



March 11, 2019

To Whom It May Concern:

Re: Local Plan PY 17-21 – Two Year Modifications

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) respectfully submits for your review and acceptance one (1) unsigned copy of SELACO WDB's Local Plan PY 17-21 Modifications and one electronic version in PDF format on a flash drive. In reference to State Directive WSD18-01,

*"If local approval cannot be achieved by the submission deadline, the Local Board must submit at least one copy of the unsigned plan by the due date and provide a detailed explanation for the signature absence(s) and the date by which the signed original and copies will be sent. A signed copy must be submitted no later than August 1, 2019."*

SELACO's public comment period for the local plan modification ended on March 8, 2019. While submission of the local plan is due to the State Board no later than March 15<sup>th</sup>, the SELACO WDB does not meet until March 28<sup>th</sup> and the SELACO Policy Board does not meet until April and therefore signatures of SELACO's Local Board Chair and CEO cannot be secured before the due date.

SELACO will submit a signed original, three copies and an electronic version in PDF format as soon as both signatures are secured. We anticipate our signed plan will be submitted no later than June 30, 2019.

Please feel free to contact me should you have any questions or need additional information. I can be reached at (562) 402-9336 extension 1201 or [yolandac@selaco.com](mailto:yolandac@selaco.com).

Sincerely,

Yolanda L. Castro  
Executive Director

Enclosure: One copy SELACO WDB Local Plan PY 17-21 – Two Year Modifications  
One electronic version of the Local Plan in PDF format on a flash drive

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## Local Board Assurances

Through Program Year 2017-21, the Southeast Los Angeles County Workforce Development Board (SELACO WDB) assures the following:

- A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act* (WIOA) Section 184(a)(3).
- B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181(b)[7]).
- C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.
- F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.
- G. The Local Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])
- H. The Local Board certifies that its America's Job Center of California<sup>SM</sup> (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). This shall include the right to access by state labor organization representatives pursuant to the *Ralph Dills Act* (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code, and CUIC Section 14233).
- I. The Local Board assures that state employees who are located at the AJCC(s) shall remain under the supervision of their employing department for the

purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at the AJCC(s) shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.

- J. The Local Board assures that when work-related issues arise at the AJCC(s) between state employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The AJCC operators and partners shall cooperate in the investigation of the following matters: discrimination under the *California Fair Employment and Housing Act* (Part 2.8 [commencing with Section 12900] of Division 3, of Title 2 of the Government Code), threats and/or violence concerning state employees, and state employee misconduct.
- K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

**SIGNATURE PAGE**

**Instructions**

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

**Local Workforce Development Board  
Chair**

  
\_\_\_\_\_  
Signature

Aaron Drake  
\_\_\_\_\_  
Name

SELACO WDB Chair  
\_\_\_\_\_  
Title

5-23-2019  
\_\_\_\_\_  
Date

**Local Chief Elected Official**

  
\_\_\_\_\_  
Signature

Jeff Wood  
\_\_\_\_\_  
Name

SELACO Policy Board Chair  
\_\_\_\_\_  
Title

6/14/19  
\_\_\_\_\_  
Date

**SOUTHEAST LOS ANGELES COUNTY (SELACO) WORKFORCE DEVELOPMENT BOARD  
2019 BIENNIAL MODIFICATION TO 2017-2021 LOCAL PLAN**

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

**I. INTRODUCTION**

To implement California's Biennial Modification and Review requirements for our 2017-2021 Local Plan, the SELACO Workforce Development Board's (WDB) leadership team adopted a strategy that was intensively focused on engaging 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 other four focused on the partnerships and populations to be addressed in the Local Plan Modification:

- An Enhanced 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 progress updating SELACO WDB's 4-year plan.

**II. COLLABORATION WITH THE CALFRESH EMPLOYMENT AND TRAINING PROGRAM AND STRENGTHENED PARTNERSHIP WITH 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. 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 AJCC. Engagement with DPSS during the recent planning process provided SELACO 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 Opportunities for Work (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 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, who 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 yet been finalized, it is not yet known how such programs would involve SELACO 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 AJCC, 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 Partnership for Adult Academic and Career Education (PAACE), which is the local adult education consortium for Southeast Los Angeles County, offer a wide array of basic education, literacy, ESL and career technical education programs to which CalFresh participants will be 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 87 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, the one-stop partners will work together with DPSS to further develop strategies to specifically market workforce and training

programs for CalFresh participants. Currently SELACO AJCC staff have been cross-trained and can provide eligibility information for customers who are inquiring about Cal Fresh services. To facilitate this access point, all AJCC Career Center computers are equipped with direct links to CalFresh Application Icons that staff can utilize and help customer access and navigate services easily. Furthermore, a CalFresh representative conducts direct Orientations during on site AJCC workshops, encouraging registration and co-enrollment with AJCC onsite partners. During the stakeholder engagement process, it was suggested that the WDB and DPSS consider developing a referral system specific to the CalFresh population, encouraging participation in AJCC and workforce system services.

**D. Partners' Roles in Helping Provide Services to and Integrating People Receiving CalFresh into Sector Pathway Programs:** SELACO 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. Over the last several years, the SELACO WDB has been intensively 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 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 SELACO WDB, including advanced manufacturing, business and professional services, healthcare, hospitality, transportation and logistics, and more recently construction.

**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 creates opportunities to provide workforce services to the non-custodial parent (NCP) population through structured processes that have not been available in the past to many local boards, including SELACO WDB. Stakeholders fully support the state's mandate that local partnerships be formed to improve labor market outcomes for unemployed, underemployed and non-custodial parents. Both the local workforce system, which is led by SELACO WDB, and the Los Angeles County Child Support Services Department are anxious to implement mechanisms to improve workforce service delivery for targeted NCPs.

For background information on the target group and an assessment of need, please refer to descriptions provided 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 possessing 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 the full range of customers' support needs continue to be 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 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. CSS and other stakeholders 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 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, which affects a significant number of targeted individuals within the SELACO service area. 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 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 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. Department staff attempts to make children the motivating force for NCPs to meet their support obligations. CSS has at its disposal a series of "enforcement tools," such as revocation of drivers' and professional licenses, attachment of wages, and imposing liens. Conversely, there are several "motivation tools" that CSS 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, SELACO WDB and CSSD will develop an MOU that will frame roles, responsibilities and processes associated with 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 MOU between SELACO WDB and CSSD will outline the purpose of the agreement, roles of each department, 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 via the State's Labor exchange system, CalJOBS; a consent and release form pertaining to sharing specific types of information between the two agencies; and mechanisms for AJCCs to report workforce program activities and employment outcomes to Child Support. The SELACO partners expect that the MOU will be finalized and executed by June 30, 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 SELACO 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 CBOs are not aware of the number of 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 SELACO 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. To meet the plethora of needs of such individuals, SELACO has published a 75-page resource guide for the Southeast Los Angeles County area that provides information about hundreds of organizations and programs offering services, such as: counseling; disability support; emergency services; shelter/housing; health services; immigration assistance; legal services; transportation assistance; and much more.

**5. Referral Processes and Systems:** SELACO WDB and CSSD have reached an agreement to utilize the "CalJOBS On-Ramp Referral Process" for making customer referrals. The CSSD and SELACO per their MOU, plan to implement an electronic referral process and implementation of consent forms. The parties to the MOU will follow a referral process where Child Support refers to the AJCC through a shared online calendar hosted by the State's Labor Exchange System, CalJOBS. Child Support Services Staff will create an appointment for an AJCC orientation and intake for their customers directly on the CalJOBS calendar. When making the appointment, customers will be identified as Child Support participants. When a customer enrolls at the AJCC, staff will document the outcome and workforce activities on the CalJOBS system. The Child Support staff will have been granted access to CalJOBS as established by the MOU, and as a result, will have access to information that communicates that the referred individual has registered or enrolled and AJCC planned services are identified. The referral process also includes 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).

***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 SELACO 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 Norwalk Branch of the Greater Los Angeles DOR District Office; the Harbor Regional Center; and local education agencies providing special education programs. Harbor Regional Center, which serves individuals with intellectual and developmental disabilities that live in the SELACO WDB service area, was not able to send a representative to the meeting. 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 Southeast Los Angeles County region. 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 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 of 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 SELACO 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. This latter group includes, but is not limited to: ARC and the Disabled Resource Center.

For additional information on the LPA partners and anticipated plans to increase the availability of CIE in Southeast Los Angeles County, 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:** SELACO 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. SELACO WDB's center is 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. SELACO is an experienced sub-grantee of the Disability Employment Initiative (DEI) grant awarded to the State of California by the U.S. Department of Labor. Under this program, SELACO and other grant partners concentrated on three key objectives: 1) including people with disabilities into existing career pathways strategies and programs to improve employment outcomes and maximize their economic self-sufficiency; 2) expanding the capacity of the AJCC to provide workforce and training services to people with disabilities; and 3) increasing participation by local boards in the federal Ticket-to-Work program. With regard to this last objective, SELACO WDB now serves as a "Ticket to Work" provider. The program serves individuals on Social Security Disability by providing job readiness and job placement services.

Both SELACO 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; primer in disabilities resources for employment and related services; understanding reasonable accommodations; working with customers through adult transition; and understanding social security benefits and the effect of employment on these benefits. DOR representatives, agency's Work Incentive Planner, have supported training for AJCC staff working with individuals receiving SSI or SSA to understand the impact of employment on these benefits. State guidance on the CIE initiative supports DOR and State Board leadership's commitment to ensure that training continues to be available for AJCC staff. The DOR District Office will assign points of contact to support the workforce system's CIE activities. Once this occurs, SELACO WDB will work with state and local CIE partners to secure training specifically as it pertains to the ID and DD population.

**B. Planned Coordination with DOR Point of Contact Regarding Services and Resources for the Target Population Who Are Vocational Rehabilitation Consumers:** SELACO 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:** SELACO 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 within the Southeast Los Angeles County region 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;
- Developing a CIE-specific business outreach plan for the SELACO WDB service area;
- Engaging our extensive network of partners to support the initiative by identifying companies and worksites that could be developed for CIE opportunities;
- 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, anticipated by early 2019, the SELACO WDB will work with DOR and the LPA partners to define roles in the CIE business outreach process.

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

Of the approximately 460,289 people living in the seven-city area served by the SELACO WDB, nearly fifty-five percent is Hispanic or Latino and one-third is foreign-born. The vast majority of immigrants are from Mexico and Central America, but many others are from Asia. 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 Southeast Los Angeles County. SELACO 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. SELACO WDB 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. SELACO 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 consortium (PAACE) 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. SELACO WDB's system of 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. In order to address the current employment market and the ability to work comfortably with the latest software programs, in partnership with Cerritos College, Levels 1-3 Computer Courses are offered on site to help customers develop their computer skills. Several partners recommended that the SELACO WDB continue to 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.

**C. Ensuring the Availability of Support Services:** The AJCC staff assesses participant's need for services that support participation in training, 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 vast 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 SELACO 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: South Asian Network; Centro CHA; Miguel Contreras Foundation; Su Casa; the Mexican American Opportunity Foundation; Disabled Resources Center; SPIRITT; Kingdom Causes; Southern California Alcohol & Drug Rehabilitation; Rio Hondo Mental Health; Cerritos Adult Ed and Diversity Program; SAHARA; Goodwill; and Habitat for Humanity.

**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 access points. 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, accessible and diverse services are, the greater the likelihood that participants will remain engaged. CBOs 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 benefiting from services as needed.

**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 SELACO WDB and the local workforce system is the 2018-2019 Annual Plan update to the Three-Year Plan of the PAACE adult education consortium. The consortium's plan update provides the following information with regard to the ELL and immigrant target population:

- Key accomplishments in 2017-18 included: increased course offerings in areas like ESL, VESL, Citizenship, Basic Skills; CTE Courses made available at sites to meet demand and address identified gaps; ESL and GED classes in the Bellflower community were offered; and discussions were held regarding the alignment of ESL courses throughout the consortium.
- Among the goals set for 2019 to meet regional needs are: increased adult transfers to member adult schools for high school diploma program, vocational programs, ESL, and enrichment classes; increased hours/classes will be initiated including: Citizenship classes at North Artesia Community Center and Hawaiian Gardens Food Bank; increased to 24 hours per week evening ESL classes; increased hours for the "Start your own business," "Spanish for the work place", "iOS Apps development", "iPhone and iPad basic", and "Industry certification prep lab;" and BUSD will continue to coordinate ESL and GED pre-operational course.

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

**G. Recognizing and Replicating Best Practices:**

SELACO WDB's current four-year plan states:

*SELACO WDB has strong, effective referral relationships with the education agencies within the PAACE AEGB consortium. Each of the adult schools represented by the consortium and Cerritos College offer English-as-a-Second Language (ESL) courses for learners at various levels of proficiency. Among the providers there is significant capacity. For instance, ABC USD's Adult School offers classes in the morning, afternoon, and evening, for all levels from beginning to advanced. Typically, as referrals are made from the AJCCs to the ESL providers, students are able to register for the next available start date. A draw back for many of the classes is that they run on a semester or trimester schedule. Also, in partnership with Cerritos College, ESL customers can access a Spanish GED preparation course on site that is offered after normal business hours to accommodate for the working population.*

*SELACO WDB recognizes that many residents of Southeast Los Angeles County need to improve their English proficiency to be eligible for employment opportunities that will provide to 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. Among recommendations made by the Regional Plan are making improvements in access to English language training and exploring alternative training methods. At the local level, SELACO WDB can support these efforts by working with education and community partners to explore alternatives, such as online learning, contextualizing English skills within vocational training, and bringing programs to community-based sites, 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, such as those described in this narrative and in Attachment E. SELACO WDB will continue to assess existing programs and employment needs of the target group to identify "best practices" that support career pathways to the middle class.



## VI. OTHER MODIFICATIONS TO SELACO WDB 2017-2021 LOCAL PLAN

While not a requirement of the biennial modification, SELACO 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 several of the goals established in our current four-year plan; and includes summaries of several workforce priorities that have emerged over the two-years since the local plan was published.

**A. Progress on 2017-2021 Local Plan Goals:** Following is a summary of goals stated in the WDB's local plan:

### **Local Area Operations and Service Delivery Goals**

1. Increase the number and effectiveness of community on-ramps
2. Further integrate partners into ISD Model
3. Examine opportunities to implement additional entrepreneurial skills training
4. Identify opportunities to access community college training using Strong Workforce funding on behalf of AJCC customers
5. Expand the availability of basic skills and English language skills training
6. Explore alternative strategies to make basic skills and English language skills training more accessible
7. Identify model program designs for youth with disabilities
8. Increase the availability of work-based learning models

### **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 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

The foregoing all remain active goals under the four-year plan. The WDB and system partners have made progress in several areas. In the realm of operations and service delivery, progress has been made in developing community onramps, particularly through the use of CalJOBS to connect sites and locations to workforce services. In addition, the AJCC has increased the ability of services for individuals with disabilities, including the addition of the "Ticket to Work" program. Work-based learning models across all programs is a priority. Regionally, SELACO WDB has enhanced services to disconnected youth integrating strategies from the LA P3 model. SELACO WDB led regional initiatives to create career pathway programs addressing care coordination training for the healthcare industry. This effort established a foundation for regional collaboration around industry sectors, including an award-winning website that supports regional collaboration. SELACO's most recent pilot is a process that supports an effective handoff from prison/probation to a local AJCC.

**B. Emerging Priorities:** The priorities expressed in SELACO WDB's 4-year Local Plan remain the same, however several current initiatives suggest that additional priorities are emerging that have the potential to take programs, services, and workforce system management in new directions. These include:

Electronic Referrals: SELACO WDB has leveraged the versatility of CalJOBS to market the system to one-stop partners and other stakeholders as an effective resource for capturing, collecting and managing customer information and for making referrals among agencies. This will not simply make referrals more effective, but create greater opportunities for co-managing customers.

System On-Ramps: In the process of promoting CalJOBS, libraries, community-based organizations, various departments at Cerritos College register their customers in CalJOBS. Registered individuals earn an AJCC membership.

Business Resource Center: Seizing on the popularity of enterprises such as WeWork, SELACO launched its Business Resource Connection as a resource for entrepreneurs and small businesses. The center offers guidance and a speakers' series to inform and inspire business people. An ancillary benefit of the center is its raising awareness of SELACO WDB's services among businesses in the community.

Human Centered Design: Effective customer engagement through focus groups and surveys, SELACO WDB identified and implemented service improvements that reflect the preferences and needs of customers. A result of this approach is quicker and more efficient processes to initially register and subsequently check in at the AJCC.

## SUPPLEMENTAL NARRATIVE

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

SELACO 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 SELACO 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 SELACO WDB local area.

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, SELACO 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 SELACO and consulted with the 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, SELACO 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 meeting notices in local newspapers/newsletters and the Press Telegram
- Posting of agenda and meeting notices at city halls within SELACO's local service area
- Posting of the agenda and meeting notices on the SELACO WDB website
- Posting of meeting announcements on the State Board's website (following e-mail notification to designated State Board staff)

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 SELACO 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 our stakeholder forum, the Community Collaborative Network; cross training among the partners; participation in planning activities of system stakeholders; and discussions occurring during meetings of the 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 SELACO WDB brings together the mandated partners in meetings with the one-stop operator, 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 SELACO WDB's New Partnership with CalFresh***

A community and stakeholder forum on the CalFresh Employment and Training Program was held at the SELACO WDB office in Cerritos on December 3, 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:

- 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 November 6, 2018, a notice regarding the forum was placed on the SELACO WDB website. A printed notice was posted at the SELACO AJCC.

**B. Efforts to Engage Required CalFresh Partners:** On November 19, 2018, direct emails were sent to CalFresh stakeholders, including those on the State Directory.

**C. Communication with the State Board regarding CalFresh Forum:** On November 19, 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, including 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 SELACO 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 the SELACO WDB office in Cerritos on October 29, 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 16, 2018, a notice regarding the forum was placed on the SELACO WDB website. A printed notice was posted at the SELACO AJCC.

**B. Efforts to Engage Required Child Support/Non-Custodial Parent Partners:** On October 16, 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 16, 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, including 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 SELACO 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 SELACO WDB office in Cerritos on September 12, 2018 from 8:30 a.m. until 10:00 a.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 6, 2018, a notice regarding the forum was placed on the SELACO WDB website. A printed notice was posted at the SELACO AJCC.

