

2017-2021

Orange County Regional Plan Two-Year Modification

Introduction

Regional Plans and partnerships are required by the Workforce Innovation and Opportunity Act (WIOA) function under California’s State Plan (State Plan). This requirement serves as the primary mechanism for aligning educational and training provider services with the regional industry sector in California’s fourteen WIOA Regional Planning Units (RPUs). On June 11, 2018, the California Workforce Development Board (State Board) made changes to the State Plan, which required the OC Regional Planning Unit (OCRPU) to update the Orange County Regional Plan (OC Regional Plan) and align it with the policy direction of the State Plan.

The OC Regional Plan is focused on constructing a regional training, education, and workforce architecture that aligns with the Orange County regional labor market. Individuals will access and experience this regional workforce architecture primarily through local service delivery efforts outlined in the Local Plan included as part of the OC Regional Plan.

The OC Regional modifications will be limited to include additional partners. The OC Regional Planning Unit in collaboration with its partners will continue to: build upon sector strategies; support career pathways and regional sector pathways; and foster strategic regional partnerships by working toward the following overarching regional goals:

OC REGIONAL GOALS	<p><u>Targeted Meaningful Business and Industry Engagement-</u> foster demand-driven skills attainment through the collaboration and active engagement of businesses in workforce and education planning, including identifying key industry skills needs, determining skills gaps, and education and training needs to be incorporated in regional sector pathways and development of industry relevant and demand-driven programs and pathways</p>	<p><u>Improve Access and Quality of Service Delivery-</u> enable upward mobility for all Californians through innovation organized around regional sector pathways- increase, expand, and improve programs that increase opportunities for all workers and job seekers for employment in fields with high wages and/or career advancement opportunities, including for those with barriers to employment such as English Language Learners and special populations</p>	<p><u>Strategic Regional Alignment-</u> bring about system change through the alignment, coordination, and integration of programs, services, and partners- system alignment, service integration, and support towards a sustainable regional infrastructure that are in sync and committed to the overall goal of helping people get good jobs, sustain/keep good jobs, and positively affecting regional economy through sustainable regional sector pathways</p>
	<p>Outcome Help people get good jobs</p>	<p>Help people sustain good jobs</p>	<p>Positively impact regional economy</p>

The Regional Plan communicates the vision and strategies developed with inclusive feedback and input from partners and stakeholders that have provided leadership, employment, education, and services in the OC region. The Plan provides direction on strategies and activities that will align workforce development in the region to facilitate regional collaboration, promote industry alignment, enhance system integration, improve business engagement, foster consistency of service delivery, increase sustainable pipelines of skilled workers, and implement best practices.

The OC Regional and Local Plan modifications focus on expanding partnerships and stakeholder engagement to promote and provide a coordinated service delivery that will advance higher employment opportunities for special populations. This includes reentry and justice-involved clients; CalFresh Employment and Training (E&T) recipients; underemployed, unemployed, and payment-delinquent non-custodial parents; English Language Learners (ELL), Foreign Born and Refugees; and individuals with intellectual

disabilities and developmental disabilities (ID/DD). The OC Region and partners will continue to develop stronger partnerships to deliver a coordinated service approach that transition special populations in the region from unemployed and underemployed into sustainable and livable wage jobs and careers.

Stakeholder Engagement and Community Outreach Efforts

In alignment with the California State Plan revisions, the OC Regional Plan modifications focus on the development of partnerships to create a coordinated services delivery approach to target populations, including individuals with barriers to employment and hardest to serve populations. In order to develop a Regional Plan that represents all the moving parts involved in the workforce system, the Anaheim Workforce Development Board, Orange County Development Board, and Santa Ana Workforce Development Board (OC Region) proactively engaged leadership of key partners identified in the Regional Plan modification and those formally engaged in the creation of the OC Regional Plan. The OC Region collectively approached leaders and decision makers as one workforce system.

A. Required and elective regional plan modifications to align, coordinate, and integrate reentry and workforce services to the formerly incarcerated and other justice-involved individuals.

ASSESSMENT OF NEED

Since the inception of Assembly Bill 109 (AB 109) Public Safety Realignment Act of 2011, the supervised population in the OC Region has seen an accelerated number of justice-involved individuals. The Orange County in-custody prison population is the sixth largest in the State, accounting for 6,555¹ or 5% of the total prison population. In 2017, Orange County had the fifth highest number of parole releases with 964 or 5.3% and had a total of 2,680² parolees in Orange County. The OC Probation Department oversaw a total supervised population of 10,542³ probationers as of September 2018. The OC Sheriff's Department had 56,726⁴ releases in FY 2017-2018.

