



FOOTHILL WORKFORCE DEVELOPMENT BOARD

The Workforce Partnership of Arcadia. Duarte. Monrovia. Pasadena. Sierra Madre and South Pasadena

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DATE: February 13, 2019
TO: All Interested Parties
FROM: Foothill Workforce Development Board
SUBJECT: Foothill Workforce Development Board Draft 2019 Biennial Modification to 2017-2021 LOCAL PLAN

The Foothill Workforce Development Board (FWDB) is pleased to provide its Draft 2019 Biennial Modification for review by those individuals who are interested in providing input to the development of the biennial modification. Under the Workforce Innovation and Opportunity Act (WIOA), a biennial update of regional and local plans is required to ensure plans remain current and account for “changes in labor market and economic conditions or in other factors affecting the implementation of the local plan” (29 U.S. Code § 3123).

The mission of the FWDB is to support economic growth in the San Gabriel Valley by investing in skills development and job training to ensure that businesses have qualified workforce talent and job seekers have career opportunities. The Foothill’s guiding principles are: building a strong system that will support economic development and will lead to good, living wage jobs for all; providing opportunities for lifelong learning for the purpose of career advancement; preparing a workforce that meets the changing needs of employers and helps businesses remain competitive; building a cohesive, flexible, and responsive system which strives for continuous improvement; promoting future independence and individual accountability of our customers; and integrating partner organizations into the delivery system to provide full employment and on-going support for job seekers and employers.

Below is a timeline indicating the steps and deadlines attached to the modification process.

Program Year 2018-2019 Regional and Local Planning Timeline

WIOA Regional Planning Timeline

March 15th	Regional plan due to California Workforce Development Board (State Board).
April 30th	State Board approves or conditionally approves all regional plans.
May 15th	State Board notifies regions of any plan deficiencies.
August 1st	Final corrected regional plans due with documentation of Chief Elected Official (CLEO) approval.
September 1st	All plans receive full approval.

WIOA Local Planning Timeline

March 15th	Local plan due to State Board.
June 15th	State Board approves or conditionally approves all local plans.
July 1st	State Board notifies Local Boards of any plan deficiencies.
August 1st	Final corrected plans due with CLEO signature.
September 1st	All plans receive full approval.

Notice on the Availability of the Draft Plan for Public Review and Comment:

On February 13, 2019, Foothill WDB placed a notice on the Foothill Workforce Development Website, informing the community of the public comment period and the availability of the plan electronically on the WDB's web site or in print at the offices of the Foothill WDB. The information was also announced through social media channels and placed in the Foothill Employment and Training Connection lobby.

Email notices about the availability of the draft were also sent to all stakeholders invited to participate in the community forums. In addition, notification on the public comment process was emailed to the designated State Board contacts.

B. Opportunities and Mechanisms for Public Comment: To ensure that comments to the plan are captured accurately, the WDB requested that all comments be made in writing. Written comments could be submitted by email to comments@fwdbworks.org or in print by mail or hand delivery to the Foothill WDB office at 1207 Green Street, Pasadena, CA 91106.

Attn: Annette Kelly-Whittle.



**FOOTHILL WORKFORCE DEVELOPMENT BOARD
DRAFT LOCAL PLAN PY 17-21
TWO YEAR MODIFICATION**

FOOTHILL WORKFORCE DEVELOPMENT BOARD
2019 BIENNIAL MODIFICATION TO 2017-2021 LOCAL PLAN

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**FOOTHILL WORKFORCE DEVELOPMENT BOARD
2019 BIENNIAL MODIFICATION TO 2017-2021 LOCAL PLAN - PRINCIPAL NARRATIVE**

I. INTRODUCTION

The mission of the Foothill Workforce Development Board is to support economic growth in the San Gabriel Valley by investing in skills development and job training to ensure that businesses have qualified workforce talent and job seekers have career opportunities. The Foothill WDB's guiding principles are: building a strong system that will support economic development and will lead to quality, living wage jobs for all; providing opportunities for lifelong learning for the purpose of career advancement; preparing a workforce that meets the changing needs of employers and helps businesses remain competitive; building a cohesive, flexible, and responsive system which strives for continuous improvement; promoting future independence and individual accountability of our customers; and integrating partner organizations into the delivery system to provide full employment and on-going support for job seekers and employers. Given this foundation, the Foothill WDB developed a four-year Local Plan for 2017-2021 that fulfills this promise, while also working toward goals specified in the State Plan. The biennial review process provides Foothill WDB and the stakeholders in our local workforce system the opportunity not only to address new and enhanced partnerships in support of the modifications to the State Plan, but to re-examine our own priorities and goals within the context of current economic and labor market conditions. Foothill WDB's leadership team adopted a strategy to engage stakeholders, including those representing businesses and members of the community, in interactive discussions about needs and service strategies for key target populations. Five forums, which were publicized to the community, were held. While one was of a general nature, seeking input on the overall content of the workforce services, the others focused on partnerships and populations addressed in the Local Plan Modification:

- A New Partnership with CalFresh and the CalFresh Employment and Training Program
- A New Partnership with Child Support Services to Service Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents
- Enhanced Partnerships with the Department of Rehabilitation and the Disability Service Network to Increase the use of Competitive Integrated Employment for Persons with Intellectual or Developmental Disabilities
- Improving Services for English, Language Learners, Foreign Born Individuals and Refugees

The following narrative addresses the preceding topics and concludes with an update on Foothill WDB's 4-year plan.

II. COLLABORATION WITH THE CALFRESH EMPLOYMENT AND TRAINING PROGRAM AND STRENGTHENED PARTNERSHIP WITH THE LOS ANGELES COUNTY DEPARTMENT OF SOCIAL SERVICES

The Los Angeles County Department of Public Social Services (DPSS) is responsible for CalWORKS and other public welfare programs, including: Medi-Cal; Welfare to Work, General Assistance and CalFresh. DPSS is a one-stop partner and, therefore, is part of the network of agencies that comprise the local workforce development delivery system. Representatives of DPSS and other organizations that serve the target population recognize that CalFresh participants are diverse. They include families, some led by single parents, and individuals. Many are unemployed, while others are low wage earners. Because the group consists of individuals with many distinct needs, participants are served by all types of education, social services and support organizations in the county, including the Foothill Employment and Training Connection, our AJCC brand name. Engagement with DPSS during the recent planning process provided Foothill WDB and local stakeholders with information about the current CalFresh Employment and Training (E&T) program in L.A. County. The Los Angeles County program provides employment and training activities to CalFresh participants not exempt from work registration. The goal of the program is to assist participants in obtaining employment and avoiding long-term dependency on assistance. The County's CalFresh E&T program is currently targeted to individuals in the General Relief Work Opportunity (GROW) program. Upon case approval, employable CalFresh recipients receiving General Relief are assigned to the GROW program. These employable participants can then be assigned to one or more CalFresh E&T components/activities based on a job skills assessment. The E&T Program consists of the following six components operated by the Los Angeles County Office of Education and other organizations under direct contracts with DPSS:

Job Search: This component requires participants to make a predetermined number of inquiries to prospective employers over a specified period of time. Participants may also receive substance abuse or mental health counseling, as needed.

Job Club: This component is designed to enhance the job readiness of participants by providing instruction in job search techniques, writing resumes, completing employment applications, job retention, soft skills training, and employment counseling.

Workfare: The objective of the Workfare Program is to provide non-assistance CalFresh participants with work activities that may lead to self-sufficiency. Participants gain job skills and work experience that may assist them in obtaining entry-level employment.

Education: This component provides educational programs or activities to improve basic skills or otherwise improve employability. Such programs include Adult Basic Education, basic literacy, ESL, and GED.

Vocational Training: In this component, participants receive referrals to short-term vocational training programs that can be completed within 60 days. Training is based on their employment goals or interests.

Post-Employment/Job Retention: Job Retention, also known as Post Employment Services (PES), is a voluntary component that provides case management and supportive services to participants that become employed at least 20 hours per week and remain eligible for General Relief. PES assists participants in remaining employed, obtaining additional education and advancing in their careers.

Current CalFresh E&T activities are eligible for 50% federal reimbursement for non-federal funds used for the foregoing allowable activities. DPSS, in response to priorities established by the County Board of Supervisors, is working with the County WDB and other organizations to examine opportunities to significantly expand the CalFresh E&T program. Possible non-federal funding that would be used to support new models and leverage the 50% reimbursement may come from several sources, such as: local tax revenues reserved to assist homeless individuals; state funds targeted to individuals on probation; and state education funds available through adult education and community colleges. As plans for CalFresh E&T diversification and expansion have not been finalized, it is not yet known how, specifically, such programs would involve Foothill WDB.

With regard to topics concerning alignment, coordination and integration, the responses below address approaches for the general CalFresh population as well as the CalFresh E&T program. For additional information concerning background and needs assessment of participants, please refer to descriptions provided in Attachment B.

A. Braiding Resources and Coordinating Service Delivery for People Receiving CalFresh to Participate in Workforce Services, Sector Pathway Programs, Supportive Services and Retention Efforts: Given the size and diversity of the population that participates in the CalFresh Program, individuals in this target group are served by many of the workforce system partners and allied stakeholders. Workforce services begin with an assessment of participants' needs and evaluation of their background, experience and circumstances. A service strategy is customized to meet education, training and support needs. When CalFresh participants seek services through the AJCCs, they are oriented not just to the services provided under WIOA, but to programs and resources available through the one-stop partners and other service agencies. A service plan is developed that addresses their full range of needs, but which has skills development and employment as primary goals. Many CalFresh participants are referred to education partners for training ranging from adult basic education to career technical education courses that prepare them for jobs in local and regional target sectors. Linking participants to community-based resources for housing, medical, legal and other services is part of a braided strategy to ensure participants are equipped to complete training and succeed in the workplace.

B. Workforce System Collaboration with Community Organizations Serving Specific CalFresh Populations: For CalFresh participants, a wide range of strategies are used by the workforce system to coordinate and leverage resources from stakeholders of all types. Individuals with particular circumstances and barriers (e.g. job seekers with disabilities, formerly incarcerated individuals, English language learners) will often qualify for specific types of funding and programs, and, in some cases, are referred by those programs to the AJCCs and other workforce system providers. County and state justice system agencies, the State Department of Rehabilitation (DOR) and other disabilities services agencies, veterans services programs, programs serving seniors, and other organizations with a unique, population-specific focus are part of the workforce system's extended network. Referrals, co-enrollments and service coordination are commonplace among stakeholders.

C. Workforce Services Available to People Receiving CalFresh That Are Funded by Local/Regional Partners: The types of services available to CalFresh participants are outlined above. Again, the diversity of the population suggests that needs vary significantly. Stakeholders indicate that many in this target group have low levels of educational attainment and few skills with which to compete in the current labor market. Local education agencies that

make up the Pasadena Area Consortium and the Citrus College Adult Education Consortium, which are the designated adult education consortia for the Foothill area, offer a wide array of basic education, literacy, ESL and career technical education programs to which CalFresh participants are referred. Most organizations serving CalFresh individuals do not use CalFresh enrollment status as a basis for eligibility/participation and do not record this data. Therefore, baseline service levels for most education, training and support programs are not available. Some programs and providers do collect information regarding their participants' CalFresh status. For example, in PY 2017-18, the WDB served a total of 107 CalFresh participants in our WIOA Title I formula-funded programs.

Even without the availability of baseline service levels, the recent Biennial Modification planning and the community and stakeholder engagement process have made clear that there is potential to serve a greater number of CalFresh participants in workforce development and career technical education programs by the partners' working together to promote services to this population. Working in collaboration with other local boards in the region, Foothill WDB and our one-stop partners will work together with DPSS to identify and develop strategies to specifically market workforce and training programs for CalFresh participants.

D. Partners' Roles in Helping Provide Services to and Integrating People Receiving CalFresh into Sector Pathway Programs: Foothill WDB, DPSS and the full range of local workforce system partners are committed to ensuring that participants' training and employment preparation are focused on demand occupations within priority sectors that hold promise for career advancement, wage gains and a family-supporting income. Foothill WDB has also been focused on providing career exploration, service planning, career guidance, case management, work-based learning and referrals to training that are sector pathway-focused, concentrating on demand industries that are creating jobs and are stimulating economic growth throughout the region. All participants, including those participating in CalFresh, benefit from this focus by participating in services designed to qualify them for jobs that will lead to careers with good wages and benefits. Career pathway training available to CalFresh participants includes courses that prepare job seekers for entry-level or higher positions in demand sectors prioritized by Foothill WDB, including healthcare, construction, hospitality, and transportation and logistics. The WDB has established relationships with labor to promote participants' access to good wages and career opportunities.

E. Coordination among Partners to Provide Supportive Services to this Population and Facilitate Program Completion: WIOA, CalFresh, the Rehabilitation Act and many other programs for which participants may qualify allow a portion of funds to be used to provide a variety of support that enables participation in services and training and successful transition to employment. For individuals needing supportive services (e.g. housing, transportation, childcare) that may exceed the resources available through public workforce and education programs, referrals are made to public and non-profit providers throughout the county, which are described throughout this Local Plan Modification narrative. As indicated above, the delivery of services to CalFresh and other workforce system participants begins with assessment and service planning. These services are critical in determining support needs and form the basis for designing a program of support that will ensure a participant's success. Additional information on supportive services is provided in Attachment B.

F. Strategies to Retain Participants in Regional Sector Pathway Programs and Employment: AJCC staff and representatives of our workforce services partners (e.g. EDD, DOR, local education agencies) orient all prospective candidates to workforce, education and training services that are available to support their career goals. This is followed by assessment and service planning that not only ensure that suitable workforce services are identified, but that customers understand the actions required to advance on a career path that will pay family sustaining wages. These include gaining work experience in an occupation and, frequently, continuing education and training to secure credentials that businesses recognize and value. Services, including counseling and case management, provide encouragement to motivate participants to complete training and pursue their career objectives.

III. PARTNERSHIP WITH LOS ANGELES COUNTY CHILD SUPPORT SERVICES

The new state-level partnership between the California Workforce Development Board and the California Department of Child Support Services created the opportunity for dialog between Foothill WDB and the local child support agency that has resulted in an agreement to establish a local partnership. Both Foothill WDB and the County Child Support Services Department (CSSD) are anxious to implement mechanisms to improve service delivery for targeted NCPs.

For background information on the target group and an assessment of need, refer to descriptions in Attachment C.

A. Existing Workforce and Education Program Partnerships

1. Partners' Collaboration to Provide Supportive Services to Enhance Job Retention: The population comprising non-custodial parents with child support orders, who are unemployed, underemployed or payment delinquent, is extremely diverse and experiences a vast array of circumstances. Some individuals are completely disconnected from the labor market, having never worked a traditional job and possess few marketable skills. Others may be formerly incarcerated individuals, including those who are recently released and, therefore, unemployed. Still others may be English language learners, persons with disabilities, disconnected youth or older workers. Some, as a result of their circumstances, are homeless, lack transportation, and need a combination of services to meet basic needs. The common thread among them is their status with regard to child support payments, employment and the ability to command family supporting wages within the marketplace. Given the diversity of the population and the spectrum of support needs that is likely to exist, AJCC staff will work individually with each non-custodial parent to determine supportive service needs. Staff is experienced in assessing needs at various levels and in surveying the community for resources. Foremost on the list of support services to be addressed are those corresponding to fundamental needs such as food, housing and clothing. While WIOA and other federally-funded programs that comprise the one-stop partners may be able to make support funds available on a one-time basis or for short-term interventions to meet these needs, AJCC staff has developed linkages with local organizations to address these needs. AJCC and workforce system partner staff will also work with NCP customers to determine if there may be resources within their personal networks (e.g. family members, friends) that may be able to assist with fundamental support needs. Other "stabilizing" services may include counseling and health services, which can be obtained through referrals to a wide range of agencies, including County of Los Angeles behavioral and other public health services and community clinics. Support services that enable participation in training and a successful transition to employment generally include assistance with transportation, work-related clothing, tools and similar services. Such services are available from WIOA, through other one-stop/AJCC partners and through various community agencies. To build a stronger network of support for this population, case managers from all organizations will confer regularly to ensure that customers' support needs are met throughout program participation and in the months following employment.

2. Comprehensive Services to Facilitate Labor Market Success and Career Advancement: As indicated above, AJCC staff and representatives of our workforce services partners (e.g. EDD, DOR, local education agencies) orient all prospective candidates to workforce, education and training services that are available to support their career goals. This is followed by assessment and service planning that not only ensure that suitable workforce services are identified, but that customers understand the actions required to advance on a career path that will pay family sustaining wages. These include gaining work experience in an occupation and, for many, continuing their education and training after starting a job to secure credentials that businesses recognize and value. Staff will work with each NCP to develop short-, mid- and long-range employment goals. Based on the child support obligations of targeted NCPs, the partners recognize that they have a need to identify employment paying wages sufficient to meet these obligations and provide enough remaining income so that the NCP can support him/herself. Stakeholders have strongly emphasized the need to concentrate on jobs paying a living wage. Therefore, staff may recommend that NCPs consider employment options where an entry-level worker can earn relatively good wages after minimal training or while learning on the job. Among the regional priority industries offering such opportunities are manufacturing, transportation and logistics, and construction, Apprenticeships in the building trades are particularly effective at linking new workers to good paying jobs. Once the NCP is working and meeting support obligations, s/he can take advantage of training programs that will offer opportunities for even higher wages in these industries or in other sectors, such as healthcare or Information and Communication Technology.

3. Impact of WIOA Eligibility Criteria on Serving the Target Population: L.A. County CSSD and other system partners that serve targeted NCPs indicated that two features of WIOA eligibility criteria may impact the ability of NCPs to participate in federally-funded workforce services. These are registration for selective service and documentation of right to work. With regard to selective service, local boards can review circumstances and have the authority to "forgive" the non-compliance with registration requirements, allowing non-registrants to participate in WIOA. The state has recently published guidance on required collection of right to work documentation for various services under WIOA. While NCPs lacking documentation could use resource information at the center and be referred to non-federally-funded programs for assistance, the AJCC would be unable to provide such individuals WIOA individualized services.

4. Other Obstacles to Serving the Child Support Program Population: Local Child Support professionals and others that work with the NCP population have indicated that the only significant obstacle to providing workforce services to

the Child Support Program population is individual NCPs themselves. Based on workforce-child support pilots that have been implemented elsewhere (such as CSSD's project with the Los Angeles County WDB) and on their own experience working with this population, stakeholders anticipate that many NCPs referred to WIOA/AJCC services will be interested in the opportunity to prepare for jobs that can lead to family-supporting wages and in CSSD "incentives," which are described below. Still, others will not initially be convinced that any "public program" to which CSSD is making referrals would be beneficial, as they have a negative perception of the agency. According to stakeholders, many individuals that are in significant arrears on child support payments are so distrustful of Child Support Services and "the government" in general that they work exclusively in the underground economy, where they pay no taxes and their funds, however limited, remain out of reach. All agree on the long-term ill effects this has on NCPs. Key to making the new partnership work will be the stakeholders' developing and promoting messages to NCPs that are benefits-focused and clearly demonstrates that workforce services offer a path to in-demand jobs, careers and good wages. CSSD leadership and staff acknowledged that perceptions and messaging are core issues and that altering perceptions about the Child Support Department is critical. The agency continues to experience a shift in culture and to embrace new strategies toward "re-branding" around a more positive image.

5. Strategies to Motivate and Support Participation: Child Support Services' first priority is to ensure that the county's children are financially supported and well cared for. Its principal purpose is to establish and enforce child support orders. Department staff attempts to make children the motivating force for NCPs to meet their support obligations. CSSD has at its disposal a series of "enforcement tools," such a revocation of drivers' and professional licenses, attachment of wages, and imposing liens. Conversely, there are several "motivation tools" that CSSD may utilize to encourage NCPs to take advantage of workforce programs and services. Among these are: restoration of licenses; revisiting support orders to ensure they reflect the current circumstances of the NCP; and deferring or lessening the requirement for payment during the time in which NCPs are engaged in workforce services, training and job search. CSSD is prepared to use the "incentives" described above to encourage NCP's efforts to gain skills, engage in job search, and be successful in their careers.

6. Opportunities for and Obstacles to Local Partnerships: No significant obstacles have been identified to stakeholders' engaging in a meaningful and productive partnership.

B. Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

1. Strategies to Support Participant Retention in Training Programs: Under a structured partnership, Foothill WDB and CSSD will develop an MOU that will frame roles, responsibilities and processes associated referrals of and services to targeted NCPs. Among the provisions of the agreement will be a commitment to maintain communication on the services and outcomes of participants, thereby encouraging both agencies to support participants in achieving their employment and wage goals. Providing supportive services and leveraging "incentive tools" from Child Support Services will be key strategies to encourage participants' retention in training and services. AJCC staff and partners will assist customers in setting goals and devising long-range career plans, which may include multi-year, multi-step processes to gain work experience and develop high-demand technical skills. The planning process will provide a "road map" for participants to progress on a career path on which experience and attainment of skills and credentials will increase earning power and enable them to earn family sustaining wages.

2. Existing, New, and Prospective Workforce and Training Partnerships: The parties acknowledge that, more than 15 years ago, a referral system between Foothill WDB and Child Support was established when the department was under the District Attorney's office. When the department transitioned to a standalone agency the the relationship was never reestablished. A new MOU between Foothill WDB and CSSD will outline the purpose of the agreement, roles of each partner, shared responsibilities and confidentiality requirements. Incorporated into the agreement will be: provisions for referrals of NCPs from Child Support to the AJCC and from the AJCC to Child Support; a consent and release form pertaining to sharing specific types of information between the two agencies; and mechanisms for AJCCs to program activities and employment outcomes to Child Support. The partners expect that the MOU will be finalized by April 1, 2019.

3. Braiding Resources and Coordinating Service Delivery: By entering into the MOU, the Child Support system immediately becomes connected to the entire local workforce system led by the Foothill WDB, including the WIOA-mandated one-stop partners and a host of local government programs, community agencies, and faith-based organizations that are stakeholders in and contributors to workforce service delivery. AJCC staff will function as the

principal case managers for NCPs enrolled in workforce programs but will make referrals and promote co-enrollments to training and service partners, thereby accessing additional resources.

4. Coordination with Community-Based Organizations to Serve the Target Population: Given the diverse nature of the target population and the fact that NCPs, generally, do not identify themselves as such, local workforce areas are not aware of the number individuals from this population that they are serving. AJCC staff is often unaware that a customer has an order for payment of child support. Staff indicates that an issue signaling payment delinquency is a customer having a suspended drivers' license. Again, the diversity of the population is such, that Foothill WDB has not identified "NCP-specific" service organizations within our area. However, we recognize that the population includes many formerly incarcerated individuals and others with significant and/or multiple barriers to employment. These customers may be referred to the extensive network of re-entry partners that will participate in the L.A. Basin's regional P2E programs or to local support agencies serving the local area, such as Friends Outside, Flintridge center, Amer-I-Can, and the Center for Employment Opportunities.

5. Referral Processes and Systems: Foothill WDB and L.A. County CSSD plan to implement a structured referral process. The parties to the MOU will follow a referral process where Child Support communicates with a designated single point of contact (liaison) at the AJCC about customers being referred. Child Support will also assign a liaison as a single point of contact. Child Support will identify customers to AJCC staff as Child Support participants. When a referred customer enrolls at the AJCC, center staff will notify Child Support of the enrollment and workforce activities, providing updates no less than quarterly. This notification will include information that communicates that the referred individual has registered or enrolled and the services he or she is participating in. It will also include a consent and release form signed by the participant. While it is anticipated that most referrals will come from Child Support to the AJCC, referrals from the centers to CSS may also occur (in a case, for instance, where a participant needs to get a drivers' license reinstated). Staff will send referrals to CSSD for enrolled customers only. Foothill WDB and CSSD have reached an agreement to utilize the "CalJOBS-Onramp Referral Process" for making customer referrals.

C. Working with the Local Child Support Agency to Identify Incentives to Increase the Success of Non-Custodial Parents Sustained Participation in Local Workforce Programs

Tools and incentives to promote participation and retention are those described under item II.A.5, above.

IV. PARTNERSHIPS AND ENGAGEMENT TO SUPPORT GREATER OPPORTUNITIES FOR COMPETITIVE INTEGRATED EMPLOYMENT

In September 2018, the Foothill WDB convened stakeholders from the disability services community and other interested parties in a forum focused on use of competitive integrated employment (CIE). Among those invited were representatives of the local agencies that represent the state CIE partners: the DOR District Office; three regional centers (Eastern Los Angeles; Lanterman and San Gabriel/Pomona); and local education agencies providing special education programs. While the session was well attended by a variety of stakeholders from the disability services community, those present learned that the local counterparts of the state level CIE partners had not entered into discussions about the development of a Local Partnership Agreement (LPA) for the Foothill WDB area. Because the LPA has not yet been developed, the partners could not provide information on its content and objectives. However, the forum's facilitator gave stakeholders an overview of the CIE initiative and the purpose of the LPAs, providing the following information. The primary target group for the initiative will be those identified as having an intellectual and/or developmental disability (ID/DD) and may include others whose disability creates similar barriers to employment. The LPA will identify the core partners (i.e. DOR District Office, regional center[s] and LEAs) and will likely describe the intention of the LPA core partners to identify and leverage the talents and resources of community partners and programs. Community partners are typically local entities whose mission, goals, and primary purpose are aligned with the LPA and that are focused on increasing the number of youth and adults with disabilities that will become successfully employed in an integrated setting, earning a competitive wage, and in a career or job that meets their vocational desires or goals. Frequently included among the community partners are: the AJCC system; community colleges and universities; career technical education programs; community rehabilitation programs; behavioral health; foster youth programs; independent living centers; family resource centers; and local chambers of commerce, among others. Regardless for the exact content of the LPA once finalized, it is clear that the agreement will build on a strong foundation, as there is an active and collaborative array of public and private organizations in the local workforce area that serve individuals with disabilities, including those with ID/DD. Among them are: DOR: education partners of all types: the WDB, the AJCCs and the workforce system network; and a group of non-profits committed to serving the

disability community. These include: Ability First, FVO Solutions, Alamansor Transition and Adult Services, The Arc Los Angeles and Orange Counties, Ritz Vocational, and The Help Group.

For additional information on the LPA partners and anticipated plans to increase the availability of CIE in the Foothill WDB area, please refer to descriptions provided in Attachment D.

A. AJCC Staff Knowledge and Training Needs about Serving Individuals with Intellectual or Developmental Disabilities and about Programs and Resources Available for the Target Population: Foothill WDB and its AJCC staff have extensive experience in assisting job seekers with disabilities and collaborating with other organizations that assist individuals in this target group. AJCC staff understands that services must be universally available. Foothill WDB's one-stop centers are accessible to people with disabilities. Reasonable accommodations are available when using career center services. Staff takes an assets-based approach to working with customers, focusing on the skills, talents, and abilities that a person has, and provides the tools that help all job seekers market themselves to employers. Also, on a biennial schedule, Foothill WDB conducts a local area self-assessment of its one-stop facilities to ensure access to program services and physical requirements are met. Using state guidelines and compliance monitoring checklists helps aid in these reviews. The checklists include but are not limited to the following: designated EEO; Americans with Disabilities Act & Section 504 Coordinator; Limited English Proficiency (LEP) Coordinator; collateral information and materials used in the AJCC locations for EEO, equal opportunity employer/program, non-discrimination, and reasonable accommodation; MOUs with one-stop partners; DOR is co-located; training is provided annually to one-stop staff; and a wide range of auxiliary resources are available at each AJCC, including technology aids. Both Foothill WDB/AJCC staff and managers and staff representing the system partners have expressed interest in additional training from the LPA partners about the workforce-related needs and barriers of individuals with ID and DD, as the workforce system, overall, has limited experience working with this target group. The partners identified several topics for additional training. These include navigating the workforce system on behalf of individuals with disabilities; disabilities resources for employment and related services; individual plan and support models; strategies for marketing consumers as potential employees to businesses; person-centered design; and understanding social security benefits and the effect of employment on these benefits. State guidance on the CIE initiative indicates that DOR and State Board leadership will ensure that training is available for AJCC staff and that the DOR District Office will assign a point of contact to support the workforce system's CIE activities. Once this occurs, the WDB will work with CIE partners to secure training for AJCC staff and system stakeholders.

B. Planned Coordination with DOR Point of Contact Regarding Services and Resources for the Target Population Who Are Vocational Rehabilitation Consumers: Foothill WDB has not yet been assigned a DOR point of contact for the CIE expansion initiative. We intend to work closely with our DOR-assigned contact to engage with contractors that serve the target population and to coordinate our services with the LPA partners.

C. DOR Collaboration in Outreach to Employers and Partners to Support Opportunities for Individuals with Intellectual or Developmental Disabilities to achieve Competitive Integrated Employment: Foothill WDB and AJCC representatives currently collaborate with DOR to serve customers with disabilities. Supporting DOR's and the LPA's business outreach efforts to expand the use of CIE would be a natural extension of our current, productive working relationship. While DOR has not communicated to the WDB its goals or its approach to increasing CIE opportunities through the LPA, we envision being able to support DOR's efforts in several ways. These include:

- Identifying businesses that employ individuals in jobs that would be suitable for CIE, ensuring that opportunities are identified that complement the various capabilities of individuals in the ID/DD target group;
- Making direct contact with business representatives on behalf of LPA customers; and
- Orienting employers to CIE, developing work-based learning agreements and ensuring the necessary services and supports are in place to promote successful job placement.

Following DOR's assignment of a CIE liaison, which we anticipate will occur in early 2019, the Foothill WDB will work with DOR and the LPA partners to define our specific role in the CIE business outreach process.

V. COLLABORATIVE STRATEGIES TO STRENGTHEN SERVICES FOR ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

Of the approximately 272,190 people living in the six cities that comprise the Foothill local workforce area, nearly one-third is foreign-born. The majority of immigrants are from Asia, Mexico, and Central America. English language learners (ELLs), foreign-born individuals, refugees and immigrants comprise a significant portion of the area's population and of its current and future workforce. Investments in this target group are essential to the well-being and economic vitality

of the region. Foothill WDB understands that ELLs are a diverse population with a wide range of needs. Some individuals are just learning English, while others have developed a level of fluency that enables them to take advantage of training and upskilling opportunities that will make them candidates for jobs in the region's priority sectors, which often provide better wages and career advancement potential than jobs in other industries. Foothill WDB also recognizes that many immigrants need to improve their English proficiency to be eligible for employment opportunities that will provide a middle-class income. However, it is often difficult to persuade adult workers of the benefits of studying English to improve career opportunities and increase their earning potential. This challenge will remain a focus of the workforce system partners. For background information on the target group and an assessment of need, please refer to descriptions provided in Attachment E.

A. Sharing Resources and Coordinating Services for the Target Population: The narrative that follows describes the various ways that stakeholders in the local area work in collaboration and partnership to address the workforce needs of immigrants, refugees and English language learners. Foothill WDB plays a central role in coordinating agencies, programs and employment-related resources.

B. Increasing Access to Sector Pathway Programs: Stakeholders continue to emphasize the importance of English language skills acquisition and the positive effects of English fluency on one's earning potential and ability to advance in a career path. English-as-a-Second Language (ESL) training is available through agencies that comprise the adult education consortia and through local community-based organizations. While assisting English language learners in improving their fluency and attaining academic credentials is fundamental to increasing their prospects for well-paid jobs, for most in this target group, the need to earn a family-supporting income is critical. Foothill WDB's workforce system partners (including the AJCC, education providers and CBOs) recognize that this target group needs long-term interventions that will include on-ramps and off-ramps from education to better jobs and careers. Stakeholders indicated that the greater one's English fluency, the better his/her chances are to succeed in career pathway training for well paid, career ladder jobs. Several partners recommended that the Foothill WDB work with education and training partners to develop alternative approaches to teaching English, including contextual learning where English is taught within the context of work. Training providers, including Monrovia Adult School, Pasadena City College and Citrus College provided examples of efforts to make training both more accessible and more suited to the needs of working individuals. From community-based classrooms to teaching vocational and language skills within a single context, education providers are attempting to design alternative training modalities to meet customers' interests and needs.

C. Ensuring the Availability of Support Services: AJCC staff assesses each participant's need for services to support his/her participation in training and job search and their success on the job. The target population is diverse, ranging from those who completed college in their home countries, to immigrants with low literacy in their native languages. And, while economic circumstances may vary, the majority of individuals in the target group are low income and they generally have limited skills with which to compete in the labor market. Because of limited resources and the frequent need to participate in multiple activities and services, access to various forms of support can be critical. In addition to utilizing a portion of Foothill WDB's WIOA Title I allocation to provide a variety of support, AJCC staff works closely with partners to secure support services for customers. Public agencies are critical partners in providing support services to job seekers served by the AJCCs and other organizations that make up the local workforce development system. Supplementing these services is a network of non-profit organizations including: the 25+ agencies that comprise the Refugee Forum of Los Angeles, which meets quarterly; San Gabriel Valley Literacy Council, International Rescue Committee, Pasadena Job Center, International Institute of Los Angeles, and the Immigration Resource Center of the San Gabriel Valley.

D. Promoting Retention in Training, on the Job and in Career Path Progression: The keys to promoting the progression of immigrant job seekers into self-sustaining and family-supporting careers are: career information; career planning; and the availability of flexible and modular services offering a variety of on- and off-ramps. The workforce system partners and allied stakeholders all recognize the need to balance the immediate income needs of the target group with their need to build language and technical skills that will qualify them for well-paid jobs. Developing this balance starts by making available comprehensive information about the labor market and careers in the region. Using this information, stakeholders assist customers in devising long-range career plans, which may include multi-year, multi-step processes to gain work experience and develop technical skills. The more flexible and diverse services are, the greater the likelihood that participants will remain engaged or periodically re-engage over the long-term. Community-based and education partners offer resources for such engagement. The availability of training and

services during the evening, on weekend, and at remote locations all contribute to customers taking advantage of services over time. As indicated, both of the community colleges have developed or are in the process of designing contextualized vocational ESL programs, which include VESL programs specific to hospitality, healthcare, cosmetology and automotive technology.

E. Coordination and Alignment with Other Plans and Planning Partners: The local workforce services plan most closely aligned to the mission and objectives of the Foothill WDB and the local workforce system is the 2018-2019 Annual Plan update to the Three-Year Plans of the Pasadena Area Consortium and the Citrus College Adult Education Consortium. The consortia's plan update provides the following information with regard to the ELL and immigrant target population:

Pasadena Area Consortium

- Strategies to “meet regional needs,” will include the following: With the implementation of AB 705 initiative, the "Twilight Adult School" will add a Math and an English refresher class to support the adults with fluency in both areas. The class is open to all but students in ESL, HSD and GED classes will be encouraged to attend.
- New strategies for “leveraging resources” include: The consortium members are currently engaged with local WDBs, Chambers, our business sector advisory committee members, Economic and Workforce policy makers and support staff and various business groups to determine the best and most efficient strategies to maximize resources across and between partners.

