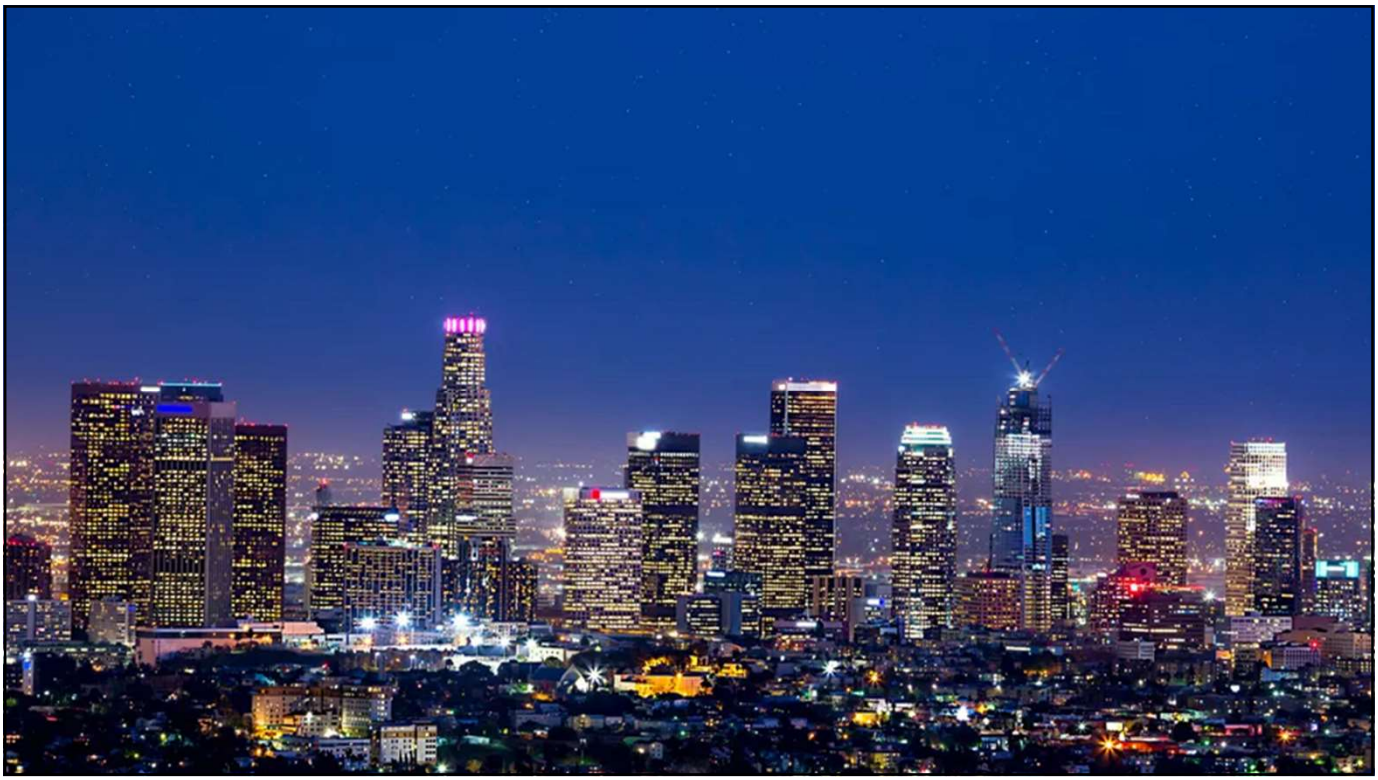
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EWDD Updated Procurement Approach and Timeline

Additional information is forthcoming:

- EWDD will present additional information regarding Phase 1 and timeline during the next Subcommittee meeting in November
- Pre-Application release date in December 2023
- Seek to incorporate digital application and information webinar

6



7

4.

DATE: October 25, 2023

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **EWDD Procurement Approach and Timeline**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

No Attachments Available

5.

