

Pacific Gateway



Pacific Gateway Workforce Innovation Network
(Pacific Gateway Workforce Development Board)
Local Workforce Development Plan
2019 Modification

February 13, 2019



Local Workforce Development Plan – 2019 Modification

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Introduction

Pacific Gateway Workforce Innovation Network (Pacific Gateway Workforce Development Board) is one of seven Local Workforce Development Boards (LWDB) that make up the Los Angeles Basin Regional Planning Unit. Submitted and approved in 2017, Pacific Gateway's Local Plan articulated how residents of the Long Beach and Signal Hill can access workforce services and opportunities available to them. This met workforce planning requirements set by the Workforce Innovation and Opportunity Act (WIOA), as described in California Workforce Services Directive (WSD) 16-07. A focus of the Local Plan was service alignment through the America's Job Center or California (AJCC), detailing how programs and services met local needs. At the time of the Plan's submission, services for Adults, Dislocated Workers and Youth were provided through the Career Transition Center/Youth Opportunity Center, located in the Bixby Knolls area of Long Beach.

This biennial update to that Local Plans is required to ensure that the Plan remains relevant and responsive to the changing economic and labor environment, and that it continues to meet the needs of specific populations, as described in WSD 18-01. For Pacific Gateway, the update is timely given the relocation and rebranding of its AJCC, called The WorkPlace, and located in the center of Long Beach. WSD 18-01 requires the LWDB to consider and respond to the needs of target populations, including CalFresh recipients; non-custodial parents; individuals with intellectual disabilities or developmental disabilities (ID/DD); and English Language Learners (ELLs). These populations and other would be supported through newly developed service strategies with State of California Department of Rehabilitation (DOR), Department of Social Services (DSS) and California Department

of Child Support Services (DCSS). In alignment with the spirit of the Local Plan process, the focus of this document is to outline how Pacific Gateway has or intends to develop more fruitful partnerships that serve those in our communities that are facing significant barriers to employment.

Pacific Gateway continues to envision a local economy that is competitive and growing, supported by a workforce that is equipped with the skills and labor market knowledge needed to sustain quality employment. It envisions an economic ecosystem where partnerships facilitate ease of access for jobseekers and employers, in which best-practices are cross-pollinated and deployed, together raising the level of efficacy, system-wide. This vision is inclusive of both small and large businesses, education providers, civic leaders, community-based organizations serving vulnerable populations, and other stakeholders.

As a cornerstone of this work, Pacific Gateway sees the AJCC as the flagship of this vision. Its career center, The WorkPlace, is equipped with technology, counseling expertise, access to training and skills development, and valuable connections to employers looking to hire and develop talent. A significant focus of Pacific Gateway's work is to make these resources accessible and responsive to system customers. The contents of this Plan modification help ensure this is realized, and that every Board resource, service, and program is tuned to the needs of the community. Lastly, the Local Plan Modification provides the opportunity to share additional changes to the Local Plan not stipulated in the following sections. Though not required, this section serves to share additional areas of focus and development, for review by stakeholders and that community at large.

Provision of Services and Partnerships for System Customers of CalFresh

Los Angeles County Department of Public Social Services (DPSS) has oversight over the administration of many programs serving low- and no-income individuals and families. These include programs such as CalWORKS or General Relief, and Cal Fresh. Generally, individuals are eligible for Cal Fresh if they have little or no income, receive CalWORKS, and are a citizen or legal resident. Modifications to Local Plans require Boards to address this population and their needs, and outline current and future plans to address service gaps. WIOA includes Cal Fresh recipients within the Priority of Service. As such, Pacific Gateway provides more direct access to a host of career, training, and supportive services to this population.

Population Overview and Need. The County estimates that 5,535 individuals are receiving Cal Fresh benefits in the Pacific Gateway workforce development area. Approximately 57% (3,139) are female and 43% (2,396) are male. Nearly 20% face some language barrier. Recipients are fairly evenly distributed across all adult age groups, with the highest concentrations among individuals between 45 and 54 years of age. While the Poverty Level for Long Beach is 19%, income-eligible individuals are concentrated in the most economically-challenged neighborhoods of the City, with the highest concentration in Central Long Beach. These job seekers face significant hurdles in their pathway to living-wage employment. Many have lived in generational cycles of poverty, with limited access to the socio-economic support structures that help most adults thrive. Barriers to quality employment are significant. A large majority of these individuals face education or language gaps, often keeping them from advancing or even retaining employment. These individuals are less likely to have complete high school, and more likely to have contact with the justice system, further stalling their career advancement. With acute gaps in skills, trainings, and certifications, these residents lack also the professional networks that could help them navigate beyond these barriers.

Available Services. The CalFresh Employment & Training program is a free program that helps CalFresh recipients gain skills, tools and training to find a living wage job. The Program helps individuals receiving CalFresh benefits obtain employment through voluntary participation in the program by assisting household

members acquire marketable job skills through training and work experience in order to increase their ability to obtain gainful employment and reduces their reliance on CalFresh benefits.

In addition to the CalFresh Employment & Training services, a number of employment services are available to them through the One-Stop/AJCC system. Individuals are able to access a host of career services, assessments, job search and placement support, training scholarship and other WIOA-funded resources. Pacific Gateway is a performance leader in the County's Transitional Subsidized Employment (TSE) program, administered through South Bay Workforce Investment Board (SBWIB). The program provides individuals with meaningful work experiences and connection to permanent employment, either through their worksite or additionally identified employment sites. Most TSE participants are co-enrolled into WIOA and have access to a number of training resources. Pacific Gateway is the recipient of a Strengthening Working Families Initiative (SWFI) grant, making available more than \$1.5M in childcare, work experience and training resources for parenting jobseekers. Individuals are able to access these services through the AJCC, or through one of the grant's service partners, including Goodwill SOLAC or Centro CHA. CalFresh recipients age 24 and under are also eligible for WIOA Youth Services, which include intensive case management, mentorship, training and work experience to help individuals access career pathways.

Additional program services will soon be available through a new partnership with Mental Health America, the City's Everyone Home Initiative, and other efforts led by the Health Department. Launching in April 2019, income-qualifying individuals will have additional support and benefit from an innovative employer engagement strategy that utilizes local good-will, industry champions, civic leaders and good program design to connect business owners to individuals earlier in their career development process. Small businesses, utilizing On-the-Job Training funds will be a specific target of these efforts.

Alignment and Coordination. The City of Long Beach Health & Human Services Department is one of only three city-run health departments in California, and works closely with Cal Fresh recipients to ensure they receive all applicable benefits. Residents are connected to resources through various portals, namely the Central WIC Office, the Health Department Main Center, and the MultiService Center. A strong network of community organizations provide a variety of services to this constituency, including but not limited to: Long Beach Community Action Partnership, Goodwill SOLAC, Centro CHA, United Cambodian Community, Safe Refuge, Mental Health American/Los Angeles, Rescue Mission, and a multitude of faith-based organizations. Despite this strong net, many needs go unmet, due in part to gaps in alignment among WIOA and community partners.

Pacific Gateway will build from its network of partners to establish new or enhanced service agreements that more fully align the services required by CalFresh recipients. The Board will complete an asset-mapping exercise to quantify the value of resources available to CalFresh/qualifying residents, methods of access, and how these services and resources might be better coordinated. Pacific Gateway will work more closely with the Health Department, a sister-agency, to develop more direct access to employment resources among their constituency. In this way, resources can be effectively braided, particularly among WIOA system partners, including the community college system. To facilitate this system change, referral and co-enrollment systems are necessary to create collaborative opportunity. Within the RPU, one of the workforce boards has taken the lead in working with County leaders to create an effective system. Pacific Gateway looks forward to utilizing it, and the cross-collaboration in the system.

In order to keep individuals engaged and advancing along sector-based career pathways, additional supports must be in place. Pacific Gateway has developed a new framework for 'pathway persistence' to help those facing significant barriers meet short-term needs and develop long-term career plans. The first in a series of staff development sessions focused on skills building and career pathways was held in February 2019, and identified opportunities for enhancement, namely: relevant labor market information that communicates pertinent information using testimonials

and other relatable context, filling service gaps between training completions and employment, and developing stop-gap employment and parallel employment to help individuals earn funds while they progress.

Engagement and Service Provision with Local Child Support Agencies

The State has established a partnership with the California Department of Child Support Services (DCSS), the agency responsible to the federal government for the overall administration and regulatory oversight of the Child Support Program. DCSS is committed to helping unemployed, under-employed and payment-delinquent individuals connect to employment so that they may support their children. Thousands of individuals in the local workforce area fall under its jurisdiction. The barriers that prevent individuals from taking full responsibility of their child support commitments are not unknown to the workforce system and are often the result of the same multiple factors, such as skills and education gaps, and involvement in the justice system, that impede the career advancement of many hard-to-serve populations.

Non-custodial parents (NCPs) are in need of comprehensive workforce programs that provide strong career counseling, referral to community resources, training or skill-gaining opportunities, and other scaffolding to help them succeed. For many, payment delinquency can be an indicator of stubborn behaviors that also impede their career development, requiring substantial effort through WIOA/AJCC or other resources to establish positive habits, reinforce personal responsibility, promote work-readiness, and cement skills development in positions appropriate for them. The County reports that of the 112,301 NCPs in Los Angeles County, 7,379 (7%) reside in the Pacific Gateway workforce development area. Countywide, more than 90% are male, with most between the ages of 25 and 39 years of age. While address concentrations are not readily available, correlations between head-of-household data find, unsurprisingly, that the areas with the most concentrations are those with lower incomes and educational attainment. In Long Beach, this is primarily in the 'Promise Zone' area of Midtown/Washington.

Services Available to DCSS Participants. Pacific Gateway administers a number of programs and services through The WorkPlace, as well as through its youth programs, that assist non-custodial parents. The California Employment Development Department (EDD), Department of Rehabilitation (DOR), the community college and adult education system, as well as a strong network of community-based organizations, such as Goodwill SOLAC, Long Beach Action Partnership, Centro CHA, and others, all provide a variety of workforce services. Within the AJCC, these services include career counseling and a host of assessments to establish an individualized employment plan, training scholarships to gain necessary skills and education, access to low-cost and no-cost training and education services via training partners and online courseware, work experience activities that allow job seekers to gain skills and earn wages, and job placement support to pursue, secure and negotiate the best possible job.

Existing Education and Workforce Partnerships. Pacific Gateway serves as the City of Long Beach's Workforce Development Bureau (housed within the Economic Development Department). There are a number of programs and partnerships with City Departments that serve DCSS populations. The City's Friendly Fatherhood Initiative includes a number of services for fathers looking to take more active roles in their children's lives. This program connects to City resources and workforce services at the AJCC as well as through the program's primary partner agency, Goodwill SOLAC. The PATH program, co-developed and administered through the City Prosecutor's Office, is a diversion program for individuals arrested for misdemeanor activity. Those with a pending misdemeanor conviction can opt into the program which begins with a workforce assessment and concludes with satisfactory completion of workforce activities, as outlined by their Pacific Gateway career specialist. Individuals with DCSS involvement can gain the skills and employment support to

become active contributors to their children's financial stability. Pacific Gateway partners closely with Long Beach City College and Long Beach School for Adults, each of which serves non-custodial parents, and connects these individuals to WIOA career services at the AJCC.

Existing Supportive Services. These services are offered in alignment with the Board's policy and services matrix. For those non-custodial parents looking to devise support systems for their children, Pacific Gateway offers childcare support, training and special work experience opportunities via its Strengthening Working Families Initiative (SWFI). Partner organizations that co-enroll participants are able to provide these resources for their clients, and offer them in conjunction with a wide breadth of workforce services.

Impact of Eligibility Criteria. Eligibility constraints have limited impact on the provision of services to NCPs. Issues with WIOA eligibility may include Selective Service requirements or proper Right-to-Work documentation. However, even in these instances there are strategies to address these barriers. Additional funding sources (AB1111) have the potential to relieve the system of this issue, and provide seamless services for individuals who would otherwise be eligible.

Plans for Building Successful Partnerships. Future efforts to serve NCPs will require enhanced service partnerships and agreements with those organizations most directly connected to the population. In the Long Beach/Signal Hill region, this will include new partnership agreements with programs serving parenting adults and older youth, to include Long Beach Community Action Partnership, Goodwill SOLAC, Centro CHA, United Cambodian Community, Long Beach Gay and Lesbian Center, Mental Health American/Los Angeles, Safe Refuge, as well as the network of faith-based group, many whom are members of the Long Beach Ministerial Alliance.

Ample opportunity exists in developing strong linkages with those organizations serving justice-involved populations, mental health and substance abuse. While Pacific Gateway has established partnerships with many, no partnership models specifically focus on NCPs, their needs and opportunities. These new or enhanced partnerships will collectively address the local issues and barriers that often stall their success. This can include the aforementioned issues, as well as others that typically fall outside of the workforce domain, such as: relationship and conflict issues with the other parent and how to resolve these; mandated participation in other activities that limit focus or time availability for career development; reoccurring substance abuse issues or other non-productive habits and affiliations. The bedrock of this work must be a new referral system between AJCC staff/partners and outside groups, and the local agency. A referral form and process has been developed, but requires collaborative refinement to ensure it is useful and efficient. The County's Workforce Development, Aging, and Community Services (WDACS) is providing leadership in developing a universal tool that will streamline and align referral processes regionally. Cross-training of staff on respective processes and program supports, as well as direct staff-to-staff connection will aid the use of such tools. Integration of data systems, including the development of appropriate case-noting protocols will be developed and utilized. Beyond warm referrals and data-sharing, Pacific Gateway will develop to formal structure and partnership agreements (February through May 2019) to facilitate meaningful and efficient co-casemanagement so that two or three agencies may work collaboratively to serve a NCP. These systems exist, but require further development to track progress and add services from a host of network resources.

New Tools to Motivate Success. Pacific Gateway will utilize a Behavioral Insights model to identify and respond to underlying motivations, goals, and barriers. In such a process, a series of interviews/focus groups are conducted to better understand internal and environmental factors, and from this information develop a set of tools to motivate new behaviors. DCSS provides a diversity of services to NCPs, from establishing paternity, to locating parents, establishing child and medical support orders, enforcing and modifying child and medical support orders, and collecting and disbursing child support payments. It has punitive measures, as well, to spur

participation, but these measures can often compound the individual's barriers and move them further away from a career plan. Alternatively, Pacific Gateway will explore program models, delivery of information, decision architecture, and other behavior-informing elements to encourage greater participation. Other incentives, such as paid work-experiences, and training, can be utilized to keep and retain NCPs.

Service Provision in Partnership with Competitive Integrated Employment

The California Department of Rehabilitation (DOR) is a required partner within the WIOA system. In 2015, DOR developed a partnership with the State Board to align a host of services with the goal of integrating these systems and improving outcomes for individuals. Four pillars of this work were established: services to youth, employer engagement, capacity building and Competitive Integrated Employment (CIE). The CIE Blueprint identifies a number of strategies Local Boards and other partners can utilize to help serve individuals with Intellectual Disabilities (ID) or Developmental Disabilities (DD).

The WorkPlace staff and partners will continue to comply with WIOA Section 188, and applicable provisions of the Americans with Disabilities Act (ADA) of 1990 to ensure physical and programmatic accessibility. The AJCC is fully accessible and equipped with assistive technology to support the needs of all customers. Compliance with ADA and other regulations will be ensured, annually, through a review conducted by the EO Officer and reported to the Local Board. In accordance with regulations, physical access and ensured navigability includes visible signage at appropriate heights, accessible bathrooms, workstations that can accommodate wheelchairs and other assistive software. Emergency and evacuation procedures have been developed to be inclusive of disability considerations. Customers with disabilities are welcomed at the AJCC and treated with respect. Welcome Team staff are equipped with information and have access to assistance, as needed, including sign-language interpretation or assistive devices, including auxiliary aids, TTY, and magnifier for the visually impaired. Beyond compliance, Pacific Gateway is committed to facilitating broad access that is equal and meaningful. This is strengthened through the Local Board's collaboration with Department of Rehabilitation, which has included cross-training of staff, and will include joint accessibility evaluation and a continued commitment to access. Other improvements for access are planned, including use of Braille in signage and increased access to assistive equipment. Pacific Gateway continues to develop a partnership agreement to include partial co-location of DOR staff at The WorkPlace.