Citrus College Adult Education Consortium

- Prior year accomplishments included: Aligned learning objectives in ESL, ASE, and ABE courses allowed for seamless transitions, and, critically, accelerated student outcomes; and language proficiency objectives for ESL course descriptions were instrumental in creating a culture of progress and acceleration in all member ESL programs. Also, increased WIOA funds allowed Claremont to better address HSD, ESL and ABE programs and better meet the objectives of professional development and seamless transitions.
- With regard to “gaps in service/meeting regional need,” the following was identified: Adults seeking to learn ESL
- With regard to new strategies to address “gaps in service,” the plan indicates: Utilize subcontracted AEBG funds to maintain current ASE/ABE, ESL, parent success, CTE, and Career Center program levels by meeting rising program costs caused by increasing salaries, healthcare costs and retirement contributions.
- With regard to new strategies to address “seamless transitions” and “student acceleration,” the plan indicates: Offer an Integrated Education and Training pathway for ESL students interested in a variety of vocational careers. This will allow students to be concurrently enrolled in ESL and provide transitions into CTE programs.

F. Coordination with the National Farmworker Jobs Program: No WIOA Section 167 grantee programs operate within the Foothill local workforce area.

G. Recognizing and Replicating Best Practices:

Foothill WDB's current four-year plan states: *The Foothill workforce area is home to a large and diverse immigrant population. AJCC staff indicates that, as referrals are made from the centers to the ESL providers, students may be put on waiting lists. Another drawback for many of the classes offered by our public education partners is that their programs run on a semester or trimester schedule. While there are some community-based English language resources in the area, the number of courses and availability of training falls far short of need, as it does in other sub-regions of the Los Angeles Basin RPU. Foothill WDB recognizes that many residents of the local workforce area need to improve their English proficiency to be eligible for employment opportunities that will provide a middle class income. The Los Angeles Basin Regional Plan states that the workforce system must work closely with education and community partners to devise effective strategies to recruit and serve English language learners, who represent a vital and necessary resource for the regional economy. At the local level, Foothill WDB can support these efforts by working with education and community partners to explore alternatives, such as online learning, operating more classes at community-based settings, such as the AJCCs, contextualizing English skills within vocational training, and increasing work-based language skills training, among other strategies.*

Since the time the 4-year plan was published, we have continued to listen to job seekers, businesses and system stakeholders. While the plan focuses on ESL and language skills, we have expanded our vision for effectively serving the immigrant community to include a much broader and diverse array of services that apply a family-centered approach and focuses on the whole person, along with other services, such as those described in this narrative and

in Attachment E. Foothill WDB will continue to assess our effectiveness in meeting needs of the target group and keep working to identify best practices to move immigrants into careers providing a pathway to the middle class.

VI. OTHER MODIFICATIONS TO Foothill WDB 2017-2021 LOCAL PLAN

While not a requirement of the biennial modification, Foothill WDB is taking advantage of the option to address “*other factors affecting the implementation*” of our local plan. Specifically, the narrative that follows addresses progress on the goals established in our current four-year plan; and includes themes that have emerged through our engagement process that add depth to current goals and suggest opportunities to expand upon them.

Progress on 2017-2021 Local Plan Goals: Following is a summary of the thirteen (13) goals in two categories that Foothill WDB established in our 2017-2021 Local Plan. Local Area Operations and Service Delivery Goals: 1. Expand on Foothill WDB’s Baldrige certification process by developing/securing more continuous quality improvement-related training for the entire workforce system partnership; 2. Working with business and education partners, implement incumbent worker training programs; 3. Research opportunities to increase funding and other resources for at-risk youth, including disconnected youth and young adults; 4. Working with education partners and other stakeholders, research opportunities to increase funding and other resources for English language learners; 5. Working with education partners and other stakeholders, explore options and develop strategies for alternative methods of delivering English language skills training; and; 6. Working with DOR and other stakeholders, identify and secure additional resources to increase accessibility and inclusiveness of AJCC services for person with disabilities. Goals Pertaining to Regional Coordination and Planning: 1. Participate in planning a structure for the Los Angeles Basin RPU “WDB Partnership;” 2. Strengthen coordination with regional economic development initiatives; 3. Identify models to better address to the needs of disconnected youth; 4. Support regional efforts to engage businesses in discussions on industry-valued and recognized credentials; 5. Support regional efforts at engaging industry in discussions on regional sector pathway programs; 6. Provide support to develop regional sector pathway programs; 7. Participate in regional efforts to improve data sharing.

Foothill WDB has made notable progress on several of the goals which are focused on target populations that face specific challenges to employment. Our recent discussions with DOR and the disability services network will nearly certainly result in an active role for the Foothill WDB in increasing opportunities for individuals with ID/DD to secure CIE. In addition, on-going dialog with the community colleges and adult education have resulted in more flexible program models being piloted and expanded to meet the needs of English Language Learners. With regard to goals concerning regional coordination and planning, on behalf of the L.A. Basin RPU, the Foothill Workforce Development Board has led efforts to engage WDB Chairs and Executive Committee members from local boards throughout the region in discussions to determine benefits of their conducting joint planning and strategy development. Foothill WDB has also joined all other boards in the region in examining benefits of the L.A. P3 model for reengaging disconnected youth with school and work. Finally, the local workforce system continues to build partnerships with employers representing jobs in key sectors prioritized by the region.

Emerging Themes Related to Local Goals and Priorities

Dialog with local stakeholders (including core and one-stop partners, new partners tied to priority populations addressed in this modification, businesses, and organizations new to workforce system collaboration) provided content for much of the modification. In addition, over the course of these discussions, a number of themes emerged that suggest our goals are still valid and that some should even be expanded on. Among these themes are:

Serving Job Seekers with Multiple Barriers to Employment: The present high employment economy means that the majority of job seekers left unemployed are individuals with substantial and/or multiple barriers to employment. Foothill WDB and the full range of workforce system partners must work intensively and individually with these job seekers to accurately assess their service needs and to assemble all workforce and support services they will need to qualify for and retain employment.

Leveraging the Talents and Resources of Businesses to Provide Training: Foothill WDB continues to increase the use of various work-based learning models and aims to expand on-the-job training, paid work experience, transitional employment, and apprenticeships, along with customized programs for incumbent workers. Such programs produce high rates of hires and good job retention, as businesses that have invested in training workers feel more connected to them.

Greater Emphasis on Skills Development: The partners noted that the current economy may provide one of the best opportunities ever for inexperienced and low skilled individuals to be hired, as there are so few candidates for

businesses to choose from. Still stakeholders point out that these individuals will not succeed in the long run unless we help them develop skills necessary to retain employment once the labor market slows. Partners stressed the importance of soft skills; job readiness skills; digital literacy and technology skills; and job-specific “hard skills.”

ATTACHMENT A

SUPPLEMENTAL NARRATIVE

STAKEHOLDER AND COMMUNITY OUTREACH AND INVOLVEMENT IN THE TWO-YEAR REVIEW OF THE LOCAL PLAN

Foothill WDB initiated a process for the biennial review and modification of our local plan that involved not only management and staff of our agency, but a wide range of workforce system partners, local stakeholders and representatives of the communities that we serve. The content of Foothill WDB’s Local Plan Modification has been significantly influenced by organizations and individuals that are committed to developing and maintaining a well prepared and capable workforce.

1. Overall Strategy for Community Outreach and Stakeholder Engagement to Support Modification of the Local Plan

The primary method of obtaining community and stakeholder input on the Local Plan Modification was to invite participation in a series of five public forums. Four of the forums were focused on the principal partnerships and populations to be addressed by the Plan Modification and the fifth was a general community forum, during which participants were asked to share ideas and recommendations on priorities that should shape workforce development service delivery in the communities served by Foothill WDB.

At the opening of each forum, participants were informed of the session’s objectives, which were:

- To give stakeholders and the community the opportunity to weigh in on the needs of the target group being discussed;
- To learn from providers, stakeholders and customers about best practices in meeting service needs;
- To identify gaps in services; and
- To hear recommendations for improving the content, availability and quality of services for the target group under consideration.

A. Approach to Conducting Population/Partnership-Specific Input Sessions:

For each of the five (5) forums, an agenda was published in advance to inform stakeholders and members of the community what, specifically, would be discussed. The sessions were, generally, scheduled for two hours. The forums addressed the following topics:

1. Collaborating with CalFresh Employment and Training Programs
2. Improving Services to Individuals with Disabilities through Competitive Integrated Employment
3. Improving Coordination and Collaboration among Stakeholders to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees
4. Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
5. Community Forum on Local Workforce Planning

The general community forum was held after regular work hours to enable members of the community to participate.

B. Use of an Experienced Facilitator to Guide and Support Discussion

To promote neutrality and encourage open input during the forums, Foothill WDB engaged David Shinder to serve as facilitator. David has more than 35 years of experience in the field of workforce development and has facilitated hundreds of forums and planning sessions in his career. He has extensive previous experience working with Foothill WDB and consulted with the Foothill WDB on the development of our current 4-year plan.

C. Capturing Community and Stakeholder Input:

To promote contribution to the planning process by a wide range of organizations and points of view, Foothill WDB used several methods to inform stakeholders and the community about the forums. These included:

- Direct email to partners and a broad array of stakeholders, including organizations listed in the State Board's Directory of Planning Partners
- Posting of meeting notices in the AJCCs
- Posting of the agenda and meeting notices on the Foothill WDB website
- Posting of meeting announcements on the State Board's website (following e-mail notification to designated State Board staff)

Some of the forums were audio recorded and the recordings were used as the basis for developing summary notes for each forum. Meeting notes are attached as exhibits to this Plan Modification.

D. Harnessing Intelligence From On-Going Stakeholder Engagement

The forums held as part of the process to modify and update Foothill WDB's 2017-2021 Local Plan represent just a small part of the many ways in which the local board gathers stakeholder input on an on-going basis. Examples of other stakeholder engagement activities include: meetings of the one-stop partners; cross training among the partners; participation in planning

activities of system stakeholders; meetings among the seven boards that comprise the L.A. Basin R.P.U.; and discussions during meetings of the Foothill Workforce Development Board.

E. Strengthening Communities of Support around Key Populations and Partnerships

The forums held as part of the process to update and modify the Local Plan produced the ancillary benefit of fostering extensive dialog (both during the sessions and in the weeks that have followed) and support around priority populations and issues. While the Foothill WDB regularly brings together the mandated partners in meetings to discuss the one-stop system, the forums have served to foster and/or strengthen partnerships on specific issues. These gatherings have included stakeholders that have not worked with one another in the past and created not only the opportunity to network, but to discuss strategies for better serving key target populations.

2. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Foothill WDB's New Partnership with CalFresh

A community and stakeholder forum on the CalFresh Employment and Training Program was held at the Foothill WDB office in Pasadena on December 3, 2018 from 10:00 a.m. until 12:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided, and which organizations are providing them?
- What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?
- What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
- Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

- A. Outreach Activities:** On October 29, 2018, a notice regarding the forum was placed on the Foothill WDB website. A printed notice was posted at the Foothill Employment and Training Connection One-Stop Center.
- B. Efforts to Engage Required CalFresh Partners:** Starting on November 7, 2018, direct emails were sent to CalFresh stakeholders, including those on the State Directory.
- C. Communication with the State Board regarding CalFresh Forum:** On October 29, 2018, email notification about the forum was sent to the designated contact persons at the State Board.
- D. Documentation of Efforts:** Attached are the following items that document outreach and engagement efforts on this topic.
 - Exhibit A-2-a: Sample flyers and promotional Information
 - Exhibit A-2-b: Sample outreach-related email communication
 - Exhibit A-2-c: List of individuals and organizations invited to participate in forum
 - Exhibit A-2-d: List of individuals that participated in forum, included their contact information
 - Exhibit A-2-e: Sign-in sheet(s) for forum
 - Exhibit A-2-f: Documentation of notification on forum to State Board
 - Exhibit A-2-g: Forum agenda
 - Exhibit A-2-h: Forum presentation (PowerPoint)
 - Exhibit A-2-i: Meeting notes summarizing the content of forum discussions

3. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Foothill WDB’s New Partnership with Los Angeles County Child Support Services

A community and stakeholder forum on Partnership with Child Support to Serve Non-Custodial Parents was held at Jake’s Road House in Monrovia on December 4, 2018 from 2:00 p.m. until 4:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group’s consideration:

- What barriers to employment are most common among targeted NCPs?
- What are NCPs’ service needs (particularly with regard to job skills and employment) and what services are currently available?
- What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?

- Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
- What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- How can local organizations work better to ensure positive employment and career outcomes for NCPs?

A. Outreach Activities: On October 29, 2018, a notice regarding the forum was placed on the Foothill WDB website. A printed notice was posted at the Foothill Employment and Training Connection One-Stop Center.

B. Efforts to Engage Required Child Support/Non-Custodial Parent Partners: Starting on November 7, 2018, direct emails were sent to Child Support Program/NCP stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Child Support/Non-Custodial Parent Forum: On October 29, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-3-a: Sample flyers and promotional information
- Exhibit A-3-b: Sample outreach-related email communication
- Exhibit A-3-c: List of individuals and organizations invited to participate in forum
- Exhibit A-3-d: List of individuals that participated in forum, included their contact information
- Exhibit A-3-e: Sign-in sheet(s) for forum
- Exhibit A-3-f: Documentation of notification on forum to State Board
- Exhibit A-3-g: Forum agenda
- Exhibit A-3-h: Forum presentation (PowerPoint)
- Exhibit A-3-i: Meeting notes summarizing the content of forum discussions

4. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Foothill WDB's New and Enhanced Partnerships with Competitive Integrated Employment Initiative Partners

A community and stakeholder forum on Improving Services to Individuals with Disabilities through Competitive Integrated Employment was held at the Foothill WDB office in Pasadena on September 26, 2018 from 10:00 a.m. until 12:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
- Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?
- Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?
- Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

A. Outreach Activities: On September 06, 2018, a notice regarding the forum was placed on the Foothill WDB website. A printed notice was posted at the Foothill Employment and Training Connection One-Stop Center.

B. Efforts to Engage Competitive Integrated Employment Partners and Key Stakeholders: Starting on September 17, 2018, direct emails were sent to the CIE partners and disability services stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Competitive Integrated Employment Forum: On September 17, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-4-a: Sample flyers and promotional Information
- Exhibit A-4-b: Sample outreach-related email communication
- Exhibit A-4-c: List of individuals and organizations invited to participate in forum
- Exhibit A-4-d: List of individuals that participated in forum, included their contact information
- Exhibit A-4-e: Sign-in sheet(s) for forum
- Exhibit A-4-f: Documentation of notification on forum to State Board

- Exhibit A-4-g: Forum agenda
- Exhibit A-4-h: Forum presentation (PowerPoint)
- Exhibit A-4-i: Meeting notes summarizing the content of forum discussions

5. **Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Foothill WDB's New and Enhanced Partnerships with Organizations Serving English Language Learners, Foreign Born Individuals and Refugees**

A community and stakeholder forum on Improving Services for English Language Learners, Foreign Born Individuals and Refugees was held at the Monrovia Public Library in Monrovia on October 11, 2018 from 10:00 a.m. to 12:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- What are the needs of individuals in this category?
- What are the principal barriers to employment faced by these individuals?
- What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
- What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
- What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
- Where do gaps in services exist for this target population and what can we do to bridge these gaps?

A. Outreach Activities: On September 20, 2018, a notice regarding the forum was placed on the Foothill WDB website. A printed notice was posted at the Foothill Employment and Training Connection One-Stop Center.

B. Efforts to Engage Partners and Key Stakeholders in Improving Services to English Language Learners, Foreign Born Individuals and Refugees: **Starting** on September 20, 2018, direct emails were sent to ELL and immigrant stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Forum on English Language Learners, Foreign Born Individuals and Refugees: On September 25, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-5-a: Sample flyers and promotional information

- Exhibit A-5-b: Sample outreach-related email communication
- Exhibit A-5-c: List of individuals and organizations invited to participate in forum
- Exhibit A-5-d: List of individuals that participated in forum, included their contact information
- Exhibit A-5-e: Sign-in sheet(s) for forum
- Exhibit A-5-f: Documentation of notification on forum to State Board
- Exhibit A-5-g: Forum agenda
- Exhibit A-5-h: Forum presentation (PowerPoint)
- Exhibit A-5-i: Meeting notes summarizing the content of forum discussions

6. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Foothill WDB's Overall Approach to Workforce Programming and Planning through a General Community Forum

A general community forum on Local Workforce Planning was held at the City of Duarte Community Center on November 28, 2018 from 5:00 p.m. until 6:30 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- What services and support do job seekers need to help prepare for and find work?
- What types of training are most needed in the area?
- Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
- Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?
- If you were writing the local workforce plan, what would your priorities be and why?

A. Outreach Activities: On September 20, 2018, a notice regarding the forum was placed on the Foothill WDB website. A printed notice was posted at the Foothill Employment and Training Connection One-Stop Center.

B. Efforts to Engage Partners and Key Stakeholders in Providing Input on General Workforce System Planning: On September 20, 2018, direct emails were sent to stakeholders, including those on the State Directory.

C. Communication with the State Board regarding General Community Forum on Workforce System Planning: On September 25, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. *Documentation of Efforts:* Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-6-a: Sample flyers and promotional Information
- Exhibit A-6-b: Sample outreach-related email communication
- Exhibit A-6-c: List of individuals and organizations invited to participate in forum
- Exhibit A-6-d: List of individuals that participated in forum, included their contact information
- Exhibit A-6-e: Sign-in sheet(s) for forum
- Exhibit A-6-f: Documentation of notification on forum to State Board
- Exhibit A-6-g: Forum agenda
- Exhibit A-6-h: Forum presentation (PowerPoint)
- Exhibit A-6-i: Meeting notes summarizing the content of forum discussions

7. Publication of Draft for Public Comment

On February 13, 2019, the Foothill WDB opened a public comment period on the Local Plan Modification that concluded on March 11, 2019.

A. *Notice on the Availability of the Draft Plan for Public Review and Comment:* On February 13, 2019, Foothill WDB placed a notice on the Foothill Workforce Development Website, informing the community of the public comment period and the availability of the plan electronically on the WDB's web site or in print at the offices of the Foothill WDB. The information was also announced through social media channels and placed in the Foothill Employment and Training Connection lobby.

Email notices about the availability of the draft were also sent to all stakeholders invited to participate in the community forums. In addition, notification on the public comment process was emailed to the designated State Board contacts.

B. *Opportunities and Mechanisms for Public Comment:* To ensure that comments to the plan are captured accurately, the WDB requested that all comments be made in writing. Written comments could be submitted by email to comments@fwdbworks.org or in print by mail or hand delivery to the Foothill WDB office at 1207 Green Street, Pasadena, CA 91106. Attn: Annette Kelly-Whittle.

C. *Results of Public Comment:* At the conclusion of the public comment period, a total of # comments were received. Based on these comments, the following adjustments were made to the draft Local Plan Modification:

- x

Number comments expressed disagreement with the Local Plan Modification. These comments are incorporated into Attachment F.

D. *Documentation of Efforts:* The following items document the public comment process:

- Exhibit A-7-a: Copy of notice
- Exhibit A-7-b: Sample Email Message to Stakeholders
- Exhibit A-7-c: List of Stakeholders to Whom Message Were Sent
- Exhibit A-7-d: Email Message Notifying State Board Contacts

SUPPLEMENTAL NARRATIVE

CALFRESH PARTICIPANTS – BACKGROUND AND ASESSSMENT OF NEED

The information below supplements content provided in Section II of the principal narrative.

1. ***Overview of the Size and Characteristics of the Total CalFresh Recipient Population***
2. ***Overview of the Size and Characteristics of CalFresh E&T Participant Population***

In 2018, there were a total of approximately 1.1 million CalFresh participants in Los Angeles County. DPSS has provided the following information specific to CalFresh E&T program participants in Foothill WDB cities that were served in the most recent completed fiscal year.

Total	4012
Female	1598
Male	2414
Ages 18-24	539
Ages 25-34	1074
Ages 35-44	892
Ages 45-54	961
Ages 55-59	546
Homeless	1068
Spoken Language – English	3740
Spoken Language – Non-English	272
Written Language – English	3765
Written Language – Non-English	247
Formerly Incarcerated	137

3. ***Types of Workforce Services Needed by the Target Population***

The tremendous diversity of the CalFresh population makes it difficult to generalize about the workforce services they need. However, stakeholders engaged in the planning process provided many examples of services that segments of the target group likely need. These fall, generally, into four broad categories: basic education and remediation; job/technical skills training; supportive services to enable training; and motivation and personal development. In the first category, literacy and numeracy skills, GED/high school equivalency and English-as-a-Second Language (ESL) were all identified by stakeholders as needed workforce services. With regard to job skills, the partners stressed the importance of training that pays a living wage. Stakeholders also cited the need for good assessments, career exploration, job readiness skills training, soft skills, career planning services and a

focus on helping customers earn stackable credentials. Access to career pathway programs and entrepreneurship skills training also ranked high among needs that stakeholders identified. In the supportive service category, stakeholders highlighted the need for stable housing, transportation and childcare services, along with work-related clothes/uniforms, tools and supplies. In the last category, stakeholders emphasized the importance of providing training, services and support that will motivate and inspire clients. This may include exercises in goal setting, a positive mindset and counseling support.

4. *Employment Barriers Experienced by the Target Population and Resources Available to Address Barriers*

Again, the diversity of the population suggests that virtually every type of employment barrier would be experienced by some portion of the CalFresh population. However, during the stakeholder engagement process, representatives from DPSS, education, the WDB , AJCCs, and other stakeholder organizations and programs identified the following as significant barriers affecting the CalFresh population: generational and chronic poverty; lack of educational attainment and insufficient job skills; lack of information about programs and services; language barriers; involvement with the justice system; disabilities; mental health issues; cultural barriers; lack of access to technology; childcare; and transportation. The organizations listed in the following responses provide the education, training and support services required to address and minimize or eradicate these barriers.

5. *Collaboration between the Foothill WDB and DPSS*

The partnership between Foothill WDB and DPSS is well-established. An MOU has been executed between the Foothill WDB and DPSS. Referrals of CalWORKS participants to WIOA services occur on a regular basis and co-enrollments are not uncommon. The partners acknowledge that replicating CalWORKS referral processes for CalFresh individuals would increase participation rates for the target group.

Other organizations that collaborate with DPSS/CalFresh, Foothill WDB and its comprehensive and affiliate AJCCs include: Pasadena City College; Citrus College; adult education providers; various local education agencies; the one-stop partners; and dozens of local CBOs.

6. *Quality and Level of Intensity of Partner Services*

As described throughout the principal narrative, DPSS and the stakeholders agree that the CalFresh population is extremely diverse and participants in the program are served by the broadest possible range of public, non-profit and faith-based agencies in and around the Foothill local workforce area. Most organizations serving CalFresh individuals do not use CalFresh enrollment status as a basis for

eligibility/participation and do not record this data. Some programs and providers do collect information regarding their participants' CalFresh status. For example, in PY 2017-2018, Foothill WDB served a total of 107 CalFresh participants in our WIOA Title I formula-funded programs.

While a wide range of workforce services are available to CalFresh recipients and many of these individuals participate in AJCC and workforce system services, the stakeholders agree that efforts to refer CalFresh individuals to workforce services can be improved. Adoption of a CalFresh-specific process for DPSS referrals to the AJCCs will support this effort.

7. *Information Sharing among Partners*

MOUs developed among the one-stop partners describe a referral process and provide for the sharing of service information between organizations assisting the same customer, when the customer provides authorization. Such information may include results of skills assessments or other evaluation of training and workforce service needs. As with all public programs, confidentiality laws prevail with regard to sharing customer-identifying data.

SUPPLEMENTAL NARRATIVE

UNEMPLOYED, UNDEREMPLOYED AND PAYMENT DELINQUENT NON-CUSTODIAL PARENTS – BACKGROUND AND ASSESSMENT OF NEED

The information below supplements content provided in Section II of the principal narrative.

1. **Areas of High Concentration**
2. **Percentage of Noncustodial Parents Who Are Unemployed**
3. **Percentage of Noncustodial Parents Who Are Ex-Offenders**
4. **Other Demographic Information**

Los Angeles County Child Support Services Department (CSSD) provided the following information. There are 112,301 non-custodial parents in the County, with 8,238 residing in the Foothill workforce development area. Men represent 91.4% of the population, where women represent only 7.9%. In terms of race and ethnicity, the majority are Hispanic (54.9%), though African Americans represent a disproportionate 24.4%, compared with the 9.0% they represent in the overall population of the region.

DATA OVERVIEW OF L.A. COUNTY CHILD SUPPORT PROGRAM PARTICIPANTS ¹					
Gender	Count	LWDA	Count	Justice-Involved	Count
Female	8,893	Foothill	2,392	INC	12,184
Male	102,640	LA County	48,182	(blank)	100,117
Null	459	Los Angeles	39,061	Grand Total	112,301
Other	4	Pacific Gateway	7,379		
Unknown	305	SELACO	5,553	Active Employers	Count
Grand Total	112,301	South	8,238	0	49,449
		Verdugo	1,496	1+	62,852
Race/Ethnicity²	Count	Grand Total	112,301	Grand Total	112,301
African	178				
Alaska Native/Native American	11				
Alaskan Native	2	Age	Count of Age		
Armenian	160	17-24	2,386		
Asian Indian	61	25-34	28,832		
Asian	527	35-44	40,267		
White	6,842	45-54	26,728		
Black	27,383	55-64	11,219		
Cambodian	218	65+	2,774		
Chinese	199	NULL	92		
Filipino	795	(blank)	3		
Guamanian	20	Grand Total	112,301		
Hawaiian	53				
Hispanic	61,698				
Japanese	64				
Korean	111				
Laotian	15				

¹ Per CSSD, data is self-reported by client

² CSSD reports clients are asked about their race/ethnicity. The categories in chart reflect are clients self-report their race or report the race of the other parent on application documents. Prison indicator is all-encompassing “re-entry” categories, but again self-reported

Multi-Racial	747					
Native American	129					
No Race Given	1,014					
Null	9,531					
Other	694					
Pacific Islander	106					
Samoan	168					
Unknown	1,407					
Vietnamese	168					
Grand Total	112,301					

CSSD did not provide data indicating which of the cities represented by Foothill WDB have the highest concentration of Child Support program participants.

5. *Types of Services Needed by the Targeted Population*

As described in the principal narrative, those identified as unemployed, underemployed and payment delinquent NCPs have diverse backgrounds and circumstances. Therefore, the services they require would include those that are most needed by the full range of job seekers that utilize the workforce system’s services. These include good information about WIOA and other workforce services and the benefits they offer; access to and support with labor market analysis and career exploration; development of service plans and career planning support; information on and referrals to training programs; short-term training leading to credential attainment that will qualify the NCP for a job paying good wages; service navigator support; assistance in accessing supportive services; individualized guidance and counseling; job placement assistance; and access to the various CCSD “incentives” described in the principal narrative. The relative importance of each service will vary from participant to participant, depending on individual background and circumstances.

CSSD has agreed to participate in a Podcast hosted by Foothill WDB to provide the community general information about the County’s Child Support Program and about the features and benefits of new workforce-child support with Foothill WDB and others local boards in the LA Basin RPU.

6. *Services Currently Being Provided and How the Workforce-Child Support Partnership Will Modify Types and Quantity of Services Provided*

As stated in the principal narrative, currently, there is no structured approach to recruiting or providing workforce services to the NCP target groups. Therefore, the new workforce-child support partnership described in this Local Plan Modification and the associated MOU will drastically increase the number of individuals served and the workforce and support services available to them from the workforce system partners.

7. *Barriers Experienced by Child Support Program Participants and Resources to Address Barriers*

As stated above, there is no specific set of barriers faced by targeted NCPs, as they come from diverse backgrounds and have a wide range of challenges. Each individual will be assessed as to his/her unique circumstances and as barriers are identified, so too will resources to address them. For example, individuals with disabilities may be referred to DOR representatives for additional assessment and access to unique support services, such as assistive technology or help with other workplace accommodations. Formerly incarcerated individuals will be connected to network of “P2E” providers described in the L.A. Basin RPU’s Regional Plan Modification. Individuals with basic skills deficits will be referred to local adult education agencies or other partners, and participants lacking work skills may be referred to classroom or work-based programs where they can acquire such skills.

8. *Planned Information Sharing to Evaluate Need*

Based on the anticipated learning curve for all parties, Foothill WDB has requested that CSSD representatives provide basic training for AJCC staff so they become equipped to work with the targeted NCP population and are able to provide more accurate information to customers about the Child Support Program. In addition, the stakeholders have discussed creating a countywide community of practice, as most staff working at AJCCs and for local boards throughout L.A. County will be anxious to share information and dialog with their colleagues about early challenges and successes in the workforce-child support partnerships.

The MOU to be developed between the Foothill WDB and CSSD will spell out confidentiality requirements associated with the administration of Child Support Title IV-D Programs. Child Support representatives acknowledge that provisions of California’s Family Code prohibit the agency’s providing information about CSSD customers to outside programs other than the County Department of Public Social Services. Therefore, the partners will implement a process, whereby, once participants sign an NCP Consent and Release Agreement, Child Support Services and AJCC representatives can exchange information (within guidelines) about participant needs, services and outcomes, including employment resulting from participation.

SUPPLEMENTAL NARRATIVE
ENGAGEMENT WITH THE LOCAL
COMPETITIVE INTEGRATED EMPLOYMENT PARTNERS

The information below supplements content provided in Section III of the principal narrative.

1. Engagement with Local Partners to Increase Competitive Integrated Employment for Jobseekers with Intellectual or Developmental Disabilities

During the course of reviewing and modifying our 2017-2021 Local Plan and as a result of our community and stakeholder engagement process, Foothill WDB and partners within the local workforce system have developed a clear understanding of the goals set at the state level by the State Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the State Department of Education (DOE) in connection with their agreement to increase competitive integrated employment (CIE) opportunities for individuals with intellectual or developmental disabilities (ID/DD). We became familiar with the CIE Blueprint and with the guidance the state agencies have provided to their local counterparts with regard to the development of Local Partnership Agreements (LPAs) to support the expanded use of CIE throughout California. Foothill WDB is prepared to support the LPA in any way that the core partners deem beneficial to the goals of CIE expansion.

As described in the principal narrative, pursuant to State guidelines, Foothill WDB convened stakeholders from the disability services community as part of the process to modify and update the Local Plan. Among those participating in this discussion were the LPA core partners. As indicated, at the time of this convening, the core partners had not initiated discussion about developing an LPA specific to the Foothill area. However, all of the regional centers, the DOR district office, and several education agencies had been involved in discussions about the LPAs serving adjacent communities. At the time of Foothill WDB's forum on this topic (held on September 26, 2018), it was also unclear as to which local education agencies would become parties to the Foothill area LPA. Several weeks following the forum, Foothill WDB representatives were informed that preliminary discussions on a Foothill LPA had taken place and that the first LPA development meeting had been scheduled for late February 2019. Even without the LPA in place, the forum provided the opportunity for stakeholders to begin a dialog about the overarching objectives of the CIE initiative and the role the local workforce system could play in developing CIE options for individuals with ID/DD. A wide range of community agencies and workforce systems partners, all of which are presumed stakeholders in the LPA, also attended the forum. Those in attendance agreed that increased participation from the WDB and the AJCCs could bring valuable resources to the partners' efforts to increase the use of CIE.

AJCC staff already collaborates with the LPA partners to varying degrees. Presently, the relationship with DOR is strong and the partners cite numerous examples of collaboration,

co-enrollment, joint case management and other efforts by the workforce system and DOR to serve individuals with disabilities. DOR, Pasadena City College, Pasadena Unified School District, the regional centers and others describe active and productive collaboration. DOR staff visits the comprehensive AJCC on a regular basis and meets with clients. As stated, linkages between the WDB/AJCCs and the regional centers are not as well established. The workforce system has relatively little experience working with individuals with ID/DD, which is the group principally served by California’s regional centers. The CIE initiative provides the impetus for change in this area. The WDB and the LPA partners agree that the workforce system’s extensive connections within the business community will be extremely valuable to the LPA partners in their efforts to expand CIE for the target population.

The Foothill WDB will work with the LPA partners to develop and implement a plan for the AJCCs’ support of CIE expansion. Assuming the LPA is executed, this plan will be finalized no later than July 1, 2019.

2. Competitive Integrated Employment Partners

The parties developing the LPA are reported³ to be the following:

DOR District Office	Van Nuys/Foothill District Office – Pasadena Branch
Regional Center	Eastern Los Angeles Regional Center, Lanterman Regional Center and San Gabriel Pomona Regional Center
Local Education Agencies (core partners)	Arcadia Unified School District; Duarte Unified School District; Monrovia Unified School District; Pasadena Unified School District; South Pasadena Unified School District; and Temple City Unified School District

It is anticipated that the LPA, once finalized, will also acknowledge the roles and responsibilities of community partners, such as the Foothill WDB and our AJCCs.

3. Planned Coordination with the CIE Local Planning Agreement Partners

As described throughout the principal narrative and in the preceding responses, Foothill WDB is fully committed to participating as a stakeholder in the efforts of the CIE LPA. We anticipate being actively involved working with DOR, its service providers, the regional centers and local education agencies’ Workability I programs to provide career services to job seekers with ID/DD; supporting DOR in using an assets-based approach to promoting CIE to local businesses through a messaging campaign and direct contacts; and working with DOR and other stakeholders to encourage businesses to take advantage of work-based learning strategies to initially integrate individuals with ID/DD

³ Based on information reported by DOR in December 2018.

into their workforce. Because Foothill WDB has strong connections to a wide range of workforce, education and business services organizations, we are also prepared to leverage the resources these relationships bring to conduct business outreach on behalf of efforts to expand the use of CIE.

As indicated, Foothill WDB is awaiting the following critical messages from the DOR District Office relative to our support for the CIE initiative:

- Assignment of a DOR Liaison/point of contact to connect the workforce system to its community of service providers;
- Information on how DOR, in coordination with its CIE Blueprint partners, DDS and CDE, will provide CIE technical assistance to the local boards, partners, and employers to assist in filling potential knowledge gaps.
- Information on how DOR and State Board executive staff will work collaboratively to ensure that resources are available for disability expertise and cross-training of frontline staff in the AJCCs.