DATE: October 25, 2023

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **California State University Northridge (CSUN) Evaluation Update and Feedback Session**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 5 _ CSUN Evaluation_Update_and_Feedback_Session

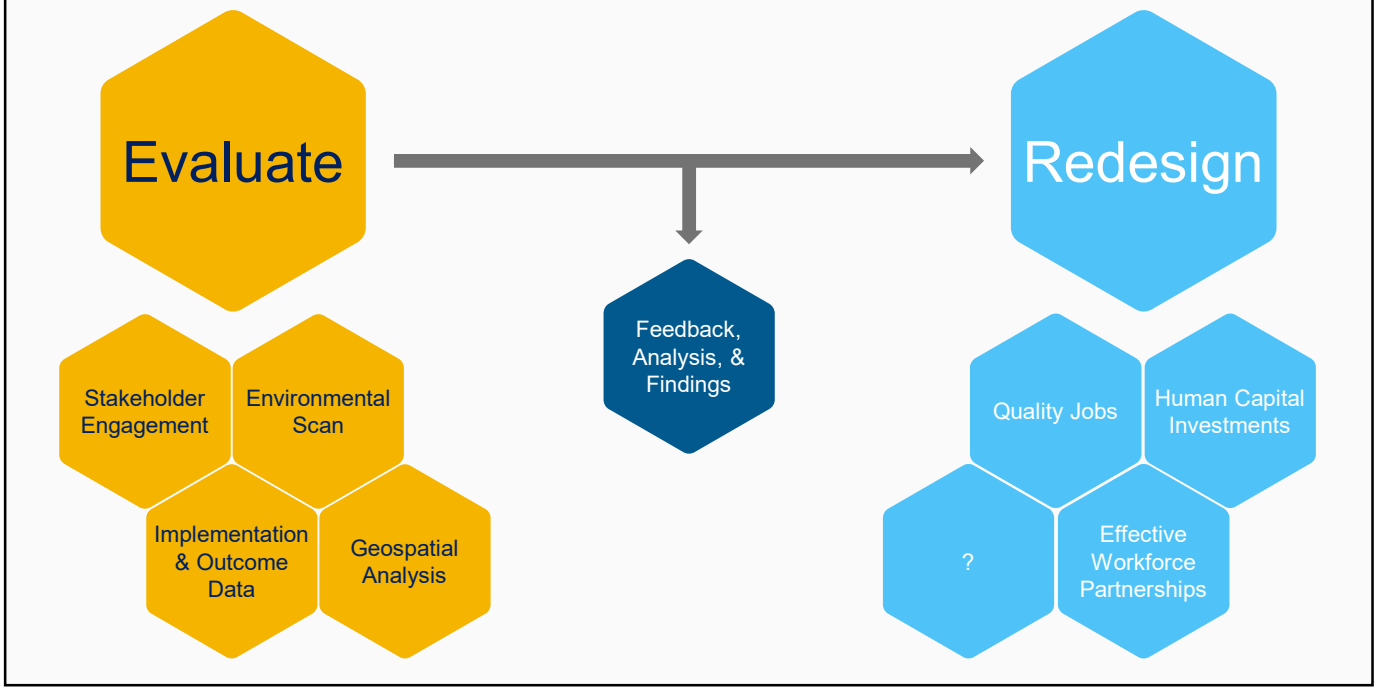
California State University Northridge (CSUN) Evaluation Update and Feedback Session

October 25, 2023

WORKSOURCE CENTER SYSTEM REDESIGN SUBCOMMITTEE

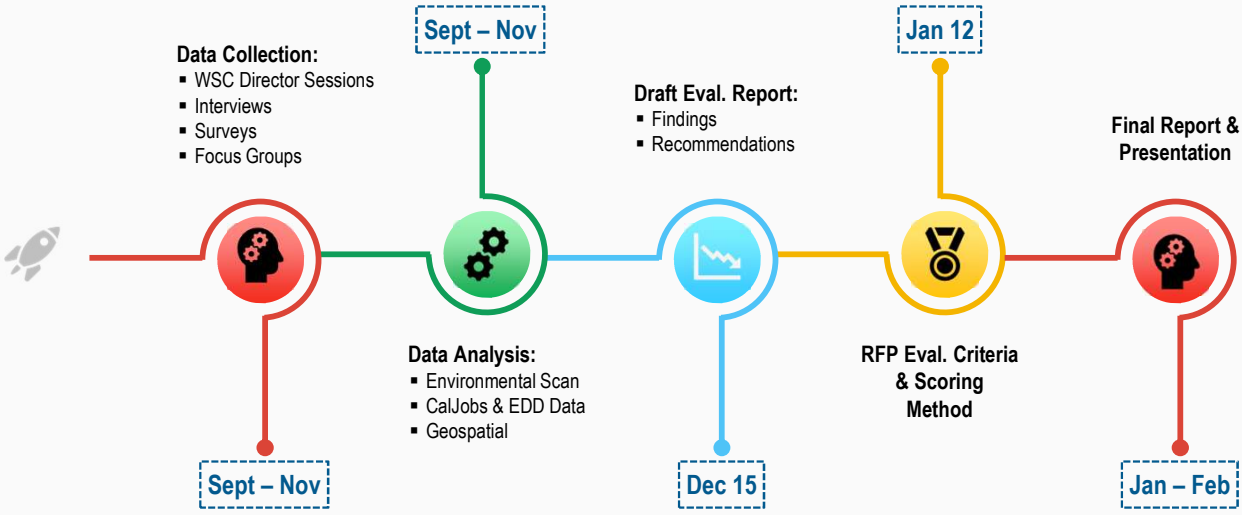
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Two Primary Objectives