Engagement Plan with CIE Blueprint. Pacific Gateway has not established a Local Partnership Agreement (LPA), but will establish such an agreement with the Long Beach DOR Office. The local DOR office has been a close collaborator of Pacific Gateway. A member of its leadership staff serves on the Workforce Development Board, and has been active member of the Youth Committee. In accordance with the CIE Blueprint, this agreement and plan will work to expand the capacity of the pathways to employment in supporting individuals to achieve meaningful employment, create new linkages and strengthen existing ones improve transitions, service delivery, and accommodations and supports, including assistive technology, and the coordination of mandatory services and documentation for adult workers related to limitations on subminimum wage employment.

Understanding the Needs of Individuals with ID/DD. Pacific Gateway has connected with expertise to better understand and respond to the needs of individuals with ID/DD. This has included a training provided by the Long Beach DOR office, information shared by Pacific Gateway's Disability Navigator, and the circulation of relevant materials. In 2018, staff held a service design session to identify new ways of serving target populations, including those with ID/DD. This work will continue through 2019, with two planned sessions for staff understand barriers faced by those with ID/DD and develop enhanced strategies for their success. These issues are foremost in other ways, as well. In The WorkPlace's Inspiration theater, six short films about overcoming barriers help individuals

feel motivated and supported in their employment journey – two of those films are of individuals with disabilities. The WorkPlace includes the co-location of an eight-member team of professionals from Ability First whom participate in collaborative trainings and meetings.

Supportive Services. A final LPA will include collaboration on the development of meaningful work experiences, or Earn-and-Learn models that align, when possible, with Pacific Gateway's OJT/Customized Training/WEX policies to create parity in the opportunities offered to ID/DD customers. A new partnership with Mental Health America – Los Angeles will also provide the funding to develop new tools to assist in the placement of individuals with high barriers, and the development of appropriate training models for those with specific limitations.

Employer Engagement. Pacific Gateway is developing a framework of support to assist DOR staff, through the DOR point of contact, in connecting to employers and developing meaningful, appropriate placement opportunities. Critical to this work is the assurance that placement opportunities are as integrated as possible, in setting in which they interact with people who do not have disabilities instead of segregated to interact only with others with ID/DD. For those that are working in such environments, partnership with DOR to help them transition out of those environments.

The Board will continue to work with AJCC leadership and Business Engagement staff to develop opportunities for service that support the advancement of individuals with ID/DD, including positioning DOR's Supportive Employment opportunities. This will include collaborative outreach with DOR business representatives to connect with 'friendly' employers, and present the benefits of hiring an individual with ID/DD. This will also include the sharing and contextualization of workforce intelligence and labor market information to help individuals make informed choices, and business create appropriate placement opportunities.

For the system customer, employment supports will also include those career services that advance and protect employment, such as assistance in negotiating pay, and ensuring that individuals under 24 are not paid below minimum wage, unless specific conditions apply.

Service Provision for English Language Learners (ELLs), Foreign-Born and Refugees

Pacific Gateway continues to support ELLs in Long Beach and Signal Hill through a variety of programs and services. This target population has been of particular focus for Pacific Gateway and its local partners, supported through a recent grant from State to support ELL service partnerships.

Engagement to Understand Local ELL Barriers and Environment. The ELL grant (2016-2018) sought to develop and support a Navigator system to help ELLs easily move from those services provided by community-based organizations to WIOA services and programs within the AJCC and Adult Education partners. To support this, Pacific Gateway worked closely with Long Beach School for Adults, Long Beach City College, and two community-based organizations, United Cambodian Community and Centro CHA, to integrate the services each offers in the development of this braided system. Throughout the grant, partners worked to understand program models, service strategies, eligibility, and other information, as well as develop a more clear understanding of each's target population. Service models were mapped, and personas were developed to help all partners understand barriers and the student/jobseeker prospective. Equipped with this information, The WorkPlace staff were trained in the City's/AJCC's Language Access Plan, and how to access translation on-request. Staff training on ELL needs, and development of improved service strategies occurred in 2018, and will continue with service design and learning sessions in 2019 focused on skills development of ELLs and other special populations.

Additional meetings with ELL advocates, such as the Long Beach Immigrant Rights Coalition, have helped seed additional partnership plans.

Pacific Gateway's Limited English Proficiency (LEP) Policy goes beyond State mandate to address important issues in the administration of workforce services. Developed with input from community-based organizations and a partner coalition focused on language access and immigrant rights, the Policy outlines a number of commitments and targets, including the provision of training and career services in languages other than English, rules around translation, and general commitment to high levels of language/immigrant access. Pacific Gateway has made other changes to the AJCC to ensure access. The WorkPlace also now includes a video space with Orientation/program information; one of those videos is a Spanish language testimonial. In addition, a mural was painted as the center-piece of the One-Stop, with the images of Spanish and Khmer-speaking residents prominently displayed. A new sign prominently displays partner services provided by ELL partners in the community. As the AJCC moves to online program orientation, that information will be translated into Khmer and Spanish.

Pacific Gateway is an active member of the Long Beach Adult Basic Education Consortium, where service strategies are developed, information and data about student outcomes are shared, and other collaborative efforts are launched among WIOA partners, community-based organizations, ESL instructors and other stakeholders. Pacific Gateway's Assistant Director is a regular member and contributor of the consortium, as is the AJCC (The WorkPlace) Manager.

Braiding Services and Resources. Pacific Gateway continues to work with local partners to integrate services and link resources to serve this population. With ESL providers, Pacific Gateway has piloted a number of new areas for collaboration. These include: a) presentations by AJCC staff to ESL classes, on or near the end of their semester to encourage WIOA utilization/enrollment and to provide an overview of AJCC and partner services; b) co-location of ESL/Adult Basic Education courses at the The WorkPlace in the evening hours to help integrate resources; c) the co-development of an ELL-specific Job Fair at the AJCC; d) mock interviewing and 'elevator-pitch' sessions at the Long Beach School for Adults, organized and staffed by Pacific Gateway career services and business engagement staff.

Currently, AJCC staff have fluency in Spanish, Tagalog, Arabic, and Vietnamese. A significant gap exists with those needing services completely or partially in Khmer, as Long Beach is home to the largest Cambodian population outside of Cambodia. To help address this, Pacific Gateway is working with a Cambodian-serving organization to help partially co-locate services in the AJCC. The goal of this work is to provide career services in a native language, and to build a strong programmatic bridge between community programs and AJCC services. The Cambodian community is the City's single-largest refugee population. In addition to community-based partnerships, through public programs, many refugees are served regionally through the Refugee Employment Program (REP) which is the jurisdiction of the Bureau of Program and Policy, GAIN, and CalWORKs, delivered in alignment with DPSS' Refugee Social Services and Targeted Assistance Plan.

To help customers further navigate services and to demonstrate linkages and referral between service providers, Pacific Gateway continues to work with a technology contractor to develop a web-based system to help ELLs navigate resources from their mobile phones and computers. The app has been developed in concept, based on an open-source model developed for a different project through Code for America. ELLs will be able to find information about workforce development and community resources in their native language. The app/website will rely on video-based information to ensure those with literacy barriers are able to utilize the tool.

Supporting ELLs in Career Pathways. Traditional career pathways include foundational building blocks of education or skills building, information about labor market opportunity, and connection to employers to secure quality employment. Plus, future educational achievements and skills gain to continue to advance. ELLs face numerous barriers in subscribing to this model, including language, discrimination based on immigration status, unfamiliarity of the local labor market, abusive labor practices, and other factors that stagnate their progress. Pacific Gateway will continue to work with its partners to address these issues; the staff are currently developing a service framework that includes a focus on high-skilled ELL and immigrant residents, based on best practices including the Idaho Global Talent Initiative. To this end, staff met with the California State University, Long Beach College of Continuing Education to collaborate on services and offerings to help ELLs gain marketable certificates and build on their skillset, and gain a certificate from universally respected institution, which helps combat bias. In addition, Pacific Gateway will translate its labor market information materials into multiple languages, utilize testimonials in native languages and other tools to make sure the content is relevant.

Meaningful training provision is key. Pacific Gateway has initiated a process to survey its ETPL training vendors to identify those that are able to offer training in languages other than English. Alternatively, the Pacific Gateway will identify community-based organizations with an interest in helping translate/co-instruct curricula in various languages.

A key focus of Pacific Gateway's work has been in re-imagining business engagement to better serve ELLs. Small changes to business engagement processes have been piloted with the promise to expand access. As part of a new job fair model, ELLs were invited to first visit an information booth to pick up a map of those businesses who had responded positively to a survey about openings requiring less-than-perfect English, noted with a brown "thumbs up" emoji at the employer's table. This reduced anxiety among ELLs and expanded access to the employer fair, which was attended by 1,500 residents and 120 businesses. Next, Pacific Gateway held its first ELL Job Fair in which 100% of the employers had positions that did not require full written/spoken English fluency. To expand the opportunity space even further, the employers were divided by the level of English required, color-coded sections included employers willing to hire individuals with little to no English, up to those that had basic fluency in two or more languages. ELL Navigators were also on-site to help individuals make the most of the job fair experience. These models will be further refined in 2019, at two large-scale City-wide job fairs, and a new, expanded ELL job fair.

Pacific Gateway will pilot new On-the-Job Training and Work Experience models to help ELLs transition from training to employment. Building on a pilot cohort launched in 2018, additional employers will be sought to serve as work acclimation environments, to provide ELLs with structured skills gain opportunities. To help identify, Pacific Gateway business engagement staff have piloted new prompts to ensure employers are providing the widest language access; employers are now asked to consider the true lowest level of fluency for the specific job, instead of posting generic statements about required job skills that often eliminate many candidates.

Other Changes to the Local Plan

The Long Beach Signal Hill region has seen substantial economic change since the drafting of the Local Plan in 2017. Like many cities nationally and regionally, Pacific Gateway's local workforce area has experienced strong employment growth, currently at a level which is considered "full employment." At the same time, other economic factors have created significant churn: booming downtown development; the closure of a hospital and serious lay-off activity at the City's leading headquartered corporation; and a resilient aerospace sector with new industry champions in the wake of the C-17 plant closure. Threats of tariffs and other trade obstructions have an impact on global commerce, and Long Beach is home to the nation's second-largest Port. There are other changes in

the local workforce/economic environment as well. Homelessness has become a driving issue in the local area, prompting the development of a shared agenda over housing security. Linked Learning and career pathway models continued to develop, as well as other opportunities. Pacific Gateway's service footprint has adjusted as well, with the move and re-opening of its adult and youth centers. The following Local Plan changes are noted:

- **Required Information Pertaining to AJCCs** (Location Change of AJCC) (Page 17 of Local Plan, 2017)

Pacific Gateway's Comprehensive AJCC, the Career Transition Center [3447 Atlantic Avenue, Long Beach, 90807], was closed in July 2018, and re-opened as The WorkPlace [4811 Airport Plaza Center Drive, 90805]. The AJCC is located in the physical center of the City, off of a major boulevard, and includes ample meeting and conference space needed for major employment fairs and convenings, and free parking. To ensure access from other, high-need areas of the City, a smaller satellite space will be included in a new Pacific Gateway site, opening July 2019. The location will be in the western area of the City, Long Beach City Council District 7.

- **Services for Youth** (Service and Location Change) (Page 9 of Local Plan, 2017)

The Local Plan discusses the emphasis on mentorship, professional network development and the development of a new model. That work continues to progress, with Board adoption of the new model in 2018. Concurrently, Pacific Gateway has been developing the programmatic framework for its new youth workforce center. The previous center, Youth Opportunity Center [3447 Atlantic Avenue, Long Beach, 90807] was closed in July 2018 and temporarily housed at the AJCC, The WorkPlace, while a new center was developed. The new center, FutureLB, is expect to open July 2019, in the western area of the City, Long Beach City Council District 7.

- **Individuals Facing Homelessness** (New strategic partnerships for target population)

The issue of housing insecurity has become of critical importance to the cities of Long Beach and Signal Hill, necessitating a strategic response. Much of this work has been organized under the Mayor-supported Everyone Home Initiative. Pacific Gateway's work on this issue will focus on workforce development and employer engagement, as part of a broad collaboration with the City's Health Department, and community partners including Mental Health America – Long Beach.

- **Employer Engagement** (Additional Strategies) (Page 15 of Local Plan, 2017)

Pacific Gateway is adopting the Next-Gen Sector Partnership model as its form of industry engagement, and is aligning its sector strategies around this industry-led process. In 2019, it will launch two sector partnerships, and work with community partners to participate in this convening strategy. Additionally, Pacific Gateway is working with the Long Beach Unified School District and the regional collaborative ALL-In on employer engagement partnerships.

- **Renewed MOU/Partnership Process**

In 2016, every Local Board in the State initiated a process to establish, enhance or codify partnerships with a host of mandated and non-mandated partners. These MOUs included a provision to update, renew or renegotiate these agreements two to three years from adoption. To incorporate the changes in Pacific Gateway's service strategies, locations, partner agencies and program models since 2016, it will redraft its MOU and partnership templates utilizing a community-collaborative process.

Attachment 1: Community Outreach Strategy

Incompliance with WSD 18-01, Pacific Gateway undertook a community engagement strategy that included:

- A. Public presentations to the Board at regularly scheduled Board Meetings (November 13, 2018; February 19, 2019), which included progress on outreach and public comment.
- B. Three public forums to discuss workforce opportunities in alignment with WSD 18-01.
 1. November 15, 2018 – 5:30PM
Location: The Guidance Center (downtown-located non-profit organization)
Topics: **Service to ELLs, Refugee communities**
 2. December 5, 2018 – 10:00AM
Location: The WorkPlace (AJCC)
Topics: **Local workforce services and target partnerships, CalFresh/Non-Custodial Parents**
 3. December 11, 2018
Location: Obama Library (North Long Beach)
Topics: **Serving Individuals with Disabilities**

Events met Brown Act regulations, and were posted weeks before each event. Distribution of the Local Plan Forum flyer began on November 1, 2018. The Board ensured these were offered at three different times of day, at three locations in the city (downtown, central, and north areas of the city). All events were held at organizations directly serving under-represented populations.

The City's Department of Health and Human Services is the local primary partner within the City in services to these populations, with collaborative strategies deployed around Re-Entry, Health, Homelessness, Language Access, and other programs. For this reason, the Health Department's Human Dignity Coordinator served as the sessions' facilitator.

Notices of these events were shared with WIOA partners, and via email to approximately fifty non-profit organizations directly working with the constituencies. In addition, information was posted on the website (www.pacific-gateway.org), shared at partner meetings and distributed among City agencies (Health Department, Library Services, Housing Authority), in order to reach as many residents as possible. Announcement of the forum was included in all Pacific Gateway events during the months of November and December.

Notices were also posted within the AJCC. A sign and copies of the Draft Local Plan were also available at the counter of the AJCC, and at the lobby counter of the Pacific Gateway administrative offices.

Understanding language access needs in the Long Beach area, language interpreters were present at each of the community forums. In addition, notes from these forums was posted on the Pacific Gateway website within one week of the event, in three languages: English, Khmer, and Spanish.

A synopsis of community feedback was presented at the Board Meeting of February 19, 2019, along with a walk through of the 10-page Draft Local Plan.