Once the foregoing information is available, Foothill WDB will complete our plan to support the LPA partners in increasing CIE opportunities.

SUPPLEMENTAL NARRATIVE

ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES – BACKGROUND AND ASESSSMENT OF NEED

The information below supplements content provided in Section IV of the principal narrative.

1. **Overview of Target Population Demographics**

The following data for Foothill WDB’s immigrant and ELL population is excerpted from current U.S. Census Bureau estimates.

Arcadia	
City population (est.)	58,799
White Alone percent	28.3%
Black or African American alone, percent	1.4%
American Indian and Alaska Native alone, percent	0.3%
Asian alone, percent	61.5%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	3.4%
Hispanic or Latino, percent	11.7%
White alone, not Hispanic or Latino, percent	22.3%
Foreign born persons, percent (2013-2017)	49.0%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	62.7%

Duarte	
City population (est.)	21,757
White Alone percent	55.8%
Black or African American alone, percent	7.5%
American Indian and Alaska Native alone, percent	0.4%
Asian alone, percent	17.5%
Native Hawaiian and Other Pacific Islander alone, percent	0.1%
Two or More Races, percent	5.6%
Hispanic or Latino, percent	48.9%
White alone, not Hispanic or Latino, percent	24.1%
Foreign born persons, percent (2013-2017)	34.0%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	54.4%

Monrovia	
City population (est.)	37,061
White Alone percent	65.6%
Black or African American alone, percent	5.3%

American Indian and Alaska Native alone, percent	0.6%
Asian alone, percent	14.0%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	4.6%
Hispanic or Latino, percent	41.5%
White alone, not Hispanic or Latino, percent	35.8%
Foreign born persons, percent (2013-2017)	25.9%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	43.1%

Pasadena	
City population (est.)	142,647
White Alone percent	53.9%
Black or African American alone, percent	10.2%
American Indian and Alaska Native alone, percent	0.3%
Asian alone, percent	16.3%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	4.0%
Hispanic or Latino, percent	34.4%
White alone, not Hispanic or Latino, percent	36.5%
Foreign born persons, percent (2013-2017)	30.2%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	45.1%

Sierra Madre	
City population (est.)	11,038
White Alone percent	79.9%
Black or African American alone, percent	1.4%
American Indian and Alaska Native alone, percent	0.3%
Asian alone, percent	11.1%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	4.7%
Hispanic or Latino, percent	16.2%
White alone, not Hispanic or Latino, percent	66.6%
Foreign born persons, percent (2013-2017)	12.8%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	18.6%

South Pasadena	
City population (est.)	25,888
White Alone percent	54.8%
Black or African American alone, percent	3.2%
American Indian and Alaska Native alone, percent	0.2%
Asian alone, percent	29.2%
Native Hawaiian and Other Pacific Islander alone, percent	0.1%
Two or More Races, percent	6.2%
Hispanic or Latino, percent	20.2%
White alone, not Hispanic or Latino, percent	41.9%

Foreign born persons, percent (2013-2017)	27.4%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	37.4%

2. *Barriers to Employment and Specialized Needs of the Target Population*

Among the target populations’ principal barriers to employment identified by systems stakeholders, community-based organizations and workforce staff are: limited English proficiency; low cultural competency; immigration status vulnerabilities; lack of or low literacy in one’s native language; limited knowledge of and access to benefits; sorting through misinformation; difficulty navigating resources; insufficient digital literacy; lack of educational attainment, vocational skills and credentials; confidence; mental health and depression; and lack of access to affordable options for childcare and transportation. For some immigrant and refugee customers, the inability to secure credit for prior learning and educational attainment from another country is a significant barrier to employment.

3. *Identified Gaps in Workforce System Services for the Target Population*

Stakeholders identified the need for: increased ESL capacity; more bilingual services; greater cultural awareness and cultural responsiveness; increased digital literacy; increased focus on acculturation; assistance in navigating American society and government institutions; more information in customers’ native languages; alternative and multiple modalities for ESL and basic literacy instruction; lack of training programs that will prepare trainees to earn family sustaining wages; information on workplace norms and requirements; assistance in assessing the equivalency of foreign diplomas, credentials and degrees; and more vocational training programs. Foothill WDB will continue to engage with workforce system partners and stakeholders to identify strategies to address these gaps.

4. *Outreach and Recruitment Strategies for the Target Population*

Stakeholders recommended that the Foothill WDB and the local workforce system use a multi-faceted approach to recruiting the target population, as it is diverse in English fluency, age, economic status and countries of origin. Most agreed that the wide reach of broadcast media does not constitute the best messaging approach for English language learners, foreign born individuals and refugees. The population is far too diverse to respond to any single broadcast message. Rather, highly recommended strategies include using a combination of social media and grass roots approaches. Stakeholders expressed that using the full range of social media (from Facebook to Instagram) is a cost effective way to reach immigrants of all ages, from all socio-economic backgrounds. Partners suggested that meeting customers in person and within their neighborhoods was also an extremely effective in terms of building trust and getting them to make contact with AJCCs and other workforce system providers.

5. *Coordination and Alignment among Partners in Serving the Target Population*

Principal workforce partners and relationships focused on the serving immigrants and ELL customers are described throughout the modification narrative. These include the Foothill WDB: the AJCCs; and key education partners, including Pasadena City College and Citrus College and adult education programs operated under the consortia. Other important partners in serving the target population are those who provided input during Foothill WDB's community and stakeholder engagement process, including, but not limited to: the San Gabriel Valley Literacy Center; the Pasadena Job Center; and the International Institute of Los Angeles .

SUPPLEMENTAL NARRATIVE

PUBLIC COMMENTS IN DISAGREEMENT WITH LOCAL PLAN

A total of **number (#)** comments were received in response to the publication of a draft of the Foothill WDB’s 2019 Local Plan Modification during an open public comment period. Following are comments in disagreement with the draft plan, listed in the order in which they were received.

1.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

2.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

3.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

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Summary of Community and Stakeholder Forums

<p><i>Collaborating with CalFresh Employment and Training Programs</i> December 3, 2018 10:00 a.m. to 12:00 p.m. Foothill WDB Office 1207 Green Street, Pasadena, CA 91106</p>
<p><i>Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents</i> December 4, 2018 2:00 p.m. to 4:00 p.m. Jake's Road House 622 S. Myrtle Avenue, Monrovia, CA 91016</p>
<p><i>Improving Services to Individuals with Disabilities through Competitive Integrated Employment</i> September 26, 2018 10:00 a.m. to 12:00 p.m. Foothill WDB Office 1207 Green Street, Pasadena, CA 91106</p>
<p><i>Improving Coordination and Collaboration among Stakeholders to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees</i> October 11, 2018 10:00 a.m. to 12:00 p.m. Monrovia Public Library 321 South Myrtle Avenue, Monrovia, CA 91016</p>
<p><i>Community Forum on Local Workforce Planning</i> November 28, 2018 5:00 p.m. to 6:30 p.m. City of Duarte Community Center 1600 Huntington Drive, Duarte, CA 91010</p>

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-2-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs

Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

FOOTHILL WORKFORCE DEVELOPMENT BOARD

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RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395


Eventbrite - Manage Events CalFresh Employment a X + v

https://www.eventbrite.com/e/calfresh-employment-and-training-programs-community-forum-tickets-52543240246#

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ventbrite Search for events Browse Events

is event has ended.




FOOTHILL WORKFORCE DEVELOPMENT BOARD
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Foothill Workforce Development Board
RSVP to Rita Magno
Email: rmagno@foothilletc.org | Phone: 626-584-8399

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DEC 03

CalFresh Employment and Training Programs Community Forum

by Foothill Workforce Development Board

Free

♡

Sales Ended

Details

Description

Please join us in the conversation on how we can better serve individuals that are a part of the CalFresh Programs.

We will discuss:

- CalFresh Employment and Training programs currently available in the

Date And Time

Mon, December 3, 2018
10:00 AM - 12:00 PM PST

[Add to Calendar](#)

www.fwbworks.org/calendar.php

ca's Virtual One LII 20 CFR Chapter V - EI MY BOOK® LIVE™ ☆ Toodledo Y YNAB Panelized Kit Homes ☆ JAN - Job Accommod SharePoint SARA - Login ☆ I-TRAIN: Job Training Projects | Trello

Career and Business Events

Events are color coded: Job Seeker events in orange, Business events in blue.

FWDB Calendar

Today < December 2018 > Print Week Month Agenda

Sun	Mon	Tue	Wed	Thu	Fri	Sat	Dec 1
	25 11am FETC Orientation	26 12pm (Duarte) Ladies Netw	27 9am (Recruitment) 365 Deli 5pm FWDB REGIONAL COMI	28	29 10am Volunteers of America	30	
2	3 10am (Duarte) CalFresh Em	4 8am (South Pasadena) Shop	5 9am EU Orientation 11:30am (Pasadena) Lunche 12pm LAPD Hiring Examinat	6 8am (Arcadia) Community C	7 10am Resume Writing 101	8	
				12 7am (Pasadena) Breakfast C 2pm FWDB Sub-Regional Pl	13	14 10am Job Search 101	15
				19	20	21 10am Interview Skills	22

(Duarte) CalFresh Employment and Training Programs

When Mon, December 3, 2018, 10am - 12pm

Description The Foothill Workforce Development Board invites you to join the discussion. This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members Monday, December 3, 2018 10:00 a.m. - 12:00 p.m. Foothill Employment and Training Agency 1207 E. Green Street Pasadena, CA 91106 CalFresh Employment and Training Programs Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services. RSVP to Rita

[more details](#) [copy to my calendar](#)



Foothill Workforce Development Board 2.0

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Foothill Workforce Development Board 2.0 shared a post. October 29, 2018

FOOTHILL WORKFORCE DEVELOPMENT BOARD

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1207 East Green Street, Pasadena, CA 91106

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December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board

RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-684-8395

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Vertical sidebar containing navigation icons (home, search, etc.) and language options (English, French, Spanish, etc.).

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, November 20, 2018 5:03 PM
Subject: Community Forum Meetings
Attachments: RegSelf Assessment.jpg; RegSelf Assessment.pdf; community flyer3.pdf

The Foothill Workforce Development Board is continuing to hold community forum meetings to solicit feedback from participants, community members, and partner organizations as we work on completing the local and regional plan modifications. The following flyers provide information on the last of the local community forums. We need as much input as possible. Please let me know if you can attend. Also please feel free to share the information with other organizations and individuals that can provide valuable input during this process.



The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 – 2021.

The seven local workforce boards in the LA Basin RPU are coordinating regionally with partners and stakeholders to modify the Regional Plan.

Help us enhance the LA Basin RPU Workforce Development System by providing input for the Regional Coordination and Alignment Self-Assessment.

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:



December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106

RSVP to Rita Magno
rmagno@foothilletc.org
Phone: 626-584-8395

<https://www.eventbrite.com/e/san-gabriel-valley-self-assessment-forum-tickets-52681230980>

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Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Organization	Contact Person
A New Way of Life	Tiffany Johnson
ACCE Institute	Christina Livingston
ACLU Southern California	Hector Villagra
Administration for Community Living (ACL)	Elizabeth Akinola
Advancement Project	
African Communities Public Health Coalition	Senait Admassu
Air Tro, Inc	Robert Helbing
Amada Miyachi America	Tina Carey
Antelope Valley Regional Adult Education Consortium	Steve Radford
Arcadia Unified School District	Katherine Mahoney
Armenian Relief Society Social Service	Talar Aintablian
Asian American Drug Abuse Program Corporate Office	miwat@aadapinc.org
Asian American Drug Abuse Program, Inc.	Mike Watanabe
Asian Americans Advancing Justice	Kathleen Chuman
Asian Americans Advancing Justice	
Asian Pacific Islander Small Business Program	Elaine Pang
Asian Pacific Islanders with Disabilities of California	
Asian Professional Exchange	Ellen Chen
Asian Youth Center	Michelle Freridge
Building Skills Partnership	Aida Cardenas
California Foundation for Independent Living Centers (CFILC)	Christina Mills
California Immigrant Policy Center	Almas Sayeed
Californians United for a Responsible Budget (CURB)	Amber Rose Howard
Cambodian Association of America	Kimthai Kuoch
Catholic Charities of Los Angeles, Inc.	Brenda Thomas
Catholic Charities, Glendale Refugee and Immigrant Services	Moises Carrillo
Catholic Charities-Los Angeles	Steve Lee
CEC Long Beach Reentry	George C. Zoley
Center for Asian Americans United for Self Empowerment (CAUSE)	Adam Hsu
Center for Employment Opportunities	Sarah Glenn-Leistikow
Center for Human Rights and Constitutional Law	Peter A. Schey
Center for the Pacific Asian Family	Debra Suh
Central American Resource Center (CARECEN)	Sharonne Jaimes
Centro Community Hispanic Association, Inc. Centro (CHA)	Jessica Quintana
Chapman House	Timothy Chapman
Chinatown Community for Equitable Development	Frances Huynh
Chinatown Service Center	Rebecca Kwong
CIBA Real Estate	Alfredo Mejia

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Citrus College Adult Education Consortium	John Russell
City of Arcadia	Mayor Pro Tem Sho Tay
City of Duarte	Mayor John Fasana
City of Glendale	Jennifer Hirarmoto
City of Glendale	Jennifer Hiramoto
City of Hope	Denise Banuelos
City of Hope	Patricia Flores
City of Hope	Patricia Flores
City of Los Angeles Workforce Development Board	David Eder
City of Los Angeles Workforce Development Board	Greg Irish
City of Monrovia	Councilmember Larry Spicer
City of Pasadena	Tyron Hampton
City of Sierra Madre	Mayor Rachelle Arizmendi
City of South Pasdadena	Councilmember Rober Joe
Clinica Monseñor Oscar A. Romero	Carlos Vaquerano
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)	Daniel Alva
Communities Actively Living Independent & Free (CALIF)	Yolanda Ramirez
Community Enhancement Services	Carol Gross
Congresswoman Grace Napolitano	Hecto Elizalde
Council of Mexican Federations (COFEM)	Anabella Bastida
County Probation - Los Angeles County - Central Placement	
County Probation - Los Angeles County - Santa Monica Area Office	
County Probation - Los Angeles County - Valencia Sub Office	
County Probation - Los Angeles County - Crenshaw Area Office	
County Probation - Los Angeles County - Downey Headquarters	
County Probation - Los Angeles County - East San Fernando ESF- Valley Office	
County Probation - Los Angeles County - Foothill Area Office	
County Probation - Los Angeles County - Long Beach Area Office	
County Probation - Los Angeles County - Pomona Valley Area Office	
County Probation - Los Angeles County - Riverview Area Office	
Countywide Criminal Justice Coordination Committee	
Delancey Street Foundation	Mimi Silbert
Department of Rehabilitation	Denise McKnight
Department of Rehabilitation	Diana Ling
Department of Rehabilitation	Komal Tejwani
Department of Rehabilitation	Mario Morales
Department of Rehabilitation	Wan-Chun Chang
Department of Rehabilitation	Denise McKnight

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Detour Mentoring Group, Inc.	Eyvette Watson
Disability Community Resource Center (DCRC)	Benita Bruner
Disabled American Veterans	Adam Barnes
Disabled Resources Center, Inc. (DRC)	Dolores Nason
Duarte Unified School District	Jesus Ruiz
Eastern Los Angeles Regional Center	Gloria Wong
Eastern Los Angeles Regional Center - South Pasadena	Gloria Wong
EDD Workforces Services	Cesar Valladares
El Rescate	Salvador Sanabria
Emplment Development Department	Chrstopher Richburg
Episcopal Diocese of Los Angeles Interfaith Refugee & Immigration Service (IRIS)	Hilda Sakisians
Esperanza Services	Evie Romero
Exceptional Minds	Susan Zwerman
Family Resource Library	
Filipino Migrant Center	Nikole Cababa
Filipino-American Service Group, Inc.	Yey Coronel
FocusOut	Tom Selinske
Foothill Autism Alliance	
Foothill Unity Center	Betty McWilliams
For CalFresh County Contact	Sarah Turner
For CalWORKS County Contact	Emily Hering
Frank D. Lanterman Regional Center - Pasadena	Melinda Sullivan
Fred Brown Recovery Services	
Friends Outside	Mary Weaver
Frontier Trail	Brenda Trainor
Frostig School	Dean Conklin
Glendale Community College District Regional Consortium	MaryAnn Pranke
Grandview Foundation, Inc.	Shelly Wood
Guam Communications Network	
Harbor Regional Center	Patricia Del Monico
HealthRight360	
Hillside Education Center	Amy Cousineau
Homeboy Industries	Thomas Vozzo
Homeless Employment Collaborative San Francisco	Michelle Leonard-Bell
Hospitality Training Academy HTA-	Alexandra Weyman
Human Rights First	Michael Breen
Immigration Center for Women and Children	Suzanne McCormick
In2Vision	Beatrice Diaz
Inclusive Education & Community Partnership North LA Office-	Cinthia Vigil

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Independent Living Center of Southern California (ILCSC)	Robert Jeromin
Independent Steps II	Laura Lua
Inside Out Writers	Jay Ellis
International Institute of Los Angeles	Lilian Alba
International Rescue Committee-Glendale	David Miliband
International Rescue Committee-Los Angeles	Martin Zogg
JACL - Pacific Southwest District	Stephanie Nitahara
JVS SoCal Disability Assessment	Robin Moreno
Khmer Girls in Action	Lian Cheun
Korean American Coalition - Los Angeles Chapter	Adam Chong
Korean Churches for Community Development (FACE)	Hyepin IM
Korean Resource Center	Isabel Kang
Koreatown Immigrant Workers Advocates	Alexandra Suh
Koreatown Youth & Community Center	Ernie Yoshikawa
Kutturan Chamoru Foundation	Heidi Chargualaf-Quenga
LA Black Worker Center	Lola Smallwood Cuevas
LA Community Action Network	Steve Diaz
Leadership Education for Asian Pacifics, Inc.	Nancy Yap
Legal Aid Foundation of Los Angeles	Silvia R. Argueta
Liberty Hill Foundation	Shane Murphy Goldsmith
Life After Uncivil Ruthless Act (LAURA)	Adela Barajas
LiNk	Maritza Salinas
Little Tokyo Service Center	Mike Murase
Long Beach Adult Education	Stephanie Lewis
Los Angeles Center for Law and Justice	Matt Stricker
Los Angeles Child Support Services	Steven Golightly
Los Angeles County	Otto Solorzano
Los Angeles County - Centinela Area Office	
Los Angeles County - Day Reporting Center	
Los Angeles County - East Los Angeles ELA- Area Office	
Los Angeles County - Firestone Area Office	
Los Angeles County - Harbor Area Office	
Los Angeles County - Lynwood Regional Justice Center	
Los Angeles County - Rio Hondo Area Office	
Los Angeles County - San Gabriel Valley SGV- Area Office	
Los Angeles County - South Central Area Office	
Los Angeles County Bar Association	
Los Angeles County Office of Education	Dr. Debra Duardo
Los Angeles Mongolian Association	

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Los Angeles Regional Adult Education Consortium	Lanzi Asturias
Los Angeles Regional Reentry Partnership	Troy Vaughn
Los Angeles/Orange County Regional Consortium	Richard Verches
Loyola Immigrant Justice Clinic	Marissa Montes
M&R Professional Services	Sandra Mejia
Managed Career Solutions	Philip Starr
Mexican American Opportunity Foundation	Marissa Montes
Miguel Contreras Foundation	Angelica Martin
Monrovia Adult School	Flint Fertig
Monrovia Unified School District	Jennifer Johnson
Mt. San Antonio Regional Consortium for Adult Education	Ryan Whetstone
National Immigration Law Center	Marielena Hincapié
NECA/IBEW Electrical Training	Jane Templin
North Los Angeles County Regional Center	George Stevens
Office of Samoan Affairs	
Orange County Child Support Services	Steven Eldred
Pacific Asian Consortium in Employment (PACE)	Rachelle Arizmendi
Pacific Clinics	Laura Pancake
Pacific Gateway	Nick Schultz
Parole Office - El Monte & Santa Fe Springs	
Parole Office - El Monte, LA Central, Long Beach, Mid City, Huntington Park GPS & Mid City GPS	
Parole Office - Los Angeles County - Alhambra Area Office	
Parole Office - Pomona, San Gabriel Valley, & San Gabriel Valley GPS	
Parole Office - Compton	
Parole Office Antelope Valley	
PARS Equality Center	Reza Odabae
Partnership for Adult Academic and Career Education	Graciela Vasquez
Pasadena Area Consortium	Robert Bell
Pasadena City College	Salvatrice Cummo
Pasadena City College Disabled Students Program Servics	
Pasadena City College Disabled Students Programs	Rosemary Scott
Pasadena Unified School District	Cerylin Lew
Pasadena Unified School District	Marissa Sarian
Pasadena, San Fernand Valley, & Van Nuys	
Phoenix House — Lake View Terrace	
Phoenix House - Venice Beach Residential and Outpatient Services	
Phoenix House of California, Inc.	
Pilipino Workers' Center	
Plaza Bank	Daniel Lien

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Pomona Economic Opportunity Center	
Proteus, Inc.	
Public Counsel	Margaret Morrow
Rager's Abbey Flooring and Window Covering	Steven Gutierrez
Rio Hondo Region Adult Education Consortium	Eileen Stear
Ritz Vocational	Michelle Yanuzzi
Sadler Healthcare, Inc.	
Safe Refuge	Kathryn Romo
Samoan National Nurses Association	
San Gabriel Regional Center- Arcadia, Duarte, Monrovia, Sierra Madre	Aaron Christian
San Gabriel Valley Economic Partnership	Jeff Allred
San Gabriel/Pomona Regional Center	R. Keith Penman
Santa Clarita Valley Adult Education Consortium	John Makevich
Santa Monica Regional Consortium for Adult Education	Dione Carter
SCAL Region Kaiser Permanente	Carolyn Dallas
Search To Involve Pilipino Americans	
SELACO	Yolanda Castro
Service Center for Independent Life SCIL-	Chelsea Pearson
Sierra Madre Learning Center TOTAL Programs	Sean Surfes
SoCal Gas	Tony Tartaglia
South Asian Network	Nutan Kafle
South Bay Adult Education Consortium El Camino	Jennifer Hutcherson
South Bay Workforce Investment Board	Jan Vogel
South Central Los Angeles Regional Center	Dexter Henderson
South Pasadena Chamber of Commerce	Laurie Wheeler
South Pasadena Unified School District	Dennis Lefevre
Southeast Asian Community Alliance	Sissy Nga Trinh
Southern California Alcohol and Drug Program	jrojas@scadpinc.org
Southern California Resources Services for Independent Living	Rudy Contreras
Southwest Carpenters Training Fund	Matt Dunphy
Special Services for Groups	Hayley Levy
Tarzana Treatment Center Antelope Valley	
Tarzana Treatment Center Lancaster	
Tarzana Treatment Center Long Beach	
Tarzana Treatment Center Long Beach Outpatient Facility	
Tarzana Treatment Center Northridge	
Tarzana Treatment Center Palmdale	
Tarzana Treatment Center Reseda	
Tarzana Treatment Center Tarzana	

Invitation List

Community and Stakeholder Forum on : Collaborating with CalFresh Employment and Training Programs

Teamsters Local Union No. 396	Hector Delgado
Thai Community Development Center	Chancee Martorell
The Anti-Recidivism Coalition	Shaka Senghor
The Arc Los Angeles and Orange Counties	Donna Linley
The Carter Agency	Ron Carter
The Help Group	Heather Humphrey
Tri City Adult Education Consortium	Lynell Wiggins
U.S. Veterans Initiative	Cameron Cook
UAW Local 509	Gene Hurd
UNITE HERE	Donald Taylor
United Cambodian Community	Margaret Lavyn- Tham
United Cambodian Community, Inc.	Sara Pol-Lim
United Farmworkers UFW- Foundation	Diana Tellefson Torres
University of Southern California, Gould School of Law, Immigration Clinic	Niels Frenzen
Valley Village San Fernando Valley	Debra Donovan
Verdugo Workforce Development Board	Judith Velasco
Violence Prevention Coalition of Greater Los Angeles	Daniel Healy
Volunteers of America Los Angeles	Karl Calhoun
Weingart Center Association	Tonja Boykin
Westside Regional Center	Carmine Manicone
YMCA of Metropolitan Los Angeles	



**Community and Stakeholder Forum on:
Collaborating with CalFresh Employment and Training Programs
LIST OF ATTENDEES**

Organization	Name	Phone Number	Email Address
Foothill Workforce Development Board	Julie McElrath	626-796-5626	jmcelrat@foothilletec.org
Foothill Workforce Development Board	Dianne Russell-Carter	626-796-5627	drussell@foothilletec.org
Foothill Workforce Development Board	Annette Kelly-Whittle	626-796-5627	akelly-whittle@foothilletec.org
Foothill Workforce Development Board	Joumana Barakat	626-796-5627	jbarakat@foothilletec.org
Foothill Workforce Development Board	Ricardo Quezada	626-796-5627	rquezada@foothilletec.org
ProPath	Don Nakamoto	310-326-0993	djnakamoto@aol.com
Department of Public Social Services	Julietta Karapetyan	562-908-6036	juliettakarapetyan@dps.lacounty.gov
Employment Development Department	Cassie Jones	626-472-5171	cjones@edd.ca.gov
East San Gabriel Valley ROP	Debi Colunga	626-427-5171	dcolunga@esgvrop.org
Foothill Employment and Training Center	Susanne Ko	626-584-8368	sko@foothilletec.org
Soldier For Life	David Caleb	970-980-6388	david.s.caleb.mil@mail.mil



Community and Stakeholder Forum on: Collaborating with CalFresh Employment and Training Programs

Organization	Name	Phone Number	Email Address	Signature
Department of Rehabilitation	Denise McKnight	626-304-8335		
Department of Social Services	Diana Giannone	562-908-8416	DianaGiannone@dpss.lacounty.gov	
Employment Development Department	Nona Yegiazaryan		AnahitNona.Yegiazaryan@edd.ca.gov	
Employment Development Department	Donna Plank		Donna.Plank@edd.ca.gov	
Foothill Workforce Development Board	Julie McElreath	(626) 796-5627	qw	Julie McElreath
Foothill Workforce Development Board	Dianne Russell-Carter	626-796-5627	drussell@foothilletc.org	D Russell
Foothill Workforce Development Board	Annette Kelly-Whittle	626-796-5627	Annette Kelly-Whittle	Annette Kelly-Whittle
Foothill Workforce Development Board	Joumana Barakat	626-796-5627	jbarakat@foothilletc.org	
Foothill Workforce Development Board	Ricardo Quezada	626-796-5627	rquezada@foothilletc.org	
Los Angeles County Arts Commission	Meia Johnson			
ProPath	Don Nakamoto	310-326-0993		Don Nakamoto
FWDB	Ricardo Quezada	209-584-8396	rquezada@foothilletc.org	
FWDB	J Barakat	626 584 8387	jbarakat@foothilletc.org	



Community and Stakeholder Forum on: Collaborating with CalFresh
Employment and Training Programs

Organization	Name	Phone Number	Email Address	Signature
Social Services Department of Public EDD	Julietta Karapetyan	(562) 908-6036	Julietta.karapetyan@dpss.lacounty.gov	
ESG/VRQA	C. Jones	626 304 7922	Cjones8@edd.ca.gov	
Foothill ETC	Debi Colunga	626 472 5771	dcolunga@esgvrqa.org	
Soldier for Life	Suzanne F.	626-584-8368	SFO@Foothilletc.org	
	David Caleb	970-980-6388	david.j.caleb.mil@mail.mil	

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Monday, October 29, 2018 1:49 PM
To: Bethany.Renfree@cwdb.ca.gov; Michael.Dowdy@cwdb.ca.gov; Rafael.Aguilera@cwdb.ca.gov
Subject: Community Forums
Attachments: community flyer3.pdf; community flyer3.jpg

Here is the meeting schedule for the last three of our local planning community forums. Please let me know if you have any questions. Thank you.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Community and Stakeholder Forum on:
Collaborating with CalFresh
Employment and Training Programs

AGENDA

- I. Call to Order
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of the CalFresh Employment and Training Program
- IV. State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program
- IV. Objectives of the Community and Stakeholder Forum
- V. Consideration of and Discussions on:
 - A. Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
 - B. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
 - C. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?
 - D. What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
 - E. Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?
- VI. Adjournment

Collaborating with CalFresh Employment and Training Programs

Foothill Workforce Development
Board

December 3, 2018

Local Workforce Planning and Biennial Updates

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.



Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees³

What is the CalFresh Employment and Training Program

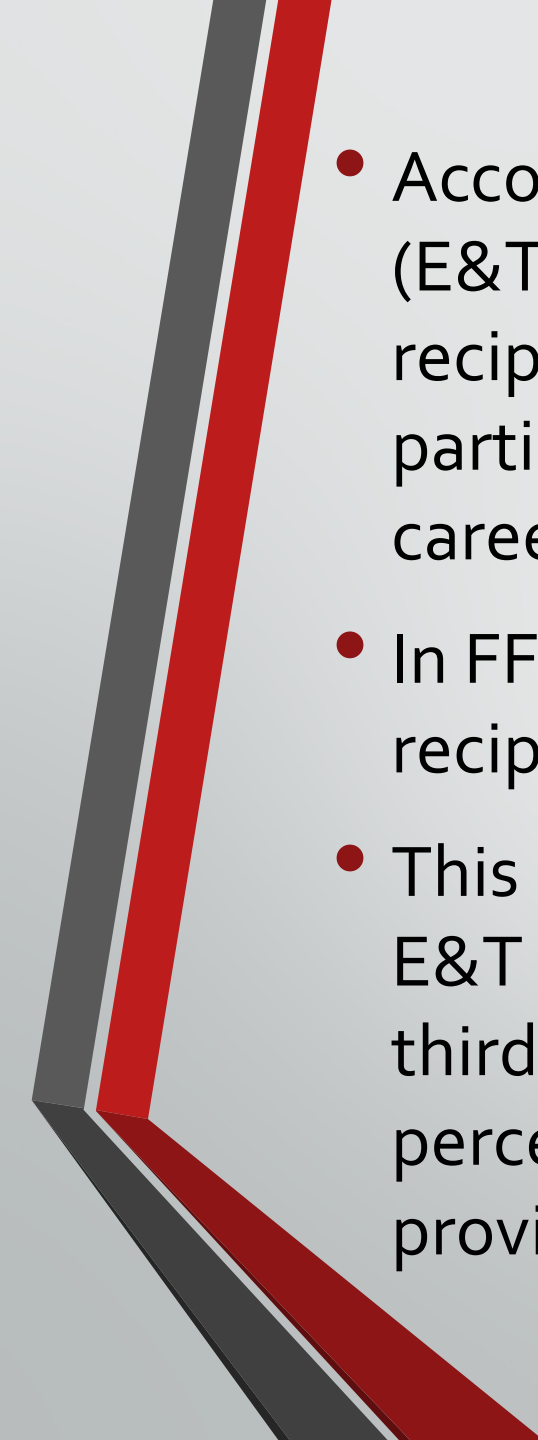
CalFresh is California's version of the federal Supplemental Nutrition Assistance Program (SNAP, formerly known as Food Stamps). It is part of the Nutrition Title of the national Farm Bill.


Under SNAP, Employment and Training (E&T) Programs were created to help food stamp recipients gain skills, training, or experience and increase their ability to obtain regular employment.

CalFresh E&T funds can be used to provide enhanced individualized services to program participants and are a potential food stamp outreach tool for low-income working families.

Overview of Local Plan Guidance on Workforce Partnerships with CalFresh and CalFresh Employment and Training Programs

- The California Workforce Development Board has entered into a formal partnership with the California Department of Social Services, the County Welfare Directors Association, and California Workforce Association with the goal of improving labor market outcomes for all recipients of CalFresh.
- Currently in California, 38 county human services agencies offer CalFresh Employment and Training (CalFresh E&T) program services to CalFresh participants on a voluntary basis.

- 
- According to the California State Employment and Training Plan (E&T Plan), California's CalFresh E&T program helps CalFresh recipients gain skills, training, and work experience that will increase participants' ability to obtain regular employment, advance on a career pathway, and achieve economic self-sufficiency.
 - In FFY 2018, CalFresh E&T expects to serve over 100,000 CalFresh recipients.
 - This growth is supported by a unique funding opportunity. CalFresh E&T providers, including county human services agencies and other third-party partners, are eligible to receive uncapped federal 50 percent reimbursement for costs paid using non-federal funding to provide allowable E&T services to people receiving CalFresh.

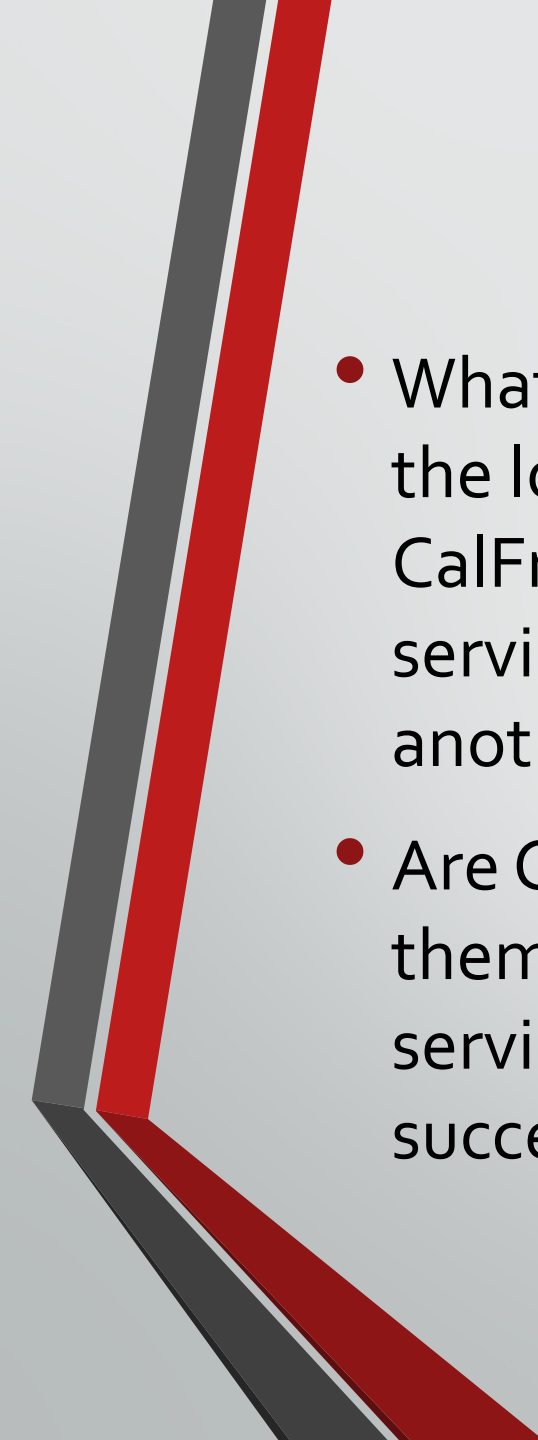
- 
- CalFresh E&T services are delivered by county human services agencies and a variety of other service providers, including CBOs and community colleges.
 - Local Boards are encouraged to contact county human services agencies and invite them to participate in regional planning efforts.