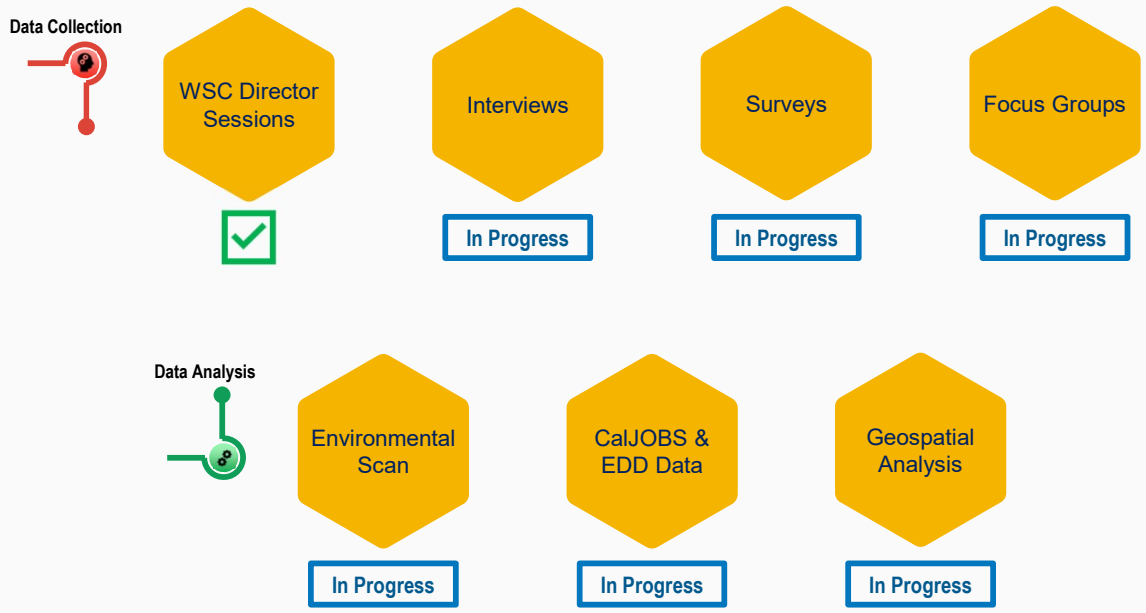
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Evaluation & Redesign Timeline



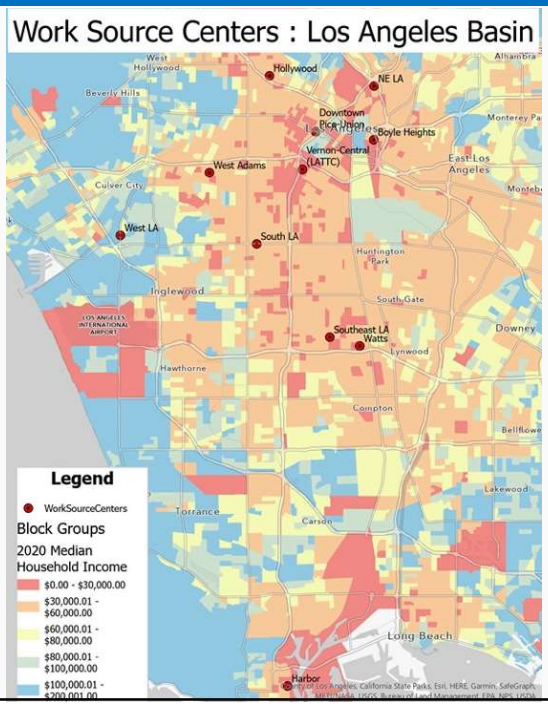
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Update: Data Collection & Analysis