Organization Name	Comment Session Information Sent to:
Cambodian Association of America	'Bobkhek@cambodianusa.com'
Centro CHA	jessica-centrocha <jessica@centrocha.org>
United Cambodian Community of Long Beach	'susana.sngiem@ucclb.org'
Catholic Charities of Los Angeles	'mchacon@ccharities.org'
Long Beach Rescue Mission	'jeffl@lbrm.org'
Goodwill SOLAC	bespita-goodwillsolac <bespita@goodwillsolac.org
Family Crisis Center	'EGonzalez@1736fcc.org
Veterans & Youth Career Collaborative	nvaras@vycareer.org
California Immigrant Policy Center	'sfeldstein@caimmigrant.org'
New Image Emergency Shelter	'newimage-inc@msn.com'
Disabled Resources Center	'info@drcinc.org'
Long Beach Public Library Foundation	'molly@lbplfoundation.org'
Long Beach Police Foundation	'info@lbpolicefoundation.org'
Women Shelter of Long Beach	'memitchell@womenshelterlb.org'
Long Beach CaLL	'jegan@longbeachcall.org'
Catalina Island Conservancy	'cdominguez@catalinacoservancy.org'
The California Conference for Equality and Justice	'Info@cacej.org'
Olive Crest	'lainfo@olivecrest.org'
Able Arts Work	'info@ableartswork.com'
California State University Long Beach	'asi-studentunion@csulb.edu'
Power 4 Youth	'val@power4youth.org'
ChildNET Youth and Family Services	'fmaclain@childnet.net'
The Guidance Center	'contactus@tgclb.org'
Long Beach Blast	'noly@lblast.org'
NAACP	'mnaacp@gmail.com'
Habitat for Humanity Los Angeles	'info@habitatla.org'
Junior Achievement of Southern California	'mmaterna@jasocal.org'
YMCA of Greater Long Beach	'Jonathan.Gray@lbymca.org'
National Council of Alcoholism and Drug Dependence	'linda@ncaddsb.com'
Families Uniting Families	'info@familiesunitingfamilies.org'
The Jonas Project	'info@thejonasproject.org'
Los Angeles Habilitation House	'INFO@LAHABILITATIONHOUSE.ORG'
Hamilton Neighborhood Association	'hamilton.neighborhood@gmail.com'
Junior League of Long Beach	'info@jllb.org'

Partners of Parks	'dsatario@partnersofparks.org'
Andy Street Community Association	'info@andystreetlb.org'
Go-Fame Youth Theater Company	'kmcguire@GO-FAME.org'
Shoe String City Ranch, INC	'kteamthompson@aol.com'
Operation Jump Start	'ojs@operationjumpstart.org'
Clear Passage Educational Center	'info@cpecschool.org'
Veterans & Youth Career Collaborative	'vycc@vycareer.org'
The California Conference for Equality and Justice	'Info@cecej.org'
Long Beach Unified School District	'cortega@lbschools.net'
United Cambodian Community of Long Beach	'info@ucclb.org'
Centro CHA	jessica-centrocha <jessica@centrocha.org>
Long Beach City College	'slewis@lbcc.edu'
Disabled Resources Center	'info@drcinc.org'
United Cambodian Community of Long Beach	'sara.pol-lim@ucclb.org'
Cambodian Association of America	'kkuoch@cambodian.com'
Khmer Girls in Action	'ian@kgalb.org'
Khmer Girls in Action	'justice@kgalb.org'
Samoan National Nurses Association	'dorothyvaivao@sna.org'
Filipino Migrant Center	'info@filipinomigrantcenter.org'
Guam Communications Network	'info@guamcomnet.org'
Community Education Centers	'fransec.kitajima@cecintl.com'
Chapman House	'jackiecatlin.vp@gmail.com'



WORKFORCE DEVELOPMENT BOARD

is updating its Local Plan.

Pacific Gateway invites you to provide your feedback as it updates its Local Workforce Plan. Your input will help shape a strategy to address the needs of our community.

Review notices, plan drafts, and other information at
pacific-gateway.org/planupdate

November 15 | 5:30 p.m. – 7:30 p.m.

Developing strategies to strengthen services to English language learners, foreign born individuals and refugees.

The Guidance Center

1301 Pine Ave, Long Beach, CA 90813

December 5 | 10:00 a.m. – 12:00 p.m.

Community forum on local workforce services.

The WorkPlace

4811 Airport Plaza Dr. Ste. 120 Long Beach, CA 90815

December 11 | 2:30 p.m. – 4:30 p.m.

Improving services to individuals with disabilities through competitive integrated employment.

Michelle Obama Public Library

5870 Atlantic Ave, Long Beach, CA 90805

WIOA title I-financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. To request a reasonable accommodation, please call 562.570.3748 or TTY 562.570.4629 at least 72 business hours prior to event.

Local Planning Session

Tuesday, November 15, 2018

I. Introduction

Erick Serrato

Assistant Director

Pacific Gateway Workforce Innovation Network

- a. What is a Local Workforce Development Board?
- b. Key words/Jargon
- c. California Local Plan; Regional and Local Plans PY 17-21 – Two Year Modifications
- d. Public Input Process & Key Dates
 - Public comment forms
 - Public Review Period: January 7, 2019*
- e. Introduction of Stakeholder Session

II. Discussion

Teresa Gomez

Human Dignity Program Coordinator

Long Beach Department of Health & Human Services

- What are the major barriers for English-Language Learners, Immigrant and Refugee Communities in Long Beach/Signal Hill?
- What kinds of services or support would help these jobseekers access living-wage employment?
- What kinds of partnerships should Pacific Gateway develop to ensure these jobseekers have full access to pathway programs?
- In what other ways should the local workforce system support English-Language Learners, Immigrant and Refugee Communities?

III. Re-Cap and Closing

Erick Serrato



WORKFORCE DEVELOPMENT BOARD

LOCAL PLAN FORUM

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

Thursday, November 15, 2018

5:30 p.m. – 7:30 p.m.

First	Last	Organization	Signature
Lionel	Gonzalez	LBUSD	[Signature]
Cathy	Barnett	Community	[Signature]
Sam	Roth	UCC	[Signature]
Susana	Sagiem	UCC	[Signature]
Sabine	Sam	UCC	[Signature]
Cheritha	Pos	[Signature]	
Sokunthea	Choum	[Signature]	
Chothomony	Chy	[Signature]	
Jessica	Quincey	Centro CETA	[Signature]
Jisha	Feldstein	CIPC	[Signature]
Veronica	Chamagn-	EDD Regional Advisor	[Signature]

Pacific Gateway Workforce Development Board – Local Plan Modification

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

Location: The Guidance Center

1301 Pine Avenue

Long Beach, CA 90813

Date: November 15, 2018

Time: 5:30 pm – 7:30 pm

Discussion Notes

1. What are the major barriers for English-Language Learners, Immigrant and Refugee Communities in Long Beach/Signal Hill?

- Places where they can access services and information on what they need.
 - One-stop resource center
- Lack of bilingual instructors
- Social/emotional support
 - Need for transition/support groups
- Bilingual trainers at worksites
- Language/cultural barrier, cultural sensitivity
- The translation of “English Only” work documents
- Someone at the AJCC to coordinate access to social services
- Lack of trust with government agencies
- Limited resources for CBOs to do this work
 - Training/resources at CBOs
 - Additional funding for CBOs to do WIOA work
- Language barrier - limited access to good paying jobs because not proficient in English
 - A job right away to meet needs now - earning immediately
 - Jobs other than physical labor
 - Earn and Learn, pathways

- Training in home/native languages
- English language instruction w/ work jargon, VESL
- Opportunities beyond regular hours, center open on weekends, after-hours
- Language support groups
- Bilingual teachers in adult education/job training
- Information about living and working in the US (ex: sex harassment)
- Job postings/marketing in other languages
- Access to healthcare, often dependent on good jobs
- Transitions/re-certifications for individuals with education/certifications in native countries
 - A class to help transition/translate information
- Work experience/paid internships for ELLs
- Bias/perception about true skill level due to speaking skills
- Difficulty describing work history/work experience to employers

2. What kinds of services or support would help these jobseekers access living-wage employment?

- Funding for navigators/case managers
- Access to incentives/supportive services
- Access and streamlining of services, less hoops and more help
- Childcare/child support (affordable)
- Funding/resources for children with special needs
- Legal services, Right-to-work, immigration services, connection to AJCC services and social services
- Pipelines to union/hourly wage jobs
- Communication to/for workers about labor laws
 - How to report abuse
 - How to get information and support
- Education/training on labor laws/worker rights
- No Assistance for businesses who have a bad record of respecting or abusing worker rights
- Better monitoring of posting of labor laws/worker rights
- Training/exams offered in different languages and formats
- "Customized" ESL/VESL/IET (Integrated Education Training)
- Integration of immigrants into our communities, civic involvement
- Educate employers on the benefits of hiring immigrants and the investment. Valued appreciation of immigrants.
- Immigration resource center (Welcoming cities - LA County)

3. What kinds of partnerships should Pacific Gateway develop to ensure these jobseekers have full access to pathway programs?

- Everyone, all staff should be informed/trained about what's available, full referrals to service.
- Ethnic community-based organizations
 - CAA
 - UCC
 - Centro CHA
 - Immigrant Rights Org.
 - Thriving Filipino Federation
 - Samoan
- Stronger relationships and trust with CBOs, better communication
- Neighboring cities, centers of employment
- School system
- Small businesses, minority-owned businesses
- Coalitions:
 - Language Access
 - Local Hire
 - Economic Inclusion

4. In what other ways should the local workforce system support English-Language Learners, Immigrant, and Refugee Communities?

- Community representation on the Board, community members who can speak on experiences
- Youth on the Board who can speak on their barriers and experiences
- Regular, structured community input and dialogue
 - Host different cultural events at AJCC
- Present in the community, actual people, not just CBOs
- Advisory of youth and immigrants developing best practices
- Be proactive, not reactive
- Immigrants highlighted as positive models, success stories
- Engage the community, don't just rely on the CBOs. Don't want to be treated as token organizations.
- Strong local hire policy beyond construction
 - Incentivize employers
- Cultural competency training for staff and Board
- Educate Board on cultural diversity, community challenges

- Transparency of leadership within Cambodian community
 - Unity among all groups
- Information/resource guide for newly arrived immigrants
- Jobs that match evolving English skills
 - Jobs that can be accessed with skills they have now
- Control/single source of information for this work

Sesión de planificación local

Martes, 15 de noviembre de 2018

I. Introducción

Erick Serrato

Director adjunto

Red de Innovación de la Fuerza Laboral Pacific Gateway

- a. ¿Qué es una Junta de Desarrollo de la Fuerza Laboral?
- b. Palabras clave o jerga
- c. Plan local de California; planes regionales y locales PY 17-21: Modificaciones de dos años
- d. Proceso de opinión del público y fechas clave
 - Formularios para comentarios del público
 - Período de revisión pública: 7 de enero de 2019*
- e. Introducción de la sesión para las partes interesadas

II. Análisis

Teresa Gómez

Coordinadora del programa de Dignidad Humana

Departamento de Salud y Servicios Humanos de Long Beach

- ¿Cuáles son los principales obstáculos para los estudiantes de idioma inglés, los inmigrantes y las comunidades de refugiados en Long Beach y Signal Hill?
- ¿Qué tipos de servicios o apoyo ayudarían a quienes buscan empleo para que accedan a empleos con salario vital?
- ¿Qué tipos de asociaciones debería desarrollar Pacific Gateway para garantizar que quienes buscan empleo tengan acceso total a los programas Sendero?
- ¿De qué otras formas debería el sistema local de la fuerza laboral apoyar a los estudiantes de idioma inglés, a inmigrantes y a comunidades de refugiados?

III. Resumen y cierre

Erick Serrato

Junta de Desarrollo de la Fuerza Laboral de Pacific Gateway: Modificación del plan local

Sesión de planificación local para desarrollar estrategias para mejorar los servicios para estudiantes del idioma inglés, personas nacidas en el extranjero y refugiados

Lugar: The Guidance Center

1301 Pine Avenue

Long Beach, CA 90813

Fecha: 15 de noviembre de 2018

Hora: 5:30 p. m. a 7:30 p. m.

Notas de análisis

1. ¿Cuáles son los principales obstáculos para los estudiantes de idioma inglés, los inmigrantes y las comunidades de refugiados en Long Beach y Signal Hill?

- Los lugares en los que pueden tener acceso a servicios e información sobre lo que necesitan.
 - Centro integrales de recursos
- Falta de instructores bilingües
- Apoyo social o emocional
 - Necesidad de grupos de apoyo o de transición
- Instructores bilingües en los lugares de trabajo
- Barrera cultural o idiomática, sensibilidad cultural
- La traducción de documentos de trabajo "Solo en inglés" (English Only)
- Personal en el Centro Comunitario Judío Alpert (AJCC, Alpert Jewish Community Center) que coordine el acceso a los servicios sociales
- Falta de confianza en los organismos del gobierno
- Recursos limitados para que las Organizaciones Basadas en la Comunidad (CBO, Community Based Organization) hagan su trabajo
 - Capacitación y recursos en las CBO
 - Financiamiento adicional para que las CBO hagan el trabajo relacionado con la Ley de Innovación y Oportunidades para los Trabajadores (WIOA, Workforce Innovation and Opportunity Act)
- Barrera idiomática: acceso limitado a empleos bien pagados debido a que la persona no habla bien inglés
 - Un empleo inmediato para satisfacer las necesidades ahora: ganar dinero enseguida
 - Otros empleos aparte del trabajo físico

- Ganar y aprender (Earn and Learn), Senderos (Pathways)
- Capacitación en el hogar/idiomas nativos
- Instrucciones en inglés con jerga laboral, inglés profesional como segundo idioma (VESL, Vocational English as a Second Language)
- Oportunidades más allá del horario habitual, centros abiertos los fines de semana, después del horario de atención
- Grupos de apoyo lingüístico
- Profesores bilingües en educación para adultos o capacitación laboral
- Información sobre la vida y el trabajo en EE. UU. (por ejemplo, acoso sexual)
- Marketing o avisos de empleos en otros idiomas
- Acceso a la atención de salud, que a menudo depende de los buenos empleos
- Transiciones y nuevas certificaciones para personas con educación y certificaciones en sus países nativos
 - Una clase para ayudar en la transición/traducir información
- Experiencia laboral o prácticas pagadas para estudiantes del idioma inglés (ELL, English Language Learner)
- Prejuicio o percepción sobre el verdadero nivel de las destrezas a causa de la capacidad para hablar
- Dificultad para describir los antecedentes laborales o la experiencia laboral a los empleadores

2. ¿Qué tipos de servicios o apoyo ayudarían a quienes buscan empleo para que accedan a empleos con salario vital?

- Financiamiento para guías o administradores de casos
- Acceso a incentivos o servicios de apoyo
- Acceso y agilización de servicios, menos dificultades y más ayuda
- Cuidado infantil o ayuda para menores (asequible)
- Financiamiento y recursos para niños con necesidades especiales
- Servicios jurídicos, derecho a trabajar, servicios de inmigración, conexión con servicios de AJCC y servicios sociales
- Conexiones con sindicatos o empleos con salarios por hora
- Comunicación para los trabajadores sobre las leyes laborales
 - Cómo informar sobre maltratos
 - Cómo obtener información y apoyo
- Educación y capacitación sobre leyes laborales y derechos de los trabajadores
- No ayudar a empresas que tienen registros negativos sobre el respeto o la infracción a los derechos de los trabajadores
- Mejor control sobre la publicación de leyes laborales y derechos de los trabajadores

- Capacitación o exámenes ofrecidos en diferentes idiomas y formatos
- Inglés como segundo idioma (ESL, English as a Second Language), VESL y Capacitación y Educación Integrada (IET, Integrated Education Training) "personalizados"
- Integración de inmigrantes a las comunidades, participación cívica
- Educar a los empleadores sobre los beneficios de contratar inmigrantes y la inversión. Apreciación valorada de los inmigrantes.
- Centro de recursos de inmigración (Ciudades acogedoras - condado de Los Angeles)

3. ¿Qué tipos de asociaciones debería desarrollar Pacific Gateway para garantizar que quienes buscan empleo tengan acceso total a los programas Sendero?

- Todos, todos los miembros del personal deberían estar informados y capacitados sobre lo que está disponible, derivaciones completas al servicio.
- Organizaciones étnicas basadas en la comunidad
 - Asociación Camboyana de Estados Unidos (CAA, Cambodian Association of America)
 - Comunidad Camboyana Unida (UCC, United Cambodian Community)
 - Centro CHA
 - Organizaciones de derechos de los inmigrantes
 - Federación filipina próspera
 - Samoana
- Relaciones más sólidas y confianza en las CBO, mejor comunicación
- Ciudades vecinas, centros de empleo
- Sistema escolar
- Pequeñas empresas, empresas con propietarios pertenecientes a minorías
- Coaliciones:
 - Acceso lingüístico
 - Contratación local
 - Inclusión económica

4. ¿De qué otras formas debería el sistema local de la fuerza laboral apoyar a los estudiantes del idioma inglés, a inmigrantes y a comunidades de refugiados?

