



July 29, 2019

To: Family & Human Services Committee
From: Workforce Development Board
Youth Committee
Re: #93 Youth Program PY 18-19 Year-End Report

WIOA:

In July 2014 the Workforce Innovation and Opportunity Act (WIOA) was enacted, replacing the Workforce Investment Act. Compared to the prior legislation, the current law places a priority on Out-of-School Youth (ages 16-24 with barriers to employment) by requiring local areas to expend a minimum of 75% of WIOA funds on this population. Other priorities include a greater focus on aligning youth services with local and regional industry needs and requiring a 20% minimum expenditure rate on work-based learning.

Local Workforce Development Board and the Youth Committee:

In partnership with the Board of Supervisors, the Workforce Development Board of Contra Costa administers local Workforce Innovation and Opportunity Act (WIOA) funding for the purpose of supporting a broad range of youth services leading to greater economic security.

Central to the WDB's work, is the Youth Committee – a standing committee of the full board that is comprised of board members and non-board members that collectively represent private sector employers, the community colleges, local school districts, services for individuals with disabilities, residential job training programs, state employment programs, and, most recently the Contra Costa Superintendent of Schools. The Youth Committee meets monthly to connect providers, identify gaps in service delivery and align systems.

PY 18-19 Activities and Accomplishments

In PY 18-19, WDB investments in Youth Programs totaled \$1,054,925 for the provision of direct services to disconnected youth via two service providers (Contra Costa County Office of Education and Mt. Diablo Unified School District).



Additionally, the WDB supports Earn & Learn through a partnership with Contra Costa Economic Partnership. Earn & Learn provides business engagement tools and the creation of a system for tracking and measuring both business and student participation in work-based learning activities.

Services for eligible youth enrolled into the WIOA Title I Youth programs are based on a comprehensive assessment, tailored to each individual and must include access to 14 Youth Elements:

- Tutoring, study skills, and dropout prevention
- Alternative education
- Paid and unpaid work experiences
- Occupational skills training
- Leadership development
- Supportive services (Transportation, child care, work uniforms, tools, etc.)
- Adult mentoring for 12 months
- Follow-up services for 12 months
- Comprehensive guidance and counseling
- Education offered concurrently with, and in the area context as workforce preparation activities and training
- Financial literacy education
- Provision of labor market information
- Activities that help youth prepare for and transition to post-secondary education and training
- Entrepreneurial skills training

In PY 18-19, 240 youth were served through the WIOA program and demographic data indicates that the WDB has been successful in reaching the most in need. 33% of the youth served were homeless at program entry, 23% have a documented disability, 26% are or have been justice involved. Currently, 18% of participants are current or former foster youth. 70 young people enrolled into WIOA were also placed in paid-work experiences that matched their career interest.

While Title I WIOA Youth programs focus on training disconnected youth and young adults, Earn & Learn Activities tend to focus on maximizing industry exposure for students who are in-school (both secondary and post-secondary). This is achieved by offering:

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- Guest speakers in classrooms
- Workplace tour
- Career Mentoring
- Job Shadowing
- Work experience
- Internships
- Career Fairs
- Teacher Externships
- Industry participation on Advisory Boards

In PY 18-19, Earn & Learn served thousands of students in Contra Costa County with the majority of students participating through Mt Diablo Unified School District, Antioch Unified School District and San Ramon Valley Unified.

The Youth Employment Issues as outlined in California Workforce Development Board's Strategic Plan:

While the economy has entered a period of sustained expansion and unemployment has dropped for all demographic groups and in all the state's regional labor markets, California's economy continues to be marked by demographic and regional inequality. Some of this inequality stems from differences in educational attainment, differences in demand by industry and occupation, and the sectoral composition of varying regional labor markets.

Unemployment rates continue to be stratified by race, ethnicity, and age. Members of the civilian labor force between the ages of 16 and 19 had the highest unemployment rate of any group in July 2015, with a rate of 21.7 percent. Persons between the ages of 20 and 24 had an unemployment rate that was twice (11.4 percent) as high as individuals that were 35 years or older.

California youths face a particularly challenging labor market after the events of the business cycle these last eight years. In fact, the labor force participation rates (LFPR) among California youths, and particularly teens, have steadily eroded over time.

- The LFPR among California teens peaked at 46.9 percent in March 2001.
- By the December 2005, the teen LFPR had fallen to 38.6, and by December 2010 it had fallen to 28.1 percent.
- It was only in the months of October and November 2014 that the teen LFPR appears to have bottomed out at 24.5 percent, after which it increased to 27.3 percent by July 2015.



The LFPR of California youths age 20 to 24 peaked at 76.4 percent in April 2002. By December 2005, it had fallen to 73.0 percent and by December 2010, it had fallen to 67.5 percent. In July 2015, the youth LFPR stood at 66.3 percent.

Industry Sector Alignment

The WDB's portfolio of Youth services also seeks to align with local and regional industry demand. The vast majority of Title I Youth trainings and Earn & Learn activities have been in the Healthcare Industry. A representative sample of occupations include Clinical Medical Assisting, Dental Assisting, Medical Billing and Coding, Pharmacy Technician and Surgical Technician.

Advanced Manufacturing was particularly well-represented with Manufacturing Day 2018 in which 222 Earn & Learn students were exposed to a network of local manufacturing employers. Additional priority industries identified by the WDB include Construction, Information Computer Technology (ICT), Transportation and Logistics.

WIOA Employment Outcomes

Success of WIOA Title I programs is measured by a set of rigorous post-program performance measures that are negotiated with the State every year.

- In Post Secondary training or Employment 2nd Quarter post exit 66%
- In Post-secondary training Employment 4th Quarter post exit 63%
- Credential Attainment Rate 55.6%
- Measureable skills Gain 30.77%

The WDB has enjoyed in a long history of meeting or exceeding performance. While data has yet to be validated, predictive reports show that the WDB is on target to meet or exceed the standards for PY 18-19.

Next Steps:

Plans for PY 19-20 include the release of an RFP for Youth services. The current procurement cycle requires that services go out for bid every three years. To ensure that the RFP adequately addresses the needs of the local community, The WDB Youth Committee has formed an Ad Hoc Committee to make recommendations on RFP priorities. As part of this effort, the Youth Committee is recommending that new contracts begin in October 2020 vs the usual July. This new proposed contract cycle will promote more effective summer programming and align better

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with the WIOA Title Youth funding cycle. Plans for the expansion of Earn and Learn to WIOA Out-of-School youth are also underway. The Youth Committee and WDB continue to focus on the expansion of internships to ensure all young people have access to the many career opportunities represented by our local labor market that provide family sustaining wages.