As the supervised population continues to grow, the OC Region must strive on the workforce issues that will be necessary to sustain and provide services. The OC Region in collaboration with local correction partners will focus on aligning resources to improve employment outcomes and to reduce the risk of recidivism for justice-involved individuals by building upon effective strategies that have proven successful.

Since July 2016, WIOA Title I programs have served over 339 offenders. Of those served, roughly 50% obtained employment in the OC Region. In addition, the OC Region and correction partners implemented the Linking Employment Activities Pre-Release (LEAP) programs and Supervised Population workforce training programs. These projects

¹CDCR Offender Data Points Offender Demographics For the 24-month period, ending December 2017

²CDCR Offender Data Points Offender Demographics For the 24-month period, ending December 2017

³OC Probation Department Research Division, September 2018

⁴OC Sheriff's Department, Fiscal Year 2017-2018

focused on effective strategies that currently exist within the jails and continue post-release:

LEAP 1:

- Total Enrolled Pre-Release: 140
- Enrollment in Training Post-Release: 46
- Entered Employment Post-Release: 52

LEAP 2:

- Total Enrolled Pre-Release: 96
- Enrollment in Training: 22 Pre-Release; 10 Post-Release
- Entered Employment Post-Release: 24

Supervised Population (Post-Release):

- Total Enrolled: 94
- Enrollment in Training: 59
- Completion of Training: 52
- Attained Industry Valued Certificates: 37
- Entered Employment: 45
- Retention in Employment 6 months: 27
- Placement in Post-Secondary Education: 4
- Placement in State-Approved Apprenticeship: 1

SERVICES

The Workforce-Corrections Partnership recognizes the need to provide coordinated services that range from pre-release and continue long after an individual has been released. The need for services varies for each individual. Employment, education, and training continue to be challenging for this population. In order to address these issues, the OCRPU relies on well-established partnerships where stakeholders meet regularly to share information and determine the needs for the reentry and justice-involved populations. The goal of these partnerships is to work collectively and to exchange information that will link offenders to necessary resources, which include treatment information, employment services, and addresses barriers that hinder opportunities for justice-involved individuals.

Although no justice-involved individual will be excluded from receiving WIOA services, the OC Workforce-Corrections Partnership will primarily focus on disconnected, working age, women and men with minimal work experience. The OC Region has experience in working assisting the hard to serve the population and includes services that have been funded through Linking Employment Activities Pre-Release (LEAP) programs and Supervised Population workforce training programs.

LEAP 1 provided pre-release employment activities within the Theo Lacy Jail facility that assisted male offenders to prepare for employment upon release. The goal of the project was to improve the employment outcomes for transitioning offenders by leveraging and building upon the effective strategies that currently exist within the jail facilities and in the Orange County One-Stop Center System.

LEAP 2 provided pre-release employment activities and training within the Central Women's Jail and Intake Release Center. This project assisted female offenders in the preparing for employment upon release. The program focused on AB109 inmates who were 60 to 90 days left until release. The goal of the project was to improve employment outcomes for transitioning women offenders through leverage and the use of effective strategies that currently exist within the jail facilities and in the Orange County AJCC System.

SUPERVISED POPULATION includes all persons that are supervised on probation, mandatory supervision, or post-release community supervision. The project focused on expanding collaborative relationships between the OC Probation Department and the OC Community Corrections Partnerships (OCCCP), including the workforce partners in support of innovative strategies that accelerate educational attainment and reemployment for the supervised population. This program placed a career consultant at the Santa Ana OC Probation Office. Services were also provided at the OC One-Stop locations. The career consultant provided career services that include the following: skills assessments, resume preparation, interview training, job placement services, work experience, support services, and connections to skills training.

Barriers to this population are extensive and many justice-involved individuals lack basic needs such as food, clothing, and shelter, which creates challenges beyond employment and training services. The needs for these individuals to become self-sufficient are varied and unique and range from lack of job training difficulties with education, family law issues, immigration, and child support debt. The OCRPU will maintain collaboration and conduct outreach to future partners to ensure that resources are available to assist the hard to serve the population.

Correction partners understand the need for pre-release case management and post-release services including comprehensive case management, career planning, job-seeking services, assistance with educational and training plans, and links to supportive services. The provision of pre-release services will allow for a smooth transition that will increase the chances of success post-release. In addition to pre-release services, correction partners have identified the need for workforce staff to be co-located, and provide services at key sites within the OC Region. These sites include jail release centers, parole, and probation reporting centers.