- Representación comunitaria en la junta, miembros de la comunidad que puedan hablar sobre sus experiencias
- Jóvenes en la junta que puedan hablar sobre las barreras y las experiencias
- Aportes y diálogos regulares y estructurados de la comunidad
 - Realizar eventos culturales distintos en AJCC

- Presencia en la comunidad, personas reales, no solo las CBO
- Asesoría de jóvenes e inmigrantes que desarrollan mejores prácticas
- Ser proactivo, no reactivo
- Inmigrantes destacados como modelos positivos, historias de éxito
- Involucrar a la comunidad, no solo depender de las CBO No queremos que nos traten como organizaciones simbólicas.
- Política sólida de contratación local aparte de la construcción
 - Incentivar a los empleadores
- Capacitación sobre competencias culturales para el personal y la junta
- Educar a la junta sobre la diversidad cultural, desafíos comunitarios
- Transparencia del liderazgo dentro de la comunidad camboyana
 - Unidad entre todos los grupos
- Guía de información y recursos para inmigrantes recién llegados
- Empleos que coincidan con las destrezas en inglés en desarrollo
 - Empleos a los que se tenga acceso con las destrezas que tienen ahora
- Control o una sola fuente de información para este empleo



កិច្ចប្រជុំផ្នែកផែនការថ្នាក់មូលដ្ឋាន ថ្ងៃទី 15 ខែវិច្ឆិកា ឆ្នាំ 2018

I. សេចក្តីណែនាំ

លោក អេរិច សេរ៉ាតូ (Erick Serrato)

អ្នកជំនួយការនាយក

បណ្តាញសម្រាប់ការបញ្ឈប់របៀបថ្មី (នវានុវត្តន៍) កម្លាំងពលកម្មរបស់ Pacific Gateway (Pacific Gateway Workforce Innovation Network)

- a. តើអ្វីទៅជាក្រុមប្រឹក្សាអភិវឌ្ឍន៍កម្លាំងពលកម្មមូលដ្ឋាន?
- b. ពាក្យគន្លឹះ/ភាសាបច្ចេកទេស
- c. ផែនការថ្នាក់មូលដ្ឋានរបស់រដ្ឋកាលីហ្វ័រញ៉ា; ផែនការថ្នាក់តំបន់ និងមូលដ្ឋានសម្រាប់ PY 17-21 – ការកែប្រែសម្រាប់រយៈពេលពីរឆ្នាំ
- d. ដំណើរការបញ្ឈប់ធនធានជាសាធារណៈ និងកាលបរិច្ឆេទសំខាន់ៗ
 - ទម្រង់បែបបទសម្រាប់ការបញ្ឈប់មតិរបស់សាធារណជន
 - រយៈពេលនៃការពិនិត្យវាយតម្លៃរបស់សាធារណៈជន: ថ្ងៃទី 7 មករា ឆ្នាំ 2019*
- e. សេចក្តីផ្តើមនៃកិច្ចប្រជុំរបស់ស្ថាប័ន ឬបុគ្គលពាក់ព័ន្ធ

II. ការពិភាក្សា

លោក តេរីសា កូមេស (Teresa Gomez)

អ្នកសម្របសម្រួលកម្មវិធីការងារសេចក្តីផ្តើមរបស់មនុស្ស

ក្រសួងសុខាភិបាល និងកិច្ចការសង្គមនៃក្រុងឡងប៊ិច

- តើមានឧបសគ្គដ៏ធំៗអ្វីខ្លះដែលសហគមន៍សិស្ស ជនអន្តោប្រវេសន៍ និងជនភៀសខ្លួនរៀនភាសាអង់គ្លេសនៅទីក្រុងឡងប៊ិច/ស៊ីហ្គាល់ហ្គីល (Long Beach/Signal Hill) បាននឹងកំពុងប្រឈម?
- តើមានសេវាកម្ម ឬជំនួយប្រភេទណាខ្លះដែលនឹងជួយដល់ក្រុមអ្នកស្វែងរកការងារទាំងនេះឲ្យមានលទ្ធភាពទទួលបានការងារមានប្រាក់ឈ្នួលសម្រាប់ការរស់នៅបាន?
- តើភាពជាដៃគូបែបណាខ្លះដែល Pacific Gateway ត្រូវបង្កើតឲ្យមានដើម្បីធានាដល់អ្នកស្វែងរកការងារធ្វើទាំងនេះមានលទ្ធភាព/សិទ្ធិពេញលេញចំពោះការទទួលបានអត្ថប្រយោជន៍ពីកម្មវិធីនានាបាន?
- តើមានរបៀបផ្សេងៗអ្វីខ្លះដែលប្រព័ន្ធគ្រប់ក្រុងកម្លាំងពលកម្មមូលដ្ឋានគប្បីជួយដល់ទ្រទ្រង់ដល់សហគមន៍សិស្ស ជនអន្តោប្រវេសន៍ និងជនភៀសខ្លួនរៀនភាសាអង់គ្លេសបាន?

III. បូកសរុបចំណុចសំខាន់ៗដែលបានពិភាក្សា និងបិទកម្មវិធី

លោក អេរិច សេរ៉ាតូ (Erick Serrato)

ក្រុមប្រឹក្សាបង្កើតកម្លាំងពលកម្មរបស់ Pacific Gateway – ការកែសំរួលផែនការថ្នាក់មូលដ្ឋាន

ការប្រជុំធ្វើគម្រោងផែនការក្នុងថ្នាក់មូលដ្ឋានសម្រាប់ការបង្កើតយុទ្ធសាស្ត្រពង្រឹងពង្រីកសេវាអប់រំដល់សិស្ស បុគ្គលកើតនៅបរទេស និងជនភៀសខ្លួនដែលរៀនភាសាអង់គ្លេស

ទីកន្លែង: The Guidance Center (មជ្ឈមណ្ឌលផ្តល់សេចក្តីណែនាំ)

1301 Pine Avenue

ទីក្រុងឡងប៊ិច, CA 90813

កាលបរិច្ឆេទ: ថ្ងៃទី 15 ខែវិច្ឆិកា ឆ្នាំ 2018

ម៉ោង: ម៉ោង 17:30 – ម៉ោង 19:30

បញ្ហាខ្លឹមសារសម្រាប់កិច្ចប្រជុំពិភាក្សា

1. តើមានឧបសគ្គធំៗអ្វីខ្លះដែលសហគមន៍សិស្ស ជនអន្តោប្រវេសន៍ និងជនភៀសខ្លួនរៀនភាសាអង់គ្លេសនៅទីក្រុងឡងប៊ិច/ស៊ីហ្គាលីល (Long Beach/Signal Hill) បាន និងកំពុងប្រឈម?

- ទីកន្លែងនានាដែលពួកគេអាចទទួលបានសេវាអប់រំ និងព័ត៌មានអំពីអ្វីដែលពួកគេត្រូវការ
 - មណ្ឌលធនធានច្រកចេញចូលតែមួយ
- កង្វះខាតគ្រូនិយាយពីភាសា
- ជំនួយផ្នែកសង្គម/ទឹកចិត្ត
 - តម្រូវការក្រុមជំនួយការដំណើរផ្លាស់ប្តូរ/ក្រុមគាំទ្រ
- គ្រូបង្ហាត់និយាយពីភាសានៅតាមកន្លែងផ្តល់សេវាអប់រំ
- ឧបសគ្គផ្នែកភាសា/វប្បធម៌ កម្រងជំនាញស្វែងយល់អំពីភាពខុសគ្នារបស់មនុស្ស
- ការបកប្រែឯកសារការងារ “តែជាភាសាអង់គ្លេស”
- មនុស្សម្នាក់នៅ AJCC ដែលត្រូវសម្របសម្រួលឲ្យមានលទ្ធភាពប្រើប្រាស់សេវាសាធារណៈ
- កង្វះទំនុកចិត្តលើទីភ្នាក់ងាររដ្ឋាភិបាល
- ប្រភពធនធានមានកម្រិតដើម្បីឲ្យ CBOs ធ្វើការងារនេះបាន
 - ការបណ្តុះបណ្តាល/ប្រភពធនធាន ឬព័ត៌មាននៅតាម CBOs
 - ការផ្តល់ថវិកាបន្ថែមដើម្បីឲ្យ CBOs ធ្វើការងារ WIOA បាន
- ឧបសគ្គផ្នែកភាសា - លទ្ធភាពតិចតួចចំពោះការទទួលបានការងារមានប្រាក់ឈ្នួលខ្ពស់ដោយសារពុំសូវមានជំនាញ ឬចេះភាសាអង់គ្លេស
 - ការងារបន្ទាន់ដែលត្រូវឆ្លើយតបទៅនឹងតម្រូវការបច្ចុប្បន្ន - ការរកប្រាក់ចំណូលភ្លាមៗ
 - ពុំមានការងារផ្សេងក្រៅពីការងារប្រើកម្លាំងកាយ
 - រកប្រាក់ចំណូល និងរៀនសូត្រ (ច្រកផ្លូវដោះស្រាយបញ្ហា)
- ការបណ្តុះបណ្តាលជាភាសាប្រើនៅផ្ទះ/ភាសាដើមកំណើត
- ភាសាបច្ចេកទេសសម្រាប់ការងារបង្រៀន/ការងារជាភាសាអង់គ្លេស (VESL)
- ឱកាសនានាហួសពីម៉ោងការងារជាធម្មតា មជ្ឈមណ្ឌលដែលបើកនៅចុងសប្តាហ៍ និងក្រោយម៉ោងធ្វើការ
- ក្រុមជំនួយផ្នែកភាសា
- លោកគ្រូអ្នកគ្រូនិយាយពីភាសានៅក្នុងការអប់រំមនុស្សធំ/ការបណ្តុះបណ្តាលជំនាញសម្រាប់ការងារ
- ព័ត៌មានអំពីការរស់នៅ និងធ្វើការនៅ សហរដ្ឋអាមេរិច (ឧ. បញ្ហាការបៀតបៀនផ្លូវភេទ)

- ការបិទប្រកាសការងារ/ការសិក្សាពីទីផ្សារជាភាសាផ្សេងៗ
- លទ្ធភាពទទួលបានសេវាការថែទាំសុខភាពដែលជាញឹកញាប់អាស្រ័យលើការងារល្អៗ
- ដំណើរផ្លាស់ប្តូរ/ការបញ្ជាក់ឡើងវិញចំពោះបុគ្គលដែលមានការអប់រំ/ការបញ្ជាក់លើការសិក្សានៅប្រទេសដើមកំណើត
 - ថ្នាក់រៀនដែលជួយដល់ដំណើរផ្លាស់ប្តូរ/បកប្រែព័ត៌មាន
- បទពិសោធន៍ការងារ/កម្មសិក្សាមានប្រាក់កម្រៃសម្រាប់ ELLs
- បុរេវិនិច្ឆ័យ/ការដឹងអំពីកម្រិតជំនាញពិតប្រាកដដោយសារជំនាញនិយាយ
- ភាពលំបាកចំពោះការបរិយាយអំពីប្រវត្តិការងារ/បទពិសោធន៍ការងារប្រាប់ទៅនិយោជក

2. តើមានសេវាកម្ម ឬជំនួយប្រភេទណាខ្លះដែលនឹងជួយដល់ក្រុមអ្នកស្វែងរកការងារទាំងនេះឱ្យមានលទ្ធភាពទទួលបានការងារមានប្រាក់ឈ្នួលសម្រាប់ការរស់នៅបាន?

- ការផ្តល់ថវិកាសម្រាប់ក្រុមអ្នកវាយតម្លៃមនុស្សមកពីគ្រប់ប្រភព/អ្នកគ្រប់គ្រងករណីអ្នកគ្រប់គ្រងករណី
- លទ្ធភាពទទួលបានរង្វាន់លើកទឹកចិត្ត/សេវាជំនួយ
- លទ្ធភាព និងការសម្រួលយន្តការផ្តល់សេវាកម្ម ការពិនិត្យតិចតួច និងជំនួយកាន់តែច្រើន
- ការថែទាំកុមារ/ជំនួយចិញ្ចឹមកូន (ថោកសមរម្យ)
- ការផ្តល់ថវិកា/ប្រភពធនធានសម្រាប់កុមារដែលមានត្រូវការពិសេសៗ
- សេវាខាងច្បាប់, សិទ្ធិធ្វើការ, ផ្នែកអន្តោប្រវេសន្ត, ការភ្ជាប់ទំនាក់ទំនងទៅកាន់ផ្នែកផ្តល់សេវា AJCC និងសេវាសាធារណៈនានា។
- បណ្តាញសហជីព/ការងារមានប្រាក់ឈ្នួលតាមម៉ោង
- ទំនាក់ទំនងទៅ/មកកម្មករកម្មការិនីអំពីច្បាប់ការងារ
 - របៀបវាយការណ៍អំពីការរំលោភបំពាន
 - របៀបទទួលបានព័ត៌មាន និងជំនួយ
- ការអប់រំ/ការបណ្តុះបណ្តាលការយល់ដឹងអំពីច្បាប់ការងារ/សិទ្ធិកម្មករកម្មការិនី
- គ្មានជំនួយសម្រាប់ក្រុមហ៊ុនដែលមានកំណត់ត្រាមិនល្អអំពីការគោរពសិទ្ធិ ឬការរំលោភបំពានសិទ្ធិកម្មករកម្មការិនីទេ
- ការពិនិត្យតាមដានកាន់តែប្រសើរអំពីការបិទប្រកាសអំពីបញ្ហាច្បាប់ការងារ/សិទ្ធិកម្មករកម្មការិនី
- ការបណ្តុះបណ្តាល/ការប្រឡងដែលផ្តល់ឱ្យជាភាសា និងតាមទម្រង់ផ្សេងៗ
- ESL/VESL/IET “ដែលធ្វើតាមតម្រូវការផ្ទាល់ខ្លួន” (ការអប់រំ និងការបណ្តុះបណ្តាលដែលរួមបញ្ចូលគ្នា)
- សមាហរណកម្មនៃជនអន្តោប្រវេសន្តទៅក្នុងសហគមន៍ (ការចូលរួមរបស់ពលរដ្ឋ)
- អប់រំការយល់ដឹងដល់និយោជកអំពីអត្ថប្រយោជន៍នៃការផ្តល់ជនអន្តោប្រវេសន្ត និងការវិនិយោគ ការវាយតម្លៃខ្ពស់ចំពោះការលើកសរសើរដល់ជនអន្តោប្រវេសន្ត
- មណ្ឌលប្រភពព័ត៌មានអន្តោប្រវេសន៍ (បណ្តាទីក្រុងដែលទទួលស្វាគមន៍ - ខោនធី LA)

3. តើភាពជាដៃគូបែបណាខ្លះដែល Pacific Gateway ត្រូវបង្កើតឱ្យមានដើម្បីធានាដល់អ្នកស្វែងរកការងារធ្វើទាំងនេះមានលទ្ធភាព/សិទ្ធិពេញលេញចំពោះការទទួលបានអត្ថប្រយោជន៍ពីកម្មវិធីនានាបាន?

- គ្រប់ៗគ្នា (បុគ្គលិកទាំងអស់) ត្រូវទទួលបានការផ្តល់ព័ត៌មាន/ការបណ្តុះបណ្តាលអំពីអ្វីដែលមាន គឺត្រូវមានអ្នកប្រាប់បន្តនូវព័ត៌មានពេញលេញចំពោះការទទួលបានសេវាកម្ម។

- អង្គការសហគមន៍នៃជនជាតិភាគតិចនីមួយៗ
 - CAA
 - UCC
 - Centro CHA
 - Immigrant Rights Org. (អង្គការការពារសិទ្ធិជនអន្តោប្រវេសន៍)
 - Thriving Filipino Federation (សហព័ន្ធជនជាតិហ្វីលីពីនដើម្បីការរីកចម្រើន)
 - ជនជាតិសាម៉ូ
- ទំនាក់ទំនងកាន់តែរឹងមាំ និងការទុកចិត្តកាន់តែខ្លាំងជាមួយនិង CBOs, ទំនាក់ទំនងកាន់តែល្អ
- ទីក្រុងជិតខាង មជ្ឈមណ្ឌលការងារ
- ប្រព័ន្ធសាលារៀន
- ជំនួញខ្នាតតូច ជំនួញរបស់ជនជាតិភាគតិច
- សហព័ន្ធពលកម្ម
 - លទ្ធភាពប្រើប្រាស់ភាសា
 - ការជួលឱ្យធ្វើការងារនៅតាមមូលដ្ឋាន
 - ការរួមបញ្ចូលផ្នែកសេដ្ឋកិច្ច

4. តើមានរបៀបផ្សេងៗអ្វីខ្លះដែលប្រព័ន្ធគ្រប់គ្រងកម្លាំងពលកម្មតាមមូលដ្ឋានកម្សិជ្ជយដល់ទ្រទ្រង់ដល់សហគមន៍សិស្ស ជនអន្តោប្រវេសន៍ និងជនភៀសខ្លួនរៀនភាសាអង់គ្លេសបាន?