Objectives of this Community Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening partnerships with CalFresh Employment and Training Programs

For Your Consideration/Input

- Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
- What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

- 
- What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
 - Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?



Thanks!

We greatly appreciate your input.



1207 E. Green Street
Pasadena, CA 91106
December 3, 2018 10:00 a.m. to 12:00 p.m.

**Community and Stakeholder Forum on:
CalFresh Employment and Training Programs**

MEETING NOTES

Present: Dianne Russell-Carter, Julie McElrath, Annette Kelly-Whittle, Ricardo Quezada, Don Nakamoto, Joumana Barakat, Julietta Karapetyan, Cassie Jones, Debi Colunga, Susanne Ko, David Caleb, Joumana Barakat

Agenda Items

I. Call to Order

The meeting started at 10:05 with opening remarks by Foothill Workforce Development Board Deputy Director Ricardo Quezada. Mr. Quezada welcomed guests and introduced the forum facilitator David Shinder.

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

Mr. Shinder provided forum attendees with background information on the workforce system and the Workforce Innovation Opportunity Act system. He also provided the group information on the regional and local plan requirements and the process the local workforce areas are undertaking to update the plans. Mr. Shinder educated the group on the new partnerships that were formed at the state level and how the local and regional plans are required to form those same partnerships at the regional and local levels.

III. Overview of the CalFresh Employment and Training Program

Mr. Shinder spoke about the new state workforce partnership with the CalFresh Employment and Training Program. He explained the CalFresh Training Employment program was created to help recipients gain skills and training to obtain regular employment. He spoke about the CalFresh ENT program funds are used to provide individualized services. Mr. Shinder stated that DPSS runs the CalFresh program for the Los Angeles County area. Out of the 58 counties in California 38 have an employment and training program, and it is not a mandatory program. It is also optional for CalFresh participants to participate in the program. Several counties that have not implemented the program have developed partnerships with CalWorks or their local AJCC. However, there is a financial incentive for counties to implement the program if they use nonfederal dollars toward a CalFresh eligible training activity the federal government provides 50% on that dollar as a rebate back to the agency.

IV. State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program

Mr. Shinder told the group that the California Workforce Development Board entered into a formal partnership with the California Department of Social Services and the County Welfare Directors Association. They want to improve labor market outcomes for people on CalFresh. The partnership was formed not just to leverage these CalFresh ENT dollars, but to improve labor market outcomes for all CalFresh recipients no matter where they come from. Mr. Shinder mentioned again that 38 counties have implemented the programs, but we will likely see that number jump in the next few years. CalFresh ENT programs helps CalFresh recipients obtain skills training and work experience that will increase the participants ability to obtain employment and achieve economic self-sufficiency. The CalFresh ENT program expects to serve 100,000 CalFresh recipients, which is a small number compared to the number of individuals that receive benefits. The CalFresh population is very diverse. There are two type of CalFresh ENT scenarios. One is LA County model where DPSS provides the services along with their contractors. In other areas such as Fresno County the community-based organizations are funded to run the program. These organizations bring in nonfederal dollars, so they are eligible for the 50% rebate. The program must be written into the County Welfare plan to get the federal rebate.

IV. Objectives of the Community and Stakeholder Forum

Mr. Shinder explained the objective of this forum is to give stakeholders an opportunity to provide input and weigh in on the needs of this target group, which is extremely diverse. These individuals may be unemployed or underemployed. Mr. Shinder also stated that we also want to learn from the group about best practices, meeting the needs of a diverse population, and identifying what gaps need to be filled. He went over the five questions we are going to discuss.

V. Consideration of and Discussions on:

A. Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

Mr. Shinder asked Julietta Karapetyan from DPSS to provide some information on the program in Los Angeles County. Ms. Karapetyan stated that the program is currently available to CalFresh participants that are receiving General Relief. The agency has employment and training programs such as job search assistance, job club education, and vocational training services. They have contracts with non-profits and other public organizations to provide services. Their goal is to expand the CalFresh ENT program because eventually it will be a mandatory program and the plan is to work with partner agencies to expand the services.

Mr. Don Nakamoto, ProPath Inc., asked whether the program pays for vocational training. Ms. Karapetyan stated that she believes that is done through the contractors.

B. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

Julie McElrath from the Foothill Workforce Development Board stated that interview techniques, soft skills, labor market information, and an occupational assessment is needed for this population.

Dianne Russell-Carter the Executive Director of the Foothill Workforce Development Board stated that career awareness is needed not just for youth but adults also. The labor market is changing so rapidly that individuals need to understand the jobs of the future. Mr. Shinder says that this is an important point and that at one time there was a book of occupations that would be referenced years ago. Now there is an infinite number of jobs. The world of work is changing too rapidly. Jobs go away and new jobs come in. We constantly need to be updating ourselves. Even with the advent of Robotics in the workplace takes away jobs but also creates other jobs.

Debi Colunga, with the East San Gabriel ROP, stated that she feels that financial literacy is needed amongst this population. She added that there are situations in their lives that have led them into dire straits and on the rolls of DPSS. However, once they get a job we need to help them with not living paycheck to paycheck and to save money.

Joumana Barakat from the Foothill Workforce Development Board stated that a lot of individuals in this population do not have stability in their living arrangements. They are couch surfing and homeless. Housing stability is a huge factor in serving this population.

Mr. Quezada stated that assisting them in building their social capital by introducing them to the local employers and so that they can begin to see opportunities that exist in their communities and connect them to pathways to getting them there. Providing workplace opportunities and engaging them like we engage young people. We need to connect adults to the local economy. Possibly by applying the same model that we use with young people to adults, conducting field trips and presentations. The practices we use for young people we can use to really engage adults that are disconnected from the workforce. The other idea Mr. Quezada brought up was presenting the idea of entrepreneurship and develop their business skills. The trend for the younger people is that they are going to be developing their own jobs and we need to also nurture that in adults.

Mr. Shinder stated that at the National Workforce Development Association years ago he presented a workshop on borrowing adult strategies for disconnected youth and he likes Mr. Quezada's idea of using youth strategies for disconnected adults.

Ms. Kelly-Whittle asked Ms. Karapetyan about whether she knew the breakdown of the CalFresh population because she felt that the population could be as diverse as their needs. Ms. Karapetyan responded that it is very diverse and that it can be from single parent to a household of four, students, seniors, and populations with short and long-term disabilities. The eligibility is dependent on their income threshold and citizenship criteria. Mr. Shinder stated that we will receive some data that will give us a better idea on the population from DPSS.

Ms. Colunga stated that she wanted to piggy back on what Mr. Quezada spoke about. She stated that at ROP just finished a four-year pathways program for high school students. She went on to say that there are so many pathways open for adults. However, if they are transitioning out of a job that they had for 10 years how do they take the skills they have and transition into a new pathway? She added that she thinks that we are all very good at that, but we are all working in silos. The other thing that she brought up is that for those of us that have been in workforce for a long time have a different definition of entrepreneurship than what is happening today.

C. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

Ms. Barakat stated that there is a mindset with this population, and they are very dependent on government assistance. She spoke about the ticket to work program and stated that when they tried to assist those individuals with employment, most of them did not have an interest in working. Mr. Shinder stated that he feels that it is a different population than the Ticket to Work population.

Ms. Russell-Carter stated that mental health is important. She went on to say that sometimes individuals that have not worked in a long time have fears that we may think are unreasonable, but they are real for them. Helping them to understand work situations and possibly fear of them making it in a work environment may be issues that have to be dealt with.

Mr. Shinder agreed and talked about an individual at another forum that made a very compelling argument to Ms. Russell-Carter's point that services that help foster a positive, can-do mindset is needed. Mr. Shinder stated he thinks what Ms. Carter is saying is that we need to help them foster positive mental health.

Ms. Kelly-Whittle agreed and spoke about individuals who have lived in chronic poverty for generations. Mindset is one of the biggest barriers in keeping individuals from moving forward. She went on to say that people do not necessarily aspire to achieve the things that we think they should want because it has been a way of life for so long. At times, they just do not know any other way of life. Often individuals associate with individuals that live in their neighborhood that are in the same socioeconomic class as them. There are people who have never stepped out of their neighborhoods. Mr. Shinder asked whether the digital age has changed things somewhat. The group stated no. Ms. Kelly-Whittle stated that she believes people use their phones for very specific reasons but felt individuals are not using their phones to connect to the bigger world.

Ms. Colunga stated that one of the barriers is that people come and go to a group meeting and meet with case managers, but they are alone. She has found that when they take a cohort of students and put them through the rigors of a six-month program, they are more successful because the group synergy keeps them moving.

Ms. Russell-Carter also stated that our plan needs to include the provision and necessity of staff training. Training to help us to deal with the different mentalities and issues that workforce professionals deal with.

Mr. Quezada stated that one of the barriers that is typically seen with populations like this is a lack of access to information, technology, and opportunities. He went on to say that is going to take alignment from all organizations to provide opportunities but being mindful that these individuals have very specific barriers like using phones, apps, and how to communicate to a broader audience.

Mr. Shinder added that Mr. Quezada touched on two of the state goals. The first one talks about access and that we need to be intentional to leave no Californian out of the realm of access to information and services that would enable him or her to achieve their employment goals. The other point is about alignment and that as individual programs we only have so much bandwidth

but when we align our programs and we leverage one another's resources; the increases are exponential.

D. What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

Mr. Nakamoto stated that at the one-stop partners meeting the group discussed that because the labor market is so tight, the education partners are having problems filling their classes and he feels that there is a lot of opportunity for partnership. Ms. Colunga agreed with Mr. Nakamoto and informed the group that they are having the same issue will filling classes.

Ms. Karapetyan stated they are in the process of partnering with schools and this is going to the first time they have entered into contracts with educational providers.

Susanne Ko with Foothill Workforce Development Board spoke about the TSE program which is through a contract with South Bay WIB and DPSS. She was stating that it is a little more difficult population. She mentioned that homelessness has been a big issue. Ms. Ko stated that we need to come up with a plan and strategies for the different sub-populations under CalFresh. There may be youth, homeless individuals, and working parents that require different strategies.

E. Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

Mr. Shinder went over the regional priority sectors in the LA Basin area.

Ms. Barakat stated that she felt we are doing a good job in this area. She spoke about a specific partnership with Flintridge Center and the apprenticeship program in construction where they get an apprenticeship certification and then placed in employment. Mr. Shinder stated that people with no work experience, including formerly incarcerated individuals that have a harder time and greater barriers, can really help these individuals make self-sustaining wages. He stated that construction apprenticeship is one of the quickest ways to advance their income potential.

Ms. McElrath stated that you must make sure that the employment and/or career pathways individuals go into needs to be the right fit. If they don't enjoy it, they will not retain the job.

Ms. Colunga felt we needed to do a better job of partnering with unions so that ROP could be a feeder school into the unions. Ms. McElrath stated that transportation at times, for union jobs, can be an issue because often time the individuals are sent out to different job sites.

Mr. Quezada stated that all boards in developing the sector strategies have been doing well in this area. He spoke about the Foothill Workforce Development Boards partnership with the city's economic development team and having those ties to economic development helps us know what is driving the economy. The partnership helps in the strategies that are developed in terms of preparing people for the labor market. Also, being able to share labor market information to the customer so they understand where the jobs are going to be is key.

Mr. Shinder talked about the pre-apprenticeship program for construction and the MC3 multi craft core curriculum requirements that are embedded in state legislation and in the state workforce plan.

Ms. Barakat spoke about the partnership with Metro to prepare a workforce transportation. She stated that 65% of their current workforce will be retiring over the next 10 years. They are working with the AJCC's to do training for bus drivers, mechanics, technicians, and bus dispatchers. She went on to say that the only problem with the program is that the jobs are not available for all the individuals that are coming out of the program.

Ms. McElrath spoke about leveraging the CTE and Strong Workforce Programs in connecting individuals to the workforce.

Ms. Barakat talked about the hospitality industry boom because of the Olympics and the new hotels being built. Mr. Shinder agreed that the hospitality industry has a lot of opportunities as well as the opportunities with the changes at LAX and the Inglewood stadium.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-3-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs

Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-3-a

Is updating its Local and Regional Plan

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Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, November 20, 2018 5:03 PM
Subject: Community Forum Meetings
Attachments: RegSelf Assessment.jpg; RegSelf Assessment.pdf; community flyer3.pdf

The Foothill Workforce Development Board is continuing to hold community forum meetings to solicit feedback from participants, community members, and partner organizations as we work on completing the local and regional plan modifications. The following flyers provide information on the last of the local community forums. We need as much input as possible. Please let me know if you can attend. Also please feel free to share the information with other organizations and individuals that can provide valuable input during this process.



The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 – 2021.

The seven local workforce boards in the LA Basin RPU are coordinating regionally with partners and stakeholders to modify the Regional Plan.

Help us enhance the LA Basin RPU Workforce Development System by providing input for the Regional Coordination and Alignment Self-Assessment.

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:

Upward Mobility and Equity for Individuals with Barriers to Employment

Demand Driven Skills Attainment

System Alignment

December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106

RSVP to Rita Magno
rmagno@foothilletc.org
Phone: 626-584-8395

<https://www.eventbrite.com/e/san-gabriel-valley-self-assessment-forum-tickets-52681230980>

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

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This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

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November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs

Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Organization	Contact Person
A New Way of Life	Tiffany Johnson
Ability First	Lori Gangemi
ACCE Institute	Christina Livingston
ACLU Southern California	Hector Villagra
Administration for Community Living (ACL)	Elizabeth Akinola
Advancement Project	
African Communities Public Health Coalition	Senait Admassu
Air Tro, Inc	Robert Helbing
Almansor Transition and Adult Services	Nita Davis
Amada Miyachi America	Tina Carey
Antelope Valley Regional Adult Education Consortium	Steve Radford
Arcadia Unified School District	Katherine Mahoney
Armenian Relief Society Social Service	Talar Aintablian
Asian American Drug Abuse Program Corporate Office	miwat@aadapinc.org
Asian American Drug Abuse Program, Inc.	Mike Watanabe
Asian Americans Advancing Justice	Kathleen Chuman
Asian Americans Advancing Justice	
Asian Pacific Islander Small Business Program	Elaine Pang
Asian Pacific Islanders with Disabilities of California	
Asian Professional Exchange	Ellen Chen
Asian Youth Center	Michelle Freridge
Building Skills Partnership	Aida Cardenas
California Foundation for Independent Living Centers (CFILC)	Christina Mills
California Immigrant Policy Center	Almas Sayeed
Californians United for a Responsible Budget (CURB)	Amber Rose Howard
Cambodian Association of America	Kimthai Kuoch
Catholic Charities of Los Angeles, Inc.	Brenda Thomas
Catholic Charities, Glendale Refugee and Immigrant Services	Moises Carrillo
Catholic Charities-Los Angeles	Steve Lee
CEC Long Beach Reentry	George C. Zoley
Center for Asian Americans United for Self Empowerment (CAUSE)	Adam Hsu
Center for Employment Opportunities	Sarah Glenn-Leistikow
Center for Human Rights and Constitutional Law	Peter A. Schey
Center for the Pacific Asian Family	Debra Suh
Central American Resource Center (CARECEN)	Sharonne Jaimes
Centro Community Hispanic Association, Inc. Centro (CHA)	Jessica Quintana
Chapman House	Timothy Chapman
Chinatown Community for Equitable Development	Frances Huynh
Chinatown Service Center	Rebecca Kwong
CIBA Real Estate	Alfredo Mejia

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Citrus College Adult Education Consortium	John Russell
City of Glendale	Jennifer Hirarmoto
City of Hope	Denise Banuelos
City of Hope	Patricia Flores
City of Los Angeles Workforce Development Board	David Eder
City of Los Angeles Workforce Development Board	Greg Irish
Clinica Monseñor Oscar A. Romero	Carlos Vaquerano
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)	Daniel Alva
Communities Actively Living Independent & Free (CALIF)	Yolanda Ramirez
Community Enhancement Services	Carol Gross
Congresswoman Grace Napolitano	Hecto Elizalde
Council of Mexican Federations (COFEM)	Anabella Bastida
County of Los Angeles Child Support Services Department	Jonna Lewis
County of Los Angeles Child Support Services Department	Julie Watson
County Probation - Los Angeles County - Central Placement	
County Probation - Los Angeles County - Santa Monica Area Office	
County Probation - Los Angeles County - Valencia Sub Office	
County Probation - Los Angeles County - Crenshaw Area Office	
County Probation - Los Angeles County - Downey Headquarters	
County Probation - Los Angeles County - East San Fernando ESF- Valley Office	
County Probation - Los Angeles County - Foothill Area Office	
County Probation - Los Angeles County - Long Beach Area Office	
County Probation - Los Angeles County - Pomona Valley Area Office	
County Probation - Los Angeles County - Riverview Area Office	
Countywide Criminal Justice Coordination Committee	
Delancey Street Foundation	Mimi Silbert
Department of Rehabilitation	Denise McKnight
Department of Rehabilitation	Diana Ling
Department of Rehabilitation	Komal Tejwani
Department of Rehabilitation	Mario Morales
Department of Rehabilitation	Wan-Chun Chang
Department of Rehabilitation	Denise McKnight
Detour Mentoring Group, Inc.	Eyvette Watson
Disability Community Resource Center (DCRC)	Benita Bruner
Disabled American Veterans	Adam Barnes
Disabled Resources Center, Inc. (DRC)	Dolores Nason
Duarte Unified School District	Jesus Ruiz

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Eastern Los Angeles Regional Center	Gloria Wong
Eastern Los Angeles Regional Center - South Pasadena	Gloria Wong
EDD Workforces Services	Cesar Valladares
El Rescate	Salvador Sanabria
Employment Development Department	Christopher Richburg
Episcopal Diocese of Los Angeles Interfaith Refugee & Immigration Service (IRIS)	Hilda Sakisians
Esperanza Services	Evie Romero
Exceptional Minds	Susan Zwerman
Family Resource Library	
Filipino Migrant Center	Nikole Cababa
Filipino-American Service Group, Inc.	Yey Coronel
FocusOut	Tom Selinske
Foothill Autism Alliance	
Foothill Unity Center	Betty McWilliams
For CalFresh County Contact	Sarah Turner
For CalWORKS County Contact	Emily Hering
Frank D. Lanterman Regional Center - Pasadena	Melinda Sullivan
Fred Brown Recovery Services	
Friends Outside	Mary Weaver
Frontier Trail	Brenda Trainor
Frostig School	Dean Conklin
Glendale Community College District Regional Consortium	MaryAnn Pranke
Grandview Foundation, Inc.	Shelly Wood
Guam Communications Network	
Harbor Regional Center	Patricia Del Monico
HealthRight360	
Hillside Education Center	Amy Cousineau
Homeboy Industries	Thomas Vozzo
Homeless Employment Collaborative San Francisco	Michelle Leonard-Bell
Hospitality Training Academy HTA-	Alexandra Weyman
Human Rights First	Michael Breen
Immigration Center for Women and Children	Suzanne McCormick
In2Vision	Beatrice Diaz
Inclusive Education & Community Partnership North LA Office-	Cynthia Vigil
Independent Living Center of Southern California (ILCSC)	Robert Jeromin
Independent Steps II	Laura Lua
Inside Out Writers	Jay Ellis
International Institute of Los Angeles	Lilian Alba
International Rescue Committee-Glendale	David Miliband
International Rescue Committee-Los Angeles	Martin Zogg

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

JACL - Pacific Southwest District	Stephanie Nitahara
JVS SoCal Disability Assessment	Robin Moreno
Khmer Girls in Action	Lian Cheun
Korean American Coalition - Los Angeles Chapter	Adam Chong
Korean Churches for Community Development (FACE)	Hyepin IM
Korean Resource Center	Isabel Kang
Koreatown Immigrant Workers Advocates	Alexandra Suh
Koreatown Youth & Community Center	Ernie Yoshikawa
Kutturan Chamoru Foundation	Heidi Chargualaf-Quenga
LA Black Worker Center	Lola Smallwood Cuevas
LA Community Action Network	Steve Diaz
Leadership Education for Asian Pacifics, Inc.	Nancy Yap
Legal Aid Foundation of Los Angeles	Silvia R. Argueta
Liberty Hill Foundation	Shane Murphy Goldsmith
Life After Uncivil Ruthless Act (LAURA)	Adela Barajas
LiNk	Maritza Salinas
Little Tokyo Service Center	Mike Murase
Long Beach Adult Education	Stephanie Lewis
Los Angeles Center for Law and Justice	Matt Stricker
Los Angeles Child Support Services	Steven Golightly
Los Angeles County	Otto Solorzano
Los Angeles County - Centinela Area Office	
Los Angeles County - Day Reporting Center	
Los Angeles County - East Los Angeles ELA- Area Office	
Los Angeles County - Firestone Area Office	
Los Angeles County - Harbor Area Office	
Los Angeles County - Lynwood Regional Justice Center	
Los Angeles County - Rio Hondo Area Office	
Los Angeles County - San Gabriel Valley SGV- Area Office	
Los Angeles County - South Central Area Office	
Los Angeles County Bar Association	
Los Angeles County Office of Education	Dr. Debra Duardo
Los Angeles Mongolian Association	
Los Angeles Regional Adult Education Consortium	Lanzi Asturias
Los Angeles Regional Reentry Partnership	Troy Vaughn
Los Angeles/Orange County Regional Consortium	Richard Verches
Loyola Immigrant Justice Clinic	Marissa Montes
M&R Professional Services	Sandra Mejia
Managed Career Solutions	Philip Starr

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Mexican American Opportunity Foundation	Marissa Montes
Miguel Contreras Foundation	Angelica Martin
Monrovia Adult School	Flint Fertig
Monrovia Gardens Healthcare Center	Sophia Chen
Monrovia Unified School District	Jennifer Johnson
Mt. San Antonio Regional Consortium for Adult Education	Ryan Whetstone
National Immigration Law Center	Marielena Hincapié
NECA/IBEW Electrical Training	Jane Templin
North Los Angeles County Regional Center	George Stevens
Office of Samoan Affairs	
Orange County Child Support Services	Steven Eldred
Pacific Asian Consortium in Employment (PACE)	Rachelle Arizmendi
Pacific Clinics	Laura Pancake
Pacific Clinics	Ms. Russell
Pacific Gateway	Nick Schultz
Parole Office - El Monte & Santa Fe Springs	
Parole Office - El Monte, LA Central, Long Beach, Mid City, Huntington Park GPS & Mid City GPS	
Parole Office - Los Angeles County - Alhambra Area Office	
Parole Office - Pomona, San Gabriel Valley, & San Gabriel Valley GPS	
Parole Office - Compton	
Parole Office Antelope Valley	
PARS Equality Center	Reza Odabae
Partnership for Adult Academic and Career Education	Graciela Vasquez
Pasadena Area Consortium	Robert Bell
Pasadena City College	Carol Calandra
Pasadena City College	Dr. Cynthia Olivo
Pasadena City College Disabled Students Program Servics	
Pasadena City College Disabled Students Programs	Rosemary Scott
Pasadena Unified School District	Cerylin Lew
Pasadena Unified School District	Marissa Sarian
Pasadena, San Fernand Valley, & Van Nuys	
Phoenix House — Lake View Terrace	
Phoenix House - Venice Beach Residential and Outpatient Services	
Phoenix House of California, Inc.	
Pilipino Workers' Center	
Plaza Bank	Daniel Lien
Pomona Economic Opportunity Center	
ProPath	Don Nakomoto

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Proteus, Inc.	
Public Counsel	Margaret Morrow
Rager's Abbey Flooring and Window Covering	Steven Gutierrez
Rio Hondo Region Adult Education Consortium	Eileen Stear
Ritz Vocational	Michelle Yanuzzi
Sadler Healthcare, Inc.	
Safe Refuge	Kathryn Romo
Samoan National Nurses Association	
San Gabriel Regional Center- Arcadia, Duarte, Monrovia, Sierra Madre	Aaron Christian
San Gabriel Valley Economic Partnership	Jeff Allred
San Gabriel/Pomona Regional Center	R. Keith Penman
Santa Clarita Valley Adult Education Consortium	John Makevich
Santa Monica Regional Consortium for Adult Education	Dione Carter
SCAL Region Kaiser Permanente	Carolyn Dallas
Search To Involve Pilipino Americans	
SELACO	Yolanda Castro
Service Center for Independent Life SCIL-	Chelsea Pearson
Sierra Madre Learning Center TOTAL Programs	Sean Surfes
SoCal Gas	Tony Tartaglia
South Asian Network	Nutan Kafle
South Bay Adult Education Consortium El Camino	Jennifer Hutcherson
South Bay Workforce Investment Board	Jan Vogel
South Central Los Angeles Regional Center	Dexter Henderson
South Pasadena Chamber of Commerce	Laurie Wheeler
South Pasadena Unified School District	Dennis Lefevre
Southeast Asian Community Alliance	Sissy Nga Trinh
Southern California Alcohol and Drug Program	jrojas@scadpinc.org
Southern California Resources Services for Independent Living	Rudy Contreras
Southwest Carpenters Training Fund	Matt Dunphy
Special Services for Groups	Hayley Levy
Tarzana Treatment Center Antelope Valley	
Tarzana Treatment Center Lancaster	
Tarzana Treatment Center Long Beach	
Tarzana Treatment Center Long Beach Outpatient Facility	
Tarzana Treatment Center Northridge	
Tarzana Treatment Center Palmdale	
Tarzana Treatment Center Reseda	
Tarzana Treatment Center Tarzana	
Teamsters Local Union No. 396	Hector Delgado

Invitation List

Community and Stakeholder Forum on : Strengthening Partnerships with Local Child Support Agencies

Thai Community Development Center	Chancee Martorell
The Anti-Recidivism Coalition	Shaka Senghor
The Arc Los Angeles and Orange Counties	Donna Linley
The Carter Agency	Ron Carter
The Help Group	Heather Humphrey
Tri City Adult Education Consortium	Lynell Wiggins
U.S. Veterans Initiative	Cameron Cook
UAW Local 509	Gene Hurd
UNITE HERE	Donald Taylor
United Cambodian Community	Margaret Lavyn- Tham
United Cambodian Community, Inc.	Sara Pol-Lim
United Farmworkers UFW- Foundation	Diana Tellefson Torres
University of Southern California, Gould School of Law, Immigration Clinic	Niels Frenzen
Valley Village San Fernando Valley	Debra Donovan
Verdugo Workforce Development Board	Judith Velasco
Violence Prevention Coalition of Greater Los Angeles	Daniel Healy
Volunteers of America El Monte	Randy Enriquez
Volunteers of America Los Angeles	Karl Calhoun
Weingart Center Association	Tonja Boykin
Westside Regional Center	Carmine Manicone
YMCA of Metropolitan Los Angeles	



**Community and Stakeholder Forum on:
Local Workforce Planning
LIST OF ATTENDEES**

Organization	Name	Phone Number	Email Address
Duarte Chamber of Commerce	Sheryl Lefmann	626-357-3333	sheryl@duartechamber.com
Employment Development Department	Cesar Valladares	818-409-0414	cesar.valladares@edd.ca.gov
Foothill Workforce Development Board	Julie McElrath	626-796-5626	Jmcelrat@foothilletc.org
Foothill Workforce Development Board	Annette Whittle	626-796-5627	akelly-whittle@foothilletc.org
Foothill Workforce Development Board	Dianne Russell-Carter	616-796-5627	smendoza-jaime@foothilletc.org
FVO Solutions	Pietro Rosetti	626-449-0218	pietro@fvosolutions.com
Pro Path	Don Nakamoto	310-326-0993	djnakamoto@aol.com
Foothill Workforce Development Board	Brenda Trainor	323-229-2397	trainorb@gmail.com
DPSS	Dahlia Cornejo	562-908-8499	dahliacornejo@dpss.lacounty.gov
Duarte Unified Schools District	Kevin Morris	626-599-8499	kmorris@duarteusd.org
Pasadena City College	Ibrahim Naeem	626-585-3003	ianaem@pasadena.edu
City of Monrovia	Larry Spicer	626-419-5161	lspicer@ci.monrovia.ca.us
Monrovia Gardens Healthcare	Sophia Chan	323-422-8030	sophia2004@gmail.com
DJL Professional	Dan Lien	626-773-1022	bankwithdan58@yahoo.com
Foothill Workforce Development Board	Annette Whittle	626-796-5627	akelly-whittle@foothilletc.org
Foothill Workforce Development Board	Dianne Russell-Carter	616-796-5627	smendoza-jaime@foothilletc.org
Foothill Workforce Development Board	Ricardo Quezada	310-326-0993	djnakamoto@aol.com
Foothill Workforce Development Board	Brenda Trainor	323-229-2397	trainorb@gmail.com

**Community and Stakeholder Forum on:
Local Workforce Planning
LIST OF ATTENDEES**

Organization	Name	Phone Number	Email Address
International Institute of Los Angeles	Tammy Marashlian	818-244-5220	tmarashlian@iilosangeles.org
International Institute of Los Angeles	Hasmik Ktoian	818-244-2550	hktoian@iilosangeles.org
International Institute of Los Angeles	Jonathan Fein Proano	626-796-5627	Sgarcia@foothillets.org
Los Angeles County DPSS	Margarita Jimenez	562-908-8417	Margaritajimenez@dps.lacounty.gov
Monrovia Community Adult School	Mark Tremper	818-249-0308	mtremper@monroviashools.net
Monrovia Community Adult School/FWDB	John Russell	626-471-3041	jrussell@monroviashools.net
Monrovia Public Library	Victor Castellanos	626-256-8273	vcastellanos@ci.monrovia.ca.us
Pasadena City College	Mayra Basteris	626-585-3010	mbasteris@pasadena.edu
Pasadena Job Center	Luis A. Valentan	213-399-7024	luis@pasadenajobcenter.com
Pasadena Job Center	Aurora Granados	213-618-0678	auroragra@gmail.com
San Gabriel Valley Literacy Council	Lyssa Axeen	626-298-4731	lyssaaxeen@gmail.com



Community and Stakeholder Forum on: Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Organization	Name	Phone Number	Email Address	Signature
City of Monrovia	Larry Spicer		lspicer@ci.monrovia.ca.us	
County of Los Angeles Child Support Services Department	Julie Watson	323-889-3418	julie_watson@cssd.lacounty.gov	
Department of Rehabilitation	Denise McKnight	626-304-8335	Denise.McKnightMozee@dor.ca.gov	
East San Gabriel Valley ROP	Debi Colunga	626-472-5771	dcolunga@esgvrop.org	
Foothill Workforce Development Board	Julie McElreath	626-796-5627	jmcelrat@foothilletc.org	
Foothill Workforce Development Board	Dianne Russell-Carter	626-796-5627	drussell@foothilletc.org	
Foothill Workforce Development Board	Annette Kelly-Whittle	626-796-5627	akelly-whittle@foothilletc.org	
Foothill Workforce Development Board	Joumana Barakat	626-796-5627	jbarakat@foothilletc.org	
Foothill Workforce Development Board	Ricardo Quezada	626-796-5627	rquezada@foothilletc.org	
Foothill Workforce Development Board	Sarah Mendoza-Jaime	626-796-5627	smendoza-jaime@foothilletc.org	
Los Angeles County Arts Commission	Meia Johnson			
Monrovia Gardens Healthcare Center	Sophia Chan	323-422-8030	sophia.chan@monroviahcc.com	
ProPath	Don Nakamoto	310-326-0993	djnakamoto@aol.com	
FWDB	Lynette Beckles	(626) 384-8389	Lbeckles@foothilletc.org	
"	"	626-584-8373	sgarcera@foothilletc.org	

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Monday, October 29, 2018 1:49 PM
To: Bethany.Renfree@cwdb.ca.gov; Michael.Dowdy@cwdb.ca.gov; Rafael.Aguilera@cwdb.ca.gov
Subject: Community Forums
Attachments: community flyer3.pdf; community flyer3.jpg

Here is the meeting schedule for the last three of our local planning community forums. Please let me know if you have any questions. Thank you.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

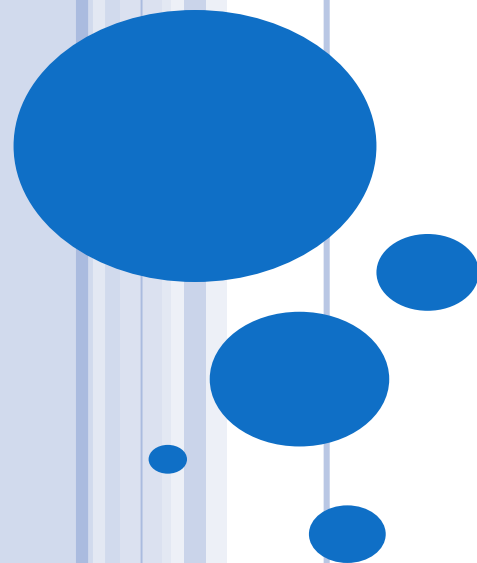
**Community and Stakeholder Forum on:
Strengthening Partnerships with Local Child Support Agencies
to Serve Non-Custodial Parents**

AGENDA

- I. Call to Order
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)
- IV. Objectives of the Community Forum
- V. Consideration of and Discussions on:
 - A. What barriers to employment are most common among targeted NCPs?
 - B. What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
 - C. What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
 - D. Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
 - E. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
 - F. How can local organizations work better to ensure positive employment and career outcomes for NCPs?
- VI. Adjournment

**Foothill Workforce
Development Board
December 4, 2018**

**STRENGTHENING PARTNERSHIPS
WITH LOCAL CHILD SUPPORT
AGENCIES
TO SERVE NON-CUSTODIAL
PARENTS**



LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING PARTNERSHIPS WITH LOCAL CHILD SUPPORT AGENCIES (LCSAs) AND SERVICES TO NON-CUSTODIAL PARENTS (NCPs)

- The State Workforce Development Board has entered into a formal partnership with the California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.
- The vision of DCSS is that all parents will be engaged in supporting their children. This is achieved through the interventions including: establishing paternity, locating parents, establishing child and medical support orders, enforcing and modifying child and medical support orders, and collecting and disbursing child support payments.