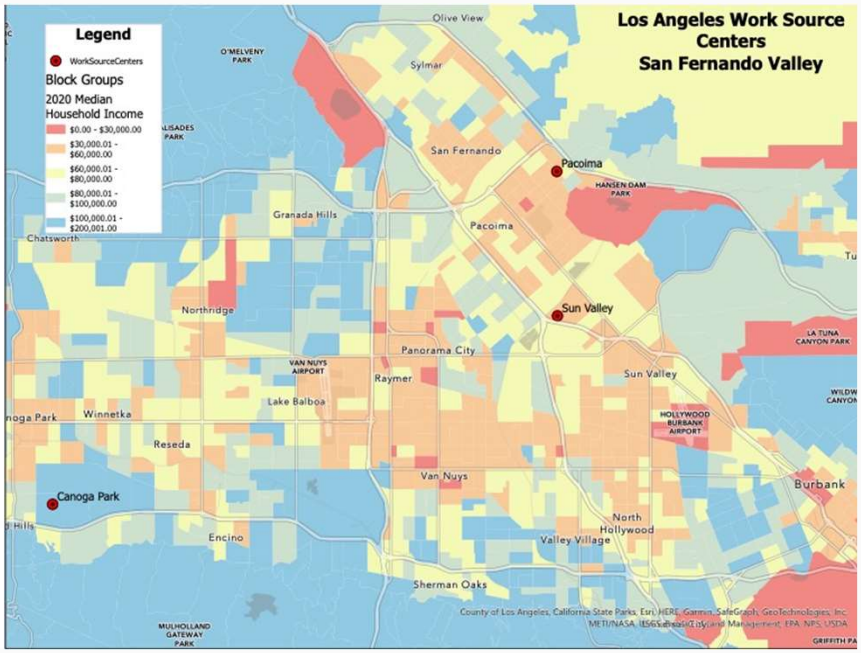
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Geospatial Analysis



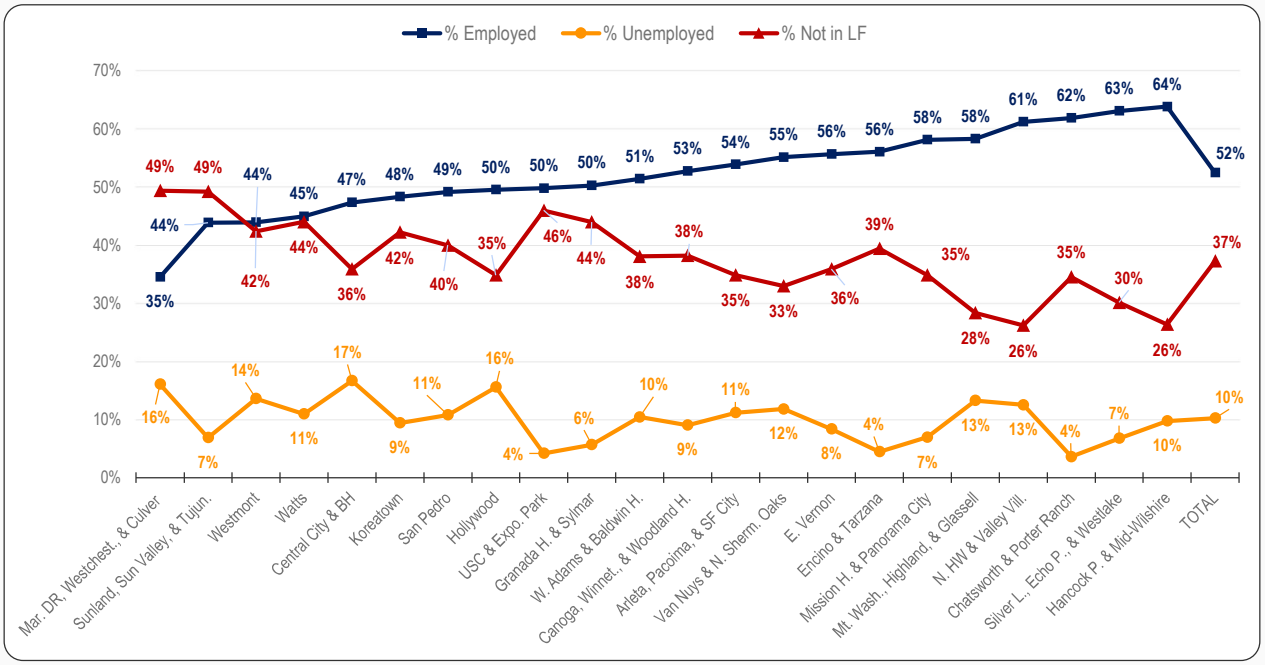
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Geospatial Analysis