- ការបង្ហាញរបស់សហគមន៍អំពីក្រុមប្រឹក្សា សមាជិកសហគមន៍ដែលអាចនិយាយអំពីបញ្ហាបទពិសោធន៍នានា
- យុវជននៅក្នុងក្រុមប្រឹក្សាដែលអាចនិយាយអំពីឧបសគ្គ និងបទពិសោធន៍របស់ពួកគេបាន
- ប្រភពធនធាន និងកិច្ចពិភាក្សារបស់សហគមន៍ដែលមានកំណត់រចនាសម្ព័ន្ធជាធម្មតា
 - ធ្វើជាម្ចាស់ផ្ទះក្នុងការរៀបចំកម្មវិធី/ព្រឹត្តិការណ៍ស្តីពីវប្បធម៌ផ្សេងៗនៅ AJCC
- បង្ហាញនៅតាមសហគមន៍ ប្រជាពលរដ្ឋពិតប្រាកដ ដោយមិនគិតត្រឹមតែនៅតាម CBOs
- ការប្រឹក្សាយោបល់អំពីយុវជន និងជនអន្តោប្រវេសន៍ចំពោះការបង្កើតឱ្យមាននូវវិធីល្អៗបំផុត
- ដោយមិនគិតត្រឹមតែធ្វើឱ្យមានសកម្មភាពឡើងវិញ ត្រូវសកម្មជាមុន
- ជនអន្តោប្រវេសន៍ដែលរំលេចឱ្យឃើញនូវគំរូវិជ្ជមាន ជារឿងជោគជ័យ
- ចូលរួមចំណែកយកចិត្តទុកដាក់ក្នុងសហគមន៍ ដោយមិនរំពឹងតែទៅលើ CBOs។ មិនត្រូវបណ្តោយឱ្យមានការទុកជាអង្គការសម្ងាត់។
- គោលនយោបាយផ្តល់ការងារតាមមូលដ្ឋានរឹងមាំលើសពីការងារសាងសង
 - លើកទឹកចិត្តដល់និយោជក
- ការបណ្តុះបណ្តាលឱ្យមានសមត្ថភាពយល់ដឹងផ្នែកវប្បធម៌ដល់បុគ្គលិក និងក្រុមប្រឹក្សា
- អប់រំចំណេះដឹងដល់ក្រុមប្រឹក្សាអំពីភាពចម្រុះវប្បធម៌ បញ្ហាប្រឈមរបស់សហគមន៍
- តម្លាភាពរបស់ថ្នាក់ដឹកនាំនៅក្នុងសហគមន៍ជនជាតិខ្មែរ
 - ឯកភាពក្នុងចំណោមក្រុមទាំងអស់
- ការណែនាំសម្រាប់ការទទួលបានព័ត៌មាន/ប្រភពព័ត៌មានដល់ជនអន្តោប្រវេសន៍ទើបមកដល់ថ្មីៗ
- ការងារនានាដែលត្រូវនឹងជំនាញដែលប្រើភាសាអង់គ្លេស
 - ការងារនានាដែលពួកគេអាចមានលទ្ធភាពទទួលបានដោយប្រើជំនាញដែលពួកគេកំពុងមាន
- ការគ្រប់គ្រង/ប្រភពតែមួយគត់នៃព័ត៌មានសម្រាប់ការងារនេះ

Local Planning Session Wednesday, December 5, 2018

I. Introduction

Erick Serrato
Assistant Director
Pacific Gateway Workforce Innovation Network

- a. What is a Local Workforce Development Board?
- b. Key words/Jargon
- c. California Local Plan; Regional and Local Plans PY 17-21 – Two Year Modifications
- d. Public Input Process & Key Dates
 - Public comment forms
 - Public Review Period: January 7, 2019*
- e. Introduction of Stakeholder Session

II. Discussion

Teresa Gomez
Human Dignity Program Coordinator
Long Beach Department of Health & Human Services

- What communities are in most need of Pacific Gateway services?
- Are there workforce programs or best practices you would like to see in the Long Beach/Signal Hill area?
- In what ways can Pacific Gateway support workforce programs in the local area?

III. Re-Cap and Closing

Erick Serrato



WORKFORCE
DEVELOPMENT BOARD

PUBLIC COMMENT FORM

**Community Forum on Local
Workforce Services**

Wednesday, December 5, 2018
10:00 a.m. – 12:00 p.m.

The WorkPlace
4811 Airport Plaza Drive
Long Beach, CA 90815

Name: _____

Organization: _____

Comments: _____

Please submit your comments to staff at the registration table or via email to
alisa.munoz@pacific-gateway.org.

Pacific Gateway Workforce Development Board – Local Plan Modification

Community Forum on Local Workforce Services

Location: The WorkPlace

4811 Airport Plaza Drive

Long Beach, CA 90815

Date: December 5, 2018

Time: 10:00 a.m. – 12:00 p.m.

Discussion Notes

What communities are in most need of Pacific Gateway services?

- Disability community - Under-served population, capable of employment in the community
- Hispanic/LatinX Community – Lowest earning community
- Cambodian Community – In need of translation services, language barriers
- Retired/Older Workers – Experience can be used for employment and shared with others
- Westside and North Long Beach - Low income population, challenges accessing services on that side of town, in need of satellite offices, issues with transportation (bus-lines) and gangs.
- African-American – Low income, underemployed
- Idle youth – high school students in between school and work, unemployed or underemployed
- Youth - Lacking soft skills and professionalism
- Central Long Beach – Single mothers who are the head of the household in need of services, childcare and soft skills. Need to be a focus.
- Encourage community based organizations (CBOs) to collaborate and work closely together
- Technical assistance to faith-based organizations (FBOs) and CBOs. Look to one another for assistance and resources.
- Training on cultural sensitivity that is reflective of the community
- Stronger collaboration between Pacific Gateway and CBOs. CBOs are trusted by residents.
- Need for satellite offices to alleviate transportation issues - Satellite sites in North, Central and West Long Beach - Empower organizations to partner to provide space to facilitate programs.

- Important to work with faith-based organizations. Spiritual connection to workforce services. More trust and comfort. Tap into employers through these organizations, within the congregations.
- Building access in the community where individuals feel a sense of comfort and trust.
- A need to go into the communities, a liaison to meet people where they live.

Are there workforce programs or best practices you would like to see in the Long Beach /Signal area?

- Need more services for Prisoner to Employment (P2E) population
 - Scale up existing services
 - Highlight those services available
- Stronger partnership and involvement with Probation Department
- Connect with individuals before they are released, additional resources needed to assist with the transition
- L.A.M.P – youth with median talent. More internships and leveraging of programs
- More programs with Juvenile population. Prevention programs, mentors while they are in the system.
- Revitalization of the youth center on the West side/Central area
- Re-entry programs for returning youth
- Training assessment tools to help prevent recidivism
 - Ohio Risk Assessment –
 - Moral Recognition Therapy (MRT)
 - Risk assessments
 - Personal Inventory and Vocational skills training
- Collaboration with trusted CBOs & FBO to develop supportive services and training needs
- Programs to teach young men to be fathers and stop the generational cycles of poverty “Role of Men”
- Need for Holistic approach, understanding what programs are out there, better promotion of programs, sharing of best practices

In what ways can Pacific Gateway support workforce programs in the local area?

- Strengthen relationships with CBOs to develop programs – Language access programs, translation services.
- CBOs have challenges with administrative functions. Need for technical assistance, streamlining processes.
- Educating the community on our services and programs and how to access.
- Work with CBOs to meet success metrics, Pay-for-Performance

- Collaborate administratively to offset funding restrictions and cumbersome processes.
- Pacific Gateway tap into foundations to provide funding to CBOs, FBOs – Serve as a funnel source
- Collaborate with CBOs and FBOS for funding opportunities.
- Job development and employment opportunities for seniors. Supplemental income for those on fixed income.
- Transportation and Food services (hot meals).

Sesión de planificación local Miércoles, 5 de diciembre de 2018

I. Introducción

Erick Serrato

Director adjunto

Red de Innovación de la Fuerza Laboral Pacific Gateway

- a. ¿Qué es una Junta de Desarrollo de la Fuerza Laboral?
- b. Palabras clave o jerga
- c. Plan local de California; planes regionales y locales PY 17-21: Modificaciones de dos años
- d. Proceso de opinión del público y fechas clave
 - Formularios para comentarios del público
 - Período de revisión pública: 7 de enero de 2019*
- e. Introducción de la sesión para las partes interesadas

II. Análisis

Teresa Gómez

Coordinadora del Programa de Dignidad Humana

Departamento de Salud y Servicios Humanos de Long Beach

- ¿Qué comunidades son las que más necesitan los servicios de Pacific Gateway?
- ¿Hay programas para la fuerza laboral o mejores prácticas que le gustaría ver en el área de Long Beach y Signal Hill?
- ¿De qué formas puede Pacific Gateway apoyar a los programas para la fuerza laboral en el área local?

III. Resumen y cierre

Erick Serrato

Junta de Desarrollo de la Fuerza Laboral de Pacific Gateway: Modificación del plan local

Foro comunitario sobre servicios de la fuerza laboral local

Lugar: The WorkPlace
4811 Airport Plaza Drive Long
Beach, CA 90815

Fecha: 5 de diciembre de 2018

Hora: de 10:00 a. m. a 12:00 p. m.

Notas de análisis

¿Qué comunidades son las que más necesitan los servicios de Pacific Gateway?

- Comunidad de discapacitados: población subatendida, capaz de obtener empleo en la comunidad.
- Comunidad hispana o latina: comunidad con menos ingresos.
- Comunidad camboyana: necesitan servicios de traducción, barreras lingüísticas.
- Trabajadores jubilados o mayores: la experiencia se puede usar en el empleo y se puede compartir con los demás.
- Zona oeste y norte de Long Beach: población con bajos ingresos, desafíos para acceder a servicios en ese lado de la ciudad, se necesitan oficinas sucursales, problemas de transporte (líneas de autobuses) y pandillas.
- Afroamericanos: bajos ingresos, subempleados.
- Jóvenes inactivos: estudiantes de secundaria entre la escuela y el trabajo, desempleados o subempleados.
- Jóvenes: falta de aptitudes interpersonales y profesionalismo.
- Centro de Long Beach: madres solteras que son jefas de familia y necesitan servicios, cuidado infantil y aptitudes interpersonales. Es necesario que haya un enfoque.
- Alentar a las organizaciones basadas en la comunidad (CBO, Community Based Organization) para colaborar y trabajar juntos estrechamente.
- Ayuda técnica para organizaciones basadas en la fe (FBO, Faith-based Organizations) y CBO. Acudir unos a otros para recibir ayuda y recursos.
- Capacitación sobre la sensibilidad cultural que refleje la comunidad.
- Colaboración más sólida entre Pacific Gateway y las CBO. Los residentes confían en las CBO.
- Se necesitan oficinas sucursales para reducir los problemas de transporte; centros sucursales en el norte, el centro y el oeste de Long Beach; empoderar a las organizaciones para trabajar en conjunto con el fin de otorgar espacio para facilitar los programas.

- Es importante trabajar con organizaciones basadas en la fe. Conexión espiritual con los servicios de la fuerza laboral. Más confianza y comodidad. Aprovechar a los empleadores mediante estas organizaciones, dentro de las congregaciones.
- Desarrollar el acceso en la comunidad donde las personas sientan comodidad y confianza.
- Se necesita ir a las comunidades, coordinación para reunirse con las personas donde viven.

¿Hay programas para la fuerza laboral o mejores prácticas que le gustaría ver en el área de Long Beach y Signal?

- Se necesitan más servicios para la población de la Prisión al Empleo (P2E, Prison to Employment).
 - Ampliar los servicios existentes.
 - Destacar los servicios disponibles.
- Asociaciones y participación más sólidas con el Departamento de Libertad Condicional.
- Conectarse con las personas antes de que salgan en libertad, recursos adicionales necesarios para ayudar con la transición.
- Programa de Orientación de la Academia de Liderazgo (LAMP, Leadership Academy Mentoring Program): jóvenes con capacidades medias. Más prácticas y potenciación de programas.
- Más programas con población joven. Programas de prevención, mentores cuando estén en el sistema.
- Revitalización del centro de jóvenes en las áreas oeste y central.
- Programas de reingreso para jóvenes que se reintegran.
- Herramientas de evaluación de capacitación para prevenir la reincidencia.
 - Evaluación de riesgo de Ohio:
 - Terapia de reconocimiento moral (MRT, Moral Recognition Therapy)
 - Evaluaciones de riesgo
 - Capacitación sobre habilidades profesionales e inventario personal
- Colaboración con CBO y FBO de confianza para desarrollar servicios de apoyo y satisfacer necesidades de capacitación.
- Programas para enseñar a hombres jóvenes a ser padres y detener los ciclos generacionales de pobreza “Función del hombre”
- Se necesita un método holístico, saber qué programas hay disponibles, una mejor promoción de los programas, compartir las mejores prácticas.

¿De qué formas puede Pacific Gateway apoyar a los programas para la fuerza laboral en el área local?

- Fortalecer las relaciones con las CBO para desarrollar programas: programas de acceso lingüístico, servicios de traducción.
- Las CBO tienen desafíos con las funciones administrativas. Se necesita asistencia técnica, agilizar los procesos.
- Educar a la comunidad sobre nuestros servicios y programas y cómo acceder a ellos.
- Trabajar con las CBO para satisfacer las medidas para el éxito, pagar según el desempeño.

- Colaborar administrativamente para compensar las restricciones de financiamiento y los procesos engorrosos.
- Que Pacific Gateway aproveche las fundaciones para dar fondos a las CBO, FBO; servir como fuente canalizadora.
- Colaborar con las CBO y las FBO para obtener oportunidades de financiamiento.
- Desarrollo laboral y oportunidades de empleo para adultos mayores. Ingresos adicionales para quienes tienen ingresos fijos.
- Servicios de transporte y alimentos (comidas calientes).



