



## California Workforce Association Fact Sheet

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- ❖ The California Workforce Association is a non-profit membership organization that develops public policy strategies and builds local capacity to address critical workforce issues.
  - ❖ The California Workforce Association's members include California's 50 Workforce Investment Boards, local non-profits, government, educational institutions and community-based organizations involved in training, education, economic development, welfare and employment.
  - ❖ At the state and federal levels, the California Workforce Association represents the voice of the local workforce system. The Association works to ensure that elected officials and government agencies develop effective policy and make administrative decisions that best meet the needs of businesses and job seekers.
  - ❖ The California Workforce Association works in collaboration with other non-profit organizations and associations to identify public policy changes needed to address California's workforce challenges.
  - ❖ The California Workforce Association provides capacity building to Workforce Investment Boards, local government, non-profit and community organizations with both specific training and technical assistance in relevant subjects, as well as training in how to convene groups of people to reach consensus and take action.
  - ❖ The California Workforce Association acquires, interprets and distributes to its members up-to-date information on workforce development, education, business trends and related initiatives.
  - ❖ Annually, more than 1,500 individuals attend California Workforce Association sponsored workshops and conferences on workforce policy, effective practices and youth employment, in an attempt to serve the needs of the business community and those seeking education and training.
  - ❖ The California Workforce Association is funded through a combination of dues, revenue from conferences and training and grants. The California Workforce Association's past and present funders include the U.S. Department of Labor, the Hewlett Foundation, the Ford Foundation, the James Irvine Foundation, the San Francisco Foundation, the Employment Training Panel, the Economic Development Administration and the California Workforce Investment Board.
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## Workforce Investment Board Fact Sheet

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- ❖ Workforce Investment Boards are focused on strategic solutions to workforce issues, contributing to the economic prosperity of both workers and business.
  - ❖ There are 50 Local Workforce Investment Boards in California, providing workforce policy and service leadership throughout every region of the State.
  - ❖ Workforce Investment Boards are appointed by local political leaders, are led by the private sector, and include among their members representatives from a wide variety of industries, organized labor, education, economic development and community based organizations.
  - ❖ Workforce Investment Boards are influential policy boards, responsible for directing investment of federal funding for One-Stop Career Centers, basic and occupational skills training and workforce preparation programs for youth.
  - ❖ Workforce Investment Boards establish, implement and fund policies that promote an integrated, innovative workforce development system to help ensure the following:
    - Californians will develop and improve skills that lead to a better quality of life.
    - Employers will have a local workforce that will keep the business community prosperous and competitive.
    - California will have a diverse, thriving economy.
  - ❖ Workforce Investment Boards develop programs to effectively improve and increase:
    - Job placement
    - Job retention and earnings
    - Career advancement
    - Occupational skills
    - Quality of the workforce
  - ❖ Workforce Investment Boards benefit:
    - Employers
    - Job-seekers
    - Laid off workers
    - Youth
    - Incumbent workers
  - ❖ There are 50 Workforce Investment Boards in California, serving each of California's 58 counties.
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## California Workforce Crisis Key Facts

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*In the years ahead, California faces a workforce shortage because of an aging workforce, widening skills and wage gaps owing to declines in the gains of education, and a critical challenge to improve our competitiveness through effective integration of immigrant workers into the economy.*

### ❖ *Aging Workforce*

- As the “baby boomer” generation moves rapidly toward retirement, more of the state’s employers may be unable to find the skilled workers they need to remain competitive. According to an analysis recently issued by Dr. Robert Fountain and Marcia Cosgrove from CSU-Sacramento, California will need to replace 1.4 million workers with higher education who will be retiring or otherwise leaving their occupations. There are 78 million “baby boomers” in the nation’s workforce now and only 40 million in the generation following them.

### ❖ *Wage and Skills Gap*

- The gap between the state’s highest- and lowest-wage earners has widened in California and is substantially wider than that for the nation as a whole. In 1979, the highest-wage California workers, those at the 90th percentile, earned 3.8 times more than the lowest paid workers, those at the 10th percentile. Today, California’s highest paid workers earn over five times more than the lowest paid workers, compared to 4.4 times more for the nation as a whole.
- Workers aged 18 and over with a bachelor’s degree today earn an average of \$51,206 a year, while those with a high school diploma earn \$27,915. Workers with an advanced degree make an average of \$74,602 and those without a high school diploma average \$18,734. The pay-off for higher levels of education and certificate attainment continues to increase.