Workforce staff will serve as navigators and liaisons to correction partners. These navigators work with correction partners to assist justice-involved individuals to obtain necessary resources, such as training courses, workshops, and education certificates received while incarcerated to enhance their background and resume upon release. Navigators will work with individuals and assist with job placement needs.

Outcomes for justice-involved individuals, such as employment, credential attainment, and recidivism can be tracked in CalJOBS through participant exit data. The Orange County Development Board (OCDB) also works closely with OC Probation, OC Sheriff's

Department (OCSD), and the California Department of Corrections and Rehabilitation (CDCR) for specific data regarding offenses and will ensure that all requirements are outlined as specified in AB 1111 (E. Garcia, Chapter 824, Statutes of 2017) and the Prison to Employment Program Trailer Bill, SB 866 (Committee on Budget and Fiscal Review, Chapter 53, Statutes of 2018).

LABOR MARKET NEEDS, SECTOR PATHWAYS, AND REGIONAL PARTNERSHIPS

The Regional Plan is focused on improving access and quality of service delivery and finding ways to enable upward mobility for all Californians through innovation organized around regional sector pathways. Efforts will focus on increasing, expanding, and improving programs to provide opportunities for all workers and job seekers for employment in fields with high wages and/or career advancement opportunities. This includes those with barriers to employment, such as English Language Learners and special populations. As a member and partner of the OCRPU, we will continue to collaborate with OC Pathways and support the vision of building career pathways to prepare individuals for the 21st century workplace and meet the workforce development needs of the region, including services to justice-involved individuals and young adults.

The OCRPU will explore opportunities and reach out to partners and develop programs to assist and link justice-involved individuals to middle-skill occupations that typically pay higher wages than regional averages and provide increased access to successful career paths. For individuals without a four-year college degree, this will help justice-involved individuals increase their overall standard of living and quality of life. Reentry Navigators will work closely with individuals to link them with employment opportunities in the Manufacturing, Construction, and Hospitality and Tourism sectors that have traditionally been friendly to the reentry population. The OC Region will work to develop a coordinated outreach effort to expand the list of businesses that have a history of hiring justice-involved individuals.

Reentry Navigators will be knowledgeable of opportunities and incentives available for businesses who are willing to hire justice-involved individuals. As such, the OCRPU will make it a priority to work with businesses who offer jobs with good wages and benefits. The three boards, the Employment Development Department (EDD), and other partners will collaborate and disseminate information to local businesses and partners about the various available resources such as AB 1008 Fair Chance Hiring, the Federal Work Opportunity Tax Credit, California New Employment Tax Credit, and Federal Fidelity Bonding through the EDD state bonding services. Career Navigators will also work with Community Based Organizations (CBOs) and other organizations in the OC Region that provide job placement services for formerly incarcerated people and catalog employers that are willing to employ the formerly incarcerated and other justice-involved individuals.

The OCRPU is working with the OCSD, OC Probation, and CDCR at the local level to identify the need of establishing a Memorandum of Understanding (MOU) to increase coordination between the local workforce development boards, service providers, and correction partners. This will allow for workforce-corrections partners to participate, train, and share information between CDCR, OCSD, and Probation in the OCRPU as well as

co-locate a Regional Reentry Navigator at key locations that were identified by correction partners.

Developing staff capacity is imperative to adequately serve the reentry and justice-involved population; therefore, the OC Region will work closely with partners to coordinate training that allows for professional development of staff. The OCRPU will provide staff with the opportunity to attend training provided by partners, such as the National Institute of Corrections training, and cultural sensitivity training that are required to ensure that staff remain updated and are aware of best practices and skills needed when working with the reentry population.

The three local boards have amplified its continued efforts to improve shared case management and will develop a multiple entry point system; a “no wrong door” approach for reentry and justice-involved clients in need of services. As previously mentioned, correction partners have identified the need to co-locate allowing for Parole and Probation Officers to easily refer participants to employment services provided within their offices, this will allow for streamline of services between workforce and correction partners. This approach will allow direct referrals from Parole or Probation to a workforce navigator co-located within reporting centers. Furthermore, workforce staff from the local boards will be able to participate in Parole and Probation unit meetings that will facilitate the sharing of information.

Because reentry and justice-involved are often the least prepared for employment and lack financial resources to sustain participation in training over week or months, the One-Stop Systems in the OC Region will implement support services protocols that provide direct support and referrals for housing, transportation, clothes, uniforms, tools, and other necessities. Other system partners, such as OCCCP, Temporary Assistance for Needy Families (TANF), CalFresh, OC Child Support, TANF and Adult Education Block Grant (AEGB), also provide resources to leverage and braid into meeting the clients’ needs. Resources provided will be based on individual need and funding availability of various partners.