វគ្គធ្វើផែនការ តាមមូលដ្ឋាន ថ្ងៃពុធ, ថ្ងៃទី 5 ខែធ្នូ ឆ្នាំ 2018

I. សេចក្តីផ្តើម

លោក អេរិច សេរ៉ាតូ (Erick Serrato)

អ្នកជំនួយការនាយក

បណ្តាញសម្រាប់ការបញ្ឈូនរបៀបថ្មី (នវានុវត្តន៍) កម្លាំងពលកម្មរបស់ Pacific Gateway (Pacific Gateway Workforce Innovation Network)

- a. តើអ្វីទៅជាក្រុមប្រឹក្សាអភិវឌ្ឍន៍កម្លាំងពលកម្មតាមមូលដ្ឋាន?
- b. ពាក្យគន្លឹះ/ភាសាបច្ចេកទេស
- c. ផែនការថ្នាក់មូលដ្ឋានរបស់រដ្ឋកាលីហ្វ័រញ៉ា; ផែនការថ្នាក់តំបន់ និងមូលដ្ឋានសម្រាប់ PY 17-21 – ការកែប្រែសម្រាប់រយៈពេលពិរដ្ឋាន
- d. ដំណើរការបញ្ឈូនធនធានជាសាធារណៈ និងកាលបរិច្ឆេទសំខាន់ៗ
 - ទម្រង់បែបបទសម្រាប់ការបញ្ចេញមតិរបស់សាធារណជន
 - រយៈពេលនៃការពិនិត្យវាយតម្លៃរបស់សាធារណៈជន: ថ្ងៃទី 7 មករា ឆ្នាំ 2019*
- e. សេចក្តីផ្តើមនៃកិច្ចប្រជុំរបស់ស្ថាប័ន ឬបុគ្គលពាក់ព័ន្ធ

II. ការពិភាក្សា

លោក តេរីសា កូមេស (Teresa Gomez)

អ្នកសម្របសម្រួលកម្មវិធីការងារសេចក្តីថ្លែងរបស់មនុស្ស

ក្រសួងសុខាភិបាល និងកិច្ចការសង្គមនៃក្រុងឡងប៊ិច

- តើមានសហគមន៍ណាខ្លះដែលត្រូវការ សេវាប្រកួតប្រជែងជាមួយសេវាផ្សេងទៀត?
- តើមាន កម្មវិធីកម្លាំងពលកម្ម ឬ ប្រតិបត្តិការបំផុសអ្វីខ្លះ ដែលលោកអ្នក ចង់ឱ្យមាន នៅ ឡងប៊ិច/តំបន់ស៊ីណាលហៀល (Signal Hill)?
- តើប្រកួតប្រជែងជាមួយសេវាផ្សេងទៀត ត្រូវបានដោះស្រាយដោយរបៀបណាដែរ ?

III. បូកសរុបចំណុចសំខាន់ៗដែលបានពិភាក្សា និងបិទកម្មវិធី

លោក អេរិច សេរ៉ាតូ (Erick Serrato)

ក្រុមប្រឹក្សាបង្កើតកម្លាំងពលកម្មរបស់ Pacific Gateway – ការកែសំរួលផែនការថ្នាក់មូលដ្ឋាន

វេទិកាសហគមន៍ ស្តីពីសេវាការងារថ្នាក់មូលដ្ឋាន

ទីតាំង : ទីកន្លែងការងារ (The WorkPlace)

ផ្លូវលេខ 4811 Airport Plaza Drive

ទីក្រុងឡងប៊ិច, រដ្ឋកាលីហ្វ័រញ៉ា CA 90815

កាលបរិច្ឆេទ : ថ្ងៃទី 5 ខែធ្នូ ឆ្នាំ 2018

ពេលវេលា : 10:00 ព្រឹក – 12:00 ថ្ងៃត្រង់

បញ្ហាខ្លឹមសារសម្រាប់កិច្ចប្រជុំពិភាក្សា

តើមានសហគមន៍ណាខ្លះដែលត្រូវការ សេវាច្រកផ្លូវជាស៊ីហ្វិកច្រើនជាងគេបំផុត?

- សហគមន៍ជនពិការ - ប្រជាពលរដ្ឋ ដែលទទួលបានសេវា មិនគ្រប់គ្រាន់, ដែលមានសមត្ថភាពបំពេញការងារ នៅក្នុងសហគមន៍
- សហគមន៍និយាយភាសាអេស្ប៉ាញ/អាមេរិកខាងត្បូង - សហគមន៍ ដែលមានចំណូល ទាបបំផុត
- សហគមន៍ខ្មែរ - ត្រូវការសេវាបកប្រែ, ឧបសគ្គផ្នែកភាសា
- អ្នកចូលនិវត្តន៍/ពលករវ័យចំណាស់ - បទពិសោធន៍អាចប្រើប្រាស់បានសម្រាប់ការងារ និងចែករំលែកជាមួយអ្នកផ្សេងទៀត ។
- ប៉ែកខាងលិច និងខាងជើង ឡងប៊ិច - ប្រជាពលរដ្ឋ ដែលមានចំណូលទាប, មានបញ្ហាប្រឈម ក្នុងការទទួលបានសេវានានា នៅផ្នែកខាងនោះនៃទីក្រុង, ត្រូវការ ការិយាល័យរណប, មានបញ្ហាផ្នែកមធ្យោបាយធ្វើដំណើរ (ខ្សែរថយន្តក្រុង) និង ក្រុមជើងកាង។
- ពលរដ្ឋអាមេរិក ដើមកំណើតអាហ្វ្រិក - ចំណូលទាប, គ្មានការងារធ្វើ
- យុវជននៅទំនេរ - និស្សិតវិទ្យាល័យ នៅចន្លោះពេល រវាងសាលារៀន និងការងារ, គ្មានការងារធ្វើ ឬមានការងារតិចតួច
- យុវជន - ខ្វះ ជំនាញទន់ និងជំនាញវិជ្ជាជីវៈ
- តំបន់កណ្តាល ឡងប៊ិច - ស្ត្រីជាម្តាយទោល ជាមេគ្រួសារដែលត្រូវការ សេវានានា, ការថែទាំកុមារ និងជំនាញទន់ ។ ត្រូវការ ឱ្យមានការយកចិត្តទុកដាក់ ។
- លើកទឹកចិត្ត អង្គការសហគមន៍ (CBOs) ឱ្យសហការ និងធ្វើការជាមួយគ្នាយ៉ាងជិតស្និទ
- ជំនួយបច្ចេកទេស ដល់អង្គការសាសនា (FBOs) និង CBOs ។ រត់រកគ្នាដើម្បីទទួលបានជំនួយ និងធនធាន ។
- វគ្គបណ្តុះបណ្តាល ស្តីពីភាពរសើប ផ្នែកវប្បធម៌ ដែលឆ្លុះបញ្ចាំង ពីសហគមន៍ ។
- កិច្ចសហការ កាន់តែរឹងមាំ រវាង ច្រកផ្លូវជាស៊ីហ្វិក និង CBOs ។ CBOs មានការទុកចិត្ត ពីនរសនជន នានា ។
- ត្រូវការ ការិយាល័យរណប ដើម្បីកាត់បន្ថយ បញ្ហាមធ្យោបាយធ្វើដំណើរ - ទីតាំងរណប នៅតំបន់ប៉ែកខាងជើង, កណ្តាល និងខាងលិចឡងប៊ិច - ផ្តល់ សិទ្ធិអំណាច ដល់អង្គការនានា ដើម្បីធ្វើជាដៃគូ ក្នុងការផ្តល់ទីកន្លែងសម្រាប់សម្រួលកម្មវិធីនានា ។

- មានសារៈសំខាន់ ក្នុងការធ្វើការជាមួយអង្គការសាសនា។ ទំនាក់ទំនង ផ្នែកសាសនា ទៅនឹង សេវាកម្មរ៉ាងពលកម្ម។ មានភាពជឿជាក់ និងជាសុខភាពកាន់តែប្រសើរឡើង។ ទំនាក់ទំនង និយោជកតាមរយៈអង្គការទាំងនេះ នៅតាមការជួបជុំនានា ។
- ការកសាង លទ្ធភាពទទួលបាន នៅក្នុងសហគមន៍ ដែលបុគ្គលម្នាក់ៗ មានអារម្មណ៍ ជឿជាក់ និងជាសុខភាព។
- ការចាំបាច់ ក្នុងការចូលទៅតាមសហគមន៍នានា, ទំនាក់ទំនងដើម្បីជួបជាមួយ ប្រជា ពលជននៅតាមទីលំនៅ របស់ពួកគេ។

តើមាន កម្មវិធីកម្លាំងពលកម្ម ឬប្រតិបត្តិបំប៉នផ្ទះដែលលោកអ្នកចង់ឱ្យមាន នៅឡងប៊ិច /តំបន់ស៊ីណាល?

- ត្រូវការសេវា កាន់តែច្រើនថែមទៀត សម្រាប់ប្រជាពលរដ្ឋ ស្ថិតក្នុងដំណាក់កាល ផ្លាស់ទីពី ទណ្ឌិតទៅរកការងារ (P2E)
 - បង្កើនកម្រិតសេវាដែលមានស្រាប់ឱ្យបានកាន់តែប្រសើរឡើង
 - លើកបង្ហាញពីសេវាដែលអាចរកបាន
- ភាពជាដៃគូ និង ការចូលរួម កាន់តែរឹងមាំឡើង ជាមួយ ផ្នែកសាកល្បងការងារ
- ភ្ជាប់ទំនាក់ទំនង ជាមួយបុគ្គលម្នាក់ៗ មុនពេលពួកគេ ត្រូវបានដោះលែង, ដោយត្រូវការ ធនធានបន្ថែមទៀត ដើម្បីជួយ ក្នុងអន្តរកាល
- L.A.M.P – យុវជនដែលមានទេពកោសល្យកម្រិតមធ្យម ។ កម្មសិក្សាការងារឱ្យបានច្រើន បន្ថែមទៀត និងការលើកកម្ពស់កម្មវិធីនានា
- កម្មវិធី ជាមួយក្មេងជំទង់ឱ្យបានច្រើនបន្ថែមទៀត។ កម្មវិធីបង្ការ, គ្រូណែនាំខណៈ ដែលពួកគេស្ថិតនៅក្នុងប្រព័ន្ធ។
- ការធ្វើឱ្យប្រសើរឡើងនៃមជ្ឈមណ្ឌលយុវជន នៅតំបន់ប៉ៃកខាងលិច/តំបន់កណ្តាល
- កម្មវិធីចូលរួមទៀត សម្រាប់យុវជនដែលត្រឡប់មកវិញ
- ឧបករណ៍វាយតម្លៃវគ្គបណ្តុះបណ្តាលដើម្បីជួយបង្ការ មិនឱ្យធ្លាក់ខ្លួនប្រព្រឹត្តខុសម្តងទៀត
 - ការវាយតម្លៃហានិភ័យ Ohio –
 - ការព្យាបាលផ្នែកការទទួលស្គាល់សីលធម៌ (MRT)
 - ការវាយតម្លៃហានិភ័យ
 - វគ្គបណ្តុះបណ្តាលជំនាញវិជ្ជាជីវៈ និងសារពើភ័ណ្ឌផ្ទាល់ខ្លួន
- កិច្ចសហការជាមួយ CBOs & FBO ដែលមានការទុកចិត្តដើម្បីបង្កើតសេវាគាំទ្រ និង សេ ចក្តីត្រូវការលើការបណ្តុះបណ្តាល
- កម្មវិធីបង្រៀនបុរសវ័យក្មេង ធ្វើជាឪពុកនិងបញ្ចប់ វដ្តភាពក្រីក្រគង់នានា “តួនាទី បុរស”
- ត្រូវការវិធីសាស្ត្រ លក្ខណៈគ្រប់ជ្រុងជ្រោយ, ដោយយល់ដឹង អំពីកម្មវិធីនានា ដែលមានរួច ហើយ, ការលើកកម្ពស់កម្មវិធីនានា ឱ្យកាន់តែប្រសើរឡើង, ការចែករំលែក ប្រតិបត្តិបំ ប៉នផ្ទះ

តើច្រកផ្លូវប៉ាស៊ីហ្វិកអាចគាំទ្រដល់កម្មវិធីកម្លាំងពលកម្មនៅមូលដ្ឋាន ដោយរបៀបណាដែរ ?

- ពង្រឹងទំនាក់ទំនង ជាមួយ CBOs ដើម្បីបង្កើតកម្មវិធីនានា – កម្មវិធីជំនួយភាសា, សេវា បកប្រែ ។
- CBOs មានបញ្ហាប្រឈម ចំពោះមុខងាររដ្ឋបាល ។ ត្រូវការឱ្យមានជំនួយបច្ចេកទេស, ដំណើរការបញ្ជាបង្កើតអោយប្រសើរឡើងនានា ។
- ការអប់រំសហគមន៍ អំពីសេវា និងកម្មវិធី របស់យើង ព្រមទាំង របៀបទទួលបាន ។
- ធ្វើការ ជាមួយ CBOs ដើម្បីបំពេញឱ្យបាន តាមតារាងវាស់ភាពជោគជ័យ, ការទូទាត់ តាម សមត្ថភាពបំពេញការងារ

- សហការ លក្ខណៈរដ្ឋបាល ដើម្បីលុបបំបាត់ ដែនកម្រិតមូលនិធិ និង ដំណើរការពិបាក នានា ។
- ច្រកផ្លូវប៉ាស៊ីហ្វិក ទាញប្រយោជន៍ ពីមូលនិធិនានាដើម្បីផ្តល់ថវិកាដល់ CBOs, FBOs – ដើរតួ ជាប្រភពបង្កើនមូលនិធិ
- សហការជាមួយ CBOs និង FBOs សម្រាប់ឱកាសទទួលបានមូលនិធិនានា ។
- ឱកាសការងារ និងការអភិវឌ្ឍន៍ការងារសម្រាប់មនុស្សវ័យចាស់ ។ ចំណូលបន្ថែម សម្រាប់អ្នក ដែលមានចំណូលថេរ ។
- សេវាអាហារ និងការដឹកជញ្ជូន (អាហារក្តៅ) ។

Local Planning Session

Tuesday, December 11, 2018

I. Introduction

Alisa Munoz

EO/Compliance & Policy Manager

Pacific Gateway Workforce Innovation Network

- a. California Local Plan; Regional and Local Plans PY 17-21 – Two Year Modifications
- b. Public Input Process & Key Dates
 - Public comment forms
 - Public Review Period: January 7, 2019*
- c. Introduction of Stakeholder Session

II. Discussion

Teresa Gomez

Human Dignity Program Coordinator

Long Beach Department of Health & Human Services

- What kinds of programs or services might better help individuals with disabilities?
- What type of partnerships should the workforce board develop or strengthen?

III. Re-Cap and Closing

Alisa Munoz



**WORKFORCE
DEVELOPMENT BOARD**

PUBLIC COMMENT FORM

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

Tuesday, December 11, 2018
2:30 p.m. – 4:30 p.m.

Michelle Obama Public Library
5870 Atlantic Avenue
Long Beach, CA 90805

Name: _____

Organization: _____

Comments: _____

Please submit your comments to staff at the registration table or via email to
alisa.munoz@pacific-gateway.org.

Pacific Gateway Workforce Development Board – Local Plan Modification

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Location: Michelle Obama Public Library

5870 Atlantic Avenue

Long Beach, CA 90805

Date: December 5, 2018

Time: 10:00 a.m. – 12:00 p.m.

Discussion Notes

What kinds of programs or services might better help individuals with disabilities?

- Financial literacy and financial management services
 - Earned Income Tax Credit
 - Diffuse the myths about losing benefits
- Streamline services
- Workshops tailored to individuals with disabilities
- Educate employers on hiring individuals with disabilities
 - LEAP Program
 - Windmills training
 - WorkAbility Program
- Educate parents of disabled children on the available programs and services within the community

What type of partnerships should the workforce board develop or strengthen?

- Department of Rehabilitation (DOR)
- Business Leadership Network – partner and build presence with employers
- Collaborate with Chamber of Commerce and local businesses on the hiring of individuals with disabilities
- Occupational Centers
- Veterans Administration (VA)

Sesión de planificación local

Martes, 11 de diciembre de 2018

I. Introducción

Alisa Munoz

**Administradora de Políticas y Cumplimiento e Igualdad de Oportunidades (EO, Equal Opportunity)
Red de Innovación de la Fuerza Laboral Pacific Gateway**

- a. Plan local de California; planes regionales y locales PY 17-21: Modificaciones de dos años
- b. Proceso de opinión del público y fechas clave
 - Formularios para comentarios del público
 - Período de revisión pública: 7 de enero de 2019*
- c. Introducción de la sesión para las partes interesadas

II. Análisis

Teresa Gómez

**Coordinadora del Programa de Dignidad Humana
Departamento de Salud y Servicios Humanos de Long Beach**

- ¿Qué tipos de programas o servicios podrían ayudar de mejor forma a las personas con discapacidades?
- ¿Qué tipo de asociaciones debería desarrollar o fortalecer la junta de la fuerza laboral?

III. Resumen y cierre

Alisa Munoz

Junta de Desarrollo de la Fuerza Laboral de Pacific Gateway: Modificación del plan local

Mejorar los servicios para personas con discapacidades mediante el empleo integrado competitivo

Lugar: Biblioteca Pública Michelle

Obama 5870 Atlantic Avenue

Long Beach, CA 90805

Fecha: 11 de diciembre de 2018

Hora: de 2:30 p.m. a 4:30 p. m.