- The State Board has directed Local Boards to engage and work with LCSAs and specific partner CBOs to serve their local non-custodial parent population.
- Among the processes that are expected to result from workforce-child support network partnerships are referral protocols, including those from LCSAs and family court; enrollment of clients in training programs that will lead to family-sustaining wages; employment opportunities in careers within growth industries; and services that promote retention in training and on the job.

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- Provide stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for unemployed, underemployed and payment delinquent non-custodial parents

FOR YOUR CONSIDERATION AND INPUT

- What barriers to employment are most common among targeted NCPs?
- What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?

- What strategies and tools are used to motivate and incentivize NCPs' in acting on referrals, participating in training/skills development and retention in employment?
- How can local organizations work better to ensure positive employment and career outcomes for non-custodial parents?

Thanks!

We greatly appreciate your input!



1207 E. Green Street
Pasadena, CA 91106
December 4, 2018 2:00 p.m. to 4:00 p.m.

**Community and Stakeholder Forum on:
Strengthening Partnerships with Local Child Support Agencies
to Serve Non-Custodial Parents**

MEETING NOTES

Present: Julie Watson, Dianne Russell-Carter, Annette Kelly-Whittle, Ricardo Quezada, Sarah Mendoza-Jaime, Don Nakamoto, Lynette Beckles, Serafin Garcia

Agenda Items

I. Call to Order

The meeting started at 2:08 and was opened up by Dianne Russell-Carter welcoming everyone followed by introductions. The meeting was then turned over to facilitator David Shinder.

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

Mr. Shinder briefly discussed the local and regional plan update requirements.

III. State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)

Mr. Shinder provided the group with background information on the state workforce agency partnership with the California Department of Child Support Services and the request to mimic that relationship at the local level. Mr. Shinder stated that based on the work he has done throughout the state of California there have been various stages of evolution, in terms of child support and workforce agencies coming together. We get to benefit of some of the work that LA County Workforce Board did when they entered into an MOU with LA County Child Support Service Department (CSSD). The arrangement started with a pilot project to provide services to individuals referred by CSSD to workforce. They later expanded the pilot and mechanized their referral system. This relationship provides us with the benefit of CSSD being very familiar with workforce services.

Mr. Shinder shared that in the existing relationship between CSSD and LA County Workforce development Board (LAWDB), 90% of the referrals are to workforce and about 10% of workforce clients are being referred to CSSD. The target population under the state plan and per the guidance is unemployed, underemployed, and payment, delinquent, non-custodial parents.

Mr. Shinder turned the conversation over to Julie Watson from County of Los Angeles Child Support Services Department to provide the group a primer on the child support agency.

Ms. Watson stated that her relationship with workforce goes back about 15 years when they had a series of meetings and did some presentations at the one-stop centers. Mr. Shinder added that LA County Child Support is under the direction of Steven Golightly who is a nationally recognized expert in workforce development and he is someone that really understands workforce development.

Mr. Nakamoto asked whether child support has its own department and Ms. Watson provided background information on how it became a standalone department. She explained that they were originally part of the District Attorney's office as the Bureau of Family Support Operations. In 2001 there was legislation that was passed that allowed them to become a standalone agency, which is now called the Child Support Services Department. Their main agency purpose is to establish and enforce child support orders and parentage orders. They do not get involved in divorce and child custody issues. They get service requests from DPSS to open cases as well as anyone on the street can request services from their office if they have a child support order. Their services are free unless over \$500.00 is collected in a year, then the charge is \$25.00 for someone who is not on public assistance. They can assist with establishing a child support order and obtaining a parentage judgement for people or they can bring their dissolution order or private parentage order and then they will enforce it.

If CSSD starts enforcement services then they start with a summons and complaint, open a case and serve the person paying support (PPS). They no longer refer to them as the non-custodial parent (NCP). They serve the PPS with the summons and complaint and they are given time to file an answer where they can deny parentage and request genetic testing which they will provide for free. If individuals do not respond, then their agency can obtain a default judgement. However, their goal is to have the PPS participate in process and obtain a stipulation.

Ms. Watson stated that often individuals are fearful of going to court because they may not be legal, or they are working under the table and they think that they will be arrested when they go into court. Mr. Quezada asked whether that ever happens, and Ms. Watson stated that it does not happen. She went on to say that they do not inquire about citizenship and that the underground economy is the bigger issue because it makes it more difficult to establish an accurate order and enforce it. Even with someone working under the table the judge may inquire about it, but she has never seen someone thrown in jail because of it.

Ms. Russell-Carter stated that is it less punitive than all of us think and what our clients may think. Ms. Watson explained that they have had a shift in culture from the time they were under the District Attorney's office. Being under the DA's office by nature created an adversarial relationship and the goal was to obtain the highest order. Now that they are a standalone office the goal is to obtain accurate orders based on an individual's real life situation so that they are more likely to pay. Child support is calculated using statewide guidelines. The calculation does not consider the things that are within an individual's authority such as how much rent they pay, the kind of car they drive, or credit card bills. It looks at the things that are outside of an individual's control such as other children they are legally obligated to support and the visitation of the PPS. Ms. Watson stated that once they calculate the guideline they hope to get a stipulation and then it moves to their early intervention unit. This unit was started a few years ago and is another opportunity to get people involved in their case. I there is a judgment they take work with individuals to see that it is accurate and if it isn't they can work to modify it.

Mr. Shinder stated he feels that the early intervention focus of the department provides a unique place for workforce to fit in, in terms of the referrals to the workforce system. He went on to say that if someone establishes the order that is reasonable, then workforce is contacted and works to help the person obtain a better paying job. Then we are creating a scenario where the kids are going to have the support that they need.

Ms. Watson spoke about pre-judgment that they do not need the PPS's signature on the judgement because they are technically not a party until post judgement. If they bring in a divorce order, then the PPS is already a party. The county does not represent either party and there is no attorney client relationship with the parties. With DPSS recipients the monies collected goes back to the county. In cases where the individual is on DPSS the custodial parent gets the first \$50.00 and the remainder goes back to the county. After early intervention it goes to the enforcement department. And this department enforces the order until the child turns 18 or 19 if the child is still in high school or graduates from high school, whichever comes first. Ms. Watson went on to say that while they are not as punitive as they used to be, they do have enforcement measures such as driver's license, professional license, and passports suspensions, which is intended to get an individual's attention.

Mr. Serafin Garcia from the Foothill Workforce Development Board asked whether they report to the credit bureaus. Ms. Watson stated that any judgements appears on a person's credit. If an individual is current on the judgment it does not reflect negatively against a them. It is reported like any other debt and delinquencies will be reported. If individuals fail to pay child support, it becomes an arrears amount which accrues at 10% simple interest in the state of California. There is no statute of limitations on the collections of child support payments. The agency can attach social security, disability, unemployment, even from the estate of those that are deceased.

Ms. Russell-Carter asked whether the department ever does informational sessions in the community or at the AJCC. Ms. Watson stated that as a part of their strategic plan they are including a community engagement strategy that will likely include informational sessions. She also stated that they received a grant that will allow them to purchase a mobile unit which they are hoping can assist with reaching individuals that are not able to get to the office such as the homeless population. The mobile unit will allow them to reach out to the community and let individuals know that they serve individuals that are not just on the DPSS caseloads.

Ms. Watson went back to speaking about enforcement methods. She added that income withholding orders, bank levies, and IRS withholdings are other methods used to enforce a case. Ms. Watson stated that there is another program that might be an opportunity for workforce clients, the compromise arrears program. An individual completes a program application and if they meet the criteria up to 90% of their arrears could be wiped out. There is no other amnesty program for child support. There is a specialized compromise arrears program for veterans. Ms. Watson also shared that they have an interstate and country agreements that they are enforcing. They have agreements with 46 countries.

Sarah Mendoza-Jaime from the Foothill Workforce Development Board spoke about a four-year period that started in 1998 when Foothill Workforce Development Board worked with LA County Child Support. There was a program where child support staff came to the one-stop and spoke to the non-custodial parents and Ms. Mendoza-Jaime worked with clients and child support to help individuals get their license, parental disputes, and employment. She went on to say it was a good program and that a lot of individuals are just afraid. Ms. Watson shared that they do not have the staff capacity to go out to all of the one-stops, but they do have outreach ambassadors that they are trying to use as much as possible. In addition, they would be able to come out once a month or so if there was a group meeting being held.

IV. Objectives of the Community Forum

Mr. Shinder stated that what the state is expecting us to do is to describe in Foothill's local plan modification what our referral relationship is going to be.

V. Consideration of and Discussions on:

A. Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?

Mr. Shinder asked Ms. Watson to explain how the referral process works between the LA County Workforce Development Board and CSSD. He felt that it was a good model to build from. Ms. Watson stated that they have one person who is handling all of the referrals. She recognized that they will have to increase staff once the program expands. If the workforce notifies CSSD that an individual, who has a suspended license due to nonpayment of child support, has enrolled in a WIOA program they can release the license to allow them to work while they are in the program. Once the individual starts working, workforce would provide the employment information to CSSD.

Mr. Shinder asked about how the referral process to from CSSD to workforce works. Ms. Watson stated that currently they make a referral to workforce through an automated system. Then someone on the workforce end works with their point of contact to get the license released.

B. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?

Mr. Shinder brought up a strategy that has come up in conversations elsewhere. When doing service planning the case manager pulls out a calculator and does a plan that makes sense in terms of the job and wage that is enough to cover their child support payment. If workforce is not able to get them into employment at a wage that enables them to meet their child support obligation, then they may go back underground. We need to look at occupations with short term training and high wages.

Ms. Russell-Carter asked if there are some sort of pamphlets or booklets that provide information on the program. Ms. Watson stated there are child support handbooks in English and Spanish. They have various flyers also. Ms. Russell-Carter asked if something has been created for individuals in workforce development such as learning tools. Ms. Watson stated that they do not have anything like that, but it is something that they can consider.

C. How can local organizations work better to ensure positive employment and career outcomes for NCPs?

The group spoke about how case managers would find out if someone owes child support. Ms. Beckles from the Foothill Workforce Development Board brought up adding the questions to the application for services. Mr. Shinder stated that it is not the expectation that these questions are asked when someone is speaking with a case manager or that a question is added to forms. Ms. Watson stated that if it is something that comes up in the conversation as a barrier to employment because they do not have a driver's license, that would be a good place to start.

She also stated that often time individuals are not aware that their license is suspended until they are pulled over so it is not something that they would necessarily bring up to a case manager.

Mr. Shinder asked whether they have considered having some type of regular meeting creating a community of practice until workforce develops the facility with this information? Ms. Watson stated that they need to figure out who is going to handle the program on their end. They currently have someone who's excellent at this, but she also has other responsibilities. They need to decide if there is going to be a team or a liaison in each office. They are trying to make sure that they have someone who understands the process, knows who we are, and understand that this is a collaborative effort so that we have a good line of communication.

Ms. Jaime-Mendoza wanted to make sure as we are coordinating this with all the workforce areas that we really have someone on both ends that are passionate. She felt that is how this is going to work.

Mr. Shinder said that he thinks that quarterly meetings would be good until all the kinks are worked out.

Ms. Russell-Carter stated that CSSD has had a huge cultural change and the stigma that's already out there about child support will require educating people. They do not know how helpful child support service is, there is a wide gap of knowledge and we can work together to overcome that gap. Ms. Watson agreed, and she spoke about some of the outreach that have tried in using public TV and other avenues. However due to funding issues it is challenging, and they are hoping the mobile unit helps with the outreach.

Ms. Beckles asked about their brochures as to whether it had language such as we are here to help you? Ms. Watson said they have several iterations of their brochures. They are continuing to update their collateral media because their population is getting younger. They are trying to focus more on the millennial and X generation, so they have created a robust social media presence.

Ms. Kelly-Whittle asked whether she would be interested in doing a Podcast in collaboration with Foothill. Ms. Watson agreed that they would like to do the Podcast and they have considered doing podcasts to get the word out.

Mr. Shinder asked the group if there were any more questions for Ms. Watson and the meeting concluded.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

IS UPDATING ITS LOCAL AND REGIONAL PLAN

**COMMUNITY FORUM ON
IMPROVING WORKFORCE
DEVELOPMENT SERVICES
TO THE DISABLED**

WEDNESDAY

SEPTEMBER 26TH

10:00 - 12:00 P.M.

**FOOTHILL EMPLOYMENT
AND TRAINING
CONNECTION**

1207 EAST GREEN STREET

PASADENA, CA 91106

626-796-JOBS

FWDB SERVES THE CITIES OF
ARCADIA, DUARTE, PASADENA,
MONROVIA, SOUTH PASADENA &
SIERRA MADRE



The FWDB invites you to join the discussion and provide your input in the development of a plan to be responsive to the needs of our community to improve workforce development services to individuals with disabilities through competitive integrated employment.

R.S.V.P. (626) 584-8395

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-4-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

September 26, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

Serving Individuals with Disabilities

Improving services to individuals with disabilities
through competitive integrated employment

October 11, 2018 | 10:00 a.m. to 12:00 p.m.

Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016

Serving English Language Learners, Immigrants and Refugees

Developing strategies to strengthen services to english learners,
foreign born individuals and refugees

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Durate, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre

Community Forum on Local Workforce Planning



Foothill Workforce Investment Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

f Foothill Workforce Development Board 2.0 Annette Home Create



Foothill Workforce Development Board 2.0
@FWDB2.0

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October 29, 2018 · 🌐

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs
Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies
Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno
Email: rmagno@foothilletc.org | Phone: 626-684-8395

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

No Rating Yet

Community

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About



1207 E Green Street
Pasadena, California
[Get Directions](https://www.google.com/maps)

(626) 796-5627

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Government or Agency

Hours 8:00 AM - 5:00 PM
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Posted to Foothill Workforce Development Boards website (fwibworks.org) calendar.



Calendar

Career and Business Events

Events are color coded: **Job Seeker events in orange**, **Business events in blue**.

FWDB Calendar

Today September 2018 Print Week Month Agenda

Sun	Mon	Tue	Wed	Thu	Fri	Sat
26	27 10am Advantage Solutions F	28 12pm (Duarte) Ladies Netw	29	30 10am Volunteers of America	31	Sep 1
2	3 10am FWDB Joint Oper				7	8 9am Women's Business Exp
9	10 10am FWDB Planning C				14	15
16	17 10am FETC Policy Board				21	22

FWDB REGIONAL COMMUNITY FORUM

When Wed, September 26, 2018, 10am – 12pm
Where 1207 E Green St, Pasadena, CA 91106, USA ([map](#))

Description The FWDB invites you to join the discussion. This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

Community Forum Dates
 September 26, 2018 | 10:00 a.m. to 12:00 p.m.
 Foothill Employment and Employment and Training Agency
 1207 East Green Street, Pasadena, CA 91106
 Servino Individuals with Disabilities

[more details»](#) [copy to my calendar»](#)

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Thursday, September 27, 2018 10:46 AM
Cc: Dianne Russell; Ricardo Quezada
Subject: Community Stakeholder Forum
Attachments: community flyer FINAL.PDF; community flyer FINAL.JPG

On behalf of the Foothill Workforce Development Board I would like thank you for participating in the forum on “Improving Services to Individuals with Disabilities through Competitive Integrated Employment.” There was a great representation of the various organizations that serve individuals with disabilities, which allowed for great input and conversations. We look forward to working with everyone to strengthen services to the population as well as having additional conversations on how we can all partner. I am attaching the flyer that has two additional meeting dates for forum meetings. Please Feel free to join us for those meetings and/or share the information with other stakeholders, community members, and organizations that can provide input to the Foothill Workforce Development Board’s 2 year plan update. Please reach out to me with any additional questions, thoughts, or comments that you may have. Thank you.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Wednesday, September 19, 2018 4:02 PM
To: 'humanresources@in2vision.org'
Subject: FW: Community Forum Events
Attachments: community flyer2c.pdf; community flyer2.jpg

It was good speaking to you. As I said on the phone we are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services to address the needs of individuals with disabilities. In order to do this we need as much input as possible from community members and organizations that serve the same population. We welcome your organizations participation in the meeting. We are hoping someone is able to represent your organization and provide us with input as we develop our plan. Please let me know who in your organization can attend or if you have any questions.

I would also appreciate it if you can share the information with non-profit organizations, community members, and other organizations that service this population and can help us in defining how we move forward over the next couple years. Thank you.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Wednesday, September 19, 2018 3:46 PM
To: info.apidc@gmail.com
Subject: FW: Community Forum Events
Attachments: community flyer2c.pdf; community flyer2.jpg

We are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services to address the needs of individuals with disabilities. In order to do this we need as much input as possible from community members and organizations that serve the same population. We welcome your organizations participation in the meeting. We are hoping someone is able to represent your organization and provide us with input as we develop our plan. Please let me know who in your organization can attend or if you have any questions.

I would also appreciate it if you can share the information with non-profit organizations, community members, and other organizations that service this population and can help us in defining how we move forward over the next couple years. Thank you.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



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Fax: 626-584-8375
www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, September 18, 2018 11:50 AM
To: 'achristian@sgprc.org'
Subject: Community Forum
Attachments: FWDB REGIONAL PLAN FLYER .pdf; FWDB REGIONAL PLAN FLYER .jpg

Aaron,

Here is the flyer for the community meeting. As I stated on the phone we are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services needed to address the needs of individuals with disabilities. The Regional Center input is key in helping us address this population. We welcome your staffs participation in the meeting. I would also appreciate it if you can share the information with non-profit organizations, community members, and other organizations that service this population and can help us in defining how we move forward over the next couple years. Please let me know if you have any questions or need additional information.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Organization	Contact Person
A New Way of Life	Tiffany Johnson
Ability First	Lori Gangemi
ACCE Institute	Christina Livingston
ACLU Southern California	Hector Villagra
Administration for Community Living (ACL)	Elizabeth Akinola
Advancement Project	
African Communities Public Health Coalition	Senait Admassu
Air Tro, Inc	Robert Helbing
Almanson Transition and Adult Services	Nita Davis
Amada Miyachi America	Tina Carey
Antelope Valley Regional Adult Education Consortium	Steve Radford
Arcadia Unified School District	Katherine Mahoney
Armenian Relief Society Social Service	Talar Aintablian
Asian American Drug Abuse Program Corporate Office	miwat@aadapinc.org
Asian American Drug Abuse Program, Inc.	Mike Watanabe
Asian Americans Advancing Justice	Kathleen Chuman
Asian Americans Advancing Justice	
Asian Pacific Islander Small Business Program	Elaine Pang
Asian Pacific Islanders with Disabilities of California	
Asian Professional Exchange	Ellen Chen
Asian Youth Center	Michelle Freridge
Building Skills Partnership	Aida Cardenas
California Foundation for Independent Living Centers (CFILC)	Christina Mills
California Immigrant Policy Center	Almas Sayeed
Californians United for a Responsible Budget (CURB)	Amber Rose Howard
Cambodian Association of America	Kimthai Kuoch
Catholic Charities of Los Angeles, Inc.	Brenda Thomas
Catholic Charities, Glendale Refugee and Immigrant Services	Moises Carrillo
Catholic Charities-Los Angeles	Steve Lee
CEC Long Beach Reentry	George C. Zoley
Center for Asian Americans United for Self Empowerment (CAUSE)	Adam Hsu
Center for Employment Opportunities	Sarah Glenn-Leistikow
Center for Human Rights and Constitutional Law	Peter A. Schey
Center for the Pacific Asian Family	Debra Suh
Central American Resource Center (CARECEN)	Sharonne Jaimes
Centro Community Hispanic Association, Inc. Centro (CHA)	Jessica Quintana
Chapman House	Timothy Chapman
Chinatown Community for Equitable Development	Frances Huynh

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Chinatown Service Center	Rebecca Kwong
CIBA Real Estate	Alfredo Mejia
Citrus College Adult Education Consortium	John Russell
City of Glendale	Jennifer Hirarmoto
City of Hope	Denise Banuelos
City of Hope	Patricia Flores
City of Los Angeles Workforce Development Board	David Eder
City of Los Angeles Workforce Development Board	Greg Irish
Clinica Monseñor Oscar A. Romero	Carlos Vaquerano
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)	Daniel Alva
Communities Actively Living Independent & Free (CALIF)	Yolanda Ramirez
Community Enhancement Services	Carol Gross
Congresswoman Grace Napolitano	Hecto Elizalde
Council of Mexican Federations (COFEM)	Anabella Bastida
County Probation - Los Angeles County - Central Placement	
County Probation - Los Angeles County - Santa Monica Area Office	
County Probation - Los Angeles County - Valencia Sub Office	
County Probation - Los Angeles County - Crenshaw Area Office	
County Probation - Los Angeles County - Downey Headquarters	
County Probation - Los Angeles County - East San Fernando ESF- Valley Office	
County Probation - Los Angeles County - Foothill Area Office	
County Probation - Los Angeles County - Long Beach Area Office	
County Probation - Los Angeles County - Pomona Valley Area Office	
County Probation - Los Angeles County - Riverview Area Office	
Countywide Criminal Justice Coordination Committee	
Delancey Street Foundation	Mimi Silbert
Department of Rehabilitation	Denise McKnight
Department of Rehabilitation	Diana Ling
Department of Rehabilitation	Komal Tejwani
Department of Rehabilitation	Mario Morales
Department of Rehabilitation	Wan-Chun Chang
Department of Rehabilitation	Denise McKnight
Detour Mentoring Group, Inc.	Eyvette Watson
Disability Community Resource Center (DCRC)	Benita Bruner
Disabled American Veterans	Adam Barnes
Disabled Resources Center, Inc. (DRC)	Dolores Nason

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Duarte Unified School District	Jesus Ruiz
Eastern Los Angeles Regional Center	Gloria Wong
Eastern Los Angeles Regional Center - South Pasadena	Gloria Wong
EDD Workforces Services	Cesar Valladares
El Rescate	Salvador Sanabria
Employment Development Department	Christopher Richburg
Episcopal Diocese of Los Angeles Interfaith Refugee & Immigration Service (IRIS)	Hilda Sakisians
Esperanza Services	Evie Romero
Exceptional Minds	Susan Zwerman
Family Resource Library	
Filipino Migrant Center	Nikole Cababa
Filipino-American Service Group, Inc.	Yey Coronel
FocusOut	Tom Selinske
Foothill Autism Alliance	
Foothill Unity Center	Betty McWilliams
For CalFresh County Contact	Sarah Turner
For CalWORKS County Contact	Emily Hering
Frank D. Lanterman Regional Center - Pasadena	Melinda Sullivan
Fred Brown Recovery Services	
Friends Outside	Mary Weaver
Frontier Trail	Brenda Trainor
Frostig School	Dean Conklin
Glendale Community College District Regional Consortium	MaryAnn Pranke
Grandview Foundation, Inc.	Shelly Wood
Guam Communications Network	
Harbor Regional Center	Patricia Del Monico
HealthRight360	
Hillside Education Center	Amy Cousineau
Homeboy Industries	Thomas Vozzo
Homeless Employment Collaborative San Francisco	Michelle Leonard-Bell
Hospitality Training Academy HTA-	Alexandra Weyman
Human Rights First	Michael Breen
Immigration Center for Women and Children	Suzanne McCormick
In2Vision	Beatrice Diaz
Inclusive Education & Community Partnership North LA Office-	Cinthia Vigil
Independent Living Center of Southern California (ILCSC)	Robert Jeromin
Independent Steps II	Laura Lua
Inside Out Writers	Jay Ellis

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

International Institute of Los Angeles	Lilian Alba
International Rescue Committee-Glendale	David Miliband
International Rescue Committee-Los Angeles	Martin Zogg
JACL - Pacific Southwest District	Stephanie Nitahara
JVS SoCal Disability Assessment	Robin Moreno
Khmer Girls in Action	Lian Cheun
Korean American Coalition - Los Angeles Chapter	Adam Chong
Korean Churches for Community Development (FACE)	Hye-pin IM
Korean Resource Center	Isabel Kang
Koreatown Immigrant Workers Advocates	Alexandra Suh
Koreatown Youth & Community Center	Ernie Yoshikawa
Kutturan Chamoru Foundation	Heidi Chargualaf-Quenga
LA Black Worker Center	Lola Smallwood Cuevas
LA Community Action Network	Steve Diaz
Leadership Education for Asian Pacifics, Inc.	Nancy Yap
Legal Aid Foundation of Los Angeles	Silvia R. Argueta
Liberty Hill Foundation	Shane Murphy Goldsmith
Life After Uncivil Ruthless Act (LAURA)	Adela Barajas
LiNk	Maritza Salinas
Little Tokyo Service Center	Mike Murase
Long Beach Adult Education	Stephanie Lewis
Los Angeles Center for Law and Justice	Matt Stricker
Los Angeles Child Support Services	Steven Golightly
Los Angeles County	Otto Solorzano
Los Angeles County - Centinela Area Office	
Los Angeles County - Day Reporting Center	
Los Angeles County - East Los Angeles ELA- Area Office	
Los Angeles County - Firestone Area Office	
Los Angeles County - Harbor Area Office	
Los Angeles County - Lynwood Regional Justice Center	
Los Angeles County - Rio Hondo Area Office	
Los Angeles County - San Gabriel Valley SGV- Area Office	
Los Angeles County - South Central Area Office	
Los Angeles County Bar Association	
Los Angeles County Office of Education	Dr. Debra Duardo
Los Angeles Mongolian Association	
Los Angeles Regional Adult Education Consortium	Lanzi Asturias
Los Angeles Regional Reentry Partnership	Troy Vaughn

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Los Angeles/Orange County Regional Consortium	Richard Verches
Loyola Immigrant Justice Clinic	Marissa Montes
M&R Professional Services	Sandra Mejia
Managed Career Solutions	Philip Starr
Mexican American Opportunity Foundation	Marissa Montes
Miguel Contreras Foundation	Angelica Martin
Monrovia Adult School	Flint Fertig
Monrovia Unified School District	Jennifer Johnson
Mt. San Antonio Regional Consortium for Adult Education	Ryan Whetstone
National Immigration Law Center	Marielena Hincapié
NECA/IBEW Electrical Training	Jane Templin
North Los Angeles County Regional Center	George Stevens
Office of Samoan Affairs	
Orange County Child Support Services	Steven Eldred
Pacific Asian Consortium in Employment (PACE)	Rachelle Arizmendi
Pacific Clinics	Laura Pancake
Pacific Clinics	Ms. Russell
Pacific Gateway	Nick Schultz
Parole Office - El Monte & Santa Fe Springs	
Parole Office - El Monte, LA Central, Long Beach, Mid City, Huntington Park GPS & Mid City GPS	
Parole Office - Los Angeles County - Alhambra Area Office	
Parole Office - Pomona, San Gabriel Valley, & San Gabriel Valley GPS	
Parole Office - Compton	
Parole Office Antelope Valley	
PARS Equality Center	Reza Odabae
Partnership for Adult Academic and Career Education	Graciela Vasquez
Pasadena Area Consortium	Robert Bell
Pasadena City College	Carol Calandra
Pasadena City College	Dr. Cynthia Olivo
Pasadena City College Disabled Students Program Services	
Pasadena City College Disabled Students Programs	Rosemary Scott
Pasadena Unified School District	Cerylin Lew
Pasadena Unified School District	Marissa Sarian
Pasadena, San Fernand Valley, & Van Nuys	
Phoenix House — Lake View Terrace	
Phoenix House - Venice Beach Residential and Outpatient Services	

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Phoenix House of California, Inc.	
Pilipino Workers' Center	
Plaza Bank	Daniel Lien
Pomona Economic Opportunity Center	
Proteus, Inc.	
Public Counsel	Margaret Morrow
Rager's Abbey Flooring and Window Covering	Steven Gutierrez
Rio Hondo Region Adult Education Consortium	Eileen Stear
Ritz Vocational	Michelle Yanuzzi
Sadler Healthcare, Inc.	
Safe Refuge	Kathryn Romo
Samoan National Nurses Association	
San Gabriel Regional Center- Arcadia, Duarte, Monrovia, Sierra Madre	Aaron Christian
San Gabriel Valley Economic Partnership	Jeff Allred
San Gabriel/Pomona Regional Center	R. Keith Penman
Santa Clarita Valley Adult Education Consortium	John Makevich
Santa Monica Regional Consortium for Adult Education	Dione Carter
SCAL Region Kaiser Permanente	Carolyn Dallas
Search To Involve Pilipino Americans	
SELACO	Yolanda Castro
Service Center for Independent Life SCIL-	Chelsea Pearson
Sierra Madre Learning Center TOTAL Programs	Sean Surfes
SoCal Gas	Tony Tartaglia
South Asian Network	Nutan Kafle
South Bay Adult Education Consortium El Camino	Jennifer Hutcherson
South Bay Workforce Investment Board	Jan Vogel
South Central Los Angeles Regional Center	Dexter Henderson
South Pasadena Chamber of Commerce	Laurie Wheeler
South Pasadena Unified School District	Dennis Lefevre
Southeast Asian Community Alliance	Sissy Nga Trinh
Southern California Alcohol and Drug Program	jrojas@scadpinc.org
Southern California Resources Services for Independent Living	Rudy Contreras
Southwest Carpenters Training Fund	Matt Dunphy
Special Services for Groups	Hayley Levy
Tarzana Treatment Center Antelope Valley	
Tarzana Treatment Center Lancaster	
Tarzana Treatment Center Long Beach	
Tarzana Treatment Center Long Beach Outpatient Facility	

Invitation List

Community and Stakeholder Forum on : Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Tarzana Treatment Center Northridge	
Tarzana Treatment Center Palmdale	
Tarzana Treatment Center Reseda	
Tarzana Treatment Center Tarzana	
Teamsters Local Union No. 396	Hector Delgado
Thai Community Development Center	Chancee Martorell
The Anti-Recidivism Coalition	Shaka Senghor
The Arc Los Angeles and Orange Counties	Donna Linley
The Carter Agency	Ron Carter
The Help Group	Heather Humphrey
Tri City Adult Education Consortium	Lynell Wiggins
U.S. Veterans Initiative	Cameron Cook
UAW Local 509	Gene Hurd
UNITE HERE	Donald Taylor
United Cambodian Community	Margaret Lavyn- Tham
United Cambodian Community, Inc.	Sara Pol-Lim
United Farmworkers UFW- Foundation	Diana Tellefson Torres
University of Southern California, Gould School of Law, Immigration Clinic	Niels Frenzen
Valley Village San Fernando Valley	Debra Donovan
Verdugo Workforce Development Board	Judith Velasco
Violence Prevention Coalition of Greater Los Angeles	Daniel Healy
Volunteers of America El Monte	Randy Enriquez
Volunteers of America Los Angeles	Karl Calhoun
Weingart Center Association	Tonja Boykin
Westside Regional Center	Carmine Manicone
YMCA of Metropolitan Los Angeles	



**Community and Stakeholder Forum on: Improving Services to Individuals with Disabilities through
Competitive Integrated Employment
LIST OF ATTENDEES**

Organization	Name	Phone Number	Email Address
Ability First	Rosa Gonzalez	626-396-1010	rgonzalez@abilityfirst.org
Almanson Transition and Adult Services	Lupe Vasquez	626-755-4382	gvasquez@almanson.org
Almanson Transition and Adult Services	Karissa Tressa	323-341-5580	khoshiwara@almanson.org
Almanson Transition and Adult Services	Nita Davis	323-341-5580	ndavis@almanson.org
Arcadia Unified School District	Nieves Lugo	626-821-8371	nlugo@ausd.net
Arcadia Unified School District	Nieves Lugo	626-821-1729	nlugo@ausd.net
Department of Rehabilitation	Denise McKnight	626-304-8335	Denise.M.McKnight@dor.ca.gov
Department of Rehabilitation	Diana Ling	626-304-8336	diana.ling@dor.ca.gov
Department of Rehabilitation	Komal Tejwani	626-304-8343	komal.tejwani@dor.ca.gov
Eastern Los Angeles Regional Center	George De La Loza	626-299-4627	gdelaloza@elarc.org
Employment Development Department	Nona Yegiazaryan	626-584-8394	AnahitNona.Yegiazaryan@edd.ca.gov
Foothill Workforce Development Board	Annette Kelly-Whittle	626-796-5627	akelly-whittle@foothilletc.org
Foothill Workforce Development Board	Joumana Barakat	626-796-5627	jbarakat@foothilletc.org
Foothill Workforce Development Board	Julie McElrath	626-796-5627	jmc@foothilletc.org
Foothill Workforce Development Board	Ricardo Quezada	626-796-5627	rquezada@foothilletc.org
Foothill Workforce Development Board	Brenda Trainor	323-229-2397	trainorb@gmail.com
Frank D. Lanterman Regional Center	Karen Ingram	213-252-5694	kingram@lanterman.org
Link	Maritza Salinas	626-808-8722	maritza@dtwgroups.com

**Community and Stakeholder Forum on: Improving Services to Individuals with Disabilities through
Competitive Integrated Employment**

LIST OF ATTENDEES


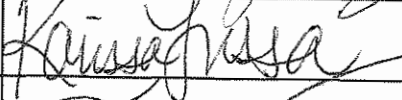
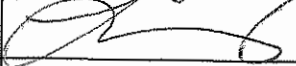

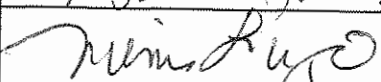
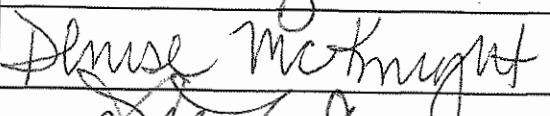
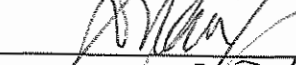

