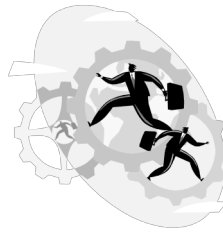


Workforce Systems: History

- **Anti Poverty Era**
- **Countercyclical Efforts**
- **Targeting: Part II**
- **Dislocation Era**
- **Demand Driven Era**
- **New Economy**



Anti Poverty Programming

- **Targeting to Economically Disadvantaged and Youth**
- **Federal to Local Approach**
- **Era of Community Based Organizations**
- **Process Focused**
- **Private Sector Advisory Role**

Countercyclical Response

- **Public Service Employment**
- **Public Works**
- **Continued Federal to Local**
- **Full Employment Debate**
- **Massive Investments**
- **Targeting to Disadvantaged/Youth**
- **“Reader’s Digest” Weighs In**

Job Training Partnership Act

- **Targeting Evolution**
 - **Welfare**
 - **Youth**
 - **Dislocated Workers**
 - **Older workers**
 - **Veterans**
 - **Educational Deficits**
 - **Disabilities**
 - **EEO Compliance**

Job Training Partnership Act

- Investments 'downsized'
- New Federalism/State Stewardship
- Private Sector Role Emerges
- Performance Standards
- Reporting, reporting, reporting
- Evaluation's mania
- JTPA Amendments

JTPA Reinvents Itself

- An 'Anxious Working Class'
- Funding shifts
 - Less for youth
 - More for dislocated workers
- Welfare Reform
- Coordination vs. Consolidation
 - State Experiments and 154 Federal Programs
- Compliance vs. Performance
- Business Practices in Government
 - Continuous Improvement and Outcomes
 - Branding
- States vs. Locals

Workforce Investment Act

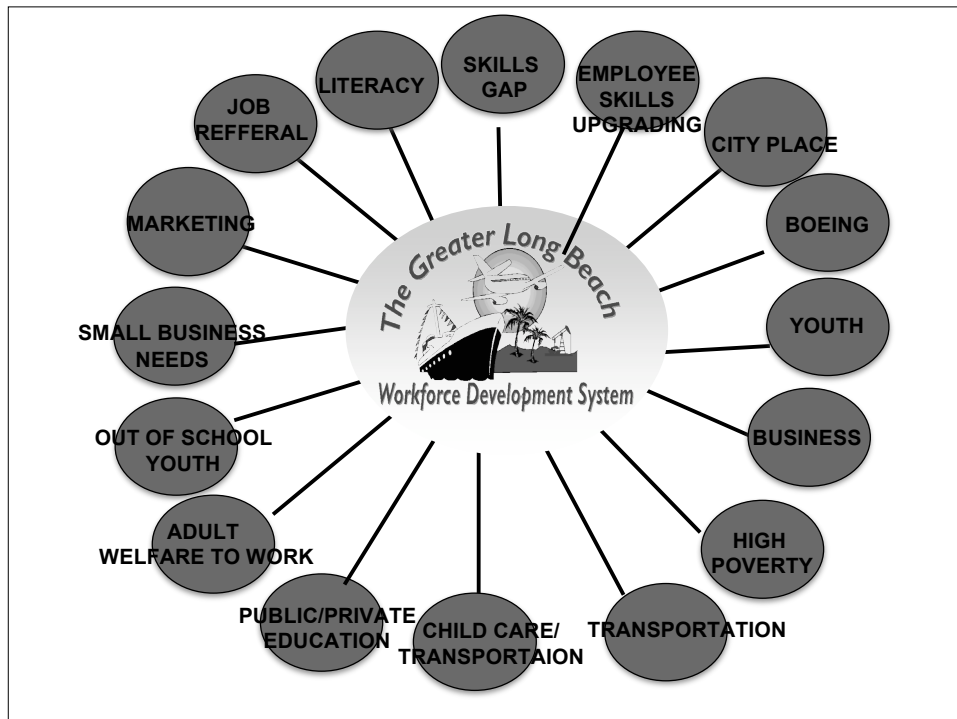
- **The Headlines**
 - Systems Building
 - Strengthened Private Sector Roll
 - Accountability
 - Streamlined
- **Reality**
 - Less Money/Congressional Support
 - Performance Measure Madness
 - Marginal Consolidation
 - Youth Services Radically Reduced
- **Private Sector Needs Keeps the Ship Afloat**

