

# What You Need to Know Workforce Development Boards



A formal group of community leaders comprised of business, economic development, education, and elected officials appointed by local government to provide workforce services and resources to a city, county, or region.



**45**  
Local Workforce  
Boards in California



**190**  
America Job  
Centers of California



**293,476**  
Individuals  
served in 2022

**GOAL:** To help those with employment barriers obtain access to well-paid careers and to foster high growth opportunities to meet the needs of the local economy.

**HOW:** → Providing opportunities that guides individuals to career pathways that provide self-sufficiency  
→ Assisting business with training, retaining and attracting talent.

## Primary Purpose:

1. Capitalize on the socio-economic opportunities and solve socioeconomic challenges of the communities in which they serve
2. Help business find qualified workers
3. Support employers to meet current and future workforce needs
4. Help workers obtain the skills needed to secure employment opportunities through training and education

**Structure:** Each WDB has a strategic plan, their own distinct charter, and establishes funding priorities (state and federal employment & training \$\$'s) for the area focused on a broad range of worker issues. Essential focus is given to:



**Wages**



**Job mobility**



**Access**



**Equity**



## Activities include but not limited to:

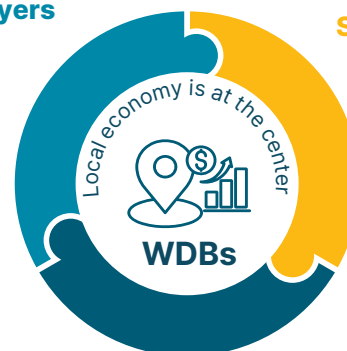
- Convene business, labor, education & community on local workforce issues to determine the needs and priorities of the region
- Identify and understand the needs of the local job market along with current labor & economic trends
- Bring together systems to solve business problems or create new relationships with business and workers
- Coordinate and align workforce development initiatives in their area & Oversee the one-stop job centers
- Provide support and training to those who have been laid off and displaced from employment or providing services to those who are at risk of being laid off

## Workforce Development Boards are the LINK

between employers, individuals seeking employment, and the state's economic growth.

**Employers**

**Job Seekers**



**State's Economic Growth**

## OUTCOMES/METRICS:



**Credential  
Completion**



**Job Placement**



**Wage increases or movement  
toward sustainability**

# Services & Supports Offered to Community Colleges:



## Program Development & Support

- Representation on program development & review committees
- Engagement with employers to assess the needs and guide program development
- Additional student enrollment in joint apportionment-supported classes and programs
- Supports in collecting wage/placement metrics for credentialing

## Labor Market & Employer Engagement/Upskilling

- Access to local labor market and economic trends
- Presence at shared functions i.e. job & career fairs
- Work Based Learning Opportunities
- Business & industry site visits for both students & faculty
- Faculty externships or professional development

## Student Supports

Access, interface, & connection to county Human Services

- CalWORKs (Employment Services)
- CalFresh (Food Stamps)
- CAPI (Cash Assistance for Immigrants)
- Medi-Cal (Medical & Health Supports)
- CalJOBS (Job & Career Services)
- Training scholarships for eligible students - WIOA & Adult and Dislocated Worker
- WIOA support services for eligible students
- Job placement services for students
- Paid student internships for eligible students
- Paid On-The-Job-Training (OJT) for eligible students



## Benefits for Partnering with a Workforce Board

- Workforce Boards are a key Community Partner and your link to employers ready to hire.
- Boards can provide significant funding to incentivize employers to hire your students.
- Boards can be a valuable partner in your pursuit of grant funding, both with applying for the grants and helping to implement it.
- Boards can be an important partner in developing career pathways and training that can help to fill the classroom and boost enrollments.
- Boards also maintain working relationships with K-12 school districts and manage many youth programs that can lead to enrollments.



**CWA**  
Local Boards

## WHERE ARE SERVICES PROVIDED?

### Statewide:

- America Job Centers of California

### Local Workforce Development Boards:

- Libraries
- California Department of Corrections and Rehabilitation
- Community College
- Department of Social Services
- High School Job Fairs