**B. Efforts to Engage Competitive Integrated Employment Partners and Key Stakeholders:** On September 6, 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 6, 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, including 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 SELACO 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 John S. Simms Park in Bellflower on November 28, 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 November 1, 2018, a notice regarding the forum was placed on the SELACO WDB website. A printed notice was posted at the SELACO AJCC.
- B. Efforts to Engage Partners and Key Stakeholders in Improving Services to English Language Learners, Foreign Born Individuals and Refugees:** On November 15, 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 November 15, 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, including 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 SELACO 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 SELACO WDB office in Cerritos on October 10, 2018 from 5:00 p.m. until 7:00 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 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 24, 2018, a notice regarding the forum was placed on the SELACO WDB website. A printed notice was posted at the SELACO AJCC.

- B. Efforts to Engage Partners and Key Stakeholders in Providing Input on General Workforce System Planning:** On September 25, 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, including 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 8, 2019, the SELACO WDB opened a public comment period on the Local Plan Modification that concluded on March 8, 2019.

- A. Notice on the Availability of the Draft Plan for Public Review and Comment:** On February 8, 2019, SELACO WDB placed a notice in the Press Telegram, informing the community of the 30-day public comment period and the availability of the plan electronically on the SELACO WDB's website or in print at the offices of the SELACO WDB.

Email notices about the availability of the draft were 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 LocalPlan@selaco.com or in print by mail or hand delivery to the SELACO WDB office at 10900 East 183<sup>rd</sup> Street, Cerritos, CA 90703. A Local Plan Public Comment Meeting was held at SELACO on Wednesday, February 13<sup>th</sup> from 8:30-10:30 am that allowed the general public to participate in the review of the Draft Local Plan Modification.

- C. Results of Public Comment:** At the conclusion of the public comment period, no public comments were received.

No public comments were received that expressed disagreement with the Local Plan Modification. This is reflected in Attachment F.

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



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

## SUPPLEMENTAL NARRATIVE

## CALFRESH PARTICIPANTS – BACKGROUND AND ASSESSMENT 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. L.A. County DPSS has provided the following information specific to CalFresh E&T program participants in SELACO WDB cities that were served in the most recent completed fiscal year.

Total	4,238
Female	2,325
Male	1,913
Ages 18-24	699
Ages 25-34	946
Ages 35-44	886
Ages 45-54	1,070
Ages 55-59	637
Homeless	221
Spoken Language – English	3,607
Spoken Language – Non-English	631
Written Language – English	3,626
Written Language – Non-English	612
Formerly Incarcerated	73

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 a number of examples of services that 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 cited the need for training in job readiness skills and the importance of financial literacy skills. In the supportive service category, stakeholders highlighted the need for transportation and childcare services. For some CalFresh individuals, including those without access to regular housing, basic services, such as shelter and clothing are needed. Transportation and childcare were also identified as critical needs. 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 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: 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; generational poverty; 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 WDB and DPSS***

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

Other organizations that collaborate with DPSS, the AJCCs and CalFresh include Cerritos College; the PAACE consortium; 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, 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 SELACO 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, SELACO WDB served a total of 87 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 5,553 residing in the SELACO 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 <sup>1</sup>					
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	<b>Grand Total</b>	<b>112,301</b>
Other	4	Pacific Gateway	7,379		
Unknown	305	SELACO	5,553	<b>Active Employers</b>	<b>Count</b>
<b>Grand Total</b>	<b>112,301</b>	South Bay	8,238	0	49,449
		Verdugo	1,496	1+	62,852
<b>Race/Ethnicity<sup>2</sup></b>	<b>Count</b>	<b>Grand Total</b>	<b>112,301</b>	<b>Grand Total</b>	<b>112,301</b>
African	178				
Alaska Native/Native American	11				
Alaskan Native	2	<b>Age</b>	<b>Count of Age</b>		
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	<b>Grand Total</b>	<b>112,301</b>		
Hawaiian	53				
Hispanic	61,698				
Japanese	64				
Korean	111				
Laotian	15				

<sup>1</sup> Per CSSD, data is self-reported by client

<sup>2</sup> 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					
<b>Grand Total</b>	<b>112,301</b>					

CSSD did not provide data indicating which of the cities represented by SELACO 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 who utilize the workforce system's services. These include good information (provided via a structured orientation process) 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; ombudsman/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.

**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***

The MOU to be developed between the SELACO 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 and share information (within MOU guidelines) about participant needs, services and outcomes, including employment resulting from participation via the State's Labor Exchange System, CalJOBS.

## 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, SELACO 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. Given the objectives of the state-level partnership and the features of the CIE Blueprint, a role for SELACO WDB in supporting the CIE initiative and the LPA seemed inevitable based on our ongoing commitment to assisting persons with disabilities in meeting their employment goals.

As described in the principal narrative, pursuant to State guidelines, SELACO 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 some of the LPA core partners. As indicated, at the time of this convening, the core partners had yet to hold their first discussion about developing the local partnership agreement. Nonetheless, 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. All agreed that increased participation from the WDB and the AJCC would bring valuable resources to the partners' efforts to increase the use of CIE. In follow-up to the September 2018 community and stakeholder forum, SELACO WDB led a series of teleconferences with the presumed LPA partners. As a result, the core partners have begun meeting and the LPA is currently under development.

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 staff is located at the SELACO WDB's AJCC and has committed to using CalJOBS to track clients. WIOA Youth Programs also have a history of collaboration with the Workability I programs operated by local education agencies. As stated, linkages with the Regional Center 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 WDB will work with the LPA partners to develop and implement a plan for the WDB's support for CIE expansion. This plan will be finalized no later than July 1, 2019.

**2. *Competitive Integrated Employment Partners***

The parties developing the LPA are the following partners:

DOR District Office	Greater Los Angeles District Office (Norwalk Branch)
Regional Center	Harbor Regional Center
Local Education Agencies (core partners)	<ul style="list-style-type: none"><li>• Los Angeles County Office of Education</li><li>• ABC Unified School District</li><li>• Paramount School District</li></ul>

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

### **3. *Planned Coordination with the CIE Local Planning Agreement Partners***

As described throughout the principal narrative and in the preceding responses, SELACO 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 center 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 into their workforce. Because SELACO WDB has strong connections to a wide range of workforce, education and business services organizations, we will also leverage the resources these relationships bring to conduct business outreach on behalf of efforts to expand the use of CIE.

As indicated, SELACO 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, SELACO 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 ASSESSMENT OF NEED

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

**1. Overview of Target Population Demographics**

The following workforce-related data for SELACO WDB's local area immigrant and ELL population is excerpted from current U.S. Census Bureau estimates.

<b>ARTESIA</b>	
City population (est.)	16,904
White Alone percent	36.8%
Black or African American alone, percent	4.1%
American Indian and Alaska Native alone, percent	0.5%
Asian alone, percent	36.6%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	4.7%
Hispanic or Latino, percent	37.3%
White alone, not Hispanic or Latino, percent	18.6%
Foreign born persons, percent (2013-2017)	47.5%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	65.5%

<b>BELLFLOWER</b>	
City population (est.)	77,772
White Alone percent	32.1%
Black or African American alone, percent	13.3%
American Indian and Alaska Native alone, percent	0.4%
Asian alone, percent	13.4%
Native Hawaiian and Other Pacific Islander alone, percent	0.4%
Two or More Races, percent	4.3%
Hispanic or Latino, percent	55.1%
White alone, not Hispanic or Latino, percent	16.4%
Foreign born persons, percent (2013-2017)	31.4%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	55.5%

<b>CERRITOS</b>	
City population (est.)	51,020
White Alone percent	21.6%
Black or African American alone, percent	7.2%
American Indian and Alaska Native alone, percent	0.3%

Asian alone, percent	61.2%
Native Hawaiian and Other Pacific Islander alone, percent	0.4%
Two or More Races, percent	4.2%
Hispanic or Latino, percent	12.8%
White alone, not Hispanic or Latino, percent	15.2%
Foreign born persons, percent (2013-2017)	45.4%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	58.9%

<b>DOWNEY</b>	
City population (est.)	113,092
White Alone percent	63.1%
Black or African American alone, percent	3.6%
American Indian and Alaska Native alone, percent	0.3%
Asian alone, percent	7.4%
Native Hawaiian and Other Pacific Islander alone, percent	0.5%
Two or More Races, percent	2.8%
Hispanic or Latino, percent	74.0%
White alone, not Hispanic or Latino, percent	13.8%
Foreign born persons, percent (2013-2017)	33.6%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	69.0%

<b>HAWAIIAN GARDENS</b>	
City population (est.)	14,450
White Alone percent	31.0%
Black or African American alone, percent	5.5%
American Indian and Alaska Native alone, percent	0.3%
Asian alone, percent	10.4%
Native Hawaiian and Other Pacific Islander alone, percent	0.1%
Two or More Races, percent	2.4%
Hispanic or Latino, percent	76.6%
White alone, not Hispanic or Latino, percent	6.5%
Foreign born persons, percent (2013-2017)	39.0%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	77.8%

<b>LAKESWOOD</b>	
City population (est.)	80,967
White Alone percent	51.2%
Black or African American alone, percent	7.6%
American Indian and Alaska Native alone, percent	0.5%
Asian alone, percent	18.3%
Native Hawaiian and Other Pacific Islander alone, percent	1.5%
Two or More Races, percent	5.9%
Hispanic or Latino, percent	33.3%

White alone, not Hispanic or Latino, percent	36.3%
Foreign born persons, percent (2013-2017)	21.6%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	34.7%

<b>NORWALK</b>	
City population (est.)	106,084
White Alone percent	48.7%
Black or African American alone, percent	4.0%
American Indian and Alaska Native alone, percent	0.7%
Asian alone, percent	13.6%
Native Hawaiian and Other Pacific Islander alone, percent	0.2%
Two or More Races, percent	2.9%
Hispanic or Latino, percent	70.4%
White alone, not Hispanic or Latino, percent	10.8%
Foreign born persons, percent (2013-2017)	35.1%
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	67.6%

**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; mental health; trauma; insufficient knowledge of American business norms and laws/regulations affecting the workplace; lack of educational attainment, vocational skills and credentials; insufficient digital literacy; and lack of access to affordable options for childcare and transportation. For some immigrant and refugee customers, the inability to secure accreditation 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; information on workplace norms and requirements; assistance in assessing the equivalency of foreign diplomas, credentials and degrees; and more vocational training programs. The 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 overwhelmingly recommended that the SELACO 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. On par with this approach, partners suggested that meeting customers in person – at church, at community events, and in their neighborhoods – was 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 of immigrants and ELL customers are described throughout the modification narrative. These include the WDB: the AJCC; and key education partners, including Cerritos College and adult education programs in the PAACE consortium. Other important partners in serving the target population are those who provided input during SELACO WDB's community and stakeholder engagement process, including: South Asian Network; Centro CHA; Miguel Contreras Foundation; Su Casa; and the Mexican American Opportunity Foundation, among others.

SUPPLEMENTAL NARRATIVE

PUBLIC COMMENTS IN DISAGREEMENT WITH LOCAL PLAN

No public comments were received in response to the publication of a draft of the SELACO WDB's 2019 Local Plan Modification during an open public comment period.

1.	Commenter:	N/A
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

2.	Commenter:	N/A
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

3.	Commenter:	N/A
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

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\*All forum and public comment notices were sent to SELACO's general distribution list that begins on Page 39.

## Summary of Community and Stakeholder Forums

<p><b><i>Collaborating with CalFresh Employment and Training Programs</i></b>  December 3, 2018  2:00 p.m. to 4:00 p.m.  SELACO WDB Office  10900 East 183rd Street, Suite 350, Cerritos, CA 90703</p>
<p><b><i>Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents</i></b>  October 29, 2018  2:00 p.m. to 4:00 p.m.  SELACO WDB Office  10900 East 183rd Street, Suite 350, Cerritos, CA 90703</p>
<p><b><i>Improving Services to Individuals with Disabilities through Competitive Integrated Employment</i></b>  September 12, 2018  8:30 a.m. to 10:00 a.m.  SELACO WDB Office  10900 East 183rd Street, Suite 350, Cerritos, CA 90703</p>
<p><b><i>Improving Coordination and Collaboration among Stakeholders to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees</i></b>  November 28, 2018  10:00 a.m. to 12:00 p.m.  John S. Simms Park  16614 S. Clark Avenue, Bellflower, CA 90706</p>
<p><b><i>Community Forum on Local Workforce Planning</i></b>  October 10, 2018  5:00 p.m. to 7:00 p.m.  SELACO WDB Office  10900 East 183rd Street, Suite 350, Cerritos, CA 90703</p>



The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on ways to increase the coordination and collaboration among stakeholders to improve services to CalFresh recipients.

**PLEASE JOIN US...**

**SELACO WDB Community Forum  
Collaborating with CalFresh  
Employment and Training Programs**

**Monday, December 3, 2018**

**2:00 pm to 4:00 pm**

**SELACO WDB Community Room  
10900 East 183<sup>rd</sup> St, Third Floor, Cerritos, CA 90703**

<https://www.eventbrite.com/e/selaco-wdb-community-forum-on-collaborating-with-calfresh-employment-training-programs-tickets-51227978262>

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Meetings of the SELACO WDB are accessible to persons with disabilities. The SELACO WDB will provide reasonable accommodations upon request. Requests should be received at least 72 hours prior to the meeting. Please call (562) 402-9336 to request accommodations.



## Jeanette Gutierrez

---

**From:** Anna Isabelo  
**Sent:** Monday, November 19, 2018 9:13 AM  
**To:** ihernandez@maof.org; jhernandez@cityofartesia.us; olga.hernandez@edd.ca.gov; rhernandez@drcinc.org; nhernandezgarcia@cerritos.edu; shollis@svsinc.org; juan.lopez@hsla.org; lillian.hoyos@hsala.org; bhutton@hycinc.org; Bing Hyun (BHYUN@norwalkca.gov); ssantaines@bellflower.org; jensens@capcinc.org; ghernandez@johnmuircs.com; jjuarez@pacificclinics.org; patt.kadrlik@dor.ca.gov; kkain@sassfa.org; shirin.karimi@dsh.ca.gov; mkennedy@ndi-inc.org; bobk@workingwardrobes.org; 'Dara Khuth' (DaraKhuth@dpss.lacounty.gov); tpheifer@kcbellflower.org; hchoi@kcbellflower.org; jchavez@kcbellflower.org; sabryrizkalla@dpss.lacounty.gov; helopez@ph.lacounty.gov; slam@ph.lacounty.gov; vlara@nlmusd.k12.ca.us; jsouza@assurancelearning.org; mlehmeier@cerritos.edu; dlemons@shieldsforfamilies.org; jessica-leon@olivecrest.org; zleon@cerritos.edu; tlewis@goodwillsolac.org; dhsarp@scadpinc.org; rlopez@johnmuircs.com; jjimenez@lahsa.org; kbarnette@lahsa.org; franklin.victoria@jobcorps.org; lotoftoyscompany@gmail.com; julia.lugo@edd.ca.gov; angel.macias@cffocus.org; mayra.macias@csulb.edu; kmadariaga@das.edu; renee.magallanes@wuhsd.org; Kristin Maithonis; kmانيquis@cacej.org; epulido@maof.org; raemariamart@yahoo.com; smart@microsoft.com; nmedina@scadpinc.org; 'Armando Mendoza' (amendoza@pacificclinics.org); deboramills@dpss.lacounty.gov; pminaya@cfgcenter.com; zmoges@drcinc.org; rick@focisweb.com; michael.morkos@pathways.com; Bridgette Nalty (BNalty@goodwillsolac.org); Dolores Nason; Cindy Nathan; a.nishimoto@kcbellflower.org; marcie.correa@trainingcenters.org; Hector Ochoa (hochoa@scrs-ilc.org); monroe0602@gmail.com; Henreytta Olivas Andrade (handrade@letc.com); porourke@csulb.edu; rorozco@norwalkca.gov; osborn\_linda@laoe.edu; tracy.palacios@csulb.edu; mparaiso@lbcc.edu; patriciaparra@dpss.lacounty.gov; mcervantes@epath.org; chemereg@epath.org; rocky2wfg@yahoo.com; pena\_maria@laoe.edu; vaguilar@maof.org; mary.pinedo@abcusd.us; Janis Pizer (jpizer@cerritos.edu); crivers.x3144@primerica.com; maryannp@workingwardrobes.org; purificacion.alyssa@jobcorps.org; ibb2club@theibb2club.com; paulq@CambrianHomecare.com; jr.ragaisis@trainingcenters.org; Jaime Ramos (jramos@cypresscollege.edu); mariar@sucasadv.org; jreese4wfg@yahoo.com; Curglin Robertson (curglin.robertson@csulb.edu); Blanca Rochin; Angie Rodriguez (angierodriguez@dpss.lacounty.gov); mrodriguez@drcinc.org  
**Cc:** Jeanette Gutierrez  
**Subject:** SELACO WDB Community Forum - Collaborating with CalFresh Employment and Training Programs: December 3, 2018  
**Attachments:** 12.3.2018 CalFresh Forum Agenda.pdf

Good Morning CCN Partner,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on ways to increase the coordination and collaboration among stakeholders to improve services to CalFresh recipients.

To register for this forum, simply click on the registration link below and you will be directed to the EventBrite registration page. We hope to see you or your representative at the forum.