### ❖ *Immigration*

- More than nine million immigrants comprise 26.4 percent of California’s population, while accounting for 28 percent of the nation’s total immigrant population. The large number of recent immigrants with low levels of education means that immigration has dramatically increased the supply of workers with less than a high school degree. As a result, any effect immigration may have on wages or job opportunities will disproportionately affect less-skilled workers, who already suffer the lowest pay. This amplifies the challenge to increase educational attainment for all workers.
  - Most importantly over the long term, high immigration to California means that our state will have the labor supply necessary to replace our aging workforce. The challenge is to our education system to dramatically improve its effectiveness in training these workers for the jobs of today and tomorrow.
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## **California Workforce Association Workforce Investment Board Solutions**

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- ❖ **Workforce Investment Boards (WIBs) are located throughout every region of California. Their dedication is to helping develop a strong, vibrant workforce, contributing both to worker and business prosperity.**
  
  - ❖ **WIBs are comprised of private business representatives and public partners. Led by a private sector majority, they convene business, civic, education, labor and other community leaders to combine resources to develop a competitive labor force in their local region.**
  
  - ❖ **WIBs research local labor market conditions and economies to understand the workforce needs of local businesses. Constantly monitoring this data, they use this information to inform action in response to current opportunities and to create solutions for future workforce shortages.**
  
  - ❖ **When helping individuals attempting to get into the workforce, WIBs are expert in determining which industries will provide the best opportunities, which jobs are available in those industries and skills needed to take on those jobs. They develop training programs specifically tailored to meet the needs of local businesses and recruit applicants.**
  
  - ❖ **WIBs oversee more than 200 One-Stop Career Centers throughout California. These centers are available to the entire community — businesses, job seekers, youth, and the general public — at no charge. The One-Stop Centers offer access to employment services, and referrals directly to jobs, training or education. Businesses are able to access a variety of services specifically designed to increase their competitiveness and to help them find and grow employees.**
  
  - ❖ **WIBs are funded through a combination of resources, including both public and private sector grants and fees for special services, Past and present funders include the US Department of Labor, the Hewlett Foundation, the Ford Foundation, the James Irvine Foundation, the Economic Development Administration, and the California Workforce Investment Board.**
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## Quotes

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- ❖ “Vocational education is a first-class ticket to a high-paying job and a solid career in the California economy. But for too long it has been neglected and hasn't gotten the respect it deserves.”

*-Governor Arnold Schwarzenegger, discussing Senate Bill 70*

- ❖ “Having a trained and skilled workforce is a top factor when luring businesses to any area. A strategic workforce investment board is essential for any prosperous business community, as well as California's economy.”

*-James Renzas, President of Location Management Services*

- ❖ “The job market is strong right now. There are things that we definitely have to be aware of. Training is important. Finding people for entry-level type jobs is still difficult, especially in the East Bay. This gives our organization (WDBCCC) an opportunity to really look at things we can do to assist people to bring them up to speed with the labor market.”

*-MariAnn Fisher, Chairwoman, Workforce Development Board of Contra Costa County*

- ❖ “The Workforce Innovation in Regional Economic Development (WIRED) initiative is a golden opportunity to create high-skill, high-wage jobs for Californians and to further move our nation's workforce investment system to become the business-led system it was designed to be.”

*-Secretary of the California Labor and Workforce Development Agency, Victoria Bradshaw*

- ❖ “We spend all our energy recruiting business, but turn our backs on our people who need skills. Job training is the slice of economic development that we've ignored too long. We can no longer afford to neglect this element!”

*-Former Modesto City Councilman, Kenni Friedman*

- ❖ “It's not cheap to do business in this state, and our manufacturers need any mechanism they can get to educate their employees to operate as efficiently as they can.”

*-California manufacturing consultant, Beth Ingle*

- ❖ “The Workforce Investment Boards bring much more money to their local areas through their leverage projects than they cost the state. We are a revenue center...”

*-Nanda Schorske, Director, Workforce Investment Board, Marin County*

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## Workforce Investment Board Success Stories

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- ❖ Elmer was referred to the Rancho Cucamonga Employment Resource Center (ERC), overseen by the San Bernardino County Workforce Investment Board. He had a wealth of knowledge and experience in network engineering and software test engineering.

With the help of the ERC, Elmer was able to get a job with Raytheon Corporation as a Software Engineer. His income increased from \$6.75 per hour to \$47.50 per hour. The number of hours he works also increased, going from 20 hours per week to a full 40 hours.

The San Bernardino County Workforce Investment Board's ERCs reach more people than any other agency in San Bernardino County; impacting 60,000 to 85,000 people a year and serving 7,000 to 8,000 people a month.

- ❖ The Workforce Investment Board of Solano County assisted a local insurance agent with the recruitment of three candidates. The WIB staff screened the applications prior to sending the candidates' information to the agent. This not only saved the agent the time of having to review stacks of applications and resumes, but it also assisted the agent with finding the right person to meet the needs of the business.

The Workforce Investment Board of Solano County assists approximately 3,225 businesses annually, with customized recruitment services, consultations on labor market information, job listings, applicant matching and other business services.

- ❖ The Sueños Academy, operated by the Santa Cruz County Office of Education and funded by the Santa Cruz County Workforce Investment Board, has served more than 470 students since its inception in 2001. Through the instruction and support of the Academy teachers, 95 percent of the students receiving services from the program have shown a 50 percent to 90 percent post-test score improvement on workplace math and reading skills. Several of the participants have gone from below average students to college-ready. With the help of the program guidance counselor and career mentor, two students have received full scholarships to the Fresno State School of Engineering.

Two students of the Sueños Academy, Jose and Yesenia, were given the opportunity to create posters for the Santa Cruz County Office of Education, as part of the Workforce Investment Act. Over a two month period Jose and Yesenia gained valuable work experience by taking photos and designing posters that highlighted the programs offered by the Santa Cruz Office of Education.

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