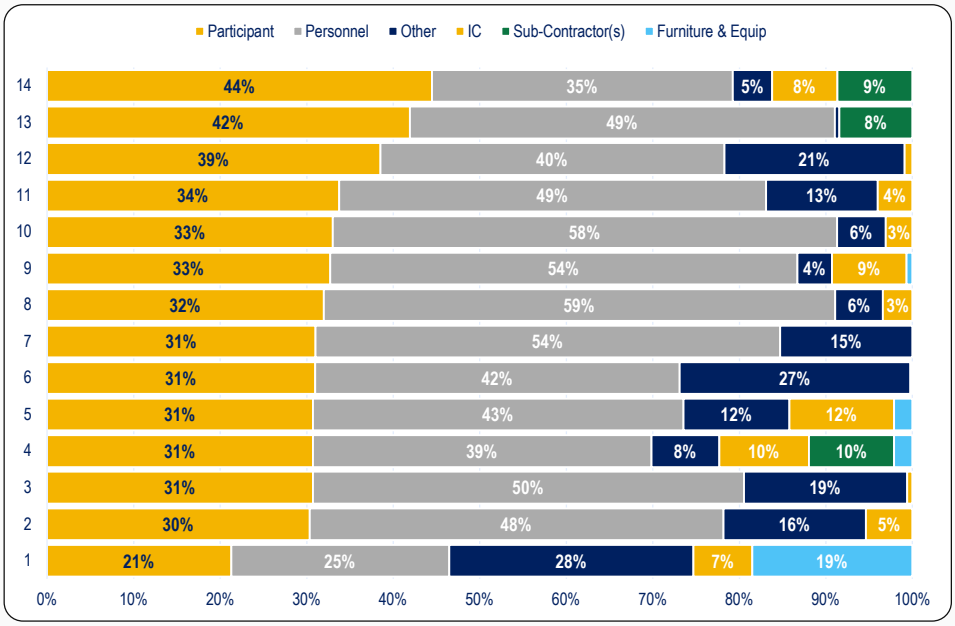
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Poverty & Employment Data



7

Schedule of Cost by WorkSource Center (% of City Share)



33%
avg. proportion of total budget used for customers

9,107
adults served in PY '22

$371
avg. used towards customers

$461,547 to $806,541
range of leveraged resources

$639,363
avg. leveraged resources

8

WSC Director Sessions

WSC Staff Case & Work Loads Exceed Capacity
- Inadequate # of case managers
- Pay inequity → high TO
- Need more T & D opportunities

Misaligned Priorities
- Performance outcomes & goals are over-prescriptive
- Inhibits ability of WSC to adequately serve vulnerable populations
- Overly ambitious goals → less time with clients

Partnerships, MOUs, Data Sharing, & Integrated Systems
- More intentional & defined coordination w/system partners
- Intake process & data silos → wasted resources & missed opportunities
- Limited employment data access makes tracking progress difficult

Training & Job Quality
- Revist ETPL to identify career path gaps
- Verification of trainer placement rates
- Focus on quality jobs
- Additional WBLs, OJTs, & Apprenticeships
- Missed opportunities to develop long-term partnerships with employers