**SELACO WDB Community Forum  
Collaborating with CalFresh  
Employment and Training Programs**

**Monday, December 3, 2018  
2:00 pm to 4:00 pm**

**SELACO WDB Community Room  
10900 East 183rd St, Third Floor, Cerritos, CA 90703**

**<https://www.eventbrite.com/e/selaco-wdb-community-forum-on-collaborating-with-calfresh-employment-training-programs-tickets-51227978262>**

Respectfully,



Anna A. Isabelo  
Compliance Coordinator  
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Main Line: (562) 402-9336 extension 1208  
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Connect with us:  
[Facebook](#) : [Twitter](#) : [LinkedIn](#)

Directory of Planning Partners  
(Not including Interactive Corrections Map Partners)

Last Name	First Name	Organization	Contact Information
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Stevens	George	DDS North Los Angeles County Regional Center	9200 Oakdale Ave, Suite 100, Chatsworth, CA 91311
Penman	R Keith	DDS San Gabriel/Pomona Regional Center	75 Rancho Camino Drive, Pomona, CA 91766
Henderson	Dexter	DDS South Central Los Angeles Regional Center	2500 S Western Ave, Los Angeles, CA 90018
Manicone	Carmine	DDS Westside Regional Center	5901 Green Valley Cir, Ste 320, Culver City, CA 90230
		Communities Actively Living Independent & Free (CALIF)	634 South Spring St, 2nd Floor, Los Angeles, CA 90014
		Disability Community Resource Center (DCRC)	12901 Venice Blvd, Los Angeles, CA 90066
		Disabled Resources Center, Inc. (DRC)	2750 E Spring St, Suite 100, Long Beach, CA 90806
		Independent Living Center of So Cal (ILCSC)	14407 Gilmore St, Suite 101, Van Nuys, CA 91401
		Service Center for Independent Life (SCIL)	107 S Spring St, Claremont, CA 91711
		So Cal Rehabilitation Svcs for Independent Living (SCRS)	7830 Quill Dr, Suite D, Downey, CA 90242
Akinola	Elizabeth	Administration for Community Living (ACL)	Elizabeth.akinola@acl.hhs.gov
Mills	Christina	CA Foundation for Independent Living Centers (CFILC)	1000 G Street, Sacramento, CA 95814
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		Homeless Employment Collaborative	3080 16th St, Valencia, CA 94103

Directory of Planning Partners  
(Not including Interactive Corrections Map Partners)

Last Name	First Name	Organization	Contact Information
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		Managed Career Solutions	3333 Wilshire Blvd, Suite 405, Los Angeles, CA 90010
		Weingart Center Association	566 S San Pedro St, Los Angeles, CA 90013
		Armenian Relief Society Social Service	office@arswestusa.org
		Catholic Charities, Glendale Refugee & Immigrant Svcs	4322 San Fernando Rd, Glendale, CA 93106
		Community Enhancement Services	cesmnc@aol.com
		Episcopal Diocese of LA Interfaith Refugee & Imm Svc (IRIS)	iris@ladiocese.org
		Pacific Asian Consortium in Employment Workforce Program	1055 Wilshire Blvd, Suite 1475, Los Angeles, CA 90017
		PARS Equality Center	rodabee@parsequalitycenter.org
		United Cambodian Community	info@ucclb.org
		Southeast Asian Community Alliance	info@seaca-la.org
		Thai Community Development Center	chancee@thaicdc.org
		Special Services for Groups	hlevy@ssgmain.org
		Asian Pacific Islander Small Business Program	rfong@itsc.org
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Directory of Planning Partners  
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		Little Tokyo Service Center	dmatsubayashi@itsc.org
		Los Angeles Mongolian Association	zula@lamgl.com
		Miguel Contreras Foundation	info@miguelcontrerasfoundation.org
		National Immigration Law Center (NILC)	reply@nilc.org
		Office of Samoan Affairs	ipouesi@samoanaffairs.org
		Pacific Asian Consortium in Employment (PACE)	kerrydoi@pacela.org
		Pacific Asian Consortium in Employment (PACE)	candrade@pacela.org
		Pilipino Workers' Center	info@pwsc.org
		Samoan National Nurses Association	dorothyvaivao@snaa.org
		Search to Involve Pilipino Americans	jjacinto@esipa.org
		Search to Involve Pilipino Americans	info@esipa.org
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		South Asian Network	saninfo@southasiannetwork.org
		Asian Americans Advancing Justice	cchiu@advancingjustice-la.org
		Building Skills Partnership	info@buildingskills.org
		Centro Community Hispanic Association, Inc. (Centro CHA)	jessica@centrocha.org
		Coalition for Humane Immigrant Rights of LA (CHIRLA)	info@chirla.org
		Filipino Migrant Center	info@filipinomigrantcenter.org
		Guam Communications Network	info@guamcomnet.org
		Hospitality Training Academy (HTA)	info@lahta.org
		California Immigrant Policy Center	info@caimmigrant.org
		Catholic Charities of Los Angeles, Inc.	1530 James M Wood Blvd, Los Angeles, CA 90015
		Center for Human Rights and Constitutional Law	256 S Occidental Blvd, Los Angeles, CA 90057
		Immigration Center for Women and Children	634 S Spring St, Los Angeles, CA 90014
		National Immigration Law Center	3435 Wilshire Blvd, Los Angeles, CA 90010
		UNITE HERE	464 Lucas Ave, #201, Los Angeles, CA 90017
		African Communities Public Health Coalition	3731 Stocker St, Ste 211, Los Angeles, CA 90008
		Asian Americans Advancing Justice - Los Angeles	1145 Wilshire Blvd, Los Angeles, CA 90017
		Building Skills Partnership	828 W Washington Blvd, Los Angeles, CA 90015
		Central American Resource Center (CARECEN)	2845 W 7th St, Los Angeles, CA 90005
		Centro Community Hispanic Association, Inc. (Centro CHA)	1633 Long Beach Blvd, Long Beach, CA 90813
		Clinical Monsenor Oscar A. Romero	123 S Alvarado St, Los Angeles, CA 90057
		Coalition for Humane Immigrant Rights (CHIRLA)	2533 W 3rd St, Ste 101, Los Angeles, CA 90057

Directory of Planning Partners  
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Last Name	First Name	Organization	Contact Information
		Council of Mexican Federations (COFEM)	125 Paseo dela Plaza, Ste 101, Los Angeles, CA 90012
		El Rescate	1501 W 8th St, Ste 100, Los Angeles, CA 90017
		Episcopal Diocese of LA Interfaith Refugee & Imm Svc (IRIS)	3621 Brunswick Ave, Los Angeles, CA 90039
		Human Rights First	333 S Hope St, 43rd Fl, Los Angeles, CA 90071
		International Institute of Los Angeles	435 S Boyle Ave, Los Angeles, CA 90033
		International Rescue Committee, Glendale	625 N Maryland Ave, Glendale, CA 91206
		Koreatown Immigrant Workers Alliance (KIWA)	1053 S New Hampshire Ave, Los Angeles, CA 90006
		Korean Resource Center	540 S Kingsley Dr, Ste B, Los Angeles, CA 90020
		Legal Aid Foundation of Los Angeles	1550 W 8th St, Los Angeles, CA 90017
		Los Angeles Center for Law and Justice	5301 Whittier Blvd, Floor 4, Los Angeles, CA 90022
		Los Angeles County Bar Association	1055 W 7th St, Ste 2700, Los Angeles, CA 90017
		Loyola Immigrant Justice Clinic	919 S Albany St, Los Angeles, CA 90105
		Mexican American Opportunity Foundation	401 N Garfield Ave, Montebello, CA 90640
		Pomona Economic Opportunity Center	1682 W Mission Blvd, Pomona, CA 91766
		Public Counsel	610 S Ardmore Ave, Los Angeles, CA 90005
		United Farmworkers (UFW) Foundation	2003 Whittier Blvd, Los Angeles, CA 90023
		USC, Gould School of Law, Immigration Clinic	699 Exposition Blvd, Los Angeles, CA 90089
		YMCA of Metropolitan Los Angeles	625 S New Hampshire Ave, Los Angeles, CA 90005
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		Proteus, Inc.	info@proteusinc.org
		Center for Employment Opportunities	sglenn@ceoworks.org
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Directory of Planning Partners  
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Bell	Robert	Pasadena Area Consortium	rbell@pasadena.edu
Russell	John	Citrus College Adult Education Consortium	jrussell@monroviashools.net
Pranke	MaryAnn	Glendale Community College District Regional Consortium	mpranke@glendaleca.gov
Stark	Joseph	LA Regional Adult Education Consortium	joseph.stark@lausd.net
Carter	Dione	Santa Monica Regional Consortium for Adult Education	carter_dione@smc.edu
Stear	Eileen	Rio Hondo Region Adult Education Consortium	efsrocks2000@yahoo.com
Frutos	Ruben	Tri City Adult Education Consortium	rfrutos@paramount.k12.ca.us
Lewis	Stephanie	Long Beach Adult Education	slewis@lbcc.edu
Vasquez	Graciela	Partnership for Adult Academic and Career Education	gvasquez@cerritos.edu
Hutcherson	Jennifer	South Bay Adult Education Consortium (El Camino)	jhutcherson@elcamino.edu
Bettar	Rocky	Mt. San Antonio Regional Consortium for Adult Education	rbettar@rowlandschools.org
Verches	Richard	LA County Regional Consortium (Chair)	verches@verizon.net
Chamorro	Gustavo	Orange County Regional Consortium (Chair)	chamorro_gustavo@rsccd.edu
Chang	Wan-Chun	DOR	Wan-Chun.Chang@dor.ca.gov
McKnight Mozee	Denise	DOR	Denise.McKnightMozee@dor.ca.gov
Wong	Gloria	DDS Eastern Los Angeles Regional Center	1000 S Fremont, Alhambra, CA 91802
Sullivan	Melinda	DDS Frank D Lanterman Regional Center	3303 Wilshire Blvd, Suite 700, Los Angeles, CA 90010
Del Monaco	Patricia	DDS Harbor Regional Center	21231 Hawthorne Blvd, Torrance, CA 90503
Stevens	George	DDS North Los Angeles County Regional Center	9200 Oakdale Ave, Suite 100, Chatsworth, CA 91311
Penman	R Keith	DDS San Gabriel/Pomona Regional Center	75 Rancho Camino Drive, Pomona, CA 91766
Henderson	Dexter	DDS South Central Los Angeles Regional Center	2500 S Western Ave, Los Angeles, CA 90018
Manicone	Carmine	DDS Westside Regional Center	5901 Green Valley Cir, Ste 320, Culver City, CA 90230
		Communities Actively Living Independent & Free (CALIF)	634 South Spring St, 2nd Floor, Los Angeles, CA 90014
		Disability Community Resource Center (DCRC)	12901 Venice Blvd, Los Angeles, CA 90066
		Disabled Resources Center, Inc. (DRC)	2750 E Spring St, Suite 100, Long Beach, CA 90806
		Independent Living Center of So Cal (ILCSC)	14407 Gilmore St, Suite 101, Van Nuys, CA 91401
		Service Center for Independent Life (SCIL)	107 S Spring St, Claremont, CA 91711
		So Cal Rehabilitation Svcs for Independent Living (SCRS)	7830 Quill Dr, Suite D, Downey, CA 90242
Akinola	Elizabeth	Administration for Community Living (ACL)	Elizabeth.akinola@acl.hhs.gov
Mills	Christina	CA Foundation for Independent Living Centers (CFILC)	1000 G Street, Sacramento, CA 95814
Paulick	Kayla	CalWORKS	kayla.paulick@dss.ca.gov
Ellis Grant	Dellora	CalFresh	DelloraEllisGrant@dpss.lacounty.gov
		Homeless Employment Collaborative	info@missionhiringhall.org
		Homeless Employment Collaborative	3080 16th St, Valencia, CA 94103

Directory of Planning Partners  
(Not including Interactive Corrections Map Partners)

Last Name	First Name	Organization	Contact Information
		Los Angeles County Office of Education	9300 E Imperial Hwy, Downey, CA 90242
		Managed Career Solutions	3333 Wilshire Blvd, Suite 405, Los Angeles, CA 90010
		Weingart Center Association	566 S San Pedro St, Los Angeles, CA 90013
		Armenian Relief Society Social Service	<a href="mailto:office@arswestusa.org">office@arswestusa.org</a>
		Catholic Charities, Glendale Refugee & Immigrant Svcs	4322 San Fernando Rd, Glendale, CA 93106
		Community Enhancement Services	<a href="mailto:cesmna@aol.com">cesmna@aol.com</a>
		Episcopal Diocese of LA Interfaith Refugee & Imm Svc (IRIS)	<a href="mailto:iris@ladiocese.org">iris@ladiocese.org</a>
		Pacific Asian Consortium in Employment Workforce Program	1055 Wilshire Blvd, Suite 1475, Los Angeles, CA 90017
		PARS Equality Center	<a href="mailto:rodabee@parsequalitycenter.org">rodabee@parsequalitycenter.org</a>
		United Cambodian Community	<a href="mailto:info@ucclb.org">info@ucclb.org</a>
		Southeast Asian Community Alliance	<a href="mailto:info@seaca-la.org">info@seaca-la.org</a>
		Thai Community Development Center	<a href="mailto:chancee@thaicdc.org">chancee@thaicdc.org</a>
		Special Services for Groups	<a href="mailto:hlevy@ssgmain.org">hlevy@ssgmain.org</a>
		Asian Pacific Islander Small Business Program	<a href="mailto:rfong@itsc.org">rfong@itsc.org</a>
		Asian Pacific Islander Small Business Program	<a href="mailto:smallbiz@apisbp.org">smallbiz@apisbp.org</a>
		Asian Professional Exchange	<a href="mailto:Ellen.Chen@apex.org">Ellen.Chen@apex.org</a>
		Asian Youth Center	<a href="mailto:michelle.freridge@asianyouthcenter.org">michelle.freridge@asianyouthcenter.org</a>
		Cambodian Association of America	<a href="mailto:kkuoch@cambodian.com">kkuoch@cambodian.com</a>
		Ctr for Asian Americans United for Self Empowerment (CAUSE)	<a href="mailto:carrie@causeusa.org">carrie@causeusa.org</a>
		Ctr for Asian Americans United for Self Empowerment (CAUSE)	<a href="mailto:info@causeusa.org">info@causeusa.org</a>
		Center for the Pacific Asian Family	<a href="mailto:debras@cpaf.info">debras@cpaf.info</a>
		Chinatown Community for Equitable Development	<a href="mailto:ccdchinatown@gmail.com">ccdchinatown@gmail.com</a>
		Chinatown Service Center	<a href="mailto:png@cscla.org">png@cscla.org</a>
		Filipino-American Service Group, Inc.	<a href="mailto:fasgi@asgi.org">fasgi@asgi.org</a>
		JACL - Pacific Southwest District	<a href="mailto:ntakayama@jacipsw.org">ntakayama@jacipsw.org</a>
		JACL - Pacific Southwest District	<a href="mailto:info@jacipsw.org">info@jacipsw.org</a>
		Khmer Girls in Action	<a href="mailto:lian@kgalb.org">lian@kgalb.org</a>
		Khmer Girls in Action	<a href="mailto:justice@kgalb.org">justice@kgalb.org</a>
		Korean-American Coalition - LA Chapter	<a href="mailto:grace@kacla.org">grace@kacla.org</a>
		Korean-American Coalition - LA Chapter	<a href="mailto:info@kacla.org">info@kacla.org</a>
		Korean Churches for Community Development	<a href="mailto:hypein@gmail.com">hypein@gmail.com</a>
		Korean Resource Center	<a href="mailto:yoonheeioo@krcla.org">yoonheeioo@krcla.org</a>
		Koreatown Immigrant Workers Advocates	<a href="mailto:alexandra@kiwa.org">alexandra@kiwa.org</a>
		Koreatown Immigrant Workers Advocates	<a href="mailto:info@kiwa.org">info@kiwa.org</a>
		Koreatown Youth and Community Center	<a href="mailto:johngsong@kycccla.org">johngsong@kycccla.org</a>
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Directory of Planning Partners  
(Not including Interactive Corrections Map Partners)

Last Name	First Name	Organization	Contact Information
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		Leadership Education for Asian Pacifics, Inc.	leap@leap.org
		Little Tokyo Service Center	dmatsubayashi@itsc.org
		Los Angeles Mongolian Association	zula@lamgl.com
		Miguel Contreras Foundation	info@miguelcontrerasfoundation.org
		National Immigration Law Center (NILC)	reply@nilc.org
		Office of Samoan Affairs	ipouesi@samoanaffairs.org
		Pacific Asian Consortium in Employment (PACE)	kerrydoi@pacela.org
		Pacific Asian Consortium in Employment (PACE)	candrade@pacela.org
		Pilipino Workers' Center	info@pwcsc.org
		Samoan National Nurses Association	dorothyvaivao@snaa.org
		Search to Involve Pilipino Americans	jjacinto@esipa.org
		Search to Involve Pilipino Americans	info@esipa.org
		South Asian Network	manju@southasiannetwork.org
		South Asian Network	saninfo@southasiannetwork.org
		Asian Americans Advancing Justice	cchiu@advancingjustice-la.org
		Building Skills Partnership	info@buildingskills.org
		Centro Community Hispanic Association, Inc. (Centro CHA)	jessica@centrocha.org
		Coalition for Humane Immigrant Rights of LA (CHIRLA)	info@chirla.org
		Filipino Migrant Center	info@filipinomigrantcenter.org
		Guam Communications Network	info@guamcomnet.org
		Hospitality Training Academy (HTA)	info@lahta.org
		California Immigrant Policy Center	info@caimmigrant.org
		Catholic Charities of Los Angeles, Inc.	1530 James M Wood Blvd, Los Angeles, CA 90015
		Center for Human Rights and Constitutional Law	256 S Occidental Blvd, Los Angeles, CA 90057
		Immigration Center for Women and Children	634 S Spring St, Los Angeles, CA 90014
		National Immigration Law Center	3435 Wilshire Blvd, Los Angeles, CA 90010
		UNITE HERE	464 Lucas Ave, #201, Los Angeles, CA 90017
		African Communities Public Health Coalition	3731 Stocker St, Ste 211, Los Angeles, CA 90008
		Asian Americans Advancing Justice - Los Angeles	1145 Wilshire Blvd, Los Angeles, CA 90017
		Building Skills Partnership	828 W Washington Blvd, Los Angeles, CA 90015
		Central American Resource Center (CARECEN)	2845 W 7th St, Los Angeles, CA 90005
		Centro Community Hispanic Association, Inc. (Centro CHA)	1633 Long Beach Blvd, Long Beach, CA 90813
		Clinical Monsenor Oscar A. Romero	123 S Alvarado St, Los Angeles, CA 90057
		Coalition for Humane Immigrant Rights (CHIRLA)	2533 W 3rd St, Ste 101, Los Angeles, CA 90057

