

# What is Workforce Development?

The federal [Workforce Investment Act \(WIA\) of 1998](#) provides the framework for a national workforce preparation and employment system. This system is intended to be customer-focused, and to help Americans access the tools they need to manage their careers. The system is also intended to help companies find the skilled workers they need to compete and succeed in business.

By [Executive Order](#), Governor Gray Davis established the **California Workforce Investment Board (CWIB)** to advise and assist in planning, coordinating, and monitoring the provisions of California's workforce development programs and services. All members of the Board are appointed by the Governor and represent the many facets of workforce development -- business, labor, public education, higher education, economic development, youth activities, employment and training, as well as the Legislature.

Under the policy guidance of the CWIB, the Employment Development Department (EDD) administers the Title I workforce investment systems throughout the State. They are responsible for the State-level day-to-day administration of the WIA funds for adults, displaced workers, and youth. EDD works in cooperation with [Local Workforce Investment Areas](#) (LWIA). These LWIAs are comprised of units of local government and are designated by the Governor based on population and commonality of labor market. Each LWIA is administered by a Local Board certified by the State and comprised of representatives from private sector businesses, organized labor, community-based organizations, local government agencies, and local education agencies. Local Boards designate the One-Stop operators, provide policy guidance, and oversee the job training activities within their local areas.

The WIA Title I authorizes and funds a number of employment and training programs in California. These programs help to prepare Californians to participate in the State's workforce by increasing their employment and earnings potential, improve their educational and occupational skills, and, in some cases, reduce their dependency on welfare. Workforce investment activities authorized by WIA are provided to serve two primary customer groups:

- **Job Seekers**, including dislocated workers, youth, incumbent workers, and new entrants to the workforce; and
- **Employers**, looking for employees.

WIA services are provided through a One-Stop delivery system. One-Stop centers provide a full range of services, including employment, training, and education services for job seekers, and comprehensive employer services including resources for placing job orders and obtaining referrals, labor market data, information/referral on training resources, and business assistance.

The following provides a brief description of each program:

## **Adults (Age 18 or older) and Dislocated Workers**

The adult and dislocated worker programs are designed to offer core services, intensive services, and training services to individuals who are 18 years of age or older. Specifically,

- Core services include initial assessment, job search and placement assistance, and career counseling.
- Intensive services include in-depth assessment, counseling and career planning, and prevocational services for unemployed individuals unable to obtain jobs through core services or employed individuals needing additional training services to reach self-sufficiency.
- Training services are also available for those who meet intensive services eligibility but were unable to obtain employment through those services. Intensive services include in-depth assessment, counseling and career planning, and prevocational services for unemployed individuals unable to obtain jobs through core services or employed individuals needing additional training services to reach self-sufficiency.

The dislocated worker program assists workers displaced by disasters, mass layoffs, or plant closures to regain economic security. Core services are provided to return individuals to work as quickly as possible.

### **Youth(Age 14 to 21)**

The youth program prepares youth for post-secondary educational opportunities or employment. Programs will link academic and occupational learning. Services include:

- tutoring,
- study skills training,
- instruction leading to completion of secondary school (including drop out prevention),
- alternative school services,
- mentoring by appropriate adults,
- paid and unpaid work experience (such as internships and job shadowing),
- occupational skills training,
- leadership development, and
- appropriate supportive services.

Youth participants will also receive guidance to counseling and follow-up services.

For Employers seeking employees, the Centers offer a variety of employer services to assist local companies with their recruiting, training, and outplacement needs. Such services may include:

- Automated labor market information;
- Assistance with down sizing and business closures;
- Recruitment Assistance
- On-the-Job Training Reimbursement, and
- Specialized services such as seminars, workforce needs assessments, etc.