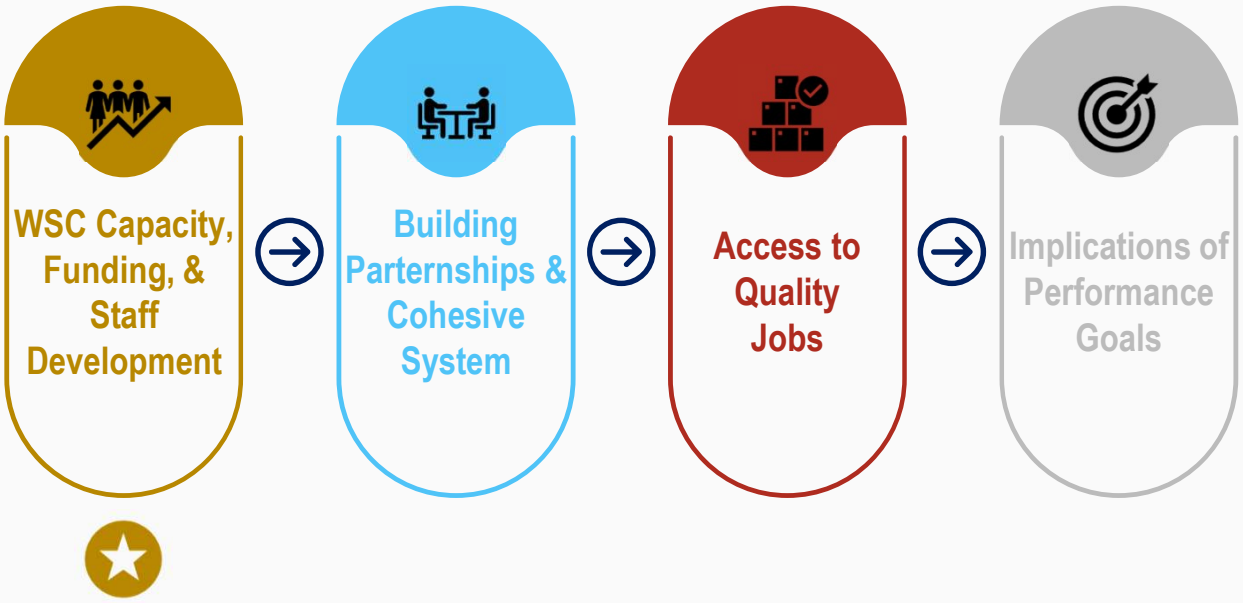
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Key Stakeholders – Are We Breaking the Cycle of Poverty?

- WSC, YSC, FSC Systems Integration
- Establish Stronger, More Intentional Connections with Labor & Other Large Municipal Employers (City of LA, Airports, Port, LADWP, etc.)
- Individual & Organizational Development (i.e., WSC Staff and WSCs)
- Collection & Tracking of Customer Data
- Intentional Focus on Diversity, Equity, & Inclusion Efforts throughout Entire System
- Incorporate Workforce into Regional Service Delivery Systems

10

Committee Discussion Points



11

Committee Discussion Questions

WSC Capacity, Funding, & Staff Dev.

WSC Operating Cost: → Should we balance between quality and quantity

IMPORTANT FACTORS TO CONSIDER: WSC Capacity, Funding, & Staff Development

CM DEMAND > CM SUPPLY	PAY INEQUITY → HIGH TURNOVER	LEVERAGED RESOURCES
• Very high caseloads → several negative outcomes • Train/develop/upskill WSC staff? • New models of CM workflow? • Utilization of technology where possible? • Ideal CM-to-customer ratio?	• Personnel costs to be incorporated into cost/WSC • High compensation variability between WSC Operators • WSC staff salary requirement? (proposed annual rate of $72,800** to provide sufficient resources for rent payments to = 33% of gross monthly income?)	How much should proposers be required to leverage for facility, staff, and other costs?

**Reference the schedule of costs per WSC; **$35/hr, mo./yr. rent of $2K/$24k*

12

Committee Discussion Questions

PERFORMANCE MEASURES AND SERVICE LEVELS			WSC	
DOL MEASURES*			ADULT	DISLOCATED WORKER
1	Employment Rate 2nd Quarter After Exit		64%	65%
2	Employment Rate 4th Quarter After Exit		57.5%	63%
3	Median Earnings 2nd Quarter After Exit		$6,800,	$8,300
4	Credential Attainment Within 4 Quarters After Exit		65.5%	68.6%
5	Measurable Skills Gain		55%	53%
6	Minimum number of participants trained (including sector training)		150	
7	Minimum number of participants in selected sector training		100	
8	Training Related Placements (of those trained)		80%	
12	Total NEW Enrollments	750	525	225
14	Minimum # of NEW enrollments required by December 31, 2023 (50% of WIOA Enrollment Goal)		263	112
15	Minimum number of enrollments for persons with disabilities		90	
16	Minimum number of reentry enrollments		125	
17	Minimum number of veteran enrollments		90	
18	Minimum number of homeless enrollments		125	

13

CALIFORNIA STATE UNIVERSITY NORTHRIDGE

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14