Directory of Planning Partners  
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Last Name	First Name	Organization	Contact Information
		Council of Mexican Federations (COFEM)	125 Paseo dela Plaza, Ste 101, Los Angeles, CA 90012
		EI Rescate	1501 W 8th St, Ste 100, Los Angeles, CA 90017
		Episcopal Diocese of LA Interfaith Refugee & Imm Svc (IRIS)	3621 Brunswick Ave, Los Angeles, CA 90039
		Human Rights First	333 S Hope St, 43rd Fl, Los Angeles, CA 90071
		International Institute of Los Angeles	435 S Boyle Ave, Los Angeles, CA 90033
		International Rescue Committee, Glendale	625 N Maryland Ave, Glendale, CA 91206
		Koreatown Immigrant Workers Alliance (KIWA)	1053 S New Hampshire Ave, Los Angeles, CA 90006
		Korean Resource Center	540 S Kingsley Dr, Ste B, Los Angeles, CA 90020
		Legal Aid Foundation of Los Angeles	1550 W 8th St, Los Angeles, CA 90017
		Los Angeles Center for Law and Justice	5301 Whittier Blvd, Floor 4, Los Angeles, CA 90022
		Los Angeles County Bar Association	1055 W 7th St, Ste 2700, Los Angeles, CA 90017
		Loyola Immigrant Justice Clinic	919 S Albany St, Los Angeles, CA 90105
		Mexican American Opportunity Foundation	401 N Garfield Ave, Montebello, CA 90640
		Pomona Economic Opportunity Center	1682 W Mission Blvd, Pomona, CA 91766
		Public Counsel	610 S Ardmore Ave, Los Angeles, CA 90005
		United Farmworkers (UFW) Foundation	2003 Whittier Blvd, Los Angeles, CA 90023
		USC, Gould School of Law, Immigration Clinic	699 Exposition Blvd, Los Angeles, CA 90089
		YMCA of Metropolitan Los Angeles	625 S New Hampshire Ave, Los Angeles, CA 90005
Zogg	Martin	International Rescue Committee, Los Angeles	<a href="mailto:martin.zogg@rescue.org">martin.zogg@rescue.org</a>
Lee	Steve	Catholic Charities - Los Angeles	<a href="mailto:slee@ccharities.org">slee@ccharities.org</a>
Alba	Lilian	International Institute of Los Angeles	<a href="mailto:lalba@iilosangeles.org">lalba@iilosangeles.org</a>
		Proteus, Inc.	<a href="mailto:robertoa@proteusinc.org">robertoa@proteusinc.org</a>
		Proteus, Inc.	<a href="mailto:info@proteusinc.org">info@proteusinc.org</a>
		Center for Employment Opportunities	<a href="mailto:sglenn@ceoworks.org">sglenn@ceoworks.org</a>
		Pomona, San Gabriel Valley & SGV GPS Parole Unit	971 Corporate Center Drive, Pomona, CA 91768
Golightly	Steven	Local Child Support Agency - Los Angeles	<a href="mailto:steven_golightly@cssd.lacounty.gov">steven_golightly@cssd.lacounty.gov</a>
Eldred	Steven	Local Child Support Agency - Orange	<a href="mailto:seldred@css.ocgov.com">seldred@css.ocgov.com</a>

Last Name	First Name	Organization	Contact Information
		Asian American Drug Abuse Program, Inc.	miwat@aadapinc.org
		Paving the Way Foundation, Inc.	info@pavingthewayfd.com
		Tarzana Treatment Center	907 W Lancaster Blvd, Lancaster, CA 93534
		Tarzana Treatment Center	44447 10th St W, Lancaster, CA 93534
		Tarzana Treatment Center	vscribner@tarzanatc.org
		The Anti-Recidivism Coalition	info@antirecidivism.org
		Inside Out Writers	info@insideoutwriters.org
		Delancy Street Foundation	smuller@delancystreetfoundation.org
		ACLU Southern California	mds@acluca.org
		Countywide Criminal Justice Coordination Committee	ccicc@ccjcc.lacounty.gov
		Violence Prevention Coalition of Greater Los Angeles	info@vpcgla.org
		Violence Prevention Coalition of Greater Los Angeles	daniel@vpcgla.org
		Volunteers of America Los Angeles	info@voala.org
		A New Way of Life	info@anewwayoflife.org
		A New Way of Life	lyne@anewwayoflife.org
		A New Way of Life	susan@anewwayoflife.org
		ACCE Institute	losangeles@calorganize.org
		Advancement Project	info@advantageproj.org
		Advancement Project	jkim@advantageproj.org
		Asian Americans Advancing Justice	1145 Wilshire Blvd, 2nd Floor, Los Angeles, CA 90017
		Liberty Hill Foundation	sgoldsmith@libertyhill.org
		Volunteers of America Bay Area	patricia@cocosouthla.org
		Homeboy Industries	info@homeboyindustries.org
		Life After Uncivil Ruthless Act (LAURA)	info@laurala.org
		LA Black Worker Center	asteele@lablackworkercenter.org
		LA Community Action Network	steved@cangress.org
		Asian American Drug Abuse Program - Corporate Office	miwat@aadapinc.org
		Sadler Healthcare, Inc.	tcrawford@sadlerhealthcare.com
		Sadler Healthcare, Inc.	wmoore@sadlerhealthcare.com
		HealthRight360	mbrenners@healthRIGHT360.org
		Tarzana Treatment Center	7101 Baird Ave, Reseda, CA 91335
		Fred Brown Recovery Services	fredbrown@sbcglobal.net

Last Name	First Name	Organization	Contact Information
		Southern California Alcohol and Drug Program	<a href="mailto:jiroias@scadpinc.org">jiroias@scadpinc.org</a>
		Detour Mentoring Group, Inc.	<a href="mailto:benowens.detours@gmail.com">benowens.detours@gmail.com</a>
		Los Angeles Regional Partnership	<a href="mailto:troyvaughn@lareentry.org">troyvaughn@lareentry.org</a>
		Californians United for a Responsible Budget (CURB)	<a href="mailto:amberrose@curbprisonspending.org">amberrose@curbprisonspending.org</a>
		U.S. Veterans Initiative	<a href="mailto:cmartinez@usvetsinc.org">cmartinez@usvetsinc.org</a>
		Tarzana Treatment Center	2101 Magnolia Ave, Long Beach, CA 90806
		Tarzana Treatment Center - Long Beach Outpatient Facility	5190 Atlantic Ave, Long Beach, CA 90805
		CEC Long Beach Reentry	<a href="mailto:fransec.kitalima@cecintl.com">fransec.kitalima@cecintl.com</a>
		Chapman House	<a href="mailto:jackiecatlin.vp@gmail.com">jackiecatlin.vp@gmail.com</a>
		Safe Refuge	<a href="mailto:kromo@asaferefuge.org">kromo@asaferefuge.org</a>
		Tarzana Treatment Centers, Inc.	<a href="mailto:aknox@tarzanatc.org">aknox@tarzanatc.org</a>
		Tarzana Treatment Center	8330 Reseda Blvd, Northridge, CA 91324
		Tarzana Treatment Center	422 W Ave P, Ste C280, Palmdale, CA 93551
		Friends Outside	<a href="mailto:info@friendsoutsidelas.org">info@friendsoutsidelas.org</a>
		Grandview Foundation, Inc.	<a href="mailto:l.carll@att.net">l.carll@att.net</a>
		Phoenix House - Lake View Terrace	<a href="mailto:crichardson@phoenixhouse.org">crichardson@phoenixhouse.org</a>
		Tarzana Treatment Center	18646 Oxnard St, Tarzana, CA 91356
		Phoenix House - Venice Beach Residential and Outpatient Svcs	<a href="mailto:Esmall@phoenixhouse.org">Esmall@phoenixhouse.org</a>
		Compton Parole Unit	322 W Compton Blvd, #203, Compton, CA 90220
		El Monte & Santa Fe Springs Parole Unit	9900 Baldwin Place, El Monte, CA 91731
		Antelope Valley Parole Unit	43645 Pioneer Court, Lancaster, CA 93534
		El Monte, LA Central Parole Unit	2444 S Alameda St, Los Angeles, CA 90058
		Long Beach, Mid-City, Huntington Park GPS & Mid City GPS	2444 S Alameda St, Los Angeles, CA 90058
		Pomona, San Gabriel Valley & SGV GPS Parole Unit	971 Corporate Center Drive, Pomona, CA 91768
		Pasadena, San Fernando Valley & Van Nuys Parole Unit	8100 Balboa Pl, Van Nuys, CA 91406
		LA County Probation - Alhambra Area Office	200 W Woodard Ave, Alhambra, CA 91801
		LA County Probation - Central Placement	3965 S Vermont Ave, 3rd Floor, Los Angeles, CA 90037
		LA County Probation - Centinela Area Office	1330 W Imperial Hwy, Los Angeles, CA 90044
		LA County Probation - Crenshaw Area Office	3606 W Exposition Blvd, Los Angeles, CA 90016
		LA County Probation - Day Reporting Center	5811 S San Pedro St, Los Angeles, CA 90011
		LA County Probation - Downey Headquarters	9150 E Imperial Hwy, Downey, CA 90242
		LA County Probation - East LA (ELA) Area Office	4849 Civic Center Way, Los Angeles, CA 90022

Last Name	First Name	Organization	Contact Information
		LA County Probation - East San Fernando (ESF) Area Office	14414 Delano St, Van Nuys, CA 91401
		LA County Probation - Firestone Area Office	8526 S Grape St, Los Angeles, CA 90001
		LA County Probation - Foothill Area Office	300 E Walnut St, Room 200, Pasadena, CA 91101
		LA County Probation - Harbor Area Office	3221 Torrance Blvd, Torrance, CA 90503
		LA County Probation - Long Beach Area Office	275 Magnolia Ave, Ste 1985, Long Beach, CA 90802
		LA County Probation - Lynwood Regional Justice Center	11701 Alameda St, Lynwood, CA 90262
		LA County Probation - Pomona Valley Area Office	1660 W Mission Blvd, Pomona, CA 91766
		LA County Probation - Rio Hondo Area Office	8240 S Broadway, Whittier, CA 90606
		LA County Probation - Riverview Area Office	12310 Lower Azusa Rd, Arcadia, CA 91006
		LA County Probation - San Gabriel Valley (SGV) Area Office	11234 E Valley Blvd, Ste 302, El Monte, CA 91731
		LA County Probation - Santa Monica Area Office	1725 Main St, Santa Monica, CA 90401
		LA County Probation - South Central Area Office	200 W Compton Blvd, Ste 300, Compton, CA 90220
		LA County Probation - Valencia Sub Office	23759 Valencia Blvd, Valencia, CA 91355
		CA State Prison, Los Angeles County (LAC)	44750 60th St W, Lancaster, CA 93536
		CCCOE at Antelope Valley Parole Office	<a href="mailto:mtarver@cccoc.k12.ca.us">mtarver@cccoc.k12.ca.us</a>
		CCCOE at Antelope Valley Parole Office	<a href="mailto:dspikes@cccoc.k12.ca.us">dspikes@cccoc.k12.ca.us</a>
		CCCOE at San Fernando Valley/Van Nuys Parole Office	<a href="mailto:jduran@cccoc.k12.ca.us">jduran@cccoc.k12.ca.us</a>
		CCCOE at San Fernando Valley/Van Nuys Parole Office	<a href="mailto:jgravy@cccoc.k12.ca.us">jgravy@cccoc.k12.ca.us</a>
		Behavioral Systems Southwest, Inc. Orion	<a href="mailto:mbustamante@behavioralsystemssouthwest.com">mbustamante@behavioralsystemssouthwest.com</a>
		Behavioral Systems Southwest, Inc. Hollywood Reentry	<a href="mailto:mbrody@behavioralsystemssouthwest.com">mbrody@behavioralsystemssouthwest.com</a>
		CCCOE at El Monte Parole Office	<a href="mailto:tbush@cccoc.k12.ca.us">tbush@cccoc.k12.ca.us</a>
		CCCOE at Ontario/Pomona Parole Office	<a href="mailto:fjoachim@cccoc.k12.ca.us">fjoachim@cccoc.k12.ca.us</a>
		CCCOE at Ontario/Pomona Parole Office	<a href="mailto:rduran@cccoc.k12.ca.us">rduran@cccoc.k12.ca.us</a>
		CCTRP - Los Angeles	11121 Bloomfield Ave, Santa Fe Springs, CA 90670
		Behavioral Systems Southwest, Inc.	<a href="mailto:cmays@behavioralsystemssouthwest.com">cmays@behavioralsystemssouthwest.com</a>
		Behavioral Systems Southwest	<a href="mailto:lkaiser@behavioralsystemssouthwest.com">lkaiser@behavioralsystemssouthwest.com</a>
		CCCOE at Weingart Center	<a href="mailto:bkaplan@cccoc.k12.ca.us">bkaplan@cccoc.k12.ca.us</a>
		CCCOE at El Monte Parole Office	<a href="mailto:igrosch@cccoc.k12.ca.us">igrosch@cccoc.k12.ca.us</a>
		CCCOE at South Central Parole Office	<a href="mailto:snieblas@cccoc.k12.ca.us">snieblas@cccoc.k12.ca.us</a>
		CCCOE at South Central Parole Office	<a href="mailto:hcontreras@cccoc.k12.ca.us">hcontreras@cccoc.k12.ca.us</a>
		Amity Foundation	<a href="mailto:rslaughter@amityfdn.org">rslaughter@amityfdn.org</a>
		Harbour Area Halfway House	<a href="mailto:hoffmanhouse3@gmail.com">hoffmanhouse3@gmail.com</a>

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Derthick	Joseph	SELACO WDB Member - Norwalk Business Rep	<a href="mailto:joseph_derthick@us.afiac.com">joseph_derthick@us.afiac.com</a>
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SELACO WDB

December 3, 2018 Community Forum Attendance

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SELACO WDB Community Forum  
Collaborating with CalFresh Employment and Training Programs



Monday, December 3, 2018, 2:00 to 4:00 p.m.  
SELACO WDB Community Room  
10900 East 183rd Street, Third Floor, Cerritos, CA 90703

Pictures will be taken during this event. Please check YES or NO whether or not you agree to be photographed.

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**SELACO WDB Community Forum  
Collaborating with CalFresh Employment and Training Programs**



Pictures will be taken during this event. Please check YES or NO whether or not you agree to be photographed.

Monday, December 3, 2018, 2:00 to 4:00 p.m.  
SELACO WDB Community Room  
10900 East 183rd Street, Third Floor, Cerritos, CA 90703

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**Jeanette Gutierrez**

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**From:** Anna Isabelo  
**Sent:** Monday, November 19, 2018 9:15 AM  
**To:** Bethany.Renfree@CWDB.CA.GOV; Michael.Dowdy@cwdb.ca.gov; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; Veronica.Champayne@edd.ca.gov; David Shinder; Jeanette Gutierrez  
**Subject:** SELACO WDB Community Forum - Collaborating with CalFresh Employment and Training Programs: December 3, 2018  
**Attachments:** 12.3.2018 CalFresh Forum Agenda.pdf

Good Afternoon,

Please know that the SELACO WDB has forwarded the attached agenda and message below to all stakeholders listed in the LA Basin RPU Directory of Planning Partners, Interactive Corrections Map partner agencies, SELACO's Board members, local elected officials, chamber directors, city managers and other key partners. It will also be published in local printed media and posted on SELACO's website. As instructed, it is being submitted to you for posting on the State's website.

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Good Afternoon Community Stakeholder and Partner,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on ways to increase the coordination and collaboration among stakeholders to improve services to CalFresh recipients.

To register for this forum, simply click on the registration link below and you will be directed to the EventBrite registration page. We hope to see you or your representative at the forum.

**SELACO WDB Community Forum  
Collaborating with CalFresh  
Employment and Training Programs**

**Monday, December 3, 2018  
2:00 pm to 4:00 pm**

**SELACO WDB Community Room  
10900 East 183rd St, Third Floor, Cerritos, CA 90703**

**<https://www.eventbrite.com/e/selaco-wdb-community-forum-on-collaborating-with-calfresh-employment-training-programs-tickets-51227978262>**

Respectfully,

SOUTHEAST LOS ANGELES COUNTY  
WORKFORCE DEVELOPMENT BOARD

A proud partner of  
America's **JobCenter**  
of California™

Anna A. Isabelo

Compliance Coordinator

10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos,  
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**SELACO WDB Community Forum**  
**Collaborating with CalFresh Employment and Training Programs**

**Monday, December 3, 2018**  
**2:00 – 4:00 p.m.**

**SELACO WDB Community Room**  
**10900 East 183<sup>rd</sup> Street, Third Floor, Cerritos, CA 90703**

**AGENDA**

- |                  |   |   |
|------------------|---|---|
| <b>2:00 p.m.</b> | <b>Welcome and Introduction</b>   | <b>Yolanda Castro</b><br>SELACO WDB, Executive Director |
| <b>2:15 p.m.</b> | <b>Stakeholder and<br/>Community Discussion</b>   | <b>David Shinder</b><br>Local Planning Consultant       |
|                  | <ul style="list-style-type: none"> <li>• Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification</li> <li>• Overview of the CalFresh Employment and Training Program</li> <li>• State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program</li> <li>• Objectives of the Community and Stakeholder Forum</li> <li>• Consideration of and Discussions on:               <ul style="list-style-type: none"> <li>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?</li> <li>B. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?</li> <li>C. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?</li> <li>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?</li> <li>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?</li> </ul> </li> </ul> |   |
| <b>3:45 p.m.</b> | <b>Closing Comments</b>   | <b>Yolanda Castro</b><br>SELACO WDB, Executive Director |

*Meetings of the SELACO WDB are accessible to persons with disabilities.  
 The SELACO WDB will provide reasonable accommodations upon request.  
 Requests should be received at least 72 hours prior to the meeting.  
 Please call (562) 402-9336 to request accommodations.*

**Collaborating with CalFresh  
Employment and Training  
Programs**

Southeast Los Angeles County  
Workforce Development Board (SELACOWDB)  
December 3, 2018

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**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.

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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

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**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.

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**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.

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- 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.

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• 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.

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**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

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**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?

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• 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?

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**Thanks!**  
**We greatly appreciate your input.**

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**SELACO WDB  
Community Forum on Collaborating with  
CalFresh Employment and Training Programs**

**Monday, December 3, 2018  
2:00 – 4:00 p.m.**

**SELACO WDB Community Room  
10900 East 183<sup>rd</sup> Street, Third Floor  
Cerritos, CA 90703**

**FORUM NOTES**

**Attendees:**

Cosalet Adams – CalFresh Nutrition Program DPSS  
Vardan Paghosyan – GROW Program DPSS  
Nina Sharmin – South Asian Network  
Rachelle Schultz – ABC Adult School  
Maria Ayala – GROW Program DPSS  
Caren Spilsbury – Norwalk Chamber  
Blanca Rochin – Downey Adult School  
Joseph Derthick – SELACO WDB Member, AFLAC  
Anna Hernandez – Employment Development Department  
Cinthya Vodanowich – The Aptus Group  
Barbara Levine – SELACO WDB Member, LAEDC  
Aaron Perez – Rio Hondo College  
Stacey Girdner – SELACO WDB One-Stop Operator  
Ben Espitia – SELACO WDB Vice Chair

**SELACO Staff Present:**

Corina Coronel	Carol Davis
Anna Isabelo	Tammy Ferranti-Lansdown
Kay Ford	Anna Leon
Sandra Michel	Jeanette Gutierrez

**Welcome and Introduction**

SELACO WDB Executive Director Yolanda Castro welcomed everyone and thanked them for attending SELACO's final community forum on collaborating with CalFresh employment and

training programs to better serve CalFresh recipients. Ms. Castro introduced forum facilitator David Shinder.