WIA Reauthorization

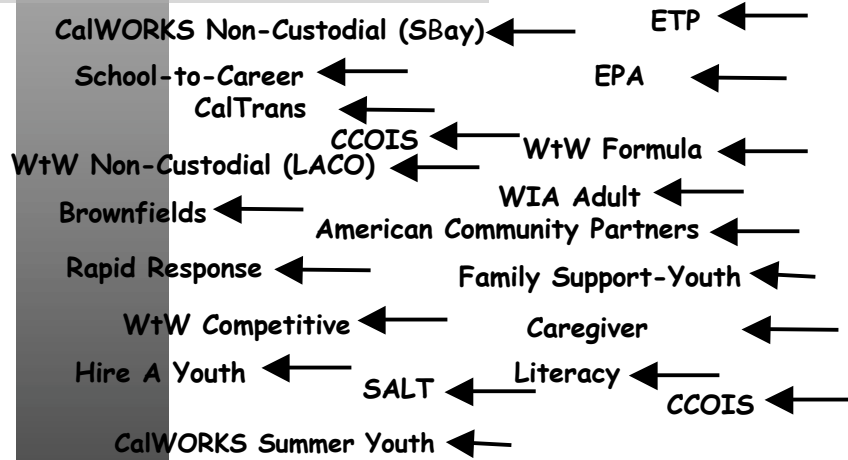
- **Consolidation or 'Block and Cut'**
- **Neo Federalism and Faith Based**
- **Global Economy Impacts**
- **Youth Crisis**
- **Common Measures**
- **Budget Deficit Implication**
- **Regional Economies**