ADDITIONAL PLANNING PARTNERS

The OC Region has focused partnerships that will further the goals of the Region. Attachment A provides a list of groups and organizations that participated in the planning and development of this modification. Partnerships meetings focused on analyzing the workforce needs of hard to serve individuals, identify resource allocations across the various systems, and determine the feasibility of establishing an effective partnership that will lead to successful outcomes of the OC Regional Plan and Local Plans.

B. Required regional plan content detailing compliance with State Plan guidance and state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships. Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships

MC3 BACKGROUND

In alignment with the Regional Plan, the three local boards will focus on enhancing the Workforce partnership with the Multi-Craft Core Curriculum (MC3). MC3 is a pre-

apprenticeship training within the construction industry that seeks to improve career readiness for job seekers. In order to improve the process, local areas can directly collaborate with universities, community colleges, and training centers that conduct MC3 approved courses. The OC Region can accomplish this collaboration in a variety of ways. Often times a participant limit is necessary in order to conduct training. Local areas can assist in attaining the clientele necessary to fulfill the participant needs of a specific program. Each AJCC can conduct outreach, provide guidance, and make the connection to the training provider. Furthermore, they can conduct an early assessment to determine if the participant is an appropriate fit and meets the qualifications necessary in order to enter into the pre-apprenticeship training. Conversations are currently in progress and will continue to occur in order to build this partnership.

MC3 IN ACTION

The AWDB, OCDB, and SAWDB currently collaborate with local community colleges in order to support MC3. As courses become available, the local AJCC conducts outreach efforts in order to educate job seekers and assists in filling the seats available. The AJCC personnel is instrumental in the initial review of potential candidates and helps to ensure that they qualify for the program. Career Advisors undertake the targeted population in determining the best next steps in order to attain employment that will lead to self-sufficiency.

COMPLIANCE AND IMPROVEMENTS

Beyond discussions with organizations that conduct MC3 courses, the OC Region will work alongside their local building trades council in order to encourage feedback and ensure State compliance. The State Board requires pre-apprenticeship training to connect directly to apprenticeship programs approved by the California Division of Apprenticeship Standards. Furthermore, the State Board requires the pre-apprenticeship training to utilize MC3. As the OC Region works with training providers, the three local boards will implement a review process in order to ensure that the region remains in compliance. They will also encourage input from their respective local building trades council to establish pathways and support for both general and disadvantaged populations.

The OC Region will continue improving the Workforce-MC3 partnerships by establishing communication, policies, and procedures with both training providers and building trades councils. In addition, it will explore the possibility of expanding the MC3 curriculum to Healthcare, IT, Advanced Manufacturing, Hospitality and Tourism that have been identified as priority sectors. It will continue these efforts and determine additional ways to conduct outreach, guidance, and candidate reviews in order to improve the Workforce-MC3 partnership. By improving this partnership, the Region seeks to improve services to individuals by expanding and improving the quality of services provided.

C. Required regional self-assessment using Indicators of Regional Coordination and Alignment.

The OC Region is focused on Indicator A, B, C, F, H, and J. The Regional Coordination and Alignment Self-Assessment and is included as Attachment B of this Regional Plan.

D. Other changes to regional plans made pursuant to changes in the labor market and economic conditions or in other factors affecting the implementation of regional plans, including modifications to negotiated performance goals.

Based on the current labor market and economic conditions of the region the OC Region does not anticipate any changes to the regional plan with the exception of those required based on the WSD18-01 Regional and Local Plan PY 17-21 – Two Year Modification Requirements. Should the current economic conditions change, the OC Region will work with the State to negotiate any changes to the performance goals, as seen on Attachment C.

E. Attachments pertaining to required contents indicated in the Regional and Local Planning Guidance PY 18-19 including but not limited to information only items that are required plan content but not in the narrative, a summary of community engagement processes that each plan is being scored on, documentation of outreach efforts.

Attachment A: Regional and Local Planning Meetings

Attachment B: OC Region Self-Assessment

Attachment C: Orange County Regional Planning Unit Performance Goals

Appendix 1: CDCR Offender Data Points Offender Demographics for the 24-Month Period, Ending December 2017

-----END OF ORANGE COUNTY REGIONAL PLAN NARRATIVE-----

ATTACHMENTS CAN BE FOUND IN THE FOLLOWING SECTION