### **Stakeholder and Community Discussion**

Mr. Shinder welcomed everyone and asked that everyone go around the table to introduce themselves and the organization they represent.

Mr. Shinder gave everyone a brief background on the submission of a local workforce plan by SELACO as directed in the Workforce Innovation and Opportunity Act (WIOA). Local WDBs are required to make modifications to its workforce plan to adhere to State guidance of collaboration and partnership with agencies that serve target populations.

In dialogue, the following questions were posed and addressed:

- 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?
  - Programs are available:
    - GROW
    - CalFresh
    - Training
    - Job search
    - General Relief
  - Direct providers: LACOE, community colleges, WDACS
  - Goodwill, LA Kitchen, reentry and juvenile/youth agencies
  - Envision expanding collaboration, partnering with agencies with resources (50% match)
  
- B. What type of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
  - Address root problems
  - Personal development motivation
  - Navigator, single point of contact
  - Support services
  - Soft skills training
  - Job related skills – know how
  - Preparation for self-sufficiency and livable wages
  - Educational and vocation skills training – job search, employment preparation
  - Career pathways to sustainable wages

- Career counseling, goal setting
  - Financial literacy
  - Training, apprenticeships
  - Effective marketing/multi messaging to populations
  - List of apprenticeship and training programs available
- C. What barriers to employment are faced by CalFresh recipients and what resources are available to assist them to overcome those barriers?
- High demand jobs require high demand skills
  - Skills deficient/under skilled
  - Working poor
  - Criminal records – misdemeanor, felony
  - Child care
  - Transportation
  - Need for support services
  - Language and communication barriers (foreign born)
  - Mental health issues, depression
  - Fear factor
  - Disability
  - Lack of education on transition into workforce
- 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?
- Paid work experience – leverage with businesses
  - Electronic referrals
  - Reverse referrals
  - Train front line staff of basic eligibility and enrollment in CalFresh
  - Need to enhance partnerships to prepare clients toward self-sufficiency
- 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?
- Not enough qualified participants
  - Participants are needing remediation

- Participants lack soft skills and job-related skills
- STEPS workshop to build confidence to conduct job search

**Closing Comments**

SELACO WDB Executive Director Yolanda Castro thanked everyone for attending today's forum.



The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support unemployed, underemployed and payment delinquent non-custodial parents in need of employment and training services. Join us for the upcoming forum where we will discuss strategies to strengthen partnerships with Local Child Support Agencies to serve non-custodial parents.

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

**Monday, October 29, 2018  
 2:00 to 4:00 pm**

**SELACO WDB Community Room  
 10900 E. 183<sup>rd</sup> Street, 3<sup>rd</sup> Floor, Cerritos, CA 90703**

<https://www.eventbrite.com/e/selaco-wdb-community-forum-strengthening-partnerships-with-local-child-support-agencies-to-serve-tickets-51304551294>

Proudly serving the residents and businesses of...



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**Jeanette Gutierrez**

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**From:** Anna Isabelo  
**Sent:** Tuesday, October 16, 2018 3:23 PM  
**To:** Norma Rodriguez; aromero1@norwalkca.gov; Dave Rosenfield; sruiz@norwalkca.gov; Ericka Saenz; vortega@saharacares.org; ssalmeron@ourplacehousingolutions.org; alma.martinez@usw.salvationarmy.org; Krystina Robinson; roberts@workingwardrobes.org; wsandoval@hycinc.org; Isantamaria@norwalkca.gov; ssapien@dor.ca.gov; pasawhney@saharacares.org; rachel.schulz@abcusd.us; Denise Schweitzer (schweitzer\_Denise@lacoedu.edu); michele.scott@csulb.edu; Aurora Segura; Carina Serrano (cserrano@lbcc.edu); lsidney@lbcil.org; esingh@saharacares.org; David Solorio (david.solorio@chcada.org); kstjames@scadpinc.org; pamela.stence@gmail.com; jstephens@thearclaoc.org; mstephens@nlmusd.org; BS Steve Moua; dstrong@nlmusd.k12.ca.us; tiera@sucasadv.org; gloria@sucasadv.org; asalinas@technicalcollegeonline.com; TID@theinformationdivaonline.com; btraina@elcamino.edu; linhtran@dpss.lacounty.gov; moniung@dpss.lacounty.gov; judy.luk@va.gov; bvanderzee@kcbellflower.org; lvalera@cerritos.edu; 'Dvargas@chcada.org'; Aritcela Vega (avega@shieldsforfamilies.org); janethv@epath.org; 'Chaz Vesga'; Ashley Volcan (ashleyv@workingwardrobes.org); lstone@dmh.lacounty.gov; ravina@sansocal.org; Cecelia Walker (cwalker@scadpinc.org); james@k4rk.org; vwesterskov@scroc.k12.ca.us; michelehorizon15@gmail.com; Craig Wicks (cwick@budgetnorwalk.com); edwardg@workingwardrobes.org; patriciac@workingwardrobes.org; 'chavem@dcfs.lacounty.gov'; Heidi C Yeh (yehhei@dcfs.lacounty.gov) (yehhei@dcfs.lacounty.gov); normay@spiritt.org; Kiwon Yoo (KYoo@dhs.lacounty.gov); Anjali Atkins (AAtkins@lbschools.net); Christina Zavala (christina.zavala@wuhd.k12.ca.us); dzuniga@dhs.lacounty.gov  
**Cc:** Jeanette Gutierrez  
**Subject:** SELACO WDB Forum on Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents: October 29, 2018  
**Attachments:** SELACO WDB 10.29.2018 LCSA Forum Invitation for Mailing.pdf; SELACO WDB 10.29.2018 LCSA Forum Agenda.pdf

Good Afternoon CCN Member,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support unemployed, underemployed and payment delinquent non-custodial parents in need of employment and training services. Join us for the upcoming forum where we will discuss strategies to strengthen partnerships with Local Child Support Agencies to serve non-custodial parents. To register for this forum, simply click on the registration link on the invitation and you will be directed to the EventBrite registration page or you may register by clicking on the link below:

**SELACO WDB**  
**Community Forum on Strengthening Partnerships with**  
**Local Child Support Agencies to Serve**  
**Non-Custodial Parents**



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**2:00 to 4:00 pm**

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<https://www.eventbrite.com/e/selaco-wdb-community-forum-strengthening-partnerships-with-local-child-support-agencies-to-serve-tickets-51304551294>

Respectfully,



Anna A. Isabelo

**Compliance Coordinator**

10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703

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SELACO WDB  
 October 29, 2018 Community Forum Attendance

Last Name	First Name	Affiliation	Contact Information
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Coronel	Corina	SELACO WDB	<a href="mailto:corinac@selaco.com">corinac@selaco.com</a>
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Derthick	Joseph	AFLAC/Norwalk Chamber, SELACO WDB Member	<a href="mailto:Joseph_Derthick@us.aflac.com">Joseph_Derthick@us.aflac.com</a>
Ferranti	Tammy	SELACO WDB	<a href="mailto:tammyf@sealco.com">tammyf@sealco.com</a>
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Gutierrez	Jeanette	SELACO WDB	<a href="mailto:jeanetteg@selaco.com">jeanetteg@selaco.com</a>
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Tovar	Carmen	Bayha Group	<a href="mailto:carmen@beyhagroup.com">carmen@beyhagroup.com</a>





## Jeanette Gutierrez

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**From:** Anna Isabelo  
**Sent:** Tuesday, October 16, 2018 3:36 PM  
**To:** Bethany.Renfree@CWDB.CA.GOV; Michael.Dowdy@cwdb.ca.gov; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; Veronica.Champayne@edd.ca.gov; David Shinder; Jeanette Gutierrez  
**Subject:** SELACO WDB Forum on Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents: October 29, 2018  
**Attachments:** SELACO WDB 10.29.2018 LCSA Forum Invitation for Mailing.pdf; SELACO WDB 10.29.2018 LCSA Forum Agenda.pdf

Good Afternoon,

On behalf of Southeast Los Angeles County Workforce Development Board (SELACO WDB) Executive Director Yolanda Castro, and as instructed in WSD18-01, the attached invitation and agenda for SELACO's community forum on partnerships with Local Child Support Agencies are being sent to all stakeholders listed in the LA Basin RPU Directory of Planning Partners as well as SELACO's board members, local elected officials, chamber directors, city managers and other key partners. The attached will also be published in local printed media and posted on SELACO's website as instructed in the directive and is being submitted to you for posting on the State's website.

Please let us know if you have any questions at this time. Thank you.

Respectfully,



Anna A. Isabelo  
**Compliance Coordinator**  
10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703  
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Community Forum on Strengthening Partnerships  
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**AGENDA**

<b>2:00 p.m.</b>	<b>Welcome and Introduction</b>	<b>Yolanda Castro</b> SELACO WDB Executive Director
<b>2:15 p.m.</b>	<b>Stakeholder and Community Discussion</b>	<b>David Shinder</b> Local Planning Consultant
	<ul style="list-style-type: none"> <li>• Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification</li> <li>• 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)</li> <li>• Objectives of the Community Forum</li> <li>• Consideration of and Discussions on:               <ul style="list-style-type: none"> <li>A. What barriers to employment are most common among targeted NCPs?</li> <li>B. What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?</li> <li>C. What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?</li> <li>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?</li> <li>E. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?</li> <li>F. How can local organizations work better to ensure positive employment and career outcomes for NCPs?</li> </ul> </li> </ul>	
<b>3:45 p.m.</b>	<b>Closing Comments</b>	<b>Yolanda Castro</b> SELACO WDB Executive Director

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Southeast Los Angeles County  
Workforce Development Board (SELACO WDB)  
October 29, 2018



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

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LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

- o 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).
- o In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- o In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- o 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.

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Required modifications to local plans must address:

- o New partnerships with CalFresh Employment and Training Programs
- o New Partnerships with Local Child Support Agencies
- o 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
- o Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

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

- o 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.
- o 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.

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- o 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.
- o 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.

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OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

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

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FOR YOUR CONSIDERATION AND INPUT

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



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



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Thanks!

We greatly appreciate your input!



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**SELACO WDB  
Community Forum on Strengthening Partnerships  
With Local Child Support Agencies  
to Serve Non-Custodial Parents**

**Monday, October 29, 2018  
2:00 to 4:00 p.m.**

**SELACO WDB Community Room  
10900 East 183rd Street, Third Floor  
Cerritos, CA 90703**

**FORUM NOTES**

**Attendees:**

Selene Cuevas – Cerritos College, AED/FKCE  
Joseph Derthick – SELACO WDB Member, AFLAC  
Stacey Girdner – SELACO One-Stop Operator  
Jonna Lewis – Los Angeles County Child Support  
Blanca Lucero – Employment Development Department  
Anita McInnis – Community Advocate, City of Bellflower  
Jose Melgosa – City of Norwalk  
Kayla Paulick – California Department of Social Services (via conference call)  
Veronica Rodriguez – Long Beach City College  
Carmen Tovar – Bayha Group

**SELACO Staff Present:**

Corina Coronel	Vivian Hochschild
Carol Davis	Anna Isabelo
Tammy Ferranti-Lansdown	Anna Leon
Kay Ford	Sandra Michel
Jeanette Gutierrez	

**Welcome and Introduction**

SELACO WDB Director of Compliance Sandra Michel opened the meeting on behalf of SELACO WDB Executive Director Yolanda Castro by welcoming everyone to today's forum. Ms. Michel shared that SELACO is in the process of modifying its local workforce plan as directed by the State. Also being modified is the Regional Workforce Plan of the Los Angeles Basin Regional

Planning Unit. SELACO is one of the local Workforce Development Boards that make up the Los Angeles Basin. Ms. Michel introduced the forum facilitator, SELACO consultant David Shinder.

### **Stakeholder and Community Discussion**

Mr. Shinder began by giving everyone a background on the development of local workforce plans by Workforce Development Boards and State requirements for the review and modification of these plans to incorporate collaboration among the workforce system, local child support agencies, and other organizations that serve unemployed, underemployed and payment delinquent non-custodial parents.

The objective of this forum is to weigh in on the needs of the target group, identify ways to improve services to the target group and to hear from partners and stakeholders, on the ways to build and enhance partnerships among workforce, child support and other agencies that will address the issues faced by non-custodial parents.

Mr. Shinder acknowledged agency and organization representatives present and facilitated the dialogue. In discussion, the following questions were addressed:

- A. What barriers to employment are most common among targeted NCPs?
  - Driver's license
  - Any State-issued licenses
  - Chicken and egg problem – no license/no work – delinquent payment
  - Underemployed – low wages; need to upgrade skills
  - Child care issues
  - Co-custodial parents
  - Cross over: felon returning to workforce
  - Basic academic skills
  - Restricted career paths
  - Debt
  - Not working in traditional economy; under grad economy
  - Social security garnished; child support enforced until fully paid – from years ago
  - Credit rating
  - Child support debt reported just like financial debt
  - Homelessness
  
- B. What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
  - Ombudsman – representative for legal, credit issues; social services

- Navigator – training; cross-training on information amongst different agencies
  - Extended supervision to complete training
  - Early intervention, early engagement
  - Short term training
  - High-paying jobs
- C. What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- LA County WDACS as Child Support Agency – entered into MOU; paper referral
  - Need to re-examine relationships established
  - Need for a meeting to review possible MOU
- 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?
- Most referrals from child support agencies to AJCCs
  - Paper referral from LCSA to WDACS
  - Access to laptops that will direct individuals to on site case services
  - Suggested participation of local child support agencies in orientations that will provide information
- E. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- Testimonials
  - Identifying champion businesses
  - Opportunities to upgrade skills
  - Career training and pathways
  - Promotable careers
  - Stackable credentials
- F. How can local organizations work better to ensure positive employment and career outcomes for NCPs?
- Organized information
  - Development of MOU for referral process
  - Supportive services – transportation

- Partner with local Workforce Development Board – training, support services, etc.

**Closing Comments**

Mr. Shinder thanked everyone for their participation in today's forum and announced upcoming forums hosted by SELACO.

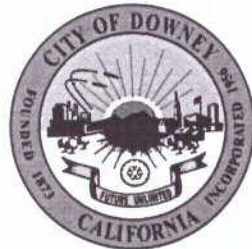
**The Southeast Los Angeles County  
Workforce Development Board  
(SELACO WDB)  
is updating its Local Plan PY 2017-2021...**



...and would like to invite you to its upcoming Stakeholder and Community Forums where you can participate in discussion of and provide feedback on SELACO WDB's local plan modifications.

Proudly serving the residents of...

**SAVE THE DATES!**



**September 12, 2018 | 8:30 to 10:30 a.m.**

SELACO WDB - Community Room  
10900 E 183<sup>rd</sup> Street, Suite 350  
Cerritos, CA

Session/Focus:

Improving Services to Individuals  
with Disabilities through  
Competitive Integrated Employment



**October 10, 2018 | 5:00 to 7:00 p.m.**

SELACO WDB - Community Room  
10900 E 183<sup>rd</sup> Street, Suite 350  
Cerritos, CA

Session/Focus:

Community Forum on  
Local Workforce Services

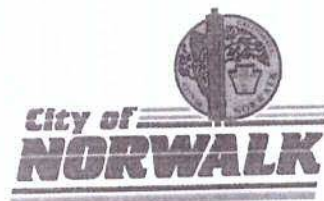


**November 28, 2018 | 10:00 a.m. to Noon**

John S Simms Park  
16614 S Clark Ave  
Bellflower, CA

Session/Focus:

Developing Strategies to Strengthen  
Services to English Language Learners,  
Foreign Born Individuals and Refugees



Formal announcements and meeting details will be sent to all stakeholders as each session is confirmed.

*Meetings of the SELACO WDB are accessible to persons with disabilities.  
The SELACO WDB will provide reasonable accommodations upon request.  
Requests should be received at least 72 hours prior to the meeting.  
Please call (562) 402-9336 to request accommodations.*

# SOUTHEAST LOS ANGELES COUNTY WORKFORCE DEVELOPMENT BOARD

A proud partner of  
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# WELCOME

## SELACO WDB

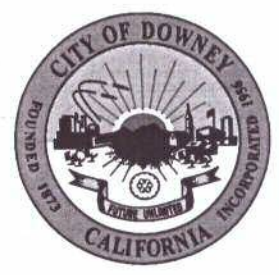
**Stakeholder & Community Forum #1**  
**September 12, 2018 | 8:30 to 10:30 a.m.**  
SELACO WDB - Community Room  
10900 E 183<sup>rd</sup> Street, Suite 350, Cerritos, CA

### Session/Focus:

Improving Services to Individuals with Disabilities  
through Competitive Integrated Employment

## SELACO WDB

Proudly serving the residents of...