Greater Long Beach Workforce Development System Overview

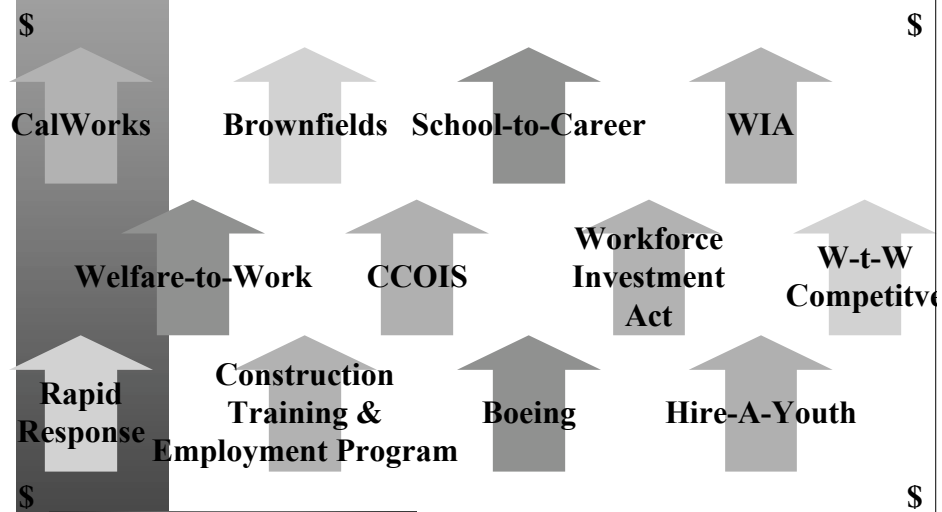
April 11, 2005



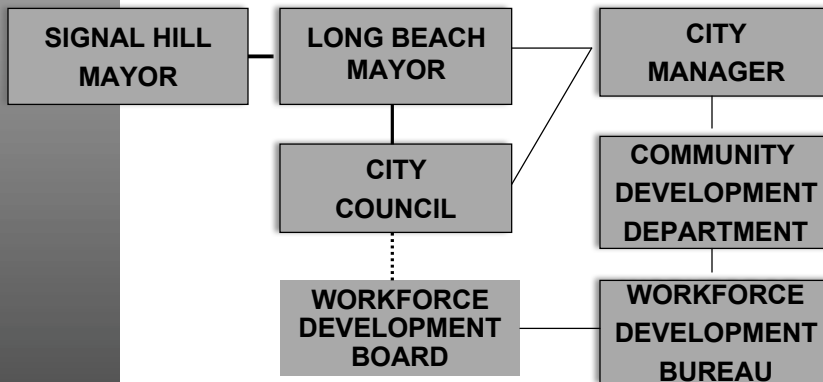
Funding Stream Confusion



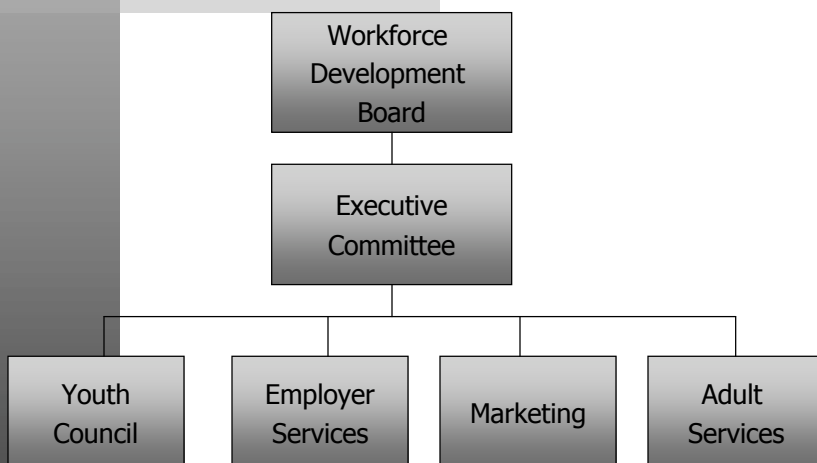
Funding Goal \$ \$ \$...



The Board and the City of L.B.



Workforce Development Board



Board Vision:

- ***A community where every business thrives by attracting and retaining skilled workers and every worker gains the skills and education they need to prosper***

Mission:

- ***The Long Beach WDB assists businesses to sustain economic growth by meeting their demand for a highly skilled workforce. The WDB offers access to world-class services designed to prepare individuals for maximum participation in the workforce.***

WDB Role:

- **The WDB will play several roles in relations to the vision and mission. We will be a community facilitator and convener to identify issues and collectively solve problems with regard to our mission. We will set policy for the community's workforce development strategy.**

WDB Role:

- **We will strategically invest in innovation to catalyze change. And we will act as a connector between businesses and individuals to ensure that a mutually beneficial relationship between both ensues.**

Action Plan

- Goal 1:** Increase employability for any individual who requires a job
- Goal 2:** Increase the labor supply for high demand, high growth industries, both current and future, through workforce development
- Goal 3:** Decrease the skills gap between industries' skill needs and the workforce potential

Action Plan

- Goal 4:** Increase opportunities for underserved populations
- Goal 5:** Increase the supportive community infrastructure required to enable people to work (e.g., affordable housing, transportation, child care)

Operating Principles

- **Alignment with Vision/Goals**
- **Data/Information**
- **Plan/Do/Evaluate/Act**
- **Respect of Partners**
- **Trust of Political Leadership**
- **Training and Support of Staff**
- **Be NICE (Nimble, Innovative, Caring and Expert)**

Workforce Board Activities

- **Policy Development**
- **Budget Alignment**
- **Performance Scorecard**
- **Community Outreach**
 - Forums, Web Page, Op-Ed
- **Board/Committee Development**
 - Research, Strategic Alliances, Political

Programs and Services

- **Adult Services**
 - Boeing Assistance Center
 - Construction/Jobs Initiative
 - Welfare-to-Work
 - Healthcare Collaborative
 - Disability Services
 - Labor Exchange/Core Services
 - Workforce Readiness Workshops
 - Financial/Family Literacy Services

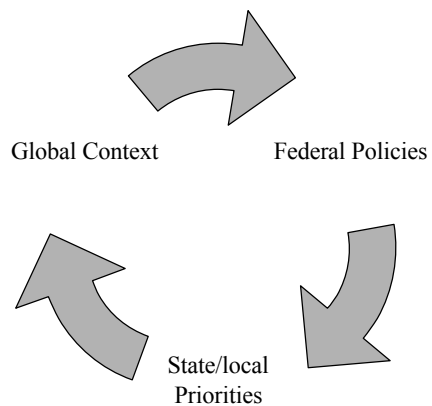
Programs and Services

- **Youth Services**
 - Workforce Readiness Workshops
 - Youth Internship
 - Foster Children Services
 - Hire-A-Youth
 - Gang Intervention Services
 - Youth Opportunity Center Partner Network

Programs and Services

- **Business Services**
 - Incumbent Worker Training
 - Applicant Screening and Referral
 - Tax Credits
 - Labor Market Information
 - Chamber Services
 - Job Fairs
 - Rapid Response Services

The Rest of the Story



Paradox of System Building

- **Microsystems in a Confederacy World**
- **Development of Individual Partners**
- **Ever Changing Political Vision**
- **Small Business Wild Card**
- **Company Vision vs. Individual**
- **Short term needs vs. Sustainability**
- **Labor Markets and Political Lines**
- **Jobs and Weather Forecasting**

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