Notas de análisis

¿Qué tipos de programas o servicios podrían ayudar de mejor forma a las personas con discapacidades?

- Servicios de educación y administración financiera
 - Crédito tributario por ingresos del trabajo
 - Desmentir los mitos sobre la pérdida de beneficios
- Agilizar servicios
- Talleres diseñados para personas con discapacidades
- Educar a los empleadores sobre la contratación de personas con discapacidades
 - Programa de Mejoramiento y Enriquecimiento del Liderazgo (LEAP, Leadership Enrichment and Advancement Program)
 - Programa de Capacitación Molinos de Viento (Windmills Training Program)
 - Programa de Capacidades de Trabajo (WorkAbility Program)
- Educar a los padres de niños con discapacidades sobre los programas y los servicios disponibles en la comunidad

¿Qué tipo de asociaciones debería desarrollar o fortalecer la junta de la fuerza laboral?

- Departamento de Rehabilitación (DOR, Department of Rehabilitation)
- Business Leadership Network: trabajar en conjunto y fortalecer la presencia con los empleadores
- Colaborar con la Cámara de Comercio y las empresas locales en relación con la contratación de personas con discapacidades
- Centros ocupacionales
- Administración de Veteranos (VA, Veterans Administration)



កិច្ចប្រជុំធ្វើផែនការថ្នាក់មូលដ្ឋាន ថ្ងៃអង្គារ, ថ្ងៃទី 11 ខែធ្នូ ឆ្នាំ 2018

I. សេចក្តីណែនាំ

អាលីសា មូណូ (Alisa Munoz)
EO/អ្នកគ្រប់គ្រង ផ្នែកអនុលោមភាព និងគោលនយោបាយ
បណ្តាញនវានុវត្តន៍កម្លាំងពលកម្មច្រកផ្លូវជាតិលើសមុទ្រ

- a. ផែនការថ្នាក់មូលដ្ឋានរបស់រដ្ឋកាលីហ្វ័រញ៉ា; ផែនការថ្នាក់តំបន់ និងមូលដ្ឋានសម្រាប់ PY 17-21 – ការកែប្រែសម្រាប់រយៈពេលពីរឆ្នាំ
- b. ដំណើរការបញ្ឈប់ធនធានជាសាធារណៈ និងកាលបរិច្ឆេទសំខាន់ៗ
 - ទម្រង់បែបបទសម្រាប់ការបញ្ចេញមតិរបស់សាធារណជន
 - រយៈពេលនៃការពិនិត្យវាយតម្លៃរបស់សាធារណៈជន: ថ្ងៃទី 7 មករា ឆ្នាំ 2019*
- c. សេចក្តីផ្តើមនៃកិច្ចប្រជុំរបស់ស្ថាប័ន ឬបុគ្គលពាក់ព័ន្ធ

II. ការពិភាក្សា

លោក តេរីសា កូមេស (Teresa Gomez)
អ្នកសម្របសម្រួលកម្មវិធីការងារសេចក្តីថ្លែងរូបរបស់មនុស្ស
ក្រសួងសុខាភិបាល និងកិច្ចការសង្គមនៃក្រុងឡងប៊ិច

- តើកម្មវិធី ឬ សេវា អ្វីខ្លះ ដែលអាចជួយ ជនពិការ បានកាន់តែប្រសើរឡើង ?
- តើភាពជាដៃគូ ប្រភេទណាខ្លះ ដែលគណៈកម្មាធិការកម្លាំងការងារ គួរ កសាងឡើង ឬ ពង្រឹង បន្ថែមទៀត ?

III. បូកសរុបចំណុចសំខាន់ៗដែលបានពិភាក្សា និងបិទកម្មវិធី

អាលីសា មូណូ (Alisa Munoz)

ក្រុមប្រឹក្សាបង្កើតកម្លាំងពលកម្មរបស់ Pacific Gateway – ការកែសំរួលផែនការថ្នាក់មូលដ្ឋាន

ការកែលំអសេវានានា សម្រាប់ជនពិការ តាមរយៈការងារចម្រុះ ដែលមានលក្ខណៈប្រកួតប្រជែង

ទីតាំង ៖ បណ្ណាល័យសាធារណៈ មីសែល អូបាម៉ា (Michelle Obama)
5870 រុក្ខវិថី Atlantic
ទីក្រុងឡងប៊ិច, រដ្ឋកាលីហ្វ័រញ៉ា CA 90805

កាលបរិច្ឆេទ ៖ ថ្ងៃទី 5 ខែធ្នូ ឆ្នាំ 2018
ពេលវេលា ៖ 10:00 ព្រឹក – 12:00 ថ្ងៃត្រង់

បញ្ហាខ្លឹមសារសម្រាប់កិច្ចប្រជុំពិភាក្សា

តើកម្មវិធី ឬ សេវា អ្វីខ្លះ ដែលអាចជួយ ជនពិការ បានកាន់តែប្រសើរឡើង ?

- អក្ខរភាព ផ្នែកហិរញ្ញវត្ថុ និង សេវាគ្រប់គ្រងហិរញ្ញវត្ថុ
 - គណនាធានាធនធាន ដែលរកបាន
 - ការរំសាយ ការយល់ខុស អំពីការបាត់បង់អត្ថប្រយោជន៍
- សេវាបញ្ជ្រាបធ្វើឱ្យប្រសើរឡើង
- សិក្ខាសាលា ដែលតម្រូវតាម ជនពិការ
- អប់រំនិយោជក អំពីការជ្រើសរើសជនពិការឱ្យចូលបម្រើការងារ
 - កម្មវិធី LEAP
 - វគ្គបណ្តុះបណ្តាល Windmills
 - កម្មវិធីសមត្ថភាពការងារ
- អប់រំ ឪពុកម្តាយ របស់ក្មេងពិការ អំពីកម្មវិធី និងសេវានានា ដែលអាចរកបាន នៅក្នុងសហគមន៍

តើភាពជាដៃគូ ប្រភេទណាខ្លះ ដែលគណៈកម្មាធិការកម្លាំងការងារ គួរ កសាងឡើង ឬ ពង្រឹងបន្ថែមទៀត ?

- នាយកដ្ឋានស្តារលទ្ធភាព (DOR)
- បណ្តាញភាពជាអ្នកដឹកនាំធុរកិច្ច – ចាប់ដៃគូ និង កសាងវគ្គមាន ជាមួយ និយោជកនានា
- សហការ ជាមួយសភាពាណិជ្ជកម្ម និងធុរកិច្ចថ្នាក់មូលដ្ឋាន ចំពោះការជ្រើសរើស ជនពិការ ឱ្យចូលបម្រើការងារ
- មជ្ឈមណ្ឌលមុខរបរ
- រដ្ឋបាលអភិវឌ្ឍន៍ជន (VA)

AGENDA

Workforce Development Board Meeting

Tuesday, November 13, 2018
8:30 a.m.


WorkPlace
4811 Airport Plaza Drive
Long Beach, CA 90815
Silverado Room

- I. Call to Order
- II. Public Comment*
- III. Approval of Minutes
- IV. Presentations
 1. **Youth Program Overview**
An overview of the various services offered to youth across Pacific Gateway's service area, and an introduction of emergent opportunities that will extend the Board's work in the next 12 months. **Presenter:** Erick Serrato, Deputy Director, Pacific Gateway
 2. **Limited English Proficiency (LEP) Policy**
Review and discussion of revised LEP Policy, informed by additional input from stakeholders in the English-Learner community. **Presenter:** Alisa Munoz, EO & Policy Manager, Pacific Gateway
- V. **New Business**
 - A. **Action Items**
 1. **Pacific Gateway Policies**
Recommendation to approve revised WIOA policies impacting Adult, Dislocated Worker, and Youth. This includes policies related to special grants, projects, and organizational processes.
 - B. **Discussion Items**
 1. **Regional and Local Plan PY 17-21**

Update on status of Regional and Local Plan activity, including Sub-Regional Session and Local Plan Stakeholder Sessions occurring in November and December 2018.

2. Business Engagement Strategy

Presentation of enhanced business and industry engagement strategies, including focus on industry sectors, partnerships, and efforts to further immerse career counseling staff in industry trends.

3. Services for Individuals Facing Housing Insecurity (Homelessness)

Presentation of emergent opportunities and partnerships aimed at addressing service and employment needs of individuals facing housing insecurity.

4. Grants Update

Status of grant submissions and fund development activities for Program Year 18-19; and discussion of strategic goals and funding impact.

VI. Executive Director's Report

VII. Adjournment

Next Meeting: Tuesday, February 12, 2019

***Public Comment at Workforce Development Board Meetings**

The public will be given the opportunity to address the Board on any non-agenda and agenda items during public comment only. Members of the of the public who wish to speak on an item are requested to complete a speaker card for each item they wish to address, and present the completed card(s) to the designated personnel of the Board. Speaker cards are available at the sign-in table.

For updated meeting schedules, please visit www.pacific-gateway.org. For more information call (562) 570-3650.

AGENDA

Workforce Development Board Meeting

Tuesday, February 19, 2019
8:00 a.m.


WorkPlace
4811 Airport Plaza Drive
Long Beach, CA 90815
El Dorado Park Room

- I. Call to Order
- II. Public Comment*
- III. Approval of Minutes
- IV. Presentations
 1. **Pacific Gateway Local Plan**

Review the PY 17-21 local plan and share information on how residents and employers can access services in the local workforce development area; with consideration of Employment Development Department directive requirements and community feedback provided thus far.
Presenter: Erick Serrato, Assistant Director, Pacific Gateway
- V. **New Business**
 - A. **Action Items**
 1. **Pacific Gateway Policies**

Recommendation to approve revised WIOA policies impacting Adult, Dislocated Worker, and Youth. This includes policies related to special grants, projects and organizational processes.
 2. **WIOA Youth Programs Investments**

Provision of short-term WIOA Youth Service contracts for successful WIOA contractors, offered concurrent to development of new youth program model.

B. Discussion Items

1. Future Long Beach

A walk-through of efforts to reframe Pacific Gateway's youth programming, including a new youth employment center and service partnerships.

2. Project Equity

Overview of Pacific Gateway's role in Project equity. The project is aimed at helping interested business owners transition ownership to their employees, which in turn supports job retention and industry competitiveness.

3. Grants Update

Status of grant submissions and fund development activities for Program Year 18-19; and discussion of strategic goals and funding impact.

VI. Executive Director's Report

VII. Adjournment

Next Meeting: Tuesday, May 21, 2019

***Public Comment at Workforce Development Board Meetings**

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March 12, 2019

Tim Rainey
Executive Director California Workforce Development Board

Subject: Local Plan Modification Signatures

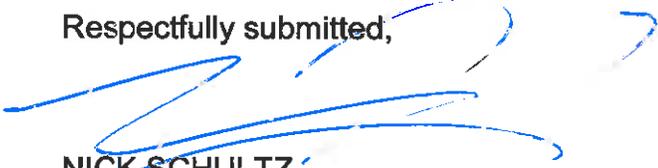
Tim,

Pacific Gateway drafted its Local Plan Modifications in accordance with State Directive WSD18-01, including three public sessions, a public presentation to the Board and a public review of the Draft Plan on the Pacific Gateway website (www.pacific-gateway.org).

However, Pacific Gateway is not able to secure signature by the Chief Elected Official at this time, due to a tight schedule of comment period and Workforce Board meetings. The Board will be presented with the final Local Plan at its next Board Meeting (May 21, 2019; 8:00AM) where it will formally approved, and directly thereafter receive signature from Mayor Robert Garcia (Long Beach).

Thank you for your consideration.

Respectfully submitted,



NICK SCHULTZ
Executive Director

Introduction

The New York Times will tell you that Long Beach is a city that has begun to shed its past.¹ The economic development boom that has captured national headlines has given the impression of a city well on the path to prosperity. From our experience, it depends on who you ask.

Economically, Long Beach continues to struggle with persistent geographic and racial inequity. Our city has some of the highest unemployment rates in the County - reaching up to 33.63% in certain census tracts.² Similarly, median household income varies wildly from East to West in census tracts, going as low as \$11,736 and as high as \$122,526 annually.³ As illustrated in the Equitable Growth Profile of Long Beach, racial inequities in education, unemployment, and wages deepen income and wealth gaps, and the jobs that are being created in the city are not going to the current low-income population. Communities that have been structurally disenfranchised - largely African American, Cambodian, and Latino/x - need responsive, culturally competent workforce development services to create a pathway toward economic equity.

We firmly believe in the Pacific Gateway Workforce Innovation Network (PGWIN)'s ability to help ameliorate the challenges our communities face. We also believe that in order to more strongly support economic and racial equity, there must be changes to PGWIN's policy and practices. As community organizations committed to uplifting structurally disenfranchised populations out of poverty, we stand ready to be a key partner in this effort.

The priorities included in this document have been identified by the Long Beach Workforce Development Network through ongoing discussion, and are aligned with recommendations put forth in the City of Long Beach's Blueprint for Economic Development, the Everyone In initiative, and the PolicyLink Equitable Growth Profile. Members of this collaboration include California Immigrant Policy Center, Centro CHA, Long Beach Coalition for Good Jobs and a Healthy Community, Long Beach Community Action Partnership, Long Beach Forward, and United Cambodian Community.

¹ Marino, Vivian. 2018. "After Years of Decline, a California Port City Sheds Its Past" *The New York Times* <<https://www.nytimes.com/2018/04/24/business/long-beach-california-redevelopment.html>>

² USC Price Center for Social Innovation. 2018. "Addressing Employment Inequality in the City of Long Beach" *Neighborhood Data for Social Change* <<https://usc.data.socrata.com/stories/s/7udp-gd42>>

³ Ibid.

Create realistic performance measures that prioritizes those most in need, not just those most likely to succeed

- Performance outcomes should consider progress made on a variety of metrics, not solely focused on federally required wage and employment outcomes. For example, expanding to a one year timeframe for performance outcomes provides a more attainable goal for those with multiple barriers to employment.
- Engage the community knowledge and expertise of CBOs through collaboration when negotiating performance measures and goals.
- Use and share existing community data, such as from the Everyone In Initiative, the Equitable Growth Profile of the City of Long Beach, the Latino Economic Impact Profile Report, and other community resources to target resources effectively.

Implement PGWIN's Language Access policy with an accountability plan to report progress to the Board bi-annually

- Engage with CBOs and the Language Access Coalition as collaborative partners in ensuring implementation of the new Language Access Policy.

Reduce transportation as a barrier to accessing services

- Pacific Gateway centers, or satellite sites through CBOs, should be located in communities with significant low-income populations, and transportation options should be expanded to increase ease of access to services. For example, Pacific Gateway could build capacity of organizations who have drivers to have more hours to serve other organizations, and/or route buses to expand services, making them more accessible.

Additional priorities identified include working with the Local Hire Coalition on Project Labor Agreements and local hire policies to ensure local jobs are accessible to local and disadvantaged residents, and to increase community representation on the Workforce Development Board. Board leadership should reflect the communities that are served through PGWIN, including immigrants, formerly incarcerated, and low-income communities.

Attachment 2: Additional Data on Economic and Labor Conditions

The following is a report commissioned by Pacific Gateway in 2018 to better understand localized correlations among levels of poverty and workforce outcomes.

This work was developed by renowned labor market economist Paul Harrington (Drexel University). This work includes research on local populations served through the Plan Modification process, including Foreign-Born jobseekers, disconnected youth and adults, those living on poverty and other populations.

The Connections between Deep Poverty, Poverty, and Labor Force Behavior in Long Beach

Neeta Fogg, Paul Harrington,
and Ishwar Khatiwada
Center for Labor Markets and Policy
Drexel University

July 2018

This study was prepared under contract with the City of Long Beach, with financial support from the Office of Economic Adjustment, Department of Defense. The content reflects the views of the City of Long Beach and does not necessarily reflect the views of the Office of Economic Adjustment.