*Meetings of the SELACO WDB are accessible to persons with disabilities.  
The SELACO WDB will provide reasonable accommodations upon request.  
Requests should be received at least 72 hours prior to the meeting.  
Please call (562) 402-9336 to request accommodations.*

## Anna Isabelo

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**From:** Anna Isabelo  
**Sent:** Thursday, September 06, 2018 10:37 AM  
**To:** 'crichardson@phoenixhouse.org'; 'l.carll@att.net'; 'info@friendsoutsidela.org'; 'info@insideoutwriters.org'; 'esmall@phoenixhouse.org'; 'smuller@delancystreetfoundation.org'; 'tcrawford@sadlerhealthcare.com'; 'sgoldsmith@libertyhill.org'; 'jkim@advanceproj.org'; 'info@voala.org'; 'mbrenner@healthRIGHT360.org'; 'info@homeboyindustries.org'; 'ccjcc@ccjcc.lacounty.gov'; 'mds@acluca.org'; 'wmoore@sadlerhealthcare.com'; 'miwat@aadapinc.org'; 'steved@cangress.org'; 'info@antirecidivsm.org'; 'losangles@calorganize.org'; 'info@laurala.org'; 'asteele@lablackworkcenter.org'; 'cmartinez@usvetsinc.org'; 'troyvaughn@lareentry.org'; 'amberrose@curbprisonspending.org'; 'patricia@cocosouthla.org'; 'lynne@anewwayoflife.org'; 'susan@anewwayoflife.org'; 'jrojas@scadpinc.org'; 'benowens.detours@gmail.com'; 'franseca.kitajima@cecintl.com'; 'kromo@asaferrefuge.org'; 'jackiecatlin.vp@gmail.com'; 'fredbrown@sbcglobal.net'; 'mtarver@cccoc.k12.ca.us'; 'dspikes@cccoc.k12.ca.us'; 'jduran@cccoc.k12.ca.us'; 'mbustamante@BehavioralSystemsSouthwest.com'; 'mbrody@behavioralsystemssouthwest.com'; 'jgrosch@cccoc.k12.ca.us'; 'bkaplan@cccoc.k12.ca.us'; 'rslaughter@amityfdn.org'; 'snieblas@cccoc.k12.ca.us'; 'fjoachim@cccoc.k12.ca.us'; 'matthew.hill@bi.com'; 'hoffmanhouse3@gmail.com'  
**Cc:** Yolanda Castro  
**Subject:** SELACO WDB Stakeholder and Community Forums for Local Plan Modifications Invitation and Registration  
**Attachments:** SELACO Stakeholder-Community Forum Invitation with Registration Links.pdf  
**Importance:** High

Good Morning Community Based Organizations (CBOs), Correctional Facilities, and Reentry Service Providers,

On behalf of Southeast Los Angeles County Workforce Development Board SELACO WDB Executive Director Yolanda Castro, please receive the attached invitation to SELACO WDB's Stakeholder and Community Forums. To register for any of the forums, simply click on the registration link on the invitation and you will be directed to the EventBrite registration page or you may register by clicking on the links below:

### **Stakeholder & Community Forum #1**

**September 12, 2018 | 8:30 to 10:30 a.m.**

SELACO WDB - Community Room, 10900 E 183<sup>rd</sup> Street, Suite 350, Cerritos, CA

Session/Focus: Improving Services to Individuals with Disabilities through Competitive Integrated Employment

[Click here to register for SELACO WDB Stakeholder & Community Forum #1](#)

### **Stakeholder & Community Forum #2**

**October 10, 2018 | 5:00 to 7:00 p.m.**

SELACO WDB - Community Room, 10900 E 183<sup>rd</sup> Street, Suite 350, Cerritos, CA

Session/Focus: Community Forum on Local Workforce Services

[Click here to register for SELACO WDB Stakeholder & Community Forum #2](#)

### **Stakeholder & Community Forum #3**

**November 28, 2018 | 10:00 a.m. to Noon**



John S Simms Park, 16614 S Clark Ave, Bellflower, CA

Session/Focus: Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees

[Click here to register for SELACO WDB Stakeholder & Community Forum #3](#)

Please let us know if you have any questions at this time. Thank you.

Respectfully,



Anna A. Isabelo

**Compliance Coordinator**

10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703

Main Line: (562) 402-9336 extension 1208

Direct Line: (562) 484-5002

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Connect with us: [Facebook](#) : [Twitter](#) : [LinkedIn](#)



**Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
 Stakeholder and Community Forum #1  
 Focus: Improving Services to Individuals with Disabilities through Competitive Integrated Employment**

SELACO WDB Community Room  
 10900 East 183rd Street, Third Floor, Cerritos, CA 90703

Name	Agency/Organization	Email Address
Anna Leon	SELACO	a/leon@selaco.com
Kyle Ford	SELACO	kford@selaco.com
Caroline Fortune	AFC Unified/Adult School	caroline.fortune@afcsusd.us
Diana Camacho	Plano of Dept of Education	imachamach@plano.k12.tx.us
Anna Lopez	Dept of Rehabilitation	sapien@dir.ca.gov
Comm Chair	COM	Comm.chair@selaco.com
JULIE JIMENEZ	LAHSA	JIMENEZ@LAHSA.ORG
Stacy Lindon	Selaco	
Geetha Maset	Disability Resources Center	

**Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
 Stakeholder and Community Forum #1  
 Focus: Improving Services to Individuals with Disabilities through Competitive Integrated Employment**

SELACO WDB Community Room  
 10900 East 183rd Street, Third Floor, Cerritos, CA 90703

Name	Agency/Organization	Email Address
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Debbie Mae Muriel	DPSS	muriel@selaco.wdb.org
Veronica Chingayie	EPD	veronica.chingayie@ednet.org
Tracy Tran	DPSS	tracy.tran@dpss.lacounty.gov
Hanh TRAN	DPSS	hanh.tran@dpss.lacounty.gov
Renee Fakhouri	SELACO	reneef@selaco.com
Barbara Levine	LAEDC	barbara.levine@laedc.org
Ben sunduvu	SELACO	benisu@selaco.com
Virginia Lara	Yusufli's Health Unit Sick	virgila@yusufli.com
Carrie Dinos-Espinosa	DOR	cdinos@california.gov
Pati Krasinski	DOR	pati.krasinski@california.gov
Carmen Torer	Bertha Group	carmen@berthagroup.com

**Southeast Los Angeles County Workforce Development Board (SELACO WDB)**  
**Stakeholder and Community Forum #1**  
**Focus: Improving Services to Individuals with Disabilities through Competitive Integrated Employment**

SELACO WDB Community Room  
10900 East 183rd Street, Third Floor, Cerritos, CA 90703

Name	Agency/Organization	Email Address
Joseph - [unclear]	Disability Services	Joseph - [unclear]
Jonna Lewis	LA CO Child Support	jonna-lewis@cssd.lacounty.gov
David Sander	Faculty	dsander@fand.com
ANNA [unclear]	Community Activist	[unclear]
Linda Franman	SELACO	linda@selaco.com
Pragya Saichay	CHAIRA	[unclear]

## Anna Isabelo

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**From:** Anna Isabelo  
**Sent:** Tuesday, August 28, 2018 2:52 PM  
**To:** Bethany.Renfree@CWDB.CA.GOV; 'Michael.Dowdy@cwdb.ca.gov'; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; David Shinder; Veronica.Champayne@edd.ca.gov  
**Subject:** Local Planning Stakeholder and Community Forum Schedule for SELACO WDB  
**Attachments:** SELACO WDB Stakeholder-Community Forum Save the Date.pdf

**Importance:** High

Tracking:	Recipient	Delivery	Read
	Bethany.Renfree@CWDB.CA.GOV		
	'Michael.Dowdy@cwdb.ca.gov'		
	rafael.aguilera@cwdb.ca.gov		
	Yolanda Castro	Delivered: 8/28/2018 2:52 PM	Read: 8/28/2018 3:08 PM
	David Shinder		
	Veronica.Champayne@edd.ca.gov		

Good Afternoon,

On behalf of Southeast Los Angeles County Workforce Development Board (SELACO WDB) Executive Director Yolanda Castro, and as instructed in WSD18-01: Regional and Local Plans PY 17-21 – Two Year Modifications directive, the attached save the date notice that has been/is being sent to all the stakeholders listed in the LA Basin RPU Directory of Planning Partners as well as SELACO's Board members, Local Elected Officials, Chamber Directors, City Managers and other key partners is being submitted to you for posting on the State's website.

Please let us know if you have any questions at this time. Thank you.

Respectfully,



Anna A. Isabelo  
**Compliance Coordinator**  
10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703  
Main Line: (562) 402-9336 extension 1208  
Direct Line: (562) 484-5002  
[annai@selaco.com](mailto:annai@selaco.com) : [www.selaco.com](http://www.selaco.com)  
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**Community Collaborative Network (CCN)  
Stakeholder and Community Forum #1**

**Session Focus:**

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

**Wednesday, September 12, 2018  
8:30 am**

**SELACO WDB Community Room  
10900 East 183rd Street, Third Floor  
Cerritos, CA 90703**

**AGENDA**

<b>8:45 a.m.</b>	<b>Welcome</b>	<p><b>Marjean Clements</b> SELACO WDB Director of Business Services CCN Facilitator</p>
	<b>Introduction</b>	<p><b>Yolanda Castro</b> SELACO WDB Executive Director</p>
<b>9:00 a.m.</b>	<b>Stakeholder and and Community Discussion</b>	<p><b>David Shinder</b> Local Planning Consultant</p> <ul style="list-style-type: none"> <li>• Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification</li> <li>• Overview of Competitive Integrated Employment</li> <li>• State Requirements and Guidance on Services to Individuals with Disabilities through Competitive Integrated Employment</li> <li>• Objectives of Community and Stakeholder Forum</li> <li>• Consideration of and Discussions on:             <ul style="list-style-type: none"> <li>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?</li> </ul> </li> </ul>

- 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?

**11:00 a.m. Closing Comments and  
Announcement of Next CCN Meeting**

**Marjean Clements**  
SELACO WDB  
Director of Business Services

**Committee Break Out**

**11:45 a.m. Adjournment**



SELACO Workforce Development Board >>>  
 September 12, 2018

Improving Services to  
 Individuals with Disabilities  
 through Competitive  
 Integrated Employment

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- » 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 >

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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

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- » 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? >

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- » 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 >

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- » 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.



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» 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.

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» 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** »

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» 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** »

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- » 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?

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

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**Thanks!**  
**We greatly appreciate your input!**

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## Stakeholder and Community Forum #1

**Session Focus:**  
**Improving Services to Individuals with Disabilities  
through Competitive Integrated Employment**

**Wednesday, September 12, 2018  
8:30 am**

**SELACO WDB Community Room  
10900 East 183rd Street, Third Floor  
Cerritos, CA 90703**

### FORUM NOTES

#### Attendees:

Caroline Fortuno – ABC Unified School District/Adult School  
Diana Gionnone – DPSS  
Sara Sapien – Department of Rehabilitation  
Connie Chan – EDD  
Julie Jimenez – LAHSA  
Stacey Girdner – SELACO One Stop Operator  
Z.M. – Disabled Resources Center  
Wenceslao Munoz – DPSS  
Veronica Champayne – EDD  
Jessica Quintana – Centro CHA  
Linh Tran – DPSS  
Barbara Levine – SELACO WDB Member, LAEDC  
Virginia Lara – Norwalk-La Mirada Adult School  
Carrie Dimas-Espinoza – SELACO WDB Member, Department of Rehabilitation

#### SELACO Staff Present

Linda Bouman	Renee Fakhfour
Kay Ford	Anna Leon
Ben Sandoval	

#### Stakeholder and Community Discussion

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?

- SELACO shared that DOR is on site to support customers and staff has a strong working relationship with Cerritos College's Disability Services. Also, SELACO is in conversations with DOR to integrate CalJobs into their customer service process and as a referral tool for moving customers to the AJCC.
- Norwalk/La Mirada support special education groups
- ABS – Career Technical Programs for people with disabilities. They receive lots of referrals from DOR. ABC adult support training and job placement. Goal to place in an integrated work experience.
- PAACE – Special Task force designed to support individuals with disabilities. Objective is to coordinate workshops, training and placement activities.
- EDD – YEOP Enhance Program – focus on youth with disabilities. Objective is to hire youth with disabilities to serve as a YEOP Enhance Advisor.
- DEVOP – Helping Veterans with disabilities
- DOR LEAP – Limited Evaluation Assistance Program – initiative by the state board to promote employment with the State. Challenges – Misconception: if you get a LEAP certification it will open the door to any job. Jobs are limited to 10 classifications. Managed by the State Personnel Board. DOR can leap the certification process. Must have experience in the field of interested to pass the assessment/exam. Entry level positions. Federal government offers greater opportunities/options for employments.
- Disabled Resource Center – a non-profit designed to support the independent living centers. Target population: anyone with a disability. Referrals come from DOR. See attached handout. What does employer outreach look like? More successful with the small mom & pop shops. Easier to establish a personnel relationship with the employer.

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

- Several avenues exist however still need coordination.
- CCN has established three working committees: Business Engagement, Special Target Populations (current focus are re-entry and disabled) and Youth services. The Business Engagement Committee can/will be used to collaborate on specializing employer outreach to identify employment opportunities for the disabled.
- SELACO SMT (Partner System Management Team) can discuss ways to leverage various efforts to support staff engaged in CCN committees. Can be added to existing MOU.

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

- Using PAACE as an avenue to support development
- Using SMT and CCN as avenues to engage partners and support LPA

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?

- SELACO DEI grant supported quarterly training for businesses, staff and partners.
- DOR Work incentive Planners – help recipients understand the benefits of going to work. Targets are customers on SDI.
- Who is the District Administrator for Coordinating training?
- Job Accommodation Network (Jan.com) Website

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?

- EDD: Employer Advisory Council: good way to promote employment and training.
- SMT/CCN: Goal is to establish an integrated outreach team for business engagement (Business outreach strategy)

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

Homework for local collaborative: Build relationship with Regional Centers and identify ways we can support DOR in crating their LPA.

**11:00 a.m. Closing Comments and  
Announcement of CCN Next Meeting**

**Marjean Clements**  
SELACO WDB  
Director of Business Services

**Committee Break Out**

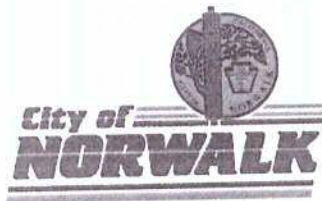
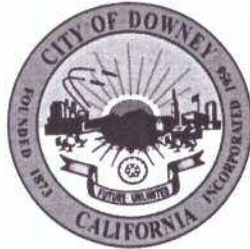
**11:45 a.m. Adjournment**

**The Southeast Los Angeles County  
Workforce Development Board  
(SELACO WDB)  
is updating its Local Plan PY 2017-2021...**



...and would like to invite you to its upcoming Stakeholder and Community Forums where you can participate in discussion of and provide feedback on SELACO WDB's local plan modifications.

Proudly serving the residents of...



**SAVE THE DATES!**

**September 12, 2018 | 8:30 to 10:30 a.m.**

SELACO WDB - Community Room  
10900 E 183<sup>rd</sup> Street, Suite 350  
Cerritos, CA

Session/Focus:

Improving Services to Individuals  
with Disabilities through  
Competitive Integrated Employment

**October 10, 2018 | 5:00 to 7:00 p.m.**

SELACO WDB - Community Room  
10900 E 183<sup>rd</sup> Street, Suite 350  
Cerritos, CA

Session/Focus:

Community Forum on  
Local Workforce Services

**November 28, 2018 | 10:00 a.m. to Noon**

John S Simms Park  
16614 S Clark Ave  
Bellflower, CA

Session/Focus:

Developing Strategies to Strengthen  
Services to English Language Learners,  
Foreign Born Individuals and Refugees

Formal announcements and meeting details will be sent to all stakeholders as each session is confirmed.

*Meetings of the SELACO WDB are accessible to persons with disabilities.  
The SELACO WDB will provide reasonable accommodations upon request.  
Requests should be received at least 72 hours prior to the meeting.  
Please call (562) 402-9336 to request accommodations.*



# SOUTHEAST LOS ANGELES COUNTY WORKFORCE DEVELOPMENT BOARD

A proud partner of  
America's **JobCenter**  
of California™

## WELCOME

**SELACO WDB Community Forum on  
Developing Strategies to Strengthen Services to  
English Language Learners, Foreign Born Individuals & Refugees**

**November 28, 2018 | 10:00 a.m. to Noon**

John S Simms Park  
16614 S Clark Ave, Bellflower, CA

### SELACO WDB

Proudly serving the residents and businesses of...



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Requests should be received at least 72 hours prior to the meeting.  
Please call (562) 402-9336 to request accommodations.*

10900 E 183rd St, 3<sup>rd</sup> Floor, Cerritos CA 90703 | 562.402.9336 | TDD/TTY 562.860.7657 | [www.selacowdb.com](http://www.selacowdb.com)

## Jeanette Gutierrez

---

**From:** Anna Isabelo  
**Sent:** Thursday, November 15, 2018 1:42 PM  
**To:** ihernandez@maof.org; jhernandez@cityofartesia.us; olga.hernandez@edd.ca.gov; rhernandez@drcinc.org; nhernandezgarcia@cerritos.edu; shollis@svsinc.org; juan.lopez@hsla.org; lillian.hoyos@hsala.org; bhutton@hycinc.org; Bing Hyun (BHYUN@norwalkca.gov); ssantaines@bellflower.org; jensens@capcinc.org; ghernandez@johnmuircs.com; jjuarez@pacificclinics.org; patt.kadrlik@dor.ca.gov; kkain@sassfa.org; shirin.karimi@dsh.ca.gov; mkennedy@ndi-inc.org; bobk@workingwardrobes.org; 'Dara Khuth' (DaraKhuth@dpss.lacounty.gov); tpheifer@kcbellflower.org; hchoi@kcbellflower.org; jchavez@kcbellflower.org; sabryrizkalla@dpss.lacounty.gov; helopez@ph.lacounty.gov; slam@ph.lacounty.gov; vlara@nlmusd.k12.ca.us; jsouza@assurancelearning.org; mlehmeier@cerritos.edu; dlemons@shieldsforfamilies.org; jessica-leon@olivecrest.org; zleon@cerritos.edu; tlewis@goodwillsolac.org; dhsarp@scadpinc.org; rlopez@johnmuircs.com; jjimenez@lahsa.org; kbarnette@lahsa.org; franklin.victoria@jobcorps.org; lotoftoyscompany@gmail.com; julia.lugo@edd.ca.gov; angel.macias@cffocus.org; mayra.macias@csulb.edu; kmadariaga@das.edu; renee.magallanes@wuhsd.org; Kristin Maithonis; kmaniquis@cacej.org; epulido@maof.org; raemariamart@yahoo.com; stmart@microsoft.com; nmedina@scadpinc.org; 'Armando Mendoza' (amendoza@pacificclinics.org); deboramills@dpss.lacounty.gov; pminaya@cfgcenter.com; zmoges@drcinc.org; rick@focisweb.com; michael.morkos@pathways.com; Bridgette Nalty (BNalty@goodwillsolac.org); Dolores Nason; Cindy Nathan; a.nishimoto@kcbellflower.org; marcie.correa@trainingcenters.org; Hector Ochoa (hochoa@scrs-ilc.org); monroe0602@gmail.com; Henreytta Olivas Andrade (handrade@letc.com); porourke@csulb.edu; rorozco@norwalkca.gov; osborn\_linda@lacoedu.edu; tracy.palacios@csulb.edu; mparaiso@lbcc.edu; patriciaparra@dpss.lacounty.gov; mcervantes@epath.org; chemereg@epath.org; rocky2wfg@yahoo.com; pena\_maria@lacoedu.edu; vaguilar@maof.org; mary.pinedo@abcsud.us; Janis Pizer (jpizer@cerritos.edu); crivers.x3144@primerica.com; maryannp@workingwardrobes.org; purificacion.alyssa@jobcorps.org; ibb2club@theibb2club.com; paulq@CambrianHomecare.com; jr.ragaisis@trainingcenters.org; Jaime Ramos (jramos@cypresscollege.edu); mariar@sucasadv.org; jreese4wfg@yahoo.com; Curglin Robertson (curglin.robertson@csulb.edu); Blanca Rochin; Angie Rodriguez (angierodriguez@dpss.lacounty.gov); mrodriguez@drcinc.org  
**Cc:** Jeanette Gutierrez  
**Subject:** SELACO WDB Community Forum on Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees: November 28, 2018  
**Attachments:** 11.28.2018 ELL Forum Agenda.pdf

Good Afternoon CCN Partner,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on ways to increase the coordination and collaboration among stakeholders to improve services to English language learners, foreign born individuals and refugees.