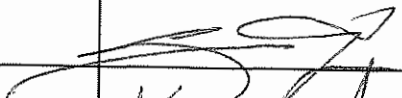
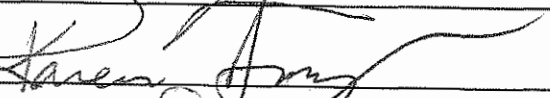
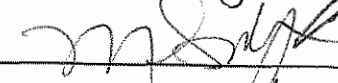
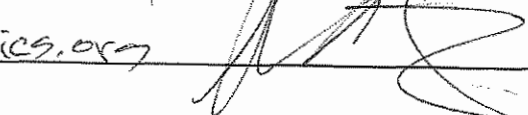
Organization	Name	Phone Number	Email Address
Monroeville Unified School District	Stephanie Becher	626-471-2820	sbecher@monroviashools.net
Monrovia Adult School	John Russell	626-840-9865	jrussell@monroviashools.net
Monrovia Adult School/FWDB	Flint Fertig	626-926-6812	ffertig@monroviashools.net
Pacific Clinics	Herman Corteza	626-254-5000	hcorteza@pacificclinics.org
Pasadena City College	Charlotte Moore	626-585-7177	cmmore7@pasadena.edu
Pasadena City College	Ketmani Kouanchao	626-385-7539	kkouanchao@pasadena.edu
Pasadena City College Disabled Students Programs	Rosemary Scott	626-585-7127	rxscott@pasadena.edu
Pasadena Unified School District	Stephanie Cosey	626-396-3600 ext. 78023	cosey.stephanie@pusd.us
Ritz Vocational	Michelle Yanuzzi	626-918-7489	michelle@Ritzvocational.com
San Gabriel Regional Center	Aaron Christian	909-620-7722	achristian@sgprc.org
San Gabriel Regional Center	Linh Lee	909-706-3759	llee@sgprc.org
Southern California Resources Services for Independent Living	Gabriela Ramirez	626-422-9615	gramirez@scrs-ilc.org
Southern California Resources Services for Independent Living	Mario Galdamez	626-422-9615	mgaldamez@scrs-ilc.org
The Arc Los Angeles and Orange Counties	Marisol Ponce	562-803-4606	mponce@thearclaoc.org
The Help Group	Kevin Ewinger	818-779-5272	kewinger@thehelpgroup.org
Volunteers of America	Randy Enriquez	626-433-8418	renriquez@voala.org



Community and Stakeholder Forum on: Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Organization	Name	Phone Number	Email Address	Signature
Pasadena City College Disabled Students Programs	Rosemary Scott	626-585-7127	rxscott@pasadena.edu	
Pasadena Unified School District	Stephanie Cosey	626-396-3600 ext. 78023	cosey.stephanie@pusd.us	
Ritz Vocational	Michelle Yanuzzi	626-918-7489	michelle@Ritzvocational.com	
San Gabriel Regional Center	Aaron Christian	909-620-7722	achristian@sgprc.org	
South Pasadena Unified School District	Allison Strain	626-441-5820 ext.	astrain@spusd.net	
Southern California Resources Services for Independent Living	Gabriela Ramirez	626-422-9615	gramirez@scrs-ilc.org	
Southern California Resources Services for Independent Living	Mario Galdamez	626-422-9615	mgaldamez@scrs-ilc.org	
The Arc Los Angeles and Orange Counties	Marisol Ponce	562-803-4606	mponce@thearclaoc.org	
The Help Group	Kevin Ewinger	818-779-5272	kewinger@thehelpgroup.org	
Volunteers of America	Randy Enriquez	626-433-8418	renriquez@voala.or	

Community and Stakeholder Forum on: Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Organization	Name	Phone Number	Email Address	Signature
Ability First	Rosa Gonzalez	626-396-1010	rgonzalez@abilityfirst.org	
Almanson Transition and Adult Services	Karissa Tressa	323-341-5580	khoshiwara ktressa@almanson.org	
Almanson Transition and Adult Services	Lupe Vasquez	626-755-4382	gvasquez@almanson.org	
Almanson Transition and Adult Services	Nita Davis	323-341-5580	ndavis@almanson.org	
Arcadia Unified School District	Nieves Lugo	626-821-8371	nlugo@ausd.net	
Department of Rehabilitation	Denise McKnight	626-304-8335	Denise.M.McKnight@dor.ca.gov	
Department of Rehabilitation	Diana Ling	626-304-8336	diana.ling@dor.ca.gov	
Department of Rehabilitation	Komal Tejwani	626-304-8343	komal.tejwani@dor.ca.gov	
Department of Rehabilitation	Mario Morales	626-304-8337	Mario.Morales@dor.ca.gov	
Eastern Los Angeles Regional Center	George De La Loza	626-299-4627	gdelaLoza@elarc.org	
Frank D. Lanterman Regional Center	Karen Ingram	213-252-5694	kingram@lanterman.org	
Link	Maritza Salinas	626-808-8722	Maritza@dlwgroups.com	
Pacific Clinics	Herman Corteza	626-254-5000	hcorteza@pacificclinics.org	
Pasadena City College Disabled Students Programs	Carol Calandra	626-585-7123	ccalandra@pasadena.edu	

Name	Organization	Phone Number	Email Address
Stephanie Becher	MUSD	626 471-2820	sbecher@monrovia-schd.org
Charlotte Moore	PCC - HR	(626) 585-7177	cmoore7@pasadena.edu
Katmani Kovachus	PCC	(626) 385-7539	KKovachus@pasadena.edu
Brenda Trivirob	FWDB	323 229-2347	trivirob@gmail.com
Nieves Lugo	ANSO	cell 821 1729	n.lugo@aust.net
Julie McElrath	FWDB	(626) 304-8903	jmc@foothillec.org
Ricardo Durzada	FWDB	(626) 584-8376	rdurzada@foothillec.org
ANNETTE KELLY WHITTLE	FWDB	826 584.	
Jourmana Barakat	FWDB	626 9848387	jbarakata@foothillec.org
Flint Fortis	FWDB & Monrovia Adult	626-926-6812	ffortis@monrovia-schools.net
John Russell	Monrovia Adult School	626-840-9865	jrussell@monrovia-schools.net
Link Lee	SyPRC	909-706-3759	llee@syprc.org
Nona Yegiazanya	ETD	(626) 584-8657	onah.yegiazanya@redd.ca.gov

From: [Annette Kelly-Whittle](#)
To: Bethany.Renfree@cwdb.ca.gov; Michael.Dowdy@cwdb.ca.gov; Rafael.Aguilera@cwdb.ca.gov
Cc: [Dianne Russell](#)
Subject: Local and Regional Planning Meeting Location for Foothill Workforce Development Board
Date: Monday, September 17, 2018 4:59:00 PM
Attachments: [FWDB REGIONAL PLAN FLYER .pdf](#)

I am attaching the meeting information for the first of five community meetings scheduled. The meeting will be on August the 26th from 10:00 am to 12:00 pm at the Foothill Employment and Training Connection at 1207 East Green Street, Pasadena, CA 91106. Please let me know if you need any additional information. Thank you.

Annette Kelly-Whittle
Foothill Workforce Development Board
Management Analyst II
Office: 626-584-8367
Cell: 909-362-7082

Document attachment: FWDB REGIONAL PLAN FLYER.odf

FOOTHILL WORKFORCE DEVELOPMENT BOARD
IS UPDATING ITS LOCAL AND REGIONAL PLAN

COMMUNITY FORUM ON IMPROVING WORKFORCE DEVELOPMENT SERVICES TO THE DISABLED
WEDNESDAY
SEPTEMBER 26TH
10:00 - 12:00 P.M.
FOOTHILL EMPLOYMENT AND TRAINING CONNECTION
1207 EAST GREEN STREET
PASADENA, CA 91106
626-796-JOBS

FWDB SERVES THE CITIES OF
ARCADIA, DUARTE, PASADENA,
MONROVIA, SOUTH PASADENA &
SIERRA MADRE

The FWDB invites you to join the discussion and provide your input in the development of a plan to be responsive to the needs of our community to improve workforce development services to individuals with disabilities through competitive integrated employment.

R.S.V.P. (626) 584-8395

From: [Annette Kelly-Whittle](#)
To: "Bethany.Renfree@cwdb.ca.gov"; "Michael.Dowdy@cwdb.ca.gov"; "Rafael.Aguilera@cwdb.ca.gov"
Cc: [Dianne Russell](#)
Subject: Local and Regional Planning Meeting Schedule and for the Foothill Workforce Development Board
Date: Tuesday, September 25, 2018 8:27:00 AM
Attachments: [image001.png](#)
[community flyer FINAL.pdf](#)

Here is the flyer with the additional dates of the planning meetings we have scheduled. Please let me know if you have any questions.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Document attachment: Community flyer FINAL.pdf

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

September 26, 2018 | 10:00 a.m. to 12:00 p.m.
Foothill Employment and Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106
Serving Individuals with Disabilities
Improving services to individuals with disabilities through competitive integrated employment

October 11, 2018 | 10:00 a.m. to 12:00 p.m.
Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016
Serving English Language Learners, Immigrants and Refugees
Developing strategies to strengthen services to english learners, foreign born individuals and refugees

November 28, 2018 | 5:00 p.m. to 6:30 p.m.
City of Duarte Community Center
1600 Huntington Drive, Durate, CA 91010
Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

Foothill Workforce Investment Board
RSVP to Rita Magno
Email: rmagno@foothilletc.org | Phone: 626-584-8395

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

**Community and Stakeholder Forum on:
Improving Services to Individuals with Disabilities
through Competitive Integrated Employment**

AGENDA

- I. Call to Order
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Competitive Integrated Employment
- IV. State Requirements and Guidance on Services for Individuals with Disabilities through Competitive Integrated Employment
- IV. Objectives of Community and Stakeholder Forum
- V. Consideration of and Discussions on:
 - A. How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
 - B. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
 - C. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?
 - D. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
 - E. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?
 - F. Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?
- VI. Adjournment

September 26, 2018

**Improving Services to
Individuals with Disabilities
through Competitive
Integrated Employment**

- » Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- » In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- » In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- » California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Local Workforce Planning and the Biennial Updates



Required modifications to local plans must address:

- » New partnerships with CalFresh Employment and Training Programs
- » New Partnerships with Local Child Support Agencies
- » Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- » Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

- » Competitive Integrated Employment (CIE) is work performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with and without disabilities.
- » CIE is full- or part-time work that:
 - Compensates individuals at no less than the legal minimum wage and at the same rate as non-disabled employees with the same skills, performing the same work
 - Yields an income comparable to that of similarly situated non-disabled individuals
 - Provides the same benefits available to other employees
 - Is at a location where employees interact with other persons who are not individuals with disabilities
 - Presents opportunities for advancement

What is Competitive Integrated Employment?

- » In 2017, the California Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the California Department of Education (CDE) formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities (ID) and developmental disabilities (DD) through CIE and other mechanisms.
- » Local Boards must submit modifications to their local plans that address how they will engage with local counterparts of the three state-level partners to align with the State CIE strategy embedded in its blueprint.

Overview of Local Plan Guidance regarding Competitive Integrated Employment

- » The state-level CIE partners (DOR, DDS, CDE) have developed a Local Partnership Agreement template to assist local education agencies, DOR districts and DDS regional centers in collaborating more effectively in assisting individuals with ID and DD.
- » Staff at AJCCs are expected to understand the needs of jobseekers with ID/DD and be knowledgeable about programs and resources that can aid in their success.
- » DOR's district staff will designate a point of contact for the Local Boards to help provide linkages to service providers of individuals with ID/DD.

- » DOR district staff will partner with Local Boards to outreach to employers and partners to develop strategies to achieve CIE opportunities for consumers.
- » The State Board recommends that Local Boards support the recruitment, referral, and employer engagement efforts of DOR representatives.



- » Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- » Learn from practitioners about best practices in meeting service needs
- » Identify where gaps in services may currently exist
- » Hear recommendations on implementing competitive integrated employment for individuals with intellectual disabilities and developmental disabilities.

Objectives of this Community and Stakeholder Forum

- » How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- » Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
- » Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

For Your Consideration and Input

- » Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- » How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

» Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

Thanks!
We greatly appreciate your input!



1207 E Green Street
Pasadena, CA 91106

September 26, 2018 10:00 a.m. to 12:00 p.m.

**Community and Stakeholder Forum on:
Improving Services to Individuals with Disabilities through Competitive Integrated Employment**

MEETING NOTES

Present: Rosa Gonzalez, Karissa Tressa, Lupe Vasquez, Nita Davis, Nieves Lugo, Denise McKnight, Diana Ling, Komal Tejwani, George De La Loza, Karen Ingram, Maritza Salinas, Herman Corteza, Carol Calandra, Rosemary Scott, Stephanie Cosey, Michelle, Yanuzzi, Aaron Christian, Gabriela Ramirez, Mario Galdamez, Marisol Ponce, Kevin Ewinger, Randy Enriquez, Stephanie Becher, Charlotte Moore, Kemani Kvanchoa, Brenda Trainor, Nieves Lugo, Julie McElrath, Ricardo Quezada, Annette Kelly-Whittle, Joumana Barakat, Flint Fertig, John Russell, Linh Lee, Nona Yegiazaryan

Agenda Items

I. Call to Order

The meeting started at 10:05 Foothill Workforce Development Board's Deputy Director Ricardo Quezada welcoming the attendees. Mr. Quezada explained the purpose of the forum and introduced the meeting facilitator David Shinder.

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

David Shinder welcomed attendees and started with a PowerPoint presentation that provided background information on the local workforce plan and requirements. In addition, Mr. Shinder provided general information on the Foothill Workforce Development Board as well as the other boards in the Los Angeles Basin Regional Planning Unit. The presentation provided information on the two new partnerships that were formed with the Cal Fresh program and local child support agencies and enhancing partnerships with existing partners.

III. Overview of Competitive Integrated Employment

David Shinder provided the group the federal definition for competitive integrated employment (CIE) as work performed by a person with a disability, including those with intellectual and developmental disabilities within an integrated setting that includes both individuals with and without disabilities. Mr. Shinder went on to provide details on integrated employment versus other models. He stated that wages are compensated to individuals at no less than a legal minimum wage, and at the same rate is non-disabled employees with the same skills performing the same work.

IV. State Requirements and Guidance on Services for Individuals with Disabilities through Competitive Integrated Employment

Mr. Shinder spoke about the state requirements and guidance on services for Individuals with Disabilities through Competitive Integrated Employment. In 2017 three state agencies, Department of Rehabilitation, Department of Developmental Services, and Department of Education formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities through CIE. Local boards, in response to the state action, must submit modifications to their local plans that address how they will engage local counterparts to align with the state strategies on CIE.

IV. Objectives of Community and Stakeholder Forum

Mr. Shinder informed the group that the objective of the forum meeting is to give stakeholders in the community the opportunity to weigh in on the needs of individuals with developmental and intellectual disabilities. He went on to say that we want to learn from practitioners, people who actually do the work about best practices in meeting the service needs for this population. As well as identify gaps that currently exist in services. Lastly, Mr. Shinder stated he we wanted to hear specific recommendations from the group on implementing an competitive integrated employment.

Mr. Shinder went through the six topics he was going to cover that related to providing CIE, before he started the discussion on each topic.

V. Consideration of and Discussions on:

A. How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?

George De La Loza, Eastern Los Angeles Regional Center, shared that they are involved with the local partnership agreements (LPA), which essentially means they have a network and conversations with several school districts. The regional centers are trying to work closely with Department of Rehabilitation (DOR) in a collaboration that goes beyond their traditional relationship which has been to support consumers in internship opportunities, employment, and other services. Mr. De La Loza stated that the partnership has taken them into another area in aligning their systems. Their long-term agreements are focusing on the continuum of services in the area of internship opportunities. The regional center and DOR have internship opportunities and there are paid employment opportunities, which is a necessary tool for all our consumers from high school through college to gain employment.

Karen Ingram, Frank D. Lanterman Regional Center, informed the group that for six years Lanterman Center has funded a job developer for a very small school district in their catchment area that does not get specific DOR monies because of their size. The job developer's goal is to help Lanterman clients that are graduating from three small schools get jobs and stop sending them to day programs and sheltered workshops. Last year they had three graduates and all three were placed in employment.

Linh Lee, San Gabriel Pomona Regional Center, stated that in their collaboration with DOR they work mainly with the Covina and El Monte DOR offices. Ms. Lee serves as the primary point person for both offices and she addresses any questions related to the transition and referral services. This

allows her to coordinate between the two agencies and streamline the process and make sure that things do not get lost in the process.

John Russell, Monrovia Adult School, spoke about a pilot program where they took 16 high functioning autistic students, some were clients of the Santa Clarita Regional center, and provided them with 4 weeks of training in the film industry. The individuals were all able to work on a production. The difficulty with the film industry is that it is not a 9 to 5, 52 weeks a year job. Ongoing efforts are needed, and the conversations have started, and resources are being leveraged. Mr. Shinder asked whether they have tried to engage the labor unions to solve the issue of on again and off again work. Mr. Russell said they have not tried to engage the union yet.

Lupe Vasquez, Institute for the Redesign of Learning, stated that they inadvertently created a relationship between regional centers, department of rehabilitation, and schools in their area four years ago through a pilot job fair. All these entities came together for this event to service their customers. The job fair collaboration led to doing mini recruitments at the one-stop centers. Ms. Vasquez stated that she feels that it has been a collaborative effort and we collectively work on goals without even thinking about it.

Komal Tejwani, Department of Rehabilitation, spoke on the partnership between the Foothill Workforce Development Board and DOR. Ms. Tejwani attends orientation for customers and tells them about DOR services. She goes on to say that she encourages her consumers to use the services at the one-stop and vice versa. Ms. Tejwani also speaks on a case where an individual was co-enrolled and received training services from Foothill and supportive services and job development from DOR. Ms. Tejwani feels that as she continues to do the orientations that it will grow into a strong relationship and more opportunities to partner. The other partnership she spoke on was with Pasadena City College's disable student services office. They provide referrals to each other.

Ms. Tejwani asked Rosemary Scott, a speech pathologist at Pasadena City College, to speak more on their partnership. Ms. Scott explained that she works with a lot of students that are high functioning autistic and have developmental disabilities. Ms. Scott states that DOR attends their bi-annual advisory meeting. The other thing that Ms. Scott stated is that she worked with Mr. De La Loza in the summer to help place a high functioning autistic student who had good success at the lab that she worked at, which is a good example of CIE.

Mr. De La Loza added that it was a wonderful collaboration, which they worked with the college and placed a consumer with a current student at PCC to act as a tutor. The internship was a paid internship program which paid about \$10,400 a year. This opens the doors at places such as PCC and speaks to the concerns as to whether individuals can work in the workplace. It is Mr. De La Loza's understanding that the college has offered the intern a permanent position.

Ms. Tejwani added that she serves as the specific liaison to PCC and they work on how they can support students with additional resources that are not on campus.

Joumani Barakat, Foothill Workforce Development Board, stated that it is important to define which disabilities you are serving to support in the workforce. She expressed that all she is hearing about is high functioning and a lot of those individuals can get a job on their own. As a parent of a disabled child she feels there is no specific definition when people say developmentally disabled and intellectually disabled because it is broad. She feels that there is a big step before this because what

disabilities are, we are talking about. When you work with someone who is deaf, it is completely different when you are working with a child who has down syndrome and operates at the age of seven. If you look at the act you must serve that person, the same exact way. We are all guilty of being selective of the disabilities we serve.

Mr. Shinder addressed her point stating that the disabilities services network and those that are peripheral to that network like the America's Job Centers typically serve individuals that can be remediated with a single technology or are high functioning. He explained to the group that one of the reasons this CIE is a high priority in the state plan is so that at the local level, practitioners can define and develop strategies, including competitive integrated employment strategies to serve a broader base of people and determine what strategies may be appropriate for what disabilities. Mr. Shinder added that the operative word anytime we talked about individuals with disabilities is individual. Everybody must be treated as an individual. Therefore, an individual assessment of needs, determining where barriers exist, what kind of supports are necessary, not everyone may be a candidate for competitive integrated employment. That does not mean we don't serve that person, we use a different tool from our toolkit to do that.

Stephanie Cozy is the workability coordinator at Pasadena Unified School District. She works with a lot of partners in the room. She has made it a mission for all students with disabilities, regardless of the extent of the disability to have some type of vocational experience. Ms. Cozy explained that it looks different for every student and it takes a lot of work to find out how that can happen. There is a way for them all to have some type of vocational experience by identifying what skills and strengths the individuals have and matching them to opportunities with local businesses. The relationship with businesses is very important and requires that we provide the business support and have an ongoing relationship. Ms. Cozy ended by stating that we need to be open minded and not think about things in a very fixed way. We must individually develop and connect relationships so that they have the experience.

Herman Cortez, Pacific Clinics, says they have a great partnership and contract with DOR that dates to 1998 and they share some clients. Pacific Clinics primarily serves individuals with severe mental illness. The goal is to get them employment. Mr. Cortez felt the great part of their contract is that Los Angeles Department of mental health services is a part the co-op and the individual is required to have mental health services at the part of the contract. He went on to say that they work with Southeast Area Social Services Funding Authority (SASSFA) and Verdugo AJCC. Mr. Cortez stated that the partnerships are already being created but making the great work we're all doing together known needs work.

Randy Enriquez from Volunteers of America works with veteran's in distressed circumstances such as homelessness or unemployment. He spoke about the disparities in networking and that he has only worked with a handful of programs such as the WIOA program at Foothill Workforce Development Board. He is wanting to know what other services he can offer support veterans.

Lupe Vasquez stated that the only thing that she sees missing is the employers. The employers are crucial for placement and they are constantly trying to get employers. She spoke of wanting paid internship opportunities because it is an excellent tool and incentive for employers to work with the population. The number one partnership is employers.

Brenda Trainor, Foothill Workforce Development Board, added to the conversation by stating the area of greatest need is the relationship with employers and doing a much better job of communicating programs to businesses.

B. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

Mr. Shinder went on to question three because this question was addressed in the conversation during the first question.

C. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

Ms. Ingram stated that they already have four local partnership agreements in final review. They used the template provided by the state agencies and they just had their first quarterly meeting with LAUSD. They will meet with LAUSD quarterly and they agreed to have the same individuals at the quarterly meetings for one year. Ms. Ingram liked that there is now a relationship where they can pick up the phone and call a person that will take care of issues and she felt that was going to be one of their biggest benefits to the LPA

Ms. Lee shared they have eighteen districts as a part of their LPA. She stated that she has over a hundred individuals on her LPA list to attend meetings. They have had parents, board members, and vendors attended. They have not had much success with the employers.

Mr. Shinder discussed the possibility of an LPA with the DOR district, three regional centers, and the five school districts. The group discussed calling a meeting to discuss an LPA. Mr. Shinder asked if DOR could call the meeting and Ms. McKnight stated that the district administrator Wan-Chun Chang could call the meeting. The group asked that DOR call the meeting.

Ms. Vasquez asked about the employer component being involved in the LPA. Mr. Shinder stated that they would not be involved in this part of it. The LPA would decide how to work with the employers. Ms. Vasquez asked about the local AJCC's having employer relationships. Julie McElrath advised that we do a lot of onsite recruitments and partner with business. Ricardo Quezada added by explaining to the group that the FWDB is governed by business and that FWDB does a large amount of outreach to businesses. Mr. Shinder educated the group about the EDD Wagner Peyser's role and CalJobs.

D. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

Mr. Shinder talked about the money that the region received to host training for itself and partners. He asked the group what type of training would be beneficial to the network of providers that is focused this population?

Mr. Cortez spoke about providing training on the evidenced based Individual Plan and Support (IPS) model. Instead of engaging businesses they start where the client is at and identify what kind of job or gainful employment, they would be successful in. This model is sometimes called supported employment or sheltered employment.

Ms. Cosey said a training where employers are invited to listen to businesses that have hired clients speak about their experience as a way to encourage employers to work with the population.

Mr. De La Loza stated that as part of their LPA, they are cross training on the consumer population, which is critical in ensuring all of the system understand the populations.

Ms. Vasquez suggested that training be offered on the Personal Social Vocational Adjustment program model.

Mr. Quezada spoke about leveraging the Transition Alliance workshops that the California Workforce Association has been promoting.

Mr. Christian proposed the person-centered thinking and the Association of Community Rehabilitation Educators (ACRE) certifications. The ACRE certifications teaches people who are responsible for assessing job skills on the customized employment techniques.

E. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

Mr. Shinder asked what they were planning on doing for business engagement. Ms. Ingram advised that they have decided to provide the support to their service providers because they are the face of the community and the regional centers are the funders. They have been working on coordinating and getting them to a partner so that five agencies aren't going to the same employer. They're working in partnership and dividing things up. In addition, they are working on unified training materials, so everyone is handing out the same general information.

Denise McKnight stated they use some of the same providers as the regional centers. They also have in house business specialist Diana Ling pounds the pavement to find intern and employment opportunities. Ms. McKnight stated that she felt that a statewide liaison would be beneficial to go out to the businesses in asking them to reserve a percentage of jobs. We can work with the community college to train individuals to the industry, but we need more employers to work with us.

F. Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

Mr. Shinder stated that there is nothing stopping this group, a different group, or a larger group from organizing and forming a local disability services network that meets to discuss a campaign around employment for this population.

Mr. Christian added that he felt that the LPA could be the driver of those networks. He feels that is the whole point that everyone is in the room and starts talking about how they can serve the same people in a less fragmented way. Through the LPA's we finally have decision makers at the table to start sharing and figuring out how to not duplicate efforts.

Annette Kelly-Whittle spoke about a process of introducing DOR to employers when doing onsite recruitments as a way to help individuals with disabilities obtain employment, which was something that worked for another AJCC.

Mario Galdamez from Southern California Resources for Independent Living talked about when it comes to employment engagement, he worked with the Santa Clarita AJCC and they would hold meetings like enterprise zone meetings, and they made it a point to invite the community partners so they could have access to the employers. He thought the relationship was great because they collaborated not only on recruitment, but they collaborated on employer engagement and resources. It allowed the employer to understand the different incentives that were available to them. The other area was the leveraging of resources, because they were able to get space in the local centers and that assisted them in being able to develop relationships and it was a win win for the AJCC because they would refer participants.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-5-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

September 26, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

Serving Individuals with Disabilities

Improving services to individuals with disabilities
through competitive integrated employment

October 11, 2018 | 10:00 a.m. to 12:00 p.m.

Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016

Serving English Language Learners, Immigrants and Refugees

Developing strategies to strengthen services to english learners,
foreign born individuals and refugees

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Durate, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre

Community Forum on Local Workforce Planning



Foothill Workforce Investment Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

Calendar

Career and Business Events

Events are color coded: Job Seeker events in orange, Business events in blue.

FWDB Calendar

Today ◀ ▶ October 2018 Print Week Month Agenda

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	Oct 1 11am FETC Orientation	2 8am (South Pasadena) Shop	3 9am EU Orientation 11:30am (Pasadena) Lunche 1pm LAPD Hiring Examinati	4 8am (Arcadia) Community C	5 10am Resume Writing 101	6
7 8am (Recruitment) Allied Ur 11am Special FETC Policy Bc 11am FETC Orientation 5:30pm FWDB Entrepreneur	8 8am (Recruitment) Home In	9 9am (Recruitment) 365 Deli	10 7am (Pasadena) Breakfast C	11 10am FWDB REGIONAL COM	12	13
14 9am Change and Transition 11am FETC Orientation 1:30pm Job Search Etiquette	15 7am (Duarte) Good Morning 9am Resume Writing Works	16 9am (Recr 11:30am (f 2:30pm Me			17	18
21 11am FETC Orientation	22 2:30pm Veterans Professionz	23 9am (Recr			24	25
					26	27

FWDB REGIONAL COMMUNITY FORUM

When Thu, October 11, 2018, 10am – 12pm

Where Monrovia Public Library, 321 S Myrtle Ave, Monrovia, CA 91016, USA ([map](#))

Description The FWDB invites you to join the discussion. This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

October 11, 2018 | 10:00 a.m. to 12:00 p.m.
 Monrovia Public Library, Story Room
 321 S. Myrtle Avenue, Monrovia, CA 91016
 Serving English Language Learners, Immigrants and Refugees
 Developing strategies to strengthen services to english learners.

[more details>](#) [copy to my calendar>](#)

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October 11, 2018 | 10:00 a.m. to 12:00 p.m.

Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016

Serving English Language Learners, Immigrants and Refugees

Developing strategies to strengthen services to english learners, foreign born individuals and refugees

OCT 11

Community Forum on: Improving Coordination and Collaboration among Stakehol...

by Foothill Workforce Development Board

📌 ❤️
Unavailable

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, October 2, 2018 11:34 AM
To: 'ksinclair@spusd.net'
Subject: Community Forum
Attachments: community flyer update.pdf; community flyer update.jpg

Kim,

Thank you for speaking to me earlier. We are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services to address the needs of English language learners, foreign born individuals and refugees. In order to do this we need as much input as possible from community members and organizations that serve the same population. The community forum meeting is next week on October 11, 2018 from 10:00 am to 12:00 pm at the Monrovia Public Library. We welcome your school districts participation in the meeting as well as participation from ELAC parents.

Please let me know if you have any questions or need additional information.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, October 2, 2018 11:05 AM
To: rameena.rahman@rescue.org
Subject: Community Forum
Attachments: community flyer update.pdf; community flyer update.jpg

Rameena,

Marylin provided me your contact information. We are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services to address the needs of English language learners, foreign born individuals and refugees. In order to do this we need as much input as possible from community members and organizations that serve the same population. The community forum meeting is next week on October 11, 2018 from 10:00 am to 12:00 pm at the Monrovia Public Library. We welcome your organizations participation in the meeting.

Please let me know if you have any questions or need additional information. I would also appreciate it if you can share the information with other non-profit organizations, community members, individuals your organization serves, and other organizations that service this population and can help us in defining how we move forward over the next couple years.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Wednesday, October 3, 2018 10:11 AM
To: 'jean@ircsgv.org'
Subject: Community Forum
Attachments: community flyer update.jpg; community flyer update.pdf

We are updating our local and regional workforce plans that are required by the Workforce Innovation and Opportunity Act (WIOA). We are wanting to be able to have a robust conversation about the needed workforce services to address the needs of English language learners, foreign born individuals and refugees. In order to do this we need as much input as possible from community members and organizations that serve the same population. The community forum meeting is next week on October 11, 2018 from 10:00 am to 12:00 pm at the Monrovia Public Library. We welcome your participation in the meeting as well as any program participants or other stakeholders.

