

**MOTION BY SUPERVISOR HILDA L. SOLIS
AND CHAIR SHEILA KUEHL**

May 8, 2018

Evaluation of Los Angeles County’s Workforce Alignment Efforts

On February 28, 2017 and the Los Angeles County (County) Board of Supervisors (Board) adopted a motion that set forward directives to initiate the coordination of workforce development programs and services across County departments. On July 25, 2017, the Board adopted a motion to operationalize the Countywide Workforce Development Alignment Plan (Plan) submitted to the Board on July 14, 2017. Thus far, the County’s Workforce Development, Aging and Community Services (WDACS) has initiated and made some progress on the strategies identified in the Plan. However, recognizing that:

- The strategies outlined in the Plan are a major undertaking as it requires resources and coordination among multiple County departments;
- The unique structure of the County requires a unique and nuanced set of strategies;

-MORE-

MOTION

Solis	_____
Ridley-Thomas	_____
Hahn	_____
Barger	_____
Kuehl	_____

It is imperative to ensure that the relevant County departments have the proper support in order to effectively achieve the Board's vision. The intent of the following directives is to help inform the alignment efforts through an evaluation that leads to concrete recommendations and timelines.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Chief Executive Officer (CEO), in coordination with WDACS, to identify, engage, and hire a consultant within 30 days to:
 - a. Study and evaluate the progress of the activities, tasks and strategies laid out in the Plan by engaging WDACS, Department of Public Social Services (DPSS), the Probation Department (Probation), Military and Veterans Affairs (MVA), Los Angeles County Office of Education (LACOE) and any other relevant departments. The activities, tasks and strategies studied and evaluated shall include (as identified in the Plan), but not be limited to:
 - i. The development of common performance measures and tracking mechanisms;
 - ii. The establishment of Memorandums of Understanding (MOUs), to the extent allowed by law, for sharing client data between WDACS, DPSS, Probation, MVA, Los Angeles County Office of Education (LACOE) and any other relevant departments;
 1. Evaluate the effectiveness and efficiency of MOUs as the best method for collectivizing, coordinating, analyzing and

utilizing data for the long-term vision of improving the impact of the County's workforce development services.

- iii. Alignment and integration of services at America's Job Centers of California (AJCCs);
 - iv. WDACS's comprehensive assessment of the County's workforce development trainings and programs;
 - v. Population-specific workforce development strategies as implemented across the County departments;
- b. Develop and propose a set of recommendations with corresponding timelines for the County's workforce alignment efforts. Based on the evaluation findings, the recommendations shall include, but not be limited to the following:
- i. The type(s) of technical assistance and training needed for the relevant departments to meet goals and objectives of the County's workforce alignment efforts;
 - ii. Solutions to the existing data system(s) and/or alternative models for linking data across the departments (for example, the Central Repository Model, the Federated Model, etc.), to the extent allowed by law, through engagement with all relevant departments, including the Chief Information Officer (CIO);
 - iii. A final recommendation for the specialized unit, which was established through the Board approved July 25, 2017 motion titled "Implementation of County Workforce Development Plan." The

recommendation shall include an assessment of the effectiveness of such a unit to carry out the alignment, coordination and integration of workforce development, programs and services across County departments. It should also include recommendations of alternative structures through which the County could successfully align and carry out its workforce development services.

- c. Submit a report on successful Workforce Development and Job Training programs in other local or comparable jurisdictions, with specific emphasis on programs that have shown success in identifying, preparing and placing Targeted Workers into jobs, over the long term. The consultant should use the definition of Targeted Workers included in the Board's Local and Targeted Worker Hire Policy.
2. Direct the CEO and WDACS to provide a written report to the Board within 30 days that outlines the progress that has been made to date on the Plan, the consultant engaged, and details on the specific activities the consultant will be responsible for. The written report shall also include an estimate of the funding needed to acquire and retain the consulting firm, and to include a related funding request, if appropriate, in the FY 2018-19 Final Changes Budget.

WE FURTHER MOVE THAT:

- 1) The CEO report back to the Board of Supervisors within 120 days with a written report of the consultant's findings and recommendations.

###