To register for this forum, simply click on the registration link below and you will be directed to the EventBrite registration page. We hope to see you or your representative at the forum.

**SELACO WDB Community Forum**  
**Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees**

**Wednesday, November 28, 2018**  
**10:00 am to 12:00 noon**

**John S Simms Park**  
**16614 S Clark Ave, Bellflower, CA 90706**

**<https://www.eventbrite.com/e/selaco-wdb-community-forum-services-to-english-language-learners-foreign-born-refugees-tickets-49720932648>**

Respectfully,



Anna A. Isabelo  
**Compliance Coordinator**  
10900 E. 183<sup>rd</sup> Street, Suite 350 · Cerritos, CA 90703  
Main Line: (562) 402-9336 extension 1208  
Direct Line: (562) 484-5002  
[annai@selaco.com](mailto:annai@selaco.com) : [www.selaco.com](http://www.selaco.com)  
Connect with us: [Facebook](#) : [Twitter](#) : [LinkedIn](#)

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Pulido	Esau	MAOF	<a href="mailto:epulido@maof.org">epulido@maof.org</a>
Rhodes	Shanley	Five Keys	<a href="mailto:shanleyr@fivekeys.org">shanleyr@fivekeys.org</a>
Rodriguez	Veronica	LBCC	<a href="mailto:vrodriguez@lbcc.edu">vrodriguez@lbcc.edu</a>
Schultz	Rachelle	ABC Adult School	<a href="mailto:Rachelle.Schultz@abcusd.us">Rachelle.Schultz@abcusd.us</a>

Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
 Community Forum on Developing Strategies to Strengthen Services to  
 English Language Learners, Foreign Born Individuals and Refugees

Wednesday, November 28, 2018

John S Simms Park  
 16614 S Clark Ave, Bellflower, CA 90706

Pictures will be taken during this event. Please check YES or NO whether or not you agree to be photographed.



Name	Agency/Organization	Email Address	PHOTO YES	PHOTO NO
Joselyn Barette	boardsoil industries	lrmartinez@centrus.edu	✓	
Laura Maffarel	Centrus College	ape122@rio.wonder.edu	✓	
Aaron Perez	Rio Honda College		✓	
Sunny Santana-Jones	Selaco / Bellflower		✓	
Julia Lugo	EIDD	julia.lugo@edd.ca.gov	✓	
Lisette Hernandez	Centro CITA Inc	Lisette@centrochicago.org	✓	
Angelica Martin	Miguel Contreras Foundation	amemiguelcontrerasfoundation.org	✓	
Diana Guzman	DISS   GAIN Program	DianaGuzman@edss.lacounty.gov	✓	
Esau Pulido	MAO F	epulido@myaofp.org	✓	
Elizabeth Magallanes	Field of Rivers	echevarriez@fieldofrivers.com	✓	
Ravina Wadhvani	South Asian Network	ra.vina@sanseal.org	✓	
CRYSTAL YANEZ	Zuila County	cyanez@zila.la.org		
Stacy Girder	Selaco			



**Southeast Los Angeles County Workforce Development Board (SELACO WDB)**  
**Community Forum on Developing Strategies to Strengthen Services to**  
**English Language Learners, Foreign Born Individuals and Refugees**

Pictures will be taken during this event. Please check YES or NO whether or not you agree to be photographed.



Wednesday, November 28, 2018  
 John S Simms Park  
 16614 S Clark Ave, Bellflower, CA 90706

Name	Agency/Organization	Email Address	PHOTO YES	PHOTO NO
Margaret Fernandez	Rio Hondo College	mfernandez@rio-hondo.edu	X	
ANITA MCINNIS	BELLFLOWER RESIDENT CmTY Activist	buddysmycat@yahoo.com	X	
DANYSOFT HUYNH	1110 olomua Blwn Norwalk CA	dmsftnrc@comcast.net	X	
Gloria Montelongo	SU CASA	gloria@sucasa.org	X	
Betobel Estubillo	MCF	be@miguelcontrerasfundation.org	X	
Pedro Cruz	Centro CHA	pedro@centrocha.org	X	
Allison Castellanos	SELACO	Allison Tutoring @ me.igm	X	
ISAIAS HERNANDEZ	MAOPF	ISAIAS.HERNANDEZ@maopf.org		

**Jeanette Gutierrez**

---

**From:** Anna Isabelo  
**Sent:** Thursday, November 15, 2018 1:46 PM  
**To:** Bethany.Renfree@CWDB.CA.GOV; Michael.Dowdy@cwdb.ca.gov; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; Veronica.Champayne@edd.ca.gov; David Shinder; Jeanette Gutierrez  
**Subject:** SELACO WDB Community Forum on Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees: November 28, 2018  
**Attachments:** 11.28.2018 ELL Forum Agenda.pdf

Good Afternoon,

Please know that the SELACO WDB has forwarded the attached agenda and message below to all stakeholders listed in the LA Basin RPU Directory of Planning Partners, Interactive Corrections Map partner agencies, SELACO's Board members, local elected officials, chamber directors, city managers and other key partners. It will also be published in local printed media and posted on SELACO's website. As instructed, it is being submitted to you for posting on the State's website.

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Good Afternoon Community Stakeholder and Partner,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on ways to increase the coordination and collaboration among stakeholders to improve services to English language learners, foreign born individuals and refugees.

To register for this forum, simply click on the registration link below and you will be directed to the EventBrite registration page. We hope to see you or your representative at the forum.

**SELACO WDB Community Forum**  
**Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees**

**Wednesday, November 28, 2018**  
**10:00 am to 12:00 noon**

**John S Simms Park**  
**16614 S Clark Ave, Bellflower, CA 90706**

**<https://www.eventbrite.com/e/selaco-wdb-community-forum-services-to-english-language-learners-foreign-born-refugees-tickets-49720932648>**

Respectfully,





Anna A. Isabelo

**Compliance Coordinator**

10900 E. 183<sup>rd</sup> Street, Suite 350 Cerritos, CA 90703

Main Line: (562) 402-9336 extension 1208

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

**Wednesday, November 28, 2018**  
**10:00 a.m. to 12:00 noon**

**John S Simms Park**  
**16614 S Clark Avenue, Bellflower, CA 90706**

**AGENDA**

- |                   |  |   |
|-------------------|--|---|
| <b>10:00 a.m.</b> | <b>Welcome and Introduction</b>  | <b>Mayor Pro Tem Sonny Santa Ines</b><br>SELACO Policy Board Vice Chair |
| <b>10:15 a.m.</b> | <b>Stakeholder and<br/>Community Discussion</b>  | <b>David Shinder</b><br>Local Planning Consultant                       |
|                   | <ul style="list-style-type: none"> <li>• Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification</li> <li>• State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees</li> <li>• Objectives of Community Forum</li> <li>• Consideration of and Discussions on:               <ul style="list-style-type: none"> <li>A. What are the needs of individuals in this category?</li> <li>B. What are the principal barriers to employment faced by these individuals?</li> <li>C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?</li> <li>D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?</li> <li>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?</li> <li>F. Where to gaps in services exist for this target population and what can we do to bridge these gaps?</li> </ul> </li> </ul> |   |
| <b>11:45 a.m.</b> | <b>Closing Comments</b>  | <b>Yolanda Castro</b><br>SELACO WDB<br>Executive Director               |

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 Please call (562) 402-9336 to request accommodations.*

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

Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
November 28, 2018

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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.

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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

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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

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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

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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?

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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?

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Thanks!  
We greatly appreciate your input!

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**SELACO WDB  
Community Forum on Developing Strategies to Strengthen  
Services to English Language Learners, Foreign Born Individuals  
and Refugees**

**Wednesday, November 28, 2018  
10:00 a.m. to 12:00 noon**

**John S Simms Park  
16614 S Clark Avenue  
Bellflower, CA 90706**

**FORUM NOTES**

**Attendees:**

Jason Barette – Goodsoil Industries  
Laura Martinez – Cerritos College  
Aaron Perez – Rio Hondo College  
Sonny Santa Inez – SELACO WDB Policy Board Vice Chair, Bellflower Mayor Pro Tem  
Julia Lug – Employment Development Department  
Lisete Hernandez – Centro CHA, Inc.  
Angelica Martin – Miguel Contreras Foundation  
Dianna Giannone – DPSS/GAIN Program  
Esau Paulido – Mexican American Opportunity Foundation  
Elizabeth Martinez – Field of Dreams  
Ravina Wadhwan – South Asian Network  
Crystal Yanez – 211 LA County  
Stacey Girdner – SELACO WDB One Stop Operator  
Josefina Cruz-Molina – Centro CHA, Inc.  
Margaret Fernandez – Rio Hondo College  
Anita McInnis – Bellflower Resident, Community Advocate  
D Martinez – Cerritos College  
Gloria Montelongo – Su Casa  
Betzebel Estudillo – Miguel Contreras Foundation  
Pedro Cruz – Centro CHA, Inc.  
Allison Castellanos – SELACO WDB Secretary/Treasurer  
Isaias Hernandez – Mexican American Opportunity Foundation

**SELACO Staff Present:**

Carol Davis

Anna Leon

Jeanette Gutierrez

Anna Isabelo

Sandra Michel

**Welcome and Introduction**

SELACO WDB Policy Board Vice Chair and Bellflower Mayor Pro Tem Sonny Santa Inez welcomed everyone to the City of Bellflower. Mayor Pro Tem Santa Inez shared that today's community forum will focus on dialogue to improve services to English language learners, foreign born individuals and refugees.

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) consists of seven cities within the Southeast Los Angeles region: Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk. Mayor Pro Tem Santa Inez acknowledged the presence of SELACO WDB Secretary/Treasurer Allison Castellanos.

Mayor Pro Tem Santa Inez introduced the forum facilitator, David Shinder who has more than 25 years of experience in workforce development and has been a consultant for local and regional workforce agencies.

**Stakeholder and Community Discussion**

The forum's objective is to help think through solutions to challenges faced by the target population of English language learners, foreign born individuals and refugees. Mr. Shinder acknowledged organization representatives present.

Mr. Shinder gave everyone a background on the guidance received from the State for preparation of local and regional workforce plan modifications. SELACO's local plan was approved in 2016 and is being modified to adhere to State guidance to enhance collaboration with the following partners to better meet the needs and provide meaningful services to specific target populations:

- CalFresh – individuals receiving food stamps; needing assistance with skills upgrade, job search
- Local Child Support Agencies – assist non-custodial parents to earn higher wages
- Partnership of Department of Rehab, Regional Center and local WDB – individuals with disabilities
- Partnership of education and workforce agencies – improve services to English language learners, foreign born individuals and refugees

In dialogue, the following questions were posed and addressed:

- A. What are the needs of individuals in this category?
- Understanding workforce norms and culture – applying, resume, etc. in the U.S.
  - Translations – correct translations
  - Access information in native language
  - Child care
  - Transportation
  - Bilingual training programs
  - Modified English classes
  - Modality – how English is taught
  - More literacy programs (different languages)
  - Maintaining right people
  - Additional skills
  - Communication with employer
  - Workforce norms: attitude, behaviors, workplace literacy, etc.
  - Stabilize/meet basic needs first – food, shelter, safety
  - Access to transcripts: evaluation, translation, equivalency, certificate attainment
- B. What are the principal barriers to employment faced by these individuals?
- Access to resources and materials in native language – able to understand
  - Background – trauma
  - Policies – what programs individuals can access
  - Messaging – better language, describe availability of services
  - Misinformation
  - Assessment if totally dependent on public service
  - Workforce – lots of paperwork
  - Different needs
  - Regulations that hinder policy/meeting goals
- C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
- Great collaborations – are they effective?
  - Different models



- Models do not integrate appropriately – how do you truly integrate?
  - Whole range of issues, not singular issues with collaboration
  - 211 LA County: central source for any type of information, free/low cost services, 24/7, accessible in 140 languages, live interpreter
  - Centro CHA: partnership with Cerritos College, good communication, programs and processes
  - Partnerships are there but not done efficiently
  - Collaboration with employers
- D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
- Knocking on doors, swap meets, mailing – time consuming
  - Social media – Face Book effective
  - Engaging others – different languages
  - Different platforms for different demographics
  - Partnerships built on collaboration – Collaborative Community Network (CCN)
  - Referral process
  - Statewide labor exchange system
  - Internal staff trained and prepared to receive target population – relatable, equipped staff
  - Focus on youth – share information with parents, passed down
  - Community navigators
  - Churches, word of mouth
  - Trusted sources – schools, churches
  - Faith based organizations, community agencies – different languages, religions
- 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?
- Establish equivalency
  - Collaboration of ESL instructor and training provider
  - VESL – learning English based on occupation or industry they are training in
  - Teaching vocational skills and English skills concurrently
  - Pre apprenticeship program – union work
  - Spanish curriculum for apprenticeship program

- Training in trades – high wages
  - Opportunities in truck driving, logistics, etc.
  - Offer short term training
  - Opportunity to work while pursuing higher education
- F. Where do gaps in services exist for this target population and what can we do to bridge these gaps?
- Livable wages keeps rising
  - No status – cannot avail of any service or program
  - Educating individuals of their rights so they are not taken advantage of
  - Navigator to assist target population
  - Families to adopt/enculturate target population
  - Spending sufficient amount of time with each client
  - Partner on providing more time to be spent with client

**Closing Comments**

Local Consultant David Shinder thanked everyone for attending today's forum.



The Southeast Los Angeles County Workforce Development Board (SELACO WDB) providing employment and training services for the Southeast Los Angeles Region is in the process of modifying its Local Plan for PY 2017-2021. Representing the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk, the SELACO WDB's local plan will be modified to address local efforts to support target populations in need of employment and training services. Please join us for the upcoming forum to share your thoughts on the type of services needed to ensure our local residents are securing quality employment. Employer input is also essential to developing the type of services that can best prepare our jobseekers for employment.

### PLEASE JOIN US...

**Community Forum on Local Workforce Services**  
**Wednesday, October 10, 2018**  
**5:00 pm to 7:00 pm**  
**SELACO WDB Community Room**  
**10900 E. 183<sup>rd</sup> St., 3<sup>rd</sup> Floor**  
**Cerritos, CA 90703**

<https://www.eventbrite.com/e/selaco-wdb-local-plan-modification-stakeholder-community-forum-2-tickets-49720758126>

Proudly serving the residents of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood and Norwalk



Meetings of the SELACO WDB are accessible to persons with disabilities. The SELACO WDB will provide reasonable accommodations upon request. Requests should be received at least 72 hours prior to the meeting. Please call (562) 402-9336 to request accommodations.

**Jeanette Gutierrez**

---

**From:** Anna Isabelo  
**Sent:** Tuesday, September 25, 2018 11:14 AM  
**To:** Aaron Drake (ADrake@dps.usc.edu); lwehage@aol.com; pino@ftginc.com; Cristina.A.Saucedo-Garcia@kp.org; Georgina Escamilla; mdameron@dameron.net; AllisonTutoring@me.com; JOSEPH DERTHICK; tracy.polley@gmail.com; Barbara Levine; stodd@nlmusd.k12.ca.us; bgomez@cerritos.edu; Ben Espitia (bespitia@goodwillsolac.org); Judy Rapue; kkucera@aol.com; julia.lugo@edd.ca.gov; carrie.dimas-espinoza@dor.ca.gov; Patel, Vijay (Vijay.Patel@lewisbrisbois.com); dmbutani@gmail.com  
**Cc:** Yolanda Castro; Carol Reyes; Jeanette Gutierrez  
**Subject:** SELACO WDB October 10, 2018 Community Forum on Local Workforce Services Invitation and Agenda  
**Attachments:** SELACO WDB 10-10-2018 Community Forum on Local Workforce Services Invitation.pdf; SELACO WDB 10-10-2018 Community Forum on Local Workforce Services Agenda.pdf

Good Morning SELACO WDB Member,

On behalf of Southeast Los Angeles County Workforce Development Board (SELACO WDB) Executive Director Yolanda Castro, you are invited to SELACO WDB's Community Forum on Local Workforce Services. Please join us for the upcoming forum to share your thoughts on the type of services needed to ensure our local residents are securing quality employment. Employer input is also essential to developing the type of services that can best prepare our jobseekers for employment. We look forward to seeing you or your representative. Please register for the forum by clicking on the link below.

**SELACO WDB**  
**Community Forum on Local Workforce Services**

**Wednesday, October 10, 2018**  
**5:00 to 7:00 p.m.**

**SELACO WDB Community Room**  
**10900 East 183rd Street, Third Floor**  
**Cerritos, CA 90703**

**[Click here to register for SELACO WDB's Community Forum on Local Workforce Services - October 10, 2018](#)**

Respectfully,



Anna A. Isabelo  
**Compliance Coordinator**  
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SELACO WDB

October 10, 2018 Community Forum Attendance

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SELACO WDB  
October 10, 2018 Community Forum Attendance

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Wood	Jeff	SELACO WDB Policy Board Chair, City of Lakewood	

**Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
Community Forum on Local Workforce Services**

Wednesday, October 10, 2018, 5:00 to 7:00 p.m.  
SELACO WDB Community Room  
10900 East 183rd Street, Third Floor, Cerritos, CA 90703

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Maitha Valdes	SELACO WDB	
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David Gino	ABC	sanderac@hgcity.com
Christine Vasquez	Job Corps	Vasquez, Christine @
Dave Gomez	Cerritos College	bgomez@cerco.edu
Anna Leon	SELACO	

Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
 Community Forum on Local Workforce Services

Wednesday, October 10, 2018, 5:00 to 7:00 p.m.  
 SELACO WDB Community Room  
 10900 East 183rd Street, Third Floor, Cerritos, CA 90703

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Southeast Los Angeles County Workforce Development Board (SELACO WDB)  
 Community Forum on Local Workforce Services

Wednesday, October 10, 2018, 5:00 to 7:00 p.m.