Please let me know if you have any questions or need additional information.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department

 **FWDB**
Foothill Workforce Development Board

1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Organization	Contact Person
A New Way of Life	Tiffany Johnson
Ability First	Lori Gangemi
ACCE Institute	Christina Livingston
ACLU Southern California	Hector Villagra
Administration for Community Living (ACL)	Elizabeth Akinola
Advancement Project	
African Communities Public Health Coalition	Senait Admassu
Air Tro, Inc	Robert Helbing
Air Tro, Inc	Robert Helbing
Almanson Transition and Adult Services	Nita Davis
Amada Miyachi America	Tina Carey
Amada Miyachi America	Tina Carey
Antelope Valley Regional Adult Education Consortium	Steve Radford
Arcadia Adult School	Laurie McQuaid
Arcadia Unified School District	Katherine Mahoney
Armenian Relief Society Social Service	Talar Aintablian
Asian American Drug Abuse Program Corporate Office	miwat@aadapinc.org
Asian American Drug Abuse Program, Inc.	Mike Watanabe
Asian Americans Advancing Justice	Kathleen Chuman
Asian Pacific Islander Small Business Program	Elaine Pang
Asian Pacific Islanders with Disabilities of California	
Asian Professional Exchange	Ellen Chen
Asian Youth Center	Michelle Freridge
Building Skills Partnership	Aida Cardenas
California Diversity Council	Naomi Moran
California Foundation for Independent Living Centers (CFILC)	Christina Mills
California Immigrant Policy Center	Almas Sayeed
Californians United for a Responsible Budget (CURB)	Amber Rose Howard
Cambodian Association of America	Kimthai Kuoch
Catholic Charities	Sam Samadi
Catholic Charities of Los Angeles, Inc.	Brenda Thomas
Catholic Charities, Glendale Refugee and Immigrant Services	Moises Carrillo
Catholic Charities-Los Angeles	Steve Lee
CEC Long Beach Reentry	George C. Zoley
Center for Asian Americans United for Self Empowerment (CAUSE)	Adam Hsu
Center for Employment Opportunities	Sarah Glenn-Leistikow
Center for Human Rights and Constitutional Law	Peter A. Schey
Center for the Pacific Asian Family	Debra Suh
Central American Resource Center (CARECEN)	Sharonne Jaimes
Centro Community Hispanic Association, Inc. Centro (CHA)	Jessica Quintana

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Chapman House	Timothy Chapman
Chinatown Community for Equitable Development	Frances Huynh
Chinatown Service Center	Rebecca Kwong
CIBA Real Estate	Alfredo Mejia
CIBA Real Estate	Alfredo Mejia
Citrus College	Debbie Wong
Citrus College	Dr. Rocky Cifone
Citrus College	Joanne Montgomery
Citrus College	Steve Baker
Citrus College Adult Education Consortium	John Russell
City of Glendale	Jennifer Hirarmoto
City of Glendale	Jennifer Hirarmoto
City of Hope	Denise Banuelos
City of Hope	Patricia Flores
City of Los Angeles Workforce Development Board	David Eder
City of Los Angeles Workforce Development Board	Greg Irish
Clinica Monseñor Oscar A. Romero	Carlos Vaquerano
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)	Daniel Alva
Communities Actively Living Independent & Free (CALIF)	Yolanda Ramirez
Community Enhancement Services	Carol Gross
Congresswoman Grace Napolitano	Hecto Elizalde
Council of Mexican Federations (COFEM)	Anabella Bastida
County of Los Angeles Child Support Services Department	Jonna Lewis
County of Los Angeles Child Support Services Department	Julie Watson
County Probation - Los Angeles County - Central Placement	
County Probation - Los Angeles County - Santa Monica Area Office	
County Probation - Los Angeles County - Valencia Sub Office	
County Probation - Los Angeles County - Crenshaw Area Office	
County Probation - Los Angeles County - Downey Headquarters	
County Probation - Los Angeles County - East San Fernando ESF- Valley Office	
County Probation - Los Angeles County - Foothill Area Office	
County Probation - Los Angeles County - Long Beach Area Office	
County Probation - Los Angeles County - Pomona Valley Area Office	
County Probation - Los Angeles County - Riverview Area Office	
Countywide Criminal Justice Coordination Committee	
Delancey Street Foundation	Mimi Silbert
Department of Rehabilitation	Denise McKnight
Department of Rehabilitation	Diana Ling
Department of Rehabilitation	Komal Tejwani

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Department of Rehabilitation	Mario Morales
Department of Rehabilitation	Wan-Chun Chang
Department of Rehabilitation	Denise McKnight
Detour Mentoring Group, Inc.	Eyvette Watson
Disability Community Resource Center (DCRC)	Benita Bruner
Disabled American Veterans	Adam Barnes
Disabled Resources Center, Inc. (DRC)	Dolores Nason
Duarte Chamber of Commerce	Sheryl Lefmann
Duarte District English Learner Advisory Committee (DELAC)	Carolina Camarena
Duarte Unified School District	Jesus Ruiz
Eastern Los Angeles Regional Center	Gloria Wong
Eastern Los Angeles Regional Center - South Pasadena	Gloria Wong
EDD Workforces Services	Cesar Valladares
El Rescate	Salvador Sanabria
Employment Development Department	Cesar Valladares
Emplment Development Department	Chrstopher Richburg
Episcopal Diocese of Los Angeles Interfaith Refugee & Immigration Service (IRIS)	Hilda Sakisians
Esperanza Services	Evie Romero
Exceptional Minds	Susan Zwerman
Family Resource Library	
Filipino Migrant Center	Nikole Cababa
Filipino-American Service Group, Inc.	Yey Coronel
FocusOut	Tom Selinske
Foothill Autism Alliance	
Foothill Unity Center	Betty McWilliams
For CalFresh County Contact	Sarah Turner
For CalWORKS County Contact	Emily Hering
Frank D. Lanterman Regional Center - Pasadena	Melinda Sullivan
Fred Brown Recovery Services	
Friends Outside	Mary Weaver
Frontier Trail	Brenda Trainor
Frostig School	Dean Conklin
Glendale Community College District Regional Consortium	MaryAnn Pranke
Grandview Foundation, Inc.	Shelly Wood
Guam Communications Network	
Harbor Regional Center	Patricia Del Monico
HealthRight360	
Hillside Education Center	Amy Cousineau
Homeboy Industries	Thomas Vozzo
Homeless Employment Collaborative San Francisco	Michelle Leonard-Bell

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Hospitality Training Academy HTA-	Alexandra Weyman
Human Rights First	Michael Breen
Immigration Center for Women and Children	Suzanne McCormick
Immigration Resouce Center of the San Gabriel Valley	Blanco
In2Vision	Beatrice Diaz
Inclusive Education & Community Partnership North LA Office-	Cinthia Vigil
Independent Living Center of Southern California (ILCSC)	Robert Jeromin
Independent Steps II	Laura Lua
Inside Out Writers	Jay Ellis
International Institute of Los Angeles	Lilian Alba
International Rescue Committee	Jonathan Fein Proano
International Rescue Committee-Glendale	David Miliband
International Rescue Committee-Los Angeles	Martin Zogg
JACL - Pacific Southwest District	Stephanie Nitahara
JVS SoCal Disability Assessment	Robin Moreno
Khmer Girls in Action	Lian Cheun
Korean American Coalition - Los Angeles Chapter	Adam Chong
Korean Churches for Community Development (FACE)	Hyepin IM
Korean Resource Center	Isabel Kang
Koreatown Immigrant Workers Advocates	Alexandra Suh
Koreatown Youth & Community Center	Ernie Yoshikawa
Kutturan Chamoru Foundation	Heidi Chargualaf-Quenga
LA Black Worker Center	Lola Smallwood Cuevas
LA Community Action Network	Steve Diaz
Leadership Education for Asian Pacifics, Inc.	Nancy Yap
Legal Aid Foundation of Los Angeles	Silvia R. Argueta
Liberty Hill Foundation	Shane Murphy Goldsmith
Life After Uncivil Ruthless Act (LAURA)	Adela Barajas
LiNk	Maritza Salinas
Little Tokyo Service Center	Mike Murase
Long Beach Adult Education	Stephanie Lewis
Los Angeles Center for Law and Justice	Matt Stricker
Los Angeles Child Support Services	Steven Golightly
Los Angeles County	Otto Solorzano
Los Angeles County - Centinela Area Office	
Los Angeles County - Day Reporting Center	
Los Angeles County - East Los Angeles ELA- Area Office	
Los Angeles County - Firestone Area Office	
Los Angeles County - Harbor Area Office	
Los Angeles County - Lynwood Regional Justice Center	
Los Angeles County - Rio Hondo Area Office	

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Los Angeles County - San Gabriel Valley SGV- Area Office	
Los Angeles County - South Central Area Office	
Los Angeles County Bar Association	
Los Angeles County Office of Education	Dr. Debra Duardo
Los Angeles Mongolian Association	
Los Angeles Regional Adult Education Consortium	Lanzi Asturias
Los Angeles Regional Reentry Partnership	Troy Vaughn
Los Angeles/Orange County Regional Consortium	Richard Verches
Loyola Immigrant Justice Clinic	Marissa Montes
M&R Professional Services	Sandra Mejia
M&R Professional Services	Sandra Mejia
Managed Career Solutions	Philip Starr
Mexican American Opportunity Foundation	Marissa Montes
Miguel Contreras Foundation	Angelica Martin
Monrovia Adult School	Flint Fertig
Monrovia Chamber of Commerce	Sari Canales
Monrovia Community Adult School	John Russell
Monrovia Gardens Healthcare Center	Sophia Chen
Monrovia Public Library	Victor Castellanos
Monrovia Unified School District	Jennifer Johnson
Mt. San Antonio Regional Consortium for Adult Education	Ryan Whetstone
National Immigration Law Center	Marielena Hincapié
NECA/IBEW Electrical Training	Jane Templin
North Los Angeles County Regional Center	George Stevens
Office of Samoan Affairs	
Orange County Child Support Services	Steven Eldred
Pacific Asian Consortium in Employment (PACE)	Rachelle Arizmendi
Pacific Clinics	Laura Pancake
Pacific Clinics	Ms. Russell
Pacific Gateway	Nick Schultz
Parole Office - El Monte & Santa Fe Springs	
Parole Office - El Monte, LA Central, Long Beach, Mid City, Huntington Park GPS & Mid City GPS	
Parole Office - Los Angeles County - Alhambra Area Office	
Parole Office - Pomona, San Gabriel Valley, & San Gabriel Valley GPS	
Parole Office - Compton	
Parole Office Antelope Valley	
PARS Equality Center	Reza Odabae

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Partnership for Adult Academic and Career Education	Graciela Vasquez
Pasadena Area Consortium	Robert Bell
Pasadena City College	Carol Calandra
Pasadena City College	Dr. Cynthia Olivo
Pasadena City College Disabled Students Programs	Rosemary Scott
Pasadena City College Non-Credit Division	Dr. Robert Bell
Pasadena City College Non-Credit Division	Dr. Robert Bell
Pasadena District English Learner Advisory Committee (DELAC)	Shigeko Williams
Pasadena Education Network	Nancy Dufford
Pasadena Education Network	Susan Schwartz
Pasadena Education Network	Laura Diaz Allen
Pasadena Unified School District	Cerylin Lew
Pasadena Unified School District	Marissa Sarian
Pasadena Unified School District Twilight Adult Education	Jack Loos
Pasadena, San Fernand Valley, & Van Nuys	
Phoenix House — Lake View Terrace	
Phoenix House - Venice Beach Residential and Outpatient Services	
Phoenix House of California, Inc.	
Pilipino Workers' Center	
Plaza Bank	Daniel Lien
Pomona Economic Opportunity Center	
ProPath	Don Nakomoto
Proteus, Inc.	
Public Counsel	Margaret Morrow
Rager's Abbey Flooring and Window Covering	Steven Gutierrez
Rio Hondo Region Adult Education Consortium	Eileen Stear
Ritz Vocational	Michelle Yanuzzi
Sadler Healthcare, Inc.	
Safe Refuge	Kathryn Romo
Samoan National Nurses Association	
San Gabriel Regional Center- Arcadia, Duarte, Monrovia, Sierra Madre	Aaron Christian
San Gabriel Valley Economic Partnership	Jeff Allred
San Gabriel Valley Literacy Council	Lyssa Axeen
San Gabriel/Pomona Regional Center	R. Keith Penman
Santa Clarita Valley Adult Education Consortium	John Makevich
Santa Monica Regional Consortium for Adult Education	Dione Carter
SCAL Region Kaiser Permanente	Carolyn Dallas
Search To Involve Pilipino Americans	
SELACO	Yolanda Castro
Service Center for Independent Life SCIL-	Chelsea Pearson

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Sierra Madre Learning Center TOTAL Programs	Sean Surfias
SoCal Gas	Tony Tartaglia
South Asian Network	Nutan Kafle
South Bay Adult Education Consortium El Camino	Jennifer Hutcherson
South Bay Workforce Investment Board	Jan Vogel
South Central Los Angeles Regional Center	Dexter Henderson
South Pasadena Chamber of Commerce	Laurie Wheeler
South Pasadena District English Learner Advisory Committee (DELAC)	
South Pasadena Unified School District	Dennis Lefevre
Southeast Asian Community Alliance	Sissy Nga Trinh
Southern California Alcohol and Drug Program	jrojas@scadpinc.org
Southern California Resources Services for Independent Living	Rudy Contreras
Southwest Carpenters Training Fund	Matt Dunphy
Special Services for Groups	Hayley Levy
Tarzana Treatment Center Antelope Valley	
Tarzana Treatment Center Lancaster	
Tarzana Treatment Center Long Beach	
Tarzana Treatment Center Long Beach Outpatient Facility	
Tarzana Treatment Center Northridge	
Tarzana Treatment Center Palmdale	
Tarzana Treatment Center Reseda	
Tarzana Treatment Center Tarzana	
Teamsters Local Union No. 396	Hector Delgado
Thai Community Development Center	Chancee Martorell
The Anti-Recidivism Coalition	Shaka Senghor
The Arc Los Angeles and Orange Counties	Donna Linley
The Carter Agency	Ron Carter
The Help Group	Heather Humphrey
Tri City Adult Education Consortium	Lynell Wiggins
U.S. Veterans Initiative	Cameron Cook
UAW Local 509	Gene Hurd
UNITE HERE	Donald Taylor
United Cambodian Community	Margaret Lavyn- Tham
United Cambodian Community, Inc.	Sara Pol-Lim
United Farmworkers UFW- Foundation	Diana Tellefson Torres
University of Southern California, Gould School of Law, Immigration Clinic	Niels Frenzen
Valley Village San Fernando Valley	Debra Donovan
Verdugo Workforce Development Board	Judith Velasco
Violence Prevention Coalition of Greater Los Angeles	Daniel Healy
Volunteers of America El Monte	Randy Enriquez

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Volunteers of America Los Angeles	Karl Calhoun
Weingart Center Association	Tonja Boykin
Westside Regional Center	Carmine Manicone
YMCA of Metropolitan Los Angeles	



**Community and Stakeholder Forum on:
Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language
Learners, Foreign Born Individuals and Refugees**

LIST OF ATTENDEES

Organization	Name	Phone Number	Email Address
Alpha Kappa Alpha	Toni Jones	626-862-2086	deborahjones1908@gmail.com
Citrus College	Debbie Wong	626-796-5627	drussell@foothilletc.org
City of Monrovia	Larry Spicer	626-419-5161	lspicer@ci.monrovia.ca.us
DJL Professional	Dan Lien	626-773-1022	bankwithdan58@yahoo.com
Foothill Workforce Development Board	Annette Whittle	626-796-5627	akelly-whittle@foothilletc.org
Foothill Workforce Development Board	Dianne Russell-Carter	616-796-5627	smendoza-jaime@foothilletc.org
Foothill Workforce Development Board	Ricardo Quezada	310-326-0993	djnakamoto@aol.com
Foothill Workforce Development Board	Brenda Trainor	323-229-2397	trainorb@gmail.com
International Institute of Los Angeles	Tammy Marashlian	818-244-5220	tmarashlian@iilosangeles.org
International Institute of Los Angeles	Hasmik Ktoian	818-244-2550	hktoian@iilosangeles.org
International Institute of Los Angeles	Jonathan Fein Proano	626-796-5627	Sgarcia@foothilletc.org
Los Angeles County DPSS	Margarita Jimenez	562-908-8417	Margaritajimenez@dpss.lacounty.gov
Monrovia Community Adult School	Mark Trempor	818-249-0308	mtrempor@monroviaschools.net
Monrovia Community Adult School/FWDB	John Russell	626-471-3041	jrussell@monroviaschools.net
Monrovia Public Library	Victor Castellanos	626-256-8273	vcastellanos@ci.monrovia.ca.us
Pasadena City College	Mayra Basteris	626-585-3010	mbasteris@pasadena.edu
Pasadena Job Center	Luis A. Valentan	213-399-7024	luis@pasadenajobcenter.com
Pasadena Job Center	Aurora Granados	213-618-0678	auroragra@gmail.com

**Community and Stakeholder Forum on:
Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language
Learners, Foreign Born Individuals and Refugees**

LIST OF ATTENDEES

Organization	Name	Phone Number	Email Address
San Gabriel Valley Literacy Council	Lyssa Axeen	626-298-4731	lyssaaxeen@gmail.com



Community and Stakeholder Forum on: Developing strategies to strengthen services to English learners, foreign born individuals, and refugees

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Foothill Workforce Development Board	Dianne Russell-Carter	626-584-8395	drussell@foothilletec.org	
Foothill Workforce Development Board	Joumana Barakat	626-584-8387	jbarakat@foothilletec.org	
Foothill Workforce Development Board	Ricardo Quezada	626-584-8396	rquezada@foothilletec.org	
Immigration Resource Center of the San Gabriel Valley	Blanca Vazquez	626-509-9472		
International Rescue Committee	Jonathan Fein Proano	818-550-6220	jonathan.feinproano.rescue.org	
Monrovia Community Adult School	Mark Tremper	818-249-0308	mtremper@monroviaschools.net	
Monrovia Community Adult School	Natalie Machia			
Monrovia Community Adult School/FWDB	Flint Fertig John Russell	626-926-6812 477-3044	ffertig@monroviaschools.net	
Monrovia Public Library	Victor Castellanos	626-256-8273	vcastellanos@ci.monrovia.ca.us	
Pasadena City College	Mayra Basteris	626-585-3010	mbasteris@pasadena.edu	
Pasadena Unified School District	Jack Loos	626-396-5880	loos.Jack@pusd.us	
Pasadena Unified School District	Shigeko (Coco) Williams		williams.shigeko@pusd.us	
San Gabriel Valley Literacy Council	Lyssa Axeen	626-298-4731	lyssaaxeen@gmail.com	

Organization	Name	Phone Number	Email Address
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City of Monrovia	Larry J. Spicer	626 419-5161	ljs Spicer@ymail.com
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International Institute of LA	Hermin Ktoian	818 244-2550	hktoian@iilo.org
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Pasadena Job Center	Lois A. Valentin	(213) 399-7027	lois@PasadenaJobcenter.com
Pasadena Job Center	Aurora Estrada	(213) 618 0618	auroraestra@gmail.com
Alpha Kappa Alpha	Toni Jones	626 862-2086	Deborah Jones 1908@gmail.com
DJZ PROFESSIONAL	DAN LIEN	6) 773-1022	BANK WITH DAN 58@YAHOO

Organization	Name	Phone Number	Email Address
Meili B. Ma →	→	626-841-6592	meilimalujan@gmail.com
	Sokheng Mey	626 758 7107	

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, September 25, 2018 8:27 AM
To: 'Bethany.Renfree@cwdb.ca.gov'; 'Michael.Dowdy@cwdb.ca.gov'; 'Rafael.Aguilera@cwdb.ca.gov'
Cc: Dianne Russell
Subject: Local and Regional Planning Meeting Schedule and for the Foothill Workforce Development Board
Attachments: community flyer FINAL.pdf

Here is the flyer with the additional dates of the planning meetings we have scheduled. Please let me know if you have any questions.

Annette Kelly-Whittle
Management Analyst II
City of Pasadena - City Manager Department



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Community and Stakeholder Forum on:

Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees

AGENDA

- I. Call to Order and Welcome
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees
- IV. Objectives of Community Forum
- V. Consideration of and Discussions on:
 - A. What are the needs of individuals in this category?
 - B. What are the principal barriers to employment faced by these individuals?
 - C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
 - D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
 - E. What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
 - F. Where do gaps in services exist for this target population and what can we do to bridge these gaps?
- VI. Adjournment

**IMPROVING COORDINATION AND COLLABORATION
AMONG STAKEHOLDERS TO IMPROVE SERVICES TO
ENGLISH LANGUAGE LEARNERS, FOREIGN BORN
INDIVIDUALS AND REFUGEES**

*Foothill Workforce Development Board
October 11, 2018*

LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

- English language learners, foreign born individuals and refugees comprise a significant percentage of California's workers
- Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach
- Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group
- The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- Give stakeholders and the community the opportunity to weigh in on the needs of this target groups
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for English language learners, foreign born individuals and refugees

FOR YOUR CONSIDERATION AND INPUT

- What are the unique needs of English language learners, foreign born individuals and refugees?
- What are the principal barriers to employment faced by these individuals?
- What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?

- **What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?**
- **What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?**
- **Where do gaps in services exist for this target population and what can we do to bridge these gaps?**

Thanks!
We greatly appreciate your input!



321 S. Myrtle Avenue
 Monrovia, CA 91016
 October 11, 2018 10:00 a.m. to 12:00 p.m.

**Community and Stakeholder Forum on:
 Developing strategies to strengthen services to English learners, foreign born individuals and refugees**

MEETING NOTES

Present: Debbie Wong, Annette Kelly-Whittle, Dianne Russell-Carter, Ricardo Quezada, Mark Tremper, John Russell, Victor Castellanos, Mayra Basteris, Lyssa Axeen, Tammy Marashlian, Brenda Trainor, Hasmik Ktoian, Margarita Jimenez, Lois Valentan, Toni Jones, Dan Lien, Meili Ma, Sokheng Mey, Larry Spicer

Agenda Items

I. Call to Order

The meeting started at 10:06 with the Foothill Workforce Development Board Director Dianne Russell-Carter welcoming the attendees. Ms. Russell-Carter explained the purpose and importance of the meeting in ensuring the services the AJCC's provide to English language learners, foreign born individuals and refugees appropriately supports the employment goals of the population. Ms. Russell Carter then turned the meeting over to facilitator David Shinder.

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

David Shinder welcomed attendees and started with a PowerPoint presentation that provided background information on the Workforce Innovation Opportunity Act and the funding it provides to fund the 45 local workforce investment area. Mr. Shinder explained the 2017 4-year strategic plan requirements and the community forum is part of the bi annual review plan process. He went on to say that California has provided specific guidance on topics they want added to the local plans. He discussed the four new topics with one of those elements addressing how the workforce systems can improve services, by working together, for English language learners (ELL), foreign born individuals, and refugees.

III. State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees

Mr. Shinder spoke about state guidance for the review and modification of the plan. The state guidance tells us that this population is a significant percentage of the workforce in California. However, they often face barriers to employment and family supporting wages that keep entering the middle class out of reach. The guidance also suggests that there are models in various regions of California that accelerate skills acquisition and there are wage gains associated with those skills. Mr. Shinder told the group he would be asking about some of those models the group is aware of and/or using. Finally, the state guidance suggests that the quality and variety of partnerships, training options, career planning, and support services are all factors in achieving successful outcomes for this population.

IV. Objectives of Community Forum

Mr. Shinder went over the objectives of the forum and that this is now the opportunity for the group to weigh in on the needs of this target group and that we want to learn from the people who work directly with the target group. He explained that we want to hear about best practices, and gaps in services that we should be addressing, and recommendations on improving content availability and quality of services for the target group. Mr. Shinder went over the six questions that the group would cover.

V. Consideration of and Discussions on:

A. What are the needs of individuals in this category?

John Russell from Monrovia Adult School started to answer the question by stating the population needs to have institutional patience and they need patience from us. Mr. Russell referred to forum attendee Ms. Mey, who is a client of FWDB and the Monrovia adult school, as he spoke about serving this population. He spoke about the strong collaboration between FWDB and Monrovia in providing her services. Mr. Russell also stated that there is a need for individuals to support themselves while they are going through training. There is a lot of stress while they are going through training and trying to support themselves.

Mr. Shinder stated that in the state guidance they talk about looking at the training modalities. He talked about a lot of time we try to remediate the deficits in the English language then move them into training. If those two things can happen at the same time, then we are going to achieve more success.

Lyssa Axeen from the San Gabriel Valley Literacy Council voiced that child care is a major issue for students. Mr. Shinder added that availability and cost of child care is a major issue that needs to be addressed but has been a problem for many years.

Tammy Marashlian from International Institute of Los Angeles said that there is an issue with degrees that individuals hold from other countries. It takes time for their degrees to transfer over or the job process is held up because they are not able to get the proof of certifications they need for a job. Also, they often must retake classes or do internships to be able to transition into the career that they want. Mr. Shinder added that many refugees are not unskilled they just do not have the paperwork here. Ms. Marashlian talked about her agency aiding clients in obtaining documentation and having transcripts reviewed, but it is often a long process and at times still requires individuals to take additional coursework. In this process clients become impatient because they are high skilled, they have an expectation that they are going to be able to work at a higher level quickly.

Ms. Russell-Carter added that training on how to interact in a multi-culture employment environment is another area that is needed for this population.

Ms. Brenda Trainor from the Foothill Workforce Development Board added that is not only language, but it is understanding the culture in finding what is acceptable and what gives a person the confidence that allow them to find success.

Luis Valentan from the Pasadena Job Center stated that their organization helps their members obtain different types of work. Some of the population struggles with language, insecurity, confidence, and culture. He spoke about students coming from communities that are very marginalized, having a lot of needs, and having faced a lot of injustices. When the students attend English language classes at PCC they did not want to continue because the examples used in class were not relatable to the population and they had a difficult time making the connection to stories such as when you travel to the Bahamas.

Mr. Luis stated that at the job center they try to follow a family centered model and they have created a curriculum based on the real needs of their members. They teach their members how to negotiate a job and talk to the employer.

Mr. Valentan also stated that the ESL class opportunities are very limited, there are a lack of resources, and they are not always convenient. In addition, he spoke about the lack of consistency in teaching as teachers change and bring a new style or different systems. Also, people do not want to miss an opportunity for employment, so it is difficult to convince individuals to participate in the programs. Lastly, Mr. Valentan wished there were more adult schools, he spoke about the late 90's when there were a lot of programs.

Mr. Shinder summarized one point by Mr. Valentan regarding classes being contextualized for the population we are serving. If we're dealing with individuals who have been marginalized, are low income, have few job opportunities, are immigrants from poor communities, then the context of the training needs to be one that makes them feel welcome, and makes them feel appreciated for who they are.

Mark Trepator from the Monrovia Adult School agreed with the comments of Ms. Marashlian and shared that he has students that work in fields below their level of competency. He went on to say that often they are working to get their English literacy levels up enough so that they can take certification tests.

B. What are the principal barriers to employment faced by these individuals?

Mr. Shinder started the conversations about barriers by saying that Mr. Valentan brought up the issue of the availability of programs. He wanted to know from the group about the availability and capacity of programs.

Mr. Russell agreed that availability and capacity are an issue. They are the adult school for Monrovia, Arcadia, Duarte, and Temple City. Monrovia has several open enrollment classes in the evenings that are bursting at the seams. With the changes in funding Pasadena City College got involved in services for the population. Citrus College and Pasadena City College both have non-credit English language courses, but he thinks that the availability of class times is an issue.

Mayra Basteris from Pasadena City College spoke about their English language class offerings. They have daytime and evening classes and these classes are more robust than their career technical education classes (CTE). Their ESL classes are offered on the campus and in the community and they do not have to market the programs to have a full class. Ms. Basteris feels like they could have more classes because they are always the most attended classes.

PCC has also created contextualized learning vocational ESL (VESL) classes with mixed results. They have found that some students take a VESL program for the English language learning and are not necessarily interested in the vocation that is being taught. They had a house keeping VESL program in the afternoon time that had a low participation rate. Which Mr. Shinder found surprising because he felt that a lot of hotels would have an interest in having their employees learn English better and even pay them more because they can better interact with guests. Ms. Basteris added that their VESL healthcare program was offered in the morning and evening and the morning classes had a higher enrollment.

Ms. Axeen asked about whether the classes at PCC are free. Which they are free, but students need to purchase the book. The college is trying to move toward more online resources. Ms. Axeen stated that technology access is another problem. Mr. Shinder added that is an excellent point and that digital literacy is the new basic skill. If people are not exposed to technology in their own countries, particularly from agricultural communities or poor communities, their access to information on the web is going to be limited and their ability to maneuver technology to attain skills and knowledge is going to be limited.

Mr. Shinder asked Debbie Wong from Citrus College about their capacity for the ESL classes. Ms. Wong said that like PCC they offer non-credit open entry ESL classes in the morning and evenings and these are their most robust classes. They are working on building their VESL courses. With Strong Workforce funding they are creating non-credit College and Career Readiness Programs with 19 community college districts. The college collaboration is building contextualized courses for CTE programs. They are currently working on VESL programs for cosmetology, esthetician, and automotive technology. After they ensure these programs are successful, they will add programs in the healthcare industry.

Mr. Shinder shared with the group the six regional industry priorities for the Los Angeles Basin Planning unit as being advanced manufacturing, construction, communication and information technology, transportation and logistics, healthcare, and hospitality and tourism. He added that the hospitality industry is booming with the new stadium, the Olympics, and the World Cup being hosted in Los Angeles. Ms. Russell-Carter added small business as a targeted population for FWDB.

Mr. Dan Lien the Chair of the Foothill Workforce Development Board spoke about the demand of the for boutique hotels in Pasadena. He spoke about four potential operators coming to Pasadena and the opportunity to prepare local people for these jobs that have upward mobility potential.

Ms. Basteris are going to pilot a short-term vocational hospitality program in January. The program is a partnership with the business community and will involve students participating in work-based learning opportunities at local businesses. Mr. Shinder stated that the hospitality union in Los Angeles and Orange County has 31,000 members and 85% of whom are English language learners. The house keeping attendants are making \$20.00 an hour and full medical and dental benefits. These are career track jobs with family sustaining wages. This area holds promise when we talk about VESL programs in this area.

C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?

Mr. Russel talks about having an excellent relationship with FWDB. There is collaboration between case managers as well financial assistance with paying for the classes for participants. Monrovia adult school leveraged funds to help support students. The adult school is starting a vocational ESL program that includes soft skills that gives individuals a better foundation to move into CTE programs.

Mr. Quezada wanted to add to the conversation in considering the population not just in terms of the questions being asked but a much broader need. He spoke about the need for training which is aligned with not just ELL but also vocational training. He went on to say that the population comes with needs regarding mental health and health care needs and access, insecurity due to the current political climate, and awareness of their legal rights within this country. These are issues that need to be addressed without exposing them to deportation. Mr. Quezada poses the questions to the group on how we work with the population and provide an infrastructure that enables us to develop a collaborative where we're encompassing all these aspects?

Mr. Shinder asks that Mr. Quezada start us out with who are the partners that are needed. Mr. Quezada stated legal entities that could help individuals who are victims of wage theft. Clinics that provide health care is another need for individuals who are injured on the job. Mr. Shinder stated so these are aspirational goals and we currently don't have the partners to address these needs.

Ms. Russell-Carter added to the conversation, discussing how workforce development is economic development and social services. She explains that we are very partner driven and rely heavily on partners such as Pacific Clinics, Monrovia Adult School, and Friends Outside for Reentry. She spoke of a case where a limited English-speaking individual's unemployment insurance was running out and navigating how to go through the appeal process was an issue that her FWDB case manager assisted her with. The case manager attended the appeal hearing with her. Ms. Russell-Carter stated that this level of service is what is needed for this population.

Mr. Shinder asked whether there are legal aid organizations that we work with or should be working with?

Ms. Marashlian talked about their difficulty in connecting resettlement clients to workforce services. The reception and placement services that they provide maxes out at 90. The time goes by quickly because they often have so many needs such as housing, food, medical care, and mental health services. They also need to get copies of their degree and certification documents and have those documents reviewed, which often takes longer than 90 days. The clients want to work, and they do not want to rely on public aid. Their organizations have partnerships with job developers who understand their clients, but they cannot stay with the clients as long as necessary because the government funding restrictions.

Mr. Shinder commented that this is where the continuum of services becomes important so that they can pass the baton to another agency that can continue to work with the client. Mr. Shinder asked whether they worked with the WIOA workforce system which Ms. Marashlian said not to the extent that they would like to because their clients often end up being resettled in more remote areas, like the Antelope Valley, due to high housing costs. Mr. Shinder informed her that the LA County Board covers that area so we can connect her group with them. In Summary she said that she would want to make sure that the person is first comfortable going to work

and are not going to be retraumatized and then that they feel comfortable with childcare arrangements. She would like services beyond their job developer so that there is more of a warm hand off and the person is going to understand the refugee population and be able to help them with employment services.

Ms. Sokcheng Mey a student at Monrovia adult school spoke about the FWDB partnership with Employment Development Department (EDD) not working effectively on her behalf. She was not able to obtain the California Training Benefit (CTB) Extension. EDD rejected her appeal because she did not apply for the CTB extension within the 30 days. Ms. Mey felt that because of her limited English she had a hard time navigating the system and understanding the numerous letters that she received that had conflicting information. She felt that the partnership should have worked better since the two are in the same building.

Ms. Axeen stated that she feels like their organization has not done a good job in partnering with other organizations and she is just now learning about some of the other programs available.

D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?

Ms. Russell-Carter said that word of mouth is the main way that FWDB services gets out to the public. FWDB has put out ads in local papers which had not been successful. However, we can get one good advocate and they can bring in five people. Mr. Shinder asked how we could build a campaign around advocates. Ms. Russell-Carter said possibly we do something around train the trainer. The traditional ways of advertising do not work.

Mr. Quezada agreed with Ms. Russell-Carter that we really need the people who are in the community who work with the population to really speak to the services that FWDB can provide.

Mr. Shinder summarized by saying that if we want to reach this community, we must go to them, and we need a liaison who is a trusted source reach out to them. We can build liaisons in the communities.

Mr. Valentan stated that they are funded by the city and that every year the funding is being cut. They get on average 70 to 80 people a day in the center looking for employment. Mr. Valentan expressed that there is a lot that goes into operating the center for one person. Dealing with agreements with employers, wage theft cases, and the support for each one of the members that have problems. He went on to say that the best way people can help the center is to talk to people who control the funding. They don't just help undocumented people, everyone comes to the center. Mr. Luis says they serve a diverse population. Mr. Shinder stated that possibly we could advocate as a part of our strategy to make services overall more effective.

Ms. Marashlian also shared that she agreed with what Ms. Russell-Carter was saying and that they always meet clients where they are at. Sometimes the job developer goes into the client's home to do the assessment because of transportation and child care issues. She also added there is a quarterly meeting called the Refugee Forum of Los Angeles where about twenty-five providers come together to discuss how they serve the population. She said this would be a good place for workforce to do a presentation and connect to the broader service community.

E. What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?

Ms. Russell-Carter spoke about technology being important and the more that we promote the use and acceptance of technology the better the population will fair in the workforce.

Mr. Shinder stated that according to State statistics we are pretty good at helping individuals in this population get their first job but where we need to do a better job is at getting them into higher career ladders and the middle class. We need to focus on strategies that move them into these areas.

Ms. Russell-Carter talked about the need for career awareness for adults and exposing them to the career opportunities. We need to educate clients about career ladders and high road jobs in a language they understand and not the jargon that we use in the workforce industry.

Ms. Marashlian spoke about the need for the cultural awareness and training. She would love to be able to do a warm handoff to an organization that is going to educate them on the how to deal with the business community, explain networking, and show them how to set up a linked in profile. Mr. Shinder added that this is something that workforce could do.

Mr. Russell said the counseling piece is important in explaining the career ladder and the adult school is just the first step. He says they stress the importance of education, but they also have an articulation agreement with a private college towards a Bachelor of Science in Healthcare Administration.

Mr. Shinder added that within the realm of what we do we need to make the handoff to the next level through relationships we've developed like articulation agreements, and we need to incorporate strong career ladder awareness.

Mr. Lien talked about 80% of jobs are assessed through human contact. He went on to say that we need to train people that networking is the ongoing way of moving up the ladder and that a connection is never wasted.

Mr. Quezada added that one of the things that we are really missing is setting people up with a solid social capital. So that we are connecting them to organizations and individuals that really can connect them to larger groups that can help with their success.

F. Where do gaps in services exist for this target population and what can we do to bridge these gaps?

This question was addressed in discussions from prior questions.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-6-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs

Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-6-a

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

COMMUNITY FORUM DATES

October 11, 2018 | 10:00 a.m. to 12:00 p.m.

Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016 91016

Serving English Language Learners, Immigrants and Refugees

Developing strategies to strengthen services to English learners,
foreign born individuals and refugees

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

**Planning Workforce Services for the Communities of Arcadia,
Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre**

Community Forum on Local Workforce Planning



Foothill Workforce Development Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Exhibit A-6-a

Is updating its Local and Regional Plan

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COMMUNITY FORUM DATES

September 26, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

Serving Individuals with Disabilities

Improving services to individuals with disabilities
through competitive integrated employment

October 11, 2018 | 10:00 a.m. to 12:00 p.m.

Monrovia Public Library, Story Room
321 S. Myrtle Avenue, Monrovia, CA 91016

Serving English Language Learners, Immigrants and Refugees

Developing strategies to strengthen services to english learners,
foreign born individuals and refugees

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Durate, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre

Community Forum on Local Workforce Planning



Foothill Workforce Investment Board
RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8395

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

No results < > Options

Career and Business Events

Events are color coded: Job Seeker events in orange, Business events in blue.

FWDB Calendar

Today November 2018 Print Week Month Agenda

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	Nov 1	2	3
	11am FETC Orientation	12pm (Duarte) Ladies Network 2:30pm Veterans Professional	9am (Recruitment) 365 Deli 365 Deli	8am (Arcadia) Community Center 10am Volunteers of America	10am Resume Writing 101	
4	5	6	7	8	9	10
		8am (South Pasadena) Shop 9am EU Orientation 11:30am (Pasadena) Lunch 12pm LAPD Hiring Examination	9am (Recruitment) 365 Deli 9am EU Orientation 11:30am (Pasadena) Lunch 12pm LAPD Hiring Examination	7am (Pasadena) Breakfast 9am (Recruitment) Better Li 10am Volunteers of America 11:30am (Duarte) Business	10am Interview Skills	
11	12	13	14	15	16	17
					Search 101	
18	19	20	21	22	23	24
	11am FETC Orientation	7am (Duarte) Good Morning 9am (Recruitment) Mar				

FWDB REGIONAL COMMUNITY FORUM

When: Wed, November 28, 2018, 5:00pm – 6:30pm
 Where: 1600 E Huntington Dr, Duarte, CA 91010, USA
[\(map\)](#)

Description: See Attached Flyer.