SELACO WDB Community Room

10900 East 183rd Street, Third Floor, Cerritos, CA 90703

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## Jeanette Gutierrez

---

**From:** Anna Isabelo  
**Sent:** Tuesday, September 25, 2018 10:23 AM  
**To:** Bethany.Renfree@CWDB.CA.GOV; Michael.Dowdy@cwdb.ca.gov; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; Veronica.Champayne@edd.ca.gov; Jeanette Gutierrez  
**Subject:** SELACO WDB Community Forum on Local Workforce Services - October 10, 2018  
**Attachments:** SELACO WDB 10-10-2018 Community Forum on Local Workforce Services Invitation.pdf; SELACO WDB 10-10-2018 Community Forum on Local Workforce Services Agenda.pdf

Good Morning,

On behalf of Southeast Los Angeles County Workforce Development Board (SELACO WDB) Executive Director Yolanda Castro, and as instructed in WSD18-01, the attached invitation and agenda for SELACO's second community forum are being sent to all stakeholders listed in the LA Basin RPU Directory of Planning Partners as well as SELACO's board members, local elected officials, chamber directors, city managers and other key partners. The attached will also be published in local printed media and on SELACO's website as instructed in the directive and is being submitted to you for posting on the State's website.

Please let us know if you have any questions at this time. Thank you.

Respectfully,



Anna A. Isabelo  
**Compliance Coordinator**  
10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703  
Main Line: (562) 402-9336 extension 1208  
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**SELACO WDB  
Community Forum on Local Workforce Services**

**Wednesday, October 10, 2018  
5:00 to 7:00 p.m.**

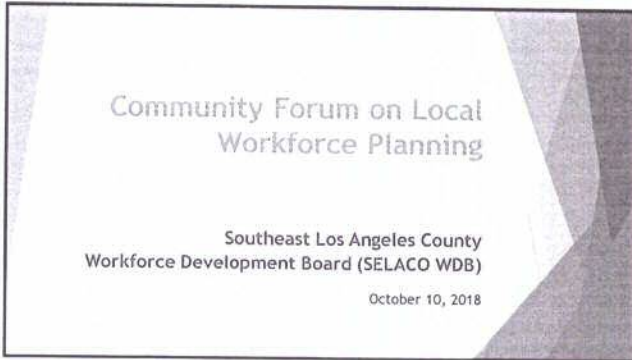
**SELACO WDB Community Room  
10900 East 183rd Street, Third Floor  
Cerritos, CA 90703**

**AGENDA**

- |                  |  |   |
|------------------|--|---|
| <b>5:00 p.m.</b> | <b>Welcome and Introduction</b>  | <b>Yolanda Castro</b><br>SELACO WDB<br>Executive Director |
| <b>5:15 p.m.</b> | <b>Stakeholder and<br/>Community Discussion</b>  | <b>David Shinder</b><br>Local Planning Consultant         |
|                  | <ul style="list-style-type: none"><li>• Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification</li><li>• Purpose of the Community Forum</li><li>• Objectives of Community and Stakeholder Forum</li><li>• Consideration of and Discussions on:<ul style="list-style-type: none"><li>A. What services and support do job seekers need to help prepare for and find work?</li><li>B. What types of training are most needed in the area?</li><li>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?</li><li>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?</li><li>E. If you were writing the local workforce plan, what would your priorities be and why?</li><li>F. What are priorities for businesses in our region?</li></ul></li></ul> |   |
| <b>6:45 p.m.</b> | <b>Closing Comments</b>  | <b>Yolanda Castro</b><br>SELACO WDB<br>Executive Director |

*Meetings of the SELACO WDB are accessible to persons with disabilities.  
The SELACO WDB will provide reasonable accommodations upon request.  
Requests should be received at least 72 hours prior to the meeting.  
Please call (562) 402-9336 to request accommodations.*

SELACO WDB October 10, 2018 Community Forum on Local Workforce Services



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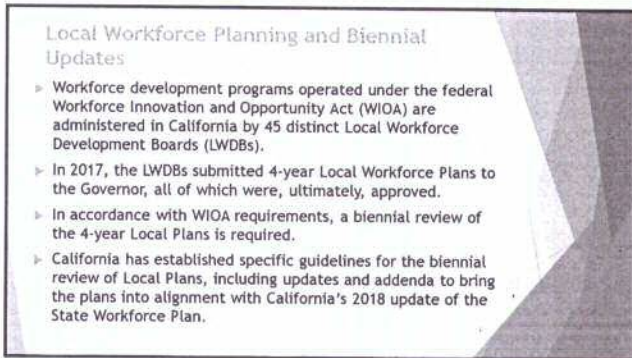
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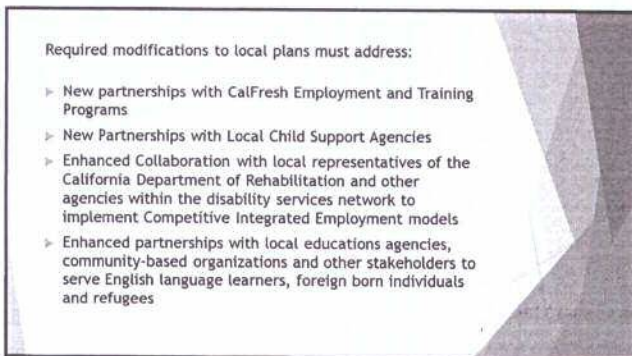
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Why Hold a Community Forum?

- ▶ 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.

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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

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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?

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- 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?

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Thank you!  
We greatly appreciate your input.

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**SELACO WDB  
Community Forum on Local Workforce Services**

**Wednesday, October 10, 2018  
5:00 to 7:00 p.m.**

**SELACO WDB Community Room  
10900 East 183rd Street, Third Floor  
Cerritos, CA 90703**

**FORUM NOTES**

**Attendees:**

Joseph Derthick – SELACO WDB Member, AFLAC  
Anita McInnis – Community Advocate, City of Bellflower  
Julia Lugo – SELACO WDB Member, Employment Development Department  
Jeff Wood – SELACO Policy Board Chair, City of Lakewood  
Blanca Rochin – Downey Adult School  
Jonna Lewis – Los Angeles County Child Support  
Mark Dameron – SELACO WDB Member, Lakewood Business Representative  
Reanna Guzman, Hawaiian Gardens  
Jesus Mendoza, Hawaiian Gardens  
PaoLing Guo, ABC Adult School  
Christine Vasquez, Job Corps  
Belle Gomez, Cerritos College  
Norma Meza, NTMA Training Centers  
Travis Crow, ABC Adult School  
Carmen Tovar, Bayha Group  
Jack Joseph, SELACO Policy Board Administrator  
Francisco Noyola, Hawaiian Gardens  
Frank Flores, Think Together  
Linh Tran, Department of Public Social Services  
Lou Buenavides  
Marcie Correa, NTMA Training Centers  
Ben Traina, El Camino College  
Stacey Girdner, SELACO WDB One-Stop Operator  
Alejandro Mendoza, Hawaiian Gardens  
Linda Brandon, LAJC  
Juan Guerrero, California State Assembly

Jessica Gallo-Valdes, Los Angeles County Office of Education  
Adrian Vasquez, Anti Recidivism Coalition  
Mo Hamidi, CF  
Chuck Rivers, Primerica

**SELACO Staff Present:**

Jeanette Gutierrez  
Carol Davis  
Martha Valle  
Tammy Ferranti-Lansdown  
Anna Leon  
Sandra Michel  
Yolanda Castro  
Kay Ford  
Ben Sandoval  
Anna Isabelo

**Welcome and Introduction**

SELACO WDB Executive Director Yolanda Castro opened the meeting by welcoming and introduced SELACO WDB Policy Board Chair and Lakewood Council Member Jeff Wood.

Council Member Wood welcomed everyone and thanked them for their presence and participation in tonight's forum. The goal of the session is to seek insight from community stakeholders on services they believe are essential for job seekers looking for employment and employers seeking to fill existing openings in their companies.

Council Member Wood acknowledged the presence of Assembly Woman Cristina Garcia and introduced the forum facilitator David Shinder. Mr. Shinder has over 40 years of experience and expertise in Workforce Development which has influenced development of several projects locally and statewide. Mr. Shinder has partnered with SELACO over the last 20 years supporting efforts in grant writing, facilitating stakeholder meetings and development of at least three of SELACO's local strategic plans. Mr. Shinder has also led the development of the Los Angeles Basin's 2017 Regional Strategic Plan.

**Stakeholder and Community Discussion**

Mr. Shinder facilitated the dialogue on issues facing workforce development. Mr. Shinder acknowledged organization representatives present. Mr. Shinder introduced Assembly Woman Cristina Garcia and gave the floor to her to address the first question.

In dialogue, the following questions were posed and addressed:



- A. What services and support do job seekers need to help prepare for and find work?
- Help job seekers get past fear factor
  - Help job seekers stay motivated
  - Language/cultural barriers
  - Training gaps
  - Soft skills
  - Helping identify what individual wants to do
  - Assessment/aptitudes
  - Emotional/mental support by mentors (navigator)
  - Onboarding programs for retention
  - Individual not aware of all opportunities and what is needed (education, pay, etc.)
  - Labor Market Information (LMI)
  - Child care assistance
  - Volunteer opportunities (skill set)
- B. What types of training are most needed in the area?
- What will the needs be in the area?
  - Sectors have been identified:
    - Advanced manufacturing
    - Healthcare
    - Hospitality/tourism
    - Communication and information technology
    - Transportation and logistics
    - Construction
    - Professional services
  - Need concurrent training (modality) – vocational, basic, soft skills
  - Basic skills, required foundation, training in career pathways (lack of trainers for these areas: specific to ABC USD)
  - Concurrent training – done away with assessments
  - Community College also struggled with instructors
  - Technical skills sets
  - Soft skills for any employee
  - Team building
  - Diversity training
  - ETP – training for company at no cost
  - Looking for employees who are skilled
  - Apprenticeship programs – how can we better align
  - ‘Earn and Learn’ programs

- TESLA program – corporate responsibility: train your own workforce
  - Bridge programs: pathway programs, stackable credentials
  - Entry level and advanced employees – education/training
  - Gap within those who are going to retire
  - Advocacy on recognized certification
  - Job retention – child care, family emergency
- 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?
- Use of social media
  - Disconnect with morning and evening students
  - Educate public on all AJCC – branding
  - Work with cities to leverage resources
  - Better connection with cross promoting programs
  - Utilize ‘groups’ on FaceBook to create community awareness
  - Utilize social media platforms
  - ‘Big Brother’ system
- 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?
- Supportive services
  - Homelessness
  - Mental health
  - Life skills taught in schools – junior high/high school
  - Mindset of employees
- E. If you were writing the local workforce plan, what would your priorities be and why?
- Time limits
  - Funding
  - Should NOT be limited
  - Individualized services
  - Use each other as partners
  - Plan/strategy for real world
  - Career pathways – establish plan
  - Internships, hands-on experience – marketable skills

- Emphasis on trade

**Closing Comments**

Mr. Shinder thanked everyone for their participation in today's forum and announced upcoming forums hosted by SELACO.

**Long Beach Press-Telegram**

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CERRITOS, CA 90703

*Account Number:* 5034389

*Ad Order Number:* 0011233542

*Customer's Reference*  
*/ PO Number:*

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*Publication Dates:* 02/08/2019

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*Invoice Text:* **PUBLIC NOTICE ANNOUNCEMENT**

The Workforce Development Board of Southeast Los Angeles County, Inc. (SELACO WDB) which includes the cities of Artesia, Bellflower, Cerritos, Downey, Hawaiian Gardens, Lakewood, and Norwalk, will release to the general public for comment, a draft copy of its **Local Plan Modification for PY 2017-2020** as funded by the Workforce Innovation and Opportunity Act (WIOA). Funds for programs and services are used to meet the hiring needs of employers and the employment and training needs of adults, youth and dislocated workers within SELACO's multi-city consortium.

Copies of the Draft Local Plan will be available to the general public for pick up at the SELACO WDB office and on the SELACO WDB website beginning **Friday, February 8, 2019**. This date will begin the 30-Day Public Comment Period.

A Local Plan Public Comment Meeting is scheduled to allow the general public to participate in the review of the Draft Local Plan Modification. Persons with questions or wishing to provide verbal testimony may contact SELACO WDB to reserve time to testify. Testimony not scheduled in advance will be taken as time permits. Persons wishing to present written comments and/or materials should provide a copy prior to the start of the public hearing session. Please schedule verbal testimony, provide written comments and/or materials to the following email address: **LocalPlan@selaco.com** by **Friday, March 8, 2019** which represents the closing of the 30-Day Public Comment Period.

**SELACO WDB Local Plan Public Comment Meeting**  
**Wednesday, February 13, 2019**  
**from 8:30 to 10:30 a.m.**

SELACO WDB  
10900 E. 183rd Street, Third Floor  
Cerritos, CA 90703  
www.selacowdb.com

Meetings of the SELACO WDB are accessible to persons with disabilities. The SELACO WDB will provide reasonable accommodations upon request. Requests should be received at least 72 hours prior to the meeting. Please call to request accommodations: (562) 402-9336; TDD/TTY (562) 860-7657

**Pub Feb 8, 2019(1t)PT(11233542)**

**Long Beach Press-Telegram**

727 Pine Avenue  
Long Beach, CA 90844  
562-499-1236  
Fax: 562-499-1391  
legals@presstelegram.com

5034389

SELACO WIB  
10900 183RD ST., STE. 350  
CERRITOS, CA 90703

**PROOF OF PUBLICATION  
(2015.5 C.C.P.)**

**STATE OF CALIFORNIA  
County of Los Angeles**

I am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principle clerk of the printer of the Long Beach Press-Telegram, a newspaper of general circulation, printed and published daily in the City of Long Beach, County of Los Angeles, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of County of Los Angeles, State of California, on the date of March 21, 1934, Case Number 370512. The notice, of which the annexed is a true printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

**02/08/2019**

I certify (or declare) under the penalty of perjury that the foregoing is true and correct.

Executed at Long Beach, LA Co. California,  
this 20th day of February, 2019.



Signature

The Long Beach Press-Telegram, a newspaper of general circulation, is delivered to and available in but not limited to the following cities: Long Beach, Lakewood, Bellflower, Cerritos, Downey, Norwalk, Artesia, Paramount, Wilmington, Compton, South Gate, Los Alamitos, Seal Beach, Cypress, La Palma, Lynwood, San Pedro, Hawaiian

(Space below for use of County Clerk Only)

Legal No. **0011233542**

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**Pub Feb 8, 2019(1t)PT(11233542)**

## Anna Isabelo

---

**From:** Anna Isabelo  
**Sent:** Tuesday, February 12, 2019 2:27 PM  
**To:** carrie.dimas-espinoza@dor.ca.gov; Lugo, Julia@EDD;  
ecmartinez@fieldofdreamscenter.org; annino.sandy.m@jobcorps.org; 'Kristin Maithonis';  
Blanca Rochin; 'gvasquez@cerritos.edu'; mkailiponi@busd.k12.ca.us;  
'paoling.guo@abcusd.us'; 'stodd@nlmusd.k12.ca.us'; dahliacornejo@dpss.lacounty.gov;  
'deboramills@dpss.lacounty.gov'; 'dianagiannone@dpss.lacounty.gov'  
**Cc:** sgirdner@thepraxisgroup.com; Jeanette Gutierrez  
**Subject:** SELACO WDB Local Workforce Development Plan Modification for PY 2017-2021 -  
Public Comment Period  
**Attachments:** SELACO WDB Local Plan Modification Narrative DRAFT.pdf  
**Importance:** High

Good Afternoon System Management Team Member,

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) is submitting to the California Workforce Development Board (CWDB) its Local Workforce Development Plan Modification for PY 2017-2021. The required public comment period began February 8<sup>th</sup> and will end on March 8<sup>th</sup>. Attached is the draft narrative and the attachments. If you have any comments, please send them in writing to [LocalPlan@selaco.com](mailto:LocalPlan@selaco.com). All comments are due by Friday, March 8<sup>th</sup> which represents the closing of the Public Comment Period.

A Local Plan Public Comment Meeting is scheduled to allow the general public to participate in the review of the Draft Local Plan Modification.

### **SELACO WDB Local Plan Public Comment Meeting**

Wednesday, February 13, 2019

From 8:30 to 10:30 a.m.

Please let us know if you have any questions at this time. Thank you.

Respectfully,



Anna A. Isabelo

**Compliance Coordinator**

10900 E. 183<sup>rd</sup> Street, Suite 350 : Cerritos, CA 90703

Main Line: (562) 402-9336 extension 1208

Direct Line: (562) 484-5002

[annai@selaco.com](mailto:annai@selaco.com) : [www.selaco.com](http://www.selaco.com)

Connect with us: [Facebook](#) : [Twitter](#) : [LinkedIn](#)

**Anna Isabelo**

---

**From:** Anna Isabelo  
**Sent:** Tuesday, February 12, 2019 3:28 PM  
**To:** Bethany.Renfrees@CWDB.CA.GOV; Michael.Dowdy@cwdb.ca.gov; rafael.aguilera@cwdb.ca.gov  
**Cc:** Yolanda Castro; Veronica.Champayne@edd.ca.gov; Jeanette Gutierrez  
**Subject:** SELACO WDB Local Workforce Development Plan Modification for PY 2017-2021 - Public Comment Period  
**Attachments:** SELACO WDB Local Plan Modification Narrative DRAFT.pdf

**Importance:** High

<b>Tracking:</b>	<b>Recipient</b>	<b>Delivery</b>
	Bethany.Renfrees@CWDB.CA.GOV	
	Michael.Dowdy@cwdb.ca.gov	
	rafael.aguilera@cwdb.ca.gov	
	Yolanda Castro	Delivered: 2/12/2019 3:28 PM
	Veronica.Champayne@edd.ca.gov	
	Jeanette Gutierrez	Delivered: 2/12/2019 3:28 PM

Good Afternoon,

Please know that the original email below and attachment were sent to all stakeholders listed in the LA Basin RPU Directory of Planning Partners including the Interactive Corrections Map as well as SELACO’s board members, local elected officials, chamber directors, city managers and other key partners.

SELACO’s draft local plan modification is available on SELACO’s website and available for pick up at SELACO’s AJCC and Administrative Office. Notice of SELACO’s public comment period, public comment meeting and availability of copies of the draft plan modification was also posted in the Press Telegram, in the SELACO AJCC and Administrative Office and at city halls within SELACO’s service area.

Thank you.

-----  
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Respectfully,



Anna A. Isabelo

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Direct Line: (562) 484-5002

[annai@selaco.com](mailto:annai@selaco.com) : [www.selaco.com](http://www.selaco.com)

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