The FWDB invites you to join the discussion. This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members.

November 28, 2018 | 5:00 p.m. to 6:30 p.m.
 City of Duarte Community Center
 1600 Huntington Drive, Duarte, CA 91010
 Planning Workforce Services for the Communities of Arcadia.

[more details](#) [copy to my calendar](#)

Find on page: workfor No results < > Options

eventbrite Search for events

Brow

This event has ended.

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

Planning Workforce Services for the Communities of Arcadia, Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs
Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

NOV 28

Community Forum on Local Workforce Planning

by Foothill Workforce Development Board

Free



Sales Ended

Details

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

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COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

**Planning Workforce Services for the Communities of Arcadia,
Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre**
Community Forum on Local Workforce Planning



Foothill Workforce Development Board
RSVP to Rita Magno
Email: rmagno@foothilletec.org | Phone: 626-584-8395

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Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, November 20, 2018 5:03 PM
Subject: Community Forum Meetings
Attachments: RegSelf Assessment.jpg; RegSelf Assessment.pdf; community flyer3.pdf

The Foothill Workforce Development Board is continuing to hold community forum meetings to solicit feedback from participants, community members, and partner organizations as we work on completing the local and regional plan modifications. The following flyers provide information on the last of the local community forums. We need as much input as possible. Please let me know if you can attend. Also please feel free to share the information with other organizations and individuals that can provide valuable input during this process.



The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 – 2021.

The seven local workforce boards in the LA Basin RPU are coordinating regionally with partners and stakeholders to modify the Regional Plan.

Help us enhance the LA Basin RPU Workforce Development System by providing input for the Regional Coordination and Alignment Self-Assessment.

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:



December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106

RSVP to Rita Magno
rmagno@foothilletc.org
Phone: 626-584-8395

<https://www.eventbrite.com/e/san-gabriel-valley-self-assessment-forum-tickets-52681230980>

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FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

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Community Forum on Local Workforce Planning

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Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs

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December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
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Partnerships with Local Child Support Agencies

Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board
RSVP to Rita Magno
Email: rmagno@foothilletc.org | Phone: 626-584-8395

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Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106
Phone: 626-584-8367
Mobile: 909-362-7082
Fax: 626-584-8375
www.fwdbworks.org

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Organization	Contact Person
A New Way of Life	Tiffany Johnson
Ability First	Lori Gangemi
ACCE Institute	Christina Livingston
ACLU Southern California	Hector Villagra
Administration for Community Living (ACL)	Elizabeth Akinola
Advancement Project	
African Communities Public Health Coalition	Senait Admassu
Air Tro, Inc	Robert Helbing
Air Tro, Inc	Robert Helbing
Almanson Transition and Adult Services	Nita Davis
Amada Miyachi America	Tina Carey
Amada Miyachi America	Tina Carey
Antelope Valley Regional Adult Education Consortium	Steve Radford
Arcadia Adult School	Laurie McQuaid
Arcadia Unified School District	Katherine Mahoney
Armenian Relief Society Social Service	Talar Aintablian
Asian American Drug Abuse Program Corporate Office	miwat@aadapinc.org
Asian American Drug Abuse Program, Inc.	Mike Watanabe
Asian Americans Advancing Justice	Kathleen Chuman
Asian Pacific Islander Small Business Program	Elaine Pang
Asian Pacific Islanders with Disabilities of California	
Asian Professional Exchange	Ellen Chen
Asian Youth Center	Michelle Freridge
Building Skills Partnership	Aida Cardenas
California Diversity Council	Naomi Moran
California Foundation for Independent Living Centers (CFILC)	Christina Mills
California Immigrant Policy Center	Almas Sayeed
Californians United for a Responsible Budget (CURB)	Amber Rose Howard
Cambodian Association of America	Kimthai Kuoch
Catholic Charities	Sam Samadi
Catholic Charities of Los Angeles, Inc.	Brenda Thomas
Catholic Charities, Glendale Refugee and Immigrant Services	Moises Carrillo
Catholic Charities-Los Angeles	Steve Lee
CEC Long Beach Reentry	George C. Zoley
Center for Asian Americans United for Self Empowerment (CAUSE)	Adam Hsu
Center for Employment Opportunities	Sarah Glenn-Leistikow
Center for Human Rights and Constitutional Law	Peter A. Schey
Center for the Pacific Asian Family	Debra Suh
Central American Resource Center (CARECEN)	Sharonne Jaimes
Centro Community Hispanic Association, Inc. Centro (CHA)	Jessica Quintana

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Chapman House	Timothy Chapman
Chinatown Community for Equitable Development	Frances Huynh
Chinatown Service Center	Rebecca Kwong
CIBA Real Estate	Alfredo Mejia
CIBA Real Estate	Alfredo Mejia
Citrus College	Debbie Wong
Citrus College	Dr. Rocky Cifone
Citrus College	Joanne Montgomery
Citrus College	Steve Baker
Citrus College Adult Education Consortium	John Russell
City of Glendale	Jennifer Hirarmoto
City of Glendale	Jennifer Hirarmoto
City of Hope	Denise Banuelos
City of Hope	Patricia Flores
City of Los Angeles Workforce Development Board	David Eder
City of Los Angeles Workforce Development Board	Greg Irish
Clinica Monseñor Oscar A. Romero	Carlos Vaquerano
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)	Daniel Alva
Communities Actively Living Independent & Free (CALIF)	Yolanda Ramirez
Community Enhancement Services	Carol Gross
Congresswoman Grace Napolitano	Hecto Elizalde
Council of Mexican Federations (COFEM)	Anabella Bastida
County of Los Angeles Child Support Services Department	Jonna Lewis
County of Los Angeles Child Support Services Department	Julie Watson
County Probation - Los Angeles County - Central Placement	
County Probation - Los Angeles County - Santa Monica Area Office	
County Probation - Los Angeles County - Valencia Sub Office	
County Probation - Los Angeles County - Crenshaw Area Office	
County Probation - Los Angeles County - Downey Headquarters	
County Probation - Los Angeles County - East San Fernando ESF- Valley Office	
County Probation - Los Angeles County - Foothill Area Office	
County Probation - Los Angeles County - Long Beach Area Office	
County Probation - Los Angeles County - Pomona Valley Area Office	
County Probation - Los Angeles County - Riverview Area Office	
Countywide Criminal Justice Coordination Committee	
Delancey Street Foundation	Mimi Silbert
Department of Rehabilitation	Denise McKnight
Department of Rehabilitation	Diana Ling
Department of Rehabilitation	Komal Tejwani

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Department of Rehabilitation	Mario Morales
Department of Rehabilitation	Wan-Chun Chang
Department of Rehabilitation	Denise McKnight
Detour Mentoring Group, Inc.	Eyvette Watson
Disability Community Resource Center (DCRC)	Benita Bruner
Disabled American Veterans	Adam Barnes
Disabled Resources Center, Inc. (DRC)	Dolores Nason
Duarte Chamber of Commerce	Sheryl Lefmann
Duarte District English Learner Advisory Committee (DELAC)	Carolina Camarena
Duarte Unified School District	Jesus Ruiz
Eastern Los Angeles Regional Center	Gloria Wong
Eastern Los Angeles Regional Center - South Pasadena	Gloria Wong
EDD Workforces Services	Cesar Valladares
El Rescate	Salvador Sanabria
Employment Development Department	Cesar Valladares
Employment Development Department	Christopher Richburg
Episcopal Diocese of Los Angeles Interfaith Refugee & Immigration Service (IRIS)	Hilda Sakisians
Esperanza Services	Evie Romero
Exceptional Minds	Susan Zwerman
Family Resource Library	
Filipino Migrant Center	Nikole Cababa
Filipino-American Service Group, Inc.	Yey Coronel
FocusOut	Tom Selinske
Foothill Autism Alliance	
Foothill Unity Center	Betty McWilliams
For CalFresh County Contact	Sarah Turner
For CalWORKS County Contact	Emily Hering
Frank D. Lanterman Regional Center - Pasadena	Melinda Sullivan
Fred Brown Recovery Services	
Friends Outside	Mary Weaver
Frontier Trail	Brenda Trainor
Frostig School	Dean Conklin
Glendale Community College District Regional Consortium	MaryAnn Pranke
Grandview Foundation, Inc.	Shelly Wood
Guam Communications Network	
Harbor Regional Center	Patricia Del Monico
HealthRight360	
Hillside Education Center	Amy Cousineau
Homeboy Industries	Thomas Vozzo
Homeless Employment Collaborative San Francisco	Michelle Leonard-Bell

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Hospitality Training Academy HTA-	Alexandra Weyman
Human Rights First	Michael Breen
Immigration Center for Women and Children	Suzanne McCormick
Immigration Resouce Center of the San Gabriel Valley	Blanco
In2Vision	Beatrice Diaz
Inclusive Education & Community Partnership North LA Office-	Cinthia Vigil
Independent Living Center of Southern California (ILCSC)	Robert Jeromin
Independent Steps II	Laura Lua
Inside Out Writers	Jay Ellis
International Institute of Los Angeles	Lilian Alba
International Rescue Committee	Jonathan Fein Proano
International Rescue Committee-Glendale	David Miliband
International Rescue Committee-Los Angeles	Martin Zogg
JACL - Pacific Southwest District	Stephanie Nitahara
JVS SoCal Disability Assessment	Robin Moreno
Khmer Girls in Action	Lian Cheun
Korean American Coalition - Los Angeles Chapter	Adam Chong
Korean Churches for Community Development (FACE)	Hyepin IM
Korean Resource Center	Isabel Kang
Koreatown Immigrant Workers Advocates	Alexandra Suh
Koreatown Youth & Community Center	Ernie Yoshikawa
Kutturan Chamoru Foundation	Heidi Chargualaf-Quenga
LA Black Worker Center	Lola Smallwood Cuevas
LA Community Action Network	Steve Diaz
Leadership Education for Asian Pacifics, Inc.	Nancy Yap
Legal Aid Foundation of Los Angeles	Silvia R. Argueta
Liberty Hill Foundation	Shane Murphy Goldsmith
Life After Uncivil Ruthless Act (LAURA)	Adela Barajas
LiNk	Maritza Salinas
Little Tokyo Service Center	Mike Murase
Long Beach Adult Education	Stephanie Lewis
Los Angeles Center for Law and Justice	Matt Stricker
Los Angeles Child Support Services	Steven Golightly
Los Angeles County	Otto Solorzano
Los Angeles County - Centinela Area Office	
Los Angeles County - Day Reporting Center	
Los Angeles County - East Los Angeles ELA- Area Office	
Los Angeles County - Firestone Area Office	
Los Angeles County - Harbor Area Office	
Los Angeles County - Lynwood Regional Justice Center	
Los Angeles County - Rio Hondo Area Office	

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Los Angeles County - San Gabriel Valley SGV- Area Office	
Los Angeles County - South Central Area Office	
Los Angeles County Bar Association	
Los Angeles County Office of Education	Dr. Debra Duardo
Los Angeles Mongolian Association	
Los Angeles Regional Adult Education Consortium	Lanzi Asturias
Los Angeles Regional Reentry Partnership	Troy Vaughn
Los Angeles/Orange County Regional Consortium	Richard Verches
Loyola Immigrant Justice Clinic	Marissa Montes
M&R Professional Services	Sandra Mejia
M&R Professional Services	Sandra Mejia
Managed Career Solutions	Philip Starr
Mexican American Opportunity Foundation	Marissa Montes
Miguel Contreras Foundation	Angelica Martin
Monrovia Adult School	Flint Fertig
Monrovia Chamber of Commerce	Sari Canales
Monrovia Community Adult School	John Russell
Monrovia Gardens Healthcare Center	Sophia Chen
Monrovia Public Library	Victor Castellanos
Monrovia Unified School District	Jennifer Johnson
Mt. San Antonio Regional Consortium for Adult Education	Ryan Whetstone
National Immigration Law Center	Marielena Hincapié
NECA/IBEW Electrical Training	Jane Templin
North Los Angeles County Regional Center	George Stevens
Office of Samoan Affairs	
Orange County Child Support Services	Steven Eldred
Pacific Asian Consortium in Employment (PACE)	Rachelle Arizmendi
Pacific Clinics	Laura Pancake
Pacific Clinics	Ms. Russell
Pacific Gateway	Nick Schultz
Parole Office - El Monte & Santa Fe Springs	
Parole Office - El Monte, LA Central, Long Beach, Mid City, Huntington Park GPS & Mid City GPS	
Parole Office - Los Angeles County - Alhambra Area Office	
Parole Office - Pomona, San Gabriel Valley, & San Gabriel Valley GPS	
Parole Office - Compton	
Parole Office Antelope Valley	
PARS Equality Center	Reza Odabae

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Partnership for Adult Academic and Career Education	Graciela Vasquez
Pasadena Area Consortium	Robert Bell
Pasadena City College	Carol Calandra
Pasadena City College	Dr. Cynthia Olivo
Pasadena City College Disabled Students Programs	Rosemary Scott
Pasadena City College Non-Credit Division	Dr. Robert Bell
Pasadena City College Non-Credit Division	Dr. Robert Bell
Pasadena District English Learner Advisory Committee (DELAC)	Shigeko Williams
Pasadena Education Network	Nancy Dufford
Pasadena Education Network	Susan Schwartz
Pasadena Education Network	Laura Diaz Allen
Pasadena Unified School District	Cerylin Lew
Pasadena Unified School District	Marissa Sarian
Pasadena Unified School District Twilight Adult Education	Jack Loos
Pasadena, San Fernand Valley, & Van Nuys	
Phoenix House — Lake View Terrace	
Phoenix House - Venice Beach Residential and Outpatient Services	
Phoenix House of California, Inc.	
Pilipino Workers' Center	
Plaza Bank	Daniel Lien
Pomona Economic Opportunity Center	
ProPath	Don Nakomoto
Proteus, Inc.	
Public Counsel	Margaret Morrow
Rager's Abbey Flooring and Window Covering	Steven Gutierrez
Rio Hondo Region Adult Education Consortium	Eileen Stear
Ritz Vocational	Michelle Yanuzzi
Sadler Healthcare, Inc.	
Safe Refuge	Kathryn Romo
Samoan National Nurses Association	
San Gabriel Regional Center- Arcadia, Duarte, Monrovia, Sierra Madre	Aaron Christian
San Gabriel Valley Economic Partnership	Jeff Allred
San Gabriel Valley Literacy Council	Lyssa Axeen
San Gabriel/Pomona Regional Center	R. Keith Penman
Santa Clarita Valley Adult Education Consortium	John Makevich
Santa Monica Regional Consortium for Adult Education	Dione Carter
SCAL Region Kaiser Permanente	Carolyn Dallas
Search To Involve Pilipino Americans	
SELACO	Yolanda Castro
Service Center for Independent Life SCIL-	Chelsea Pearson

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Sierra Madre Learning Center TOTAL Programs	Sean Surfias
SoCal Gas	Tony Tartaglia
South Asian Network	Nutan Kafle
South Bay Adult Education Consortium El Camino	Jennifer Hutcherson
South Bay Workforce Investment Board	Jan Vogel
South Central Los Angeles Regional Center	Dexter Henderson
South Pasadena Chamber of Commerce	Laurie Wheeler
South Pasadena District English Learner Advisory Committee (DELAC)	
South Pasadena Unified School District	Dennis Lefevre
Southeast Asian Community Alliance	Sissy Nga Trinh
Southern California Alcohol and Drug Program	jrojas@scadpinc.org
Southern California Resources Services for Independent Living	Rudy Contreras
Southwest Carpenters Training Fund	Matt Dunphy
Special Services for Groups	Hayley Levy
Tarzana Treatment Center Antelope Valley	
Tarzana Treatment Center Lancaster	
Tarzana Treatment Center Long Beach	
Tarzana Treatment Center Long Beach Outpatient Facility	
Tarzana Treatment Center Northridge	
Tarzana Treatment Center Palmdale	
Tarzana Treatment Center Reseda	
Tarzana Treatment Center Tarzana	
Teamsters Local Union No. 396	Hector Delgado
Thai Community Development Center	Chancee Martorell
The Anti-Recidivism Coalition	Shaka Senghor
The Arc Los Angeles and Orange Counties	Donna Linley
The Carter Agency	Ron Carter
The Help Group	Heather Humphrey
Tri City Adult Education Consortium	Lynell Wiggins
U.S. Veterans Initiative	Cameron Cook
UAW Local 509	Gene Hurd
UNITE HERE	Donald Taylor
United Cambodian Community	Margaret Lavyn- Tham
United Cambodian Community, Inc.	Sara Pol-Lim
United Farmworkers UFW- Foundation	Diana Tellefson Torres
University of Southern California, Gould School of Law, Immigration Clinic	Niels Frenzen
Valley Village San Fernando Valley	Debra Donovan
Verdugo Workforce Development Board	Judith Velasco
Violence Prevention Coalition of Greater Los Angeles	Daniel Healy
Volunteers of America El Monte	Randy Enriquez

Invitation List

Community and Stakeholder Forum on : Local Workforce Planning

Volunteers of America Los Angeles	Karl Calhoun
Weingart Center Association	Tonja Boykin
Westside Regional Center	Carmine Manicone
YMCA of Metropolitan Los Angeles	



**Community and Stakeholder Forum on:
Local Workforce Planning
LIST OF ATTENDEES**

Organization	Name	Phone Number	Email Address
Duarte Chamber of Commerce	Sheryl Lefmann	626-357-3333	sheryl@duartechamber.com
Employment Development Department	Cesar Valladares	818-409-0414	cesar.valladares@edd.ca.gov
Foothill Workforce Development Board	Julie McElrath	626-796-5626	Jmcelrat@foothilletc.org
Foothill Workforce Development Board	Annette Whittle	626-796-5627	akelly-whittle@foothilletc.org
Foothill Workforce Development Board	Dianne Russell-Carter	616-796-5627	smendoza-jaime@foothilletc.org
FVO Solutions	Pietro Rosetti	626-449-0218	pietro@fvosolutions.com
Pro Path	Don Nakamoto	310-326-0993	djnakamoto@aol.com
Foothill Workforce Development Board	Brenda Trainor	323-229-2397	trainorb@gmail.com
DPSS	Dahlia Cornejo	562-908-8499	dahliacornejo@dpss.lacounty.gov
Duarte Unified Schools District	Kevin Morris	626-599-8499	kmorris@duarteusd.org
Pasadena City College	Ibrahim Naeem	626-585-3003	ianaem@pasadena.edu
City of Monrovia	Larry Spicer	626-419-5161	lspicer@ci.monrovia.ca.us
Monrovia Gardens Healthcare	Sophia Chan	323-422-8030	sophia2004@gmail.com



Community and Stakeholder Forum on: Community Forum on Local Workforce Planning

Organization	Name	Phone Number	Email Address	Signature
California Diversity Council	Naomi Moran	775.420.8959	naomi.moran@nationaldiversitycouncil.org	
Duarte Chamber of Commerce	Sheryl Lefmann	626-357-3333	sheryl@duartechamber.com	
Employment Development Department	Cesar Valladares		Cesar.Valladares@edd.ca.gov	
Foothill Workforce Development Board	Julie McElreath	(626) 796-5627	jmcelrat@foothilletec.org	
Foothill Workforce Development Board	Dianne Russell-Carter	(626) 796-5628	drussell@foothilletec.org	
Foothill Workforce Development Board	Annette Kelly-Whittle	(626) 796-5629	akelly-whittle@foothilletec.org	
Monrovia Chamber of Commerce	Sari Canales	626-358-1159	sc@monroviacc.com	
Pasadena City College Non-Credit Division	Dr. Robert Bell	(626) 585-3000	rbell@pasadena.edu	
FVO Solutions	Pietro Rosetti	626-449-0218	pietro@fvo-solutions.com	
Don Nakamoto				
Pro Path	Don Nakamoto	³¹⁰ 326-0993	djnakamoto@aol.com	
FWDB	Brenda Trevino	323 229 239	travnbob@gmail.com	
DPSS DPSS	Dahlia Cornejo	562 908 8499	dahlia.cornejo@dps.lacounty.gov	
DUARTE UNIFIED Kevin Morris	Kevin Morris	626-599-5901	kmorris@duartekusd.org	
Pasadena City College	Ibrahim Naceem	626-585-3003	ianaceem@pasadena.edu	

Monrovia Gardens
Healthcare Center

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, September 25, 2018 8:27 AM
To: 'Bethany.Renfree@cwdb.ca.gov'; 'Michael.Dowdy@cwdb.ca.gov'; 'Rafael.Aguilera@cwdb.ca.gov'
Cc: Dianne Russell
Subject: Local and Regional Planning Meeting Schedule and for the Foothill Workforce Development Board
Attachments: community flyer FINAL.pdf

Here is the flyer with the additional dates of the planning meetings we have scheduled. Please let me know if you have any questions.

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Community Forum on Local Workforce Planning

AGENDA

- I. Call to Order
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. Purpose of the Community Forum
- IV. Objectives of Community and Stakeholder Forum
- V. Consideration of and Discussions on:
 - A. What services and support do job seekers need to help prepare for and find work?
 - B. What types of training are most needed in the area?
 - C. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
 - D. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.
 - E. If you were writing the local workforce plan, what would your priorities be and why?
- VI. Adjournment

Community Forum on Local Workforce Planning

Foothill Workforce Development Board

November 28, 2018

Local Workforce Planning and Biennial Updates

- ▶ Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- ▶ In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- ▶ In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- ▶ California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- ▶ New partnerships with CalFresh Employment and Training Programs
- ▶ New Partnerships with Local Child Support Agencies
- ▶ Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- ▶ Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

Why Hold a Community Forum?

- ▶ To ensure that the interests of client populations are placed at the center of planning conversations.
- ▶ The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.
- ▶ The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations targeted by state and local plans to develop better strategies to serve them. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

Objectives of this Community Forum

- ▶ Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- ▶ Learn from practitioners about best practices in meeting service needs
- ▶ Identify where gaps in services may currently exist
- ▶ Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

For Your Consideration/Input

- ▶ What services and support do job seekers need to help prepare for and find work?
- ▶ What types of training are most needed in the area?
- ▶ Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

- ▶ Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.
- ▶ If you were writing the local workforce plan, what would your priorities be and why?

Thanks!
We greatly appreciate your input.



1600 Huntington Drive
Duarte, CA 91010
November 28, 2018 5:00 p.m. to 6:30 p.m.

**Community and Stakeholder Forum on:
Local Workforce Planning**

MEETING NOTES

Present: Sheryl Lefmann, Annette Kelly-Whittle, Dianne Russell-Carter, Cesar Valladares, Julie, McElrath, Brenda Trainor, Pietro Rosetti, Don Nakamoto, Dhalia Cornejo, Kevin Morris, Ibrahim Naeem, Sophia Chan

Agenda Items

I. Call to Order

The meeting started at 5:10 with the Foothill Workforce Development Board Director Dianne Russell-Carter welcoming the attendees and thanking them for attending the forum. Ms. Russell-Carter spoke briefly about the update to the state and regional plans and the need for community input in shaping how we provide services in the local area. Ms. Russell Carter then turned the meeting over to facilitator David Shinder.

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

David Shinder provided background on the local and regional plan process. He spoke about the planning requirements and why we chose to do a forum of this type.

III. Purpose of the Community Forum

Mr. Shinder spoke about purpose of the community forum. He also briefly discussed the four main topics that are going to be addressed in the plan which mimics the additions to the state’s plan. He talked about the new partnerships with the Cal Fresh program and the Child Support Agencies. Mr. Shinder also stated the plan will include strategies to develop a stronger partnership with existing partners such as California Department of Rehabilitation to serve the reentry population as well as education institutions and other agencies to serve foreign born individuals, refugees, and immigrants.

IV. Objectives of Community and Stakeholder Forum

Mr. Shinder shared with the group that the forum today is a general community forum that was optional but to we wanted to make sure we received community input on other topics and populations such as veterans, older workers, disconnected youth. He added that we want to look at our services through the eyes of other organizations and for the group to weigh in on the workforce issues in this community. Mr. Shinder told the group that he we wanted to hear from individuals area of practice whether they

were in economic development or education, or a new organization. He also wanted to know what the group thought were best practices in workforce development, identify where any major gaps exist, and then finally hear specific recommendations.

V. Consideration of and Discussions on:

A. What services and support do job seekers need to help prepare for and find work?

Kevin Morris, Duarte Unified School District, answered the first question by stating that he works with high school students and soft skills are really lacking. He went on to say that it is an essential skill to get a job and regardless of the level of the student they are missing the personal contact with human beings. Mr. Morris feels that it is not being taught anywhere.

Mr. Shinder added that he spends a lot of time talking to business owners and HR directors and typically they will hire and train individuals as long as they come in with what they consider to be soft skills or essential skills.

Julie McElrath, Foothill Workforce Development Board, stated that individuals need to know labor market information and assessments to help them pick an occupation.

Don Nakamoto from ProPath Inc. a one-stop operator talked about the unemployment rate being the lowest in a long time. However, the individuals that are still unemployed have a significant number of barriers. In addition, there is a mismatch in the skills for those that are unemployed versus what the employers need. There is a labor shortage for some of the skilled jobs and the individuals that are unemployed do not have enough education or vocational credentials to access the available jobs.

Mr. Shinder validated Mr. Nakamoto's point, stating that he has been doing this for almost 40 years and he has never seen a labor market like this. The pool of talent available are significantly disconnected from the labor market and have substantial barriers to employment based on educational deficiencies and other factors. Mr. Shinder talked about the services that we provide need to reflect the change in the labor market and we might rely more intensively on the school districts and community colleges training resources.

Ms. Russell-Carter stated that career awareness for adults and dislocated workers is just as important for this population as it is for youth. The labor market is changing so quickly. Also making individuals aware that the job may not be next door.

Pietro Rosetti from FVO Solutions added that they work with individuals with developmental disabilities. He stated that soft skills are a huge need for the population that he deals with but also the acceptability of the employers.

Mr. Shinder went back to Mr. Nakamoto's point about the change in labor market in terms of the availability of talent. Businesses are beginning to look at formerly incarcerated individuals, individuals with disabilities, people who have no work history, as potential talent. A talent that needs to be developed, but one that may not have gotten any consideration in a different labor market.

Sheryl Lefmann from the Duarte Chamber of Commerce stated that a lot of what she is hearing from job seekers is that they are not aware of the services that are available to them to help get them those positions. Ms. Lefmann also stated that the job seekers don't understand the terminology that workforce uses. We need to make language understandable for job seekers. Mr. Shinder summarized that we need to use language that is accessible to the population.

Brenda Trainor, Foothill Workforce Development Board, brought up digital literacy an important skill and the job seekers need to understand online resume submission and the use of key words.

B. What types of training are most needed in the area?

Ms. Lefmann stated that in her community that there is a lack of vocational education training. Mr. Shinder asked how well we are using businesses as trainers? Ms. Lefmann stated that they discussed this in their consortium, that more businesses are needed to help train. They are working to let businesses know that we need their help and they are hoping to spur businesses to be more participatory.

Ms. Trainor added that customer service training and how to work in a service economy is needed. How to deal with customers in the proper way is critical. This encompasses the soft skills issue but takes it a step further.

Ms. McElrath stated that training in the transportation industry is needed. Mr. Shinder added that he spoke to a business in the Antelope Valley that had 200 well paying jobs for truck drivers that he was having difficulty filling.

Ms. Russell-Carter spoke about coding being a viable career opportunity for adults and not just the younger populations.

C. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

Mr. Morris stated that we are so focused on sending kids to four-year university that we forget about the 80 to 90% that do not go to a four-year school. He feels that we do not utilize our community college partners that offer certificate and training programs for a lot less money. Mr. Morris shared that at a parent meeting they provided information to parents about the opportunities available at community colleges and they were very unaware of the services.

Mr. Shinder asked what is the way to get the word out? Mr. Morris felt that the language is unfamiliar. He said people also need take the time to go to some of the open houses that the school offers and to step outside of their comfort zone.

Ms. Trainor answered the question stating that we often talk to the job seekers, we talk to the employers, and then we talk to policy makers, but we rarely talk to all three and share what we are doing. She added we are here tonight and there are very few employers. Ms. Trainor went on to say that when she talks to employers about why they are not using workforce programs they say there is too much bureaucracy and it takes too long. She also added that we do not have the level of excellence in delivering the services that make employers go viral with a message of success.

Ms. Lefmann feels that part of the problem is that even if they see the message they are too busy. We need to make it easily accessible for people. Also, parents are not engaged and not encouraging the children to participate. Ms. Lefmann said that possibly we need to explore using technology where individuals can skype into a meeting versus coming into an evening meeting.

Sophia Chan from Monrovia Gardens Healthcare spoke about the delivery method and message needs to be age appropriate. Mr. Shinder added that it also needs to be target population appropriate.

Cesar Valladares from the Economic Development Department says that we tend to speak about students in their own category, individuals with disabilities in their own category, and reentry in their own category but it is the workforce and economic development system and it represents everyone. He commented that this was the largest forum he has seen thus far, and it was good that the chamber was represented. He does not feel that the system does a good job of getting the word out. However, the law does not allow us to use marketing dollars, so it is very challenging. Mr. Valladares feels like a good practice that Foothill Workforce has implemented is doing podcasts. We need to do a better job branding our system. Mr. Valladares also added that we need to take advantage of the community college system and the apprenticeship programs because all students are not going to go to a 4-year university

Ms. Lefmann says that she struggles with individuals providing her information to put in their monthly newsletter. Ms. Lefmann offered this as something workforce could use to get the word out to the community. Mr. Shinder added that the message here is that we need to leverage one another's resources to our benefit.

Ms. Russell-Carter stated that we have to make sure that our message is perpetual because we have six cities, and probably all of LA County that has a very transient population. Those in the school district probably experience the same issue with kids where the families all of sudden move. Workforce experiences the same issue with adults. We need to constantly get the same message out to the community.

Ms. McElrath stated that we do not publicize the positive successes to the community. Mr. Shinder stated that we need to identify champions in the community that can help communicate the value of services. Ms. McElrath spoke about a business engagement workshop attended and they proposed that workforce change the way the communicated the message about work experience and OJT programs to businesses.

Annette Kelly-Whittle from the Foothill Workforce Development Board stated that often times individuals do not take advantage of basic services because they just don't understand the value of the information that is being provided. Workforce may advertise a resume workshop and people think that they know how to write a resume, so they do not attend. However, they may not be aware of how applicant tracking systems screen resumes which is a topic covered in a resume workshop. Mr. Shinder added that goes back to communicating the value of what we are offering. Ms. Kelly-Whittle also added that in another workforce area that they offered brown bag workshops on business topics and offered business training which were in person and streamed online. These business services had mixed success but as they continued to offer the programs and eventually business started to ask more questions about the services and they became more engaged over time.

D. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.

Mr. Shinder asked the group about specific gaps that we need to address. He summarized some of the gaps that were already discussed but solicited the group for more. Mr. Shinder added that one that he would like to solve is transportation. The lack of transportation to get people from where they live and to their job.

Ms. Kelly-Whittle added that childcare continues to be a problem. The lack of availability and affordability. Ms. Chan agreed with childcare. She stated that for some people the child care issue keeps them from entering back into the workforce.

Ms. Russell-Carter stated that we are seen primarily as an organization that can provide funding for work experience and on the job training contracts. She went on to say that workforce is workforce development and we need to be able to educate businesses in areas that will help them grow and improve their business.

Ms. Russell-Carter spoke about the recent changes in the laws regarding the disclosure of a felony on an application. Ms. Lefmann chimed in on the law and the constant change in employment laws and that being an area that businesses need to be educated in. She went on to say that businesses are struggling to keep up with the change hiring laws and other regulations.

Mr. Shinder summarized by saying that we should be working together to serve businesses holistically.

Mr. Rosetti stated that he can speak to that point as well, being an employer the implementation of a lot of changes have substantially impacted them on hiring. He went on to say that the same thing applies to clients they do not know their rights in the workplace and that they can ask for accommodations, so educating the client is important.

E. If you were writing the local workforce plan, what would your priorities be and why?

Ms. Chan stated that she looks at it on a macro level and thinks that workforce needs to look at the supply and demand. We need to identify the supply and demand in a localized way and determine how we can match them together. Mr. Shinder referenced back to what Mr. Nakamoto's comments about the mismatch of skills and that we need to do something to correct it.

Ms. Lefmann stated that community colleges are a resource that businesses do not tap into. If businesses partnered with the community colleges, they would be preparing students that are closer to having what they need for employment. Ms. Lefmann discussed the social skills of youth and stated that most kids cannot walk up to someone and introduce themselves.

Ibrahim Naeem from Pasadena City College stated that it is important to talk about soft skills but when developing curriculum, we need to have a variety of input from people that includes businesses. As an educator Mr. Naeem stated he did not feel comfortable developing soft skills curriculum without the input of stakeholders. The employers frame

of reference is different than and educators. He stated we need a lot more interaction and cooperation as we go about addressing these things.

Ms. Kelly-Whittle spoke about schools, workforce, and community colleges needing business participation. However, we typically find that the same businesses participate in these meetings. She feels that there may be a risk of burning those individuals out and the need to find a way to engage other businesses to participate.

Mr. Shinder stated one of the metrics that the state has put in place is to determine how well we're doing as a region with having an aligned business engagement strategy, so that we don't force businesses that are willing to give their input into a state of exhaustion. We should have a strategy that it agile enough to do online surveys, in person meetings, focus groups, and other ways of engagement. We need to get business input in ways that are comfortable for them.

Mr. Morris stated that there have been several grants such as CTE, Perkins, and Strong Workforce that requires the school district to cooperate with the community colleges, and businesses and industry through internship. Mr. Morris stated that he would make sure there are resources for internships written into the plan because there needs to be something in it for the businesses.

Mr. Rosetti stated there is funding through the state that for internships for the population that his organization serves and it has been very helpful in getting individuals placed and breaking down the stereotypes for employers.

Ms. Lefmann stated that for businesses it is not just the funding, but it is also the liability. The business does not want to be responsible for the liability.

Ms. Russell-Carter spoke about becoming more strategic in our approach that we may be able to save some funds so that we can use them in another area

Ms. Trainor added one last comment on the transportation need. She spoke about Monrovia contracting with Lyft to provide supplemental rides and looking at some of the non-conventional solutions to solve the transportation problems.

Exhibit A-7-a

Copy of notice

Exhibit A-7-b

Sample Email Message to Stakeholders

Pending

Exhibit A-7-c

List of Stakeholder to Whom Message Were
Sent

Pending

Exhibit A-7-d

Email Message Notifying State Board Contacts

Pending