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Introduction

Poverty and income inadequacy plague many urban areas in California. While poverty is not a measure of the quality of life within a community, it can serve as a rough measure of the portion of an area's population that have the cash incomes below a quite low threshold (\$20,870 for a family of three during 2016). These are often the households who are most likely to struggle in becoming or maintaining self-sufficiency. High poverty communities means reduced consumption, reduced savings, and diminished wealth with all of the implied insecurities associated with those reduced conditions. This paper examines the problems of poverty among adults in Long Beach in a labor market context. A large majority of households generate the bulk of their income from the job market in the form of earnings. In this paper we explore the interactions between poor persons and the labor market. In addition to the overall problem of poverty in the city, we also examine the city's 'deep poverty' population. Deep poverty refers to those households with exceptionally low cash incomes within a year. Households with incomes below 50 percent of the official poverty threshold are included in our counts of the deep poor in Long Beach.

The paper begins with a brief discussion about the data that we use to analyze poverty in the city and then focuses on the deep poverty problem in Long Beach. We explore some characteristics of the deep poor population including demographic traits as well as important socio-economic traits such as education, marital status, and disability status of householders. This analysis then immediately followed with a similar review of the overall poor population in Long Beach.

Our discussion next runs to the central role that educational attainment plays in influencing labor force activity in the city. We examine overall labor force participation of the working age (non-elderly) resident population of Long Beach. The analysis examines the labor force activity of the deep poor, poor, and non-poor population within the city and finds very low levels of labor force activity among the working age poor residents of the city. We examine employment stability in the city and find that employment instability is much more common among deep poor residents than others in the city's labor market.

Labor market disconnection is associated with very long spells of joblessness for a (non-enrolled) adult. We provide a set of measures of the size of the disconnected deep poor and poor population in Long Beach and compare this with the working poor population in the city, with

recent or even current work experience, but with earnings insufficient to raise household/family income above the poverty threshold.

Selection of Non-Elderly Adults to Examine Poverty Problems

The measures of poverty, deep poverty, and the labor force status of the population in the City of Long Beach were prepared by the Center for Labor Markets and Policy at Drexel University using the public use microdata sample (PUMS) data files for the 2014 to the 2016 period derived from the American Community Survey (ACS). The ACS survey is monthly survey of households that ask a variety of questions about each member of the household related to a variety of demographic, social, economic, and housing characteristics of the responding household. The ACS makes individual responses to the questionnaire (with confidentiality protections) from each household within designated geographic areas available to researchers. These data files, when properly weighted and analyzed, can provide very keen insights to help answer important questions about many topics, including poverty. This paper, for example, analyzes poverty from a labor market perspective so we can better understand the inter-relationships between poverty, labor force attachment, and labor force disconnection. It helps us differentiate the poor population in the city with respect to their engagement with the world of work. We are able to both measure the size and characteristics of the city's working poor population as well as that of the labor market disconnected poor population of Long Beach.

In this report, we have examined poverty problems of non-elderly working-age adults, 16- to 64-years-old, excluding college students under 30 years of age during 2014 the 2016 period. Excluding both the elderly and most children from the deep poverty measure has little impact on deep poverty rates in areas used in our analysis. Indeed, not much difference is found between the incidence of deep poverty rates or poverty rates among the working-age population and the overall population. For example, in 2014-2016, deep poverty rate of non-elderly persons in Long Beach city was 7.6 percent, nearly identical to the deep poverty rate of all persons (7.9%). The difference in poverty rate between these two groups in Long Beach city was less than 2 percentage points.

Poverty status is not determined for people in military group quarters, dormitories, or unrelated individuals under 15 years of age. However, poverty is determined for college students living in off-campus housing. For college students living off-campus, poverty status is

determined by their total personal income. Evidence shows that college students living off-campus in places with considerable college student population result in significantly lower poverty rate measures.¹ For this reason, we have excluded college students under 30 years of age from all areas in our analysis. In Long Beach city, exclusion of college students under 30 yielded a 1.1 percent lower poverty rate for all persons in 2014-2016. For the entire U.S., exclusion of college students under 30 years of age yielded 0.9 percentage point lower poverty rate in 2014-2016.

Table 1:
Comparisons of Deep Poverty Rates and Poverty Rates of All Persons and Non-Elderly Persons 16- to 64-years-old in Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016 (In Percent)

	All Persons	Persons, 16-64*	Difference
<u>% of Deep Poor</u>			
Long Beach City	7.9	7.6	-0.3
Greater Long Beach City	6.2	5.9	-0.3
California	5.8	5.7	-0.1
U.S.	5.7	5.6	-0.1
<u>% of Poor</u>			
Persons, 16-64			
Long Beach City	18.2	16.6	-1.6
Greater Long Beach City	16.2	14.6	-1.6
California	14.3	13.3	-1.1
U.S.	13.7	12.9	-0.8

Note: * Excludes college students under 30 years of age.

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

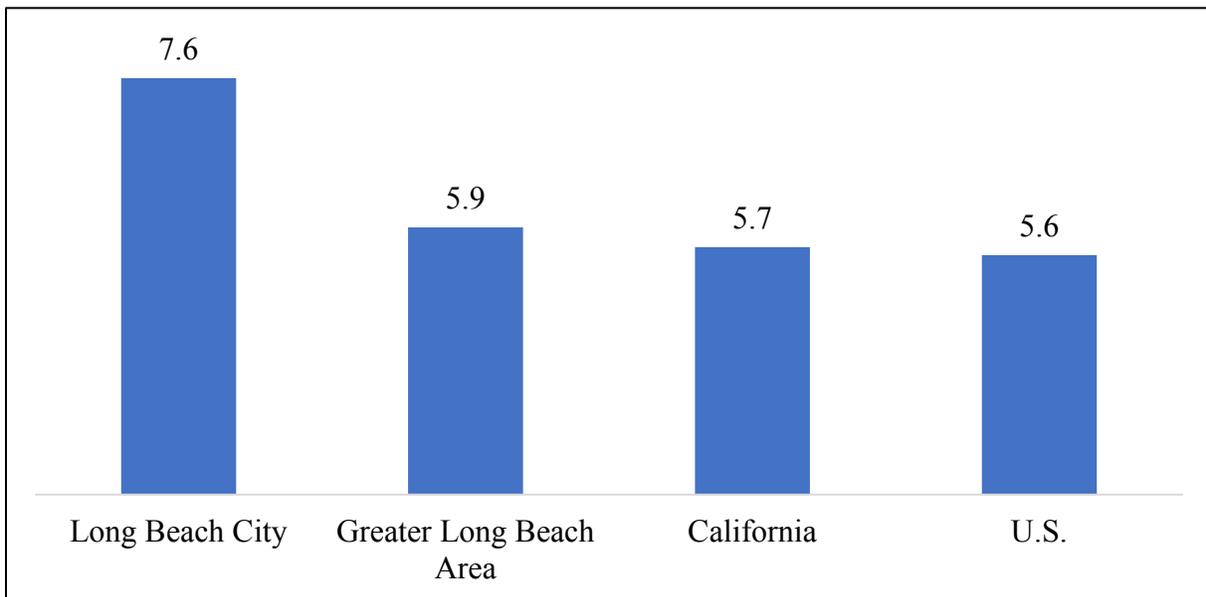
Deep Poverty and the Characteristics of the Working-Age Deep Poor Population

In recent years, just under 17 percent of non-elderly working-age residents of Long Beach city lived in households with incomes below the official poverty threshold. A closer look at the data reveal that a large proportion of residents who are classified as poor live in households with incomes that are much lower than the official poverty threshold. Persons with

¹ See: Bishaw, Alemayehu, “Examining the Effect of Off-Campus College Students on Poverty Rates”, SEHSD Working Paper 2013-17, U.S. Census Bureau, Social, Economic & Housing Statistics Division, Poverty Statistics Branch.

incomes below 50 percent of the poverty threshold are classified as living in ‘deep poverty’. Findings for Long Beach city in 2014-2016 show that 7.6 percent of non-elderly adults had household incomes that were low enough to be classified as deep poor. The incidence of deep poverty in Long Beach city (7.6%) was more 1.25 times higher than in the Greater Long Beach area (5.9%), California (5.7%), and the U.S. (5.6%).

Chart 1:
Deep Poverty Rates of 16-64 in Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016 (In %)



Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Deep poverty rates of Long Beach city non-elderly residents were more pronounced among women than among men. In 2014-2016, females had nearly a 3-percentage point higher deep poverty rates than their male peers (8.9% versus 6.2%) (Table 2). Women who were either foreign-born or a race-ethnic minority had higher incidence of deep poverty or poverty. In the Greater Long Beach area, deep poverty problems among men and women were somewhat smaller than in the Greater Long Beach area; however, the difference in deep poverty rate between males and females was almost equally large, 2.7 percentage points (4.5% among males and 7.3% among females). In California, the deep poverty rate among women in 2014-2016 was 6.7 percent, which was 2 percentage points higher than among men (4.7%). Findings for the entire U.S. were very similar.

Table 2:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
Total and by Gender, 2014-2016 (In Percent)

Gender Group	Long Beach City	Greater Long Beach Area	California	U.S.
All (16-64)	7.6	5.9	5.7	5.6
Male	6.2	4.5	4.7	4.6
Female	8.9	7.3	6.7	6.6

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Deep poverty rates of in Long Beach city, the Greater Long Beach area, California, and the U.S. also varied widely by race-ethnic origins. (Table 3). In 2014-2016, deep poverty rates in Long Beach city ranged from lows of 4.9 percent among persons in “other” race-ethnic group and 6 percent among non-Hispanic White to highs of 7.5-7.6 percent among Asians and Hispanics and 12 percent among African Americans. In the Greater Long Beach area, deep poverty rates among persons in the five race-ethnic groups was smaller than in Long Beach city. Four to five percent of non-Hispanic Whites, Asians, and persons from “other” race-ethnic origins were deep poor while 6 percent to just under 9 percent of Hispanics and African Americans were deep poor. California and the U.S. deep poverty rates among the persons in the five race-ethnic groups were quite similar.

Table 3:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Race-Ethnic Groups, 2014-2016 (In Percent)

Race-Ethnic Group	Long Beach City	Greater Long Beach Area	California	U.S.
White	6.0	5.1	4.7	4.3
Black	12.0	8.7	10.0	9.8
Asian	7.6	4.2	4.1	4.1
Hispanic	7.5	6.3	6.6	7.3
Other	4.9	4.8	6.8	8.4

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

The deep poverty rate varied widely by age. Teens and young adults (excluding college students) had a higher incidence of deep poverty than their older peers.² In Long Beach city, the deep poverty rate in 2014-2016 varied from a high of 13.6 percent among those in the 16- to 19-

² Part of this very high incidence of deep poverty among young people is associated with their disconnection from human capital development activities. For evidence, see Neeta P. Fogg and Paul E. Harrington, *The Human Capital Deficit of Disconnected Youth in Philadelphia*, Center for Labor Markets and Policy

year-old age group, to a low of 6.0 percent among the 55- to 64-year-old population. Among those in the 25- to 54-year-old age group, the deep poverty rates in the city were in the 6 to 7 percent range. In the Greater Long Beach area, deep poverty rates in the five age groups were lower than in Long Beach city. Similar patterns in deep poverty rates by age groups prevailed for persons in California and the U.S.; however, the deep poverty rate in Long Beach city in four of the five age groups was higher than in California and the U.S. Persons in 25- to 34-year-old age group in Long Beach city had lower deep poverty rate than in the U.S.

Table 4:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Age Groups, 2014-2016 (In Percent)

<u>Age Group</u>	<u>Long Beach City</u>	<u>Greater Long Beach Area</u>	<u>California</u>	<u>U.S.</u>
16-24	13.6	9.3	8.7	8.9
25-34	6.1	5.5	6.2	6.5
35-44	7.4	5.8	5.5	5.3
45-54	6.8	5.3	4.6	4.5
55-64	6.0	4.7	4.6	4.2

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Persons with lower levels of educational attainment had a much greater likelihood of living in deep poverty than those with higher levels of educational attainment. This increased risk of very low household income among residents with low levels of educational attainment is unsurprising. Persons with low literacy and numeracy skills and fewer years of schooling are much more likely to have lower labor force attachment, higher unemployment and underemployment rates, lower full-time employment rates, and lower annual earnings.³ Thus, less educated persons are more likely than their counterparts with higher levels of education to be in deep poverty. In Long Beach city, 12.3 percent of working-age persons without a high school diploma had income below 50 percent of the poverty line. Among the 22,300 deep poor

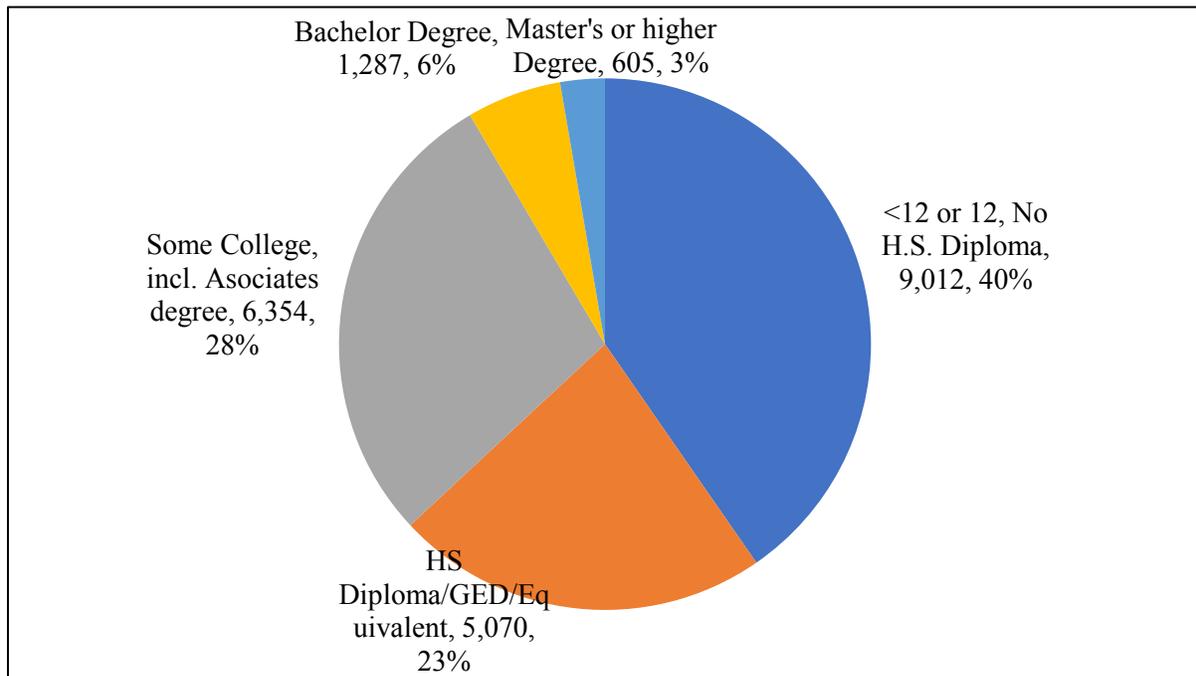
³ See: Irwin Kirsch, Henry Braun, Mary Louise Lennon and Anita Sands, *Choosing our Future: A Story of Opportunity in America*, Educational Testing Service, Princeton, January 2016; and Walter W. McMahon, “The Social and External Benefits of Education, in *International Handbook of the Economics of Education*, Geraint Johnes and Jill Johns (Eds.) Edward Elgar Publishing Cheltenham UK, 2004 Goldin, Claudia D. and Lawrence F. Katz, *The Race between Education and Technology*. Boston MA: Harvard University Press, 2008 Neeta Fogg, Paul Harrington and Ishwar Khatiwada, *The Impact of Human Capital Investment on the Earnings of American Workers*, Educational Testing Service, Princeton, NJ Forthcoming, 2018 *The Human Capital Report, 2015*, World Economic Forum, Employment, Skills, and Human Capital Global Challenge Insight Report, 2015. (http://www3.weforum.org/docs/WEF_Human_Capital_Report_2015.pdf).

Table 5:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Educational Attainment Level Groups, 2014-2016 (In Percent)

Educational Attainment Group	Long Beach City	Greater Long Beach Area	California	U.S.
<12 or 12, No H.S. Diploma	12.3	9.7	9.8	11.0
HS Diploma/GED/Equivalent	8.4	6.4	7.0	7.1
Some College, incl. Associates degree	7.6	5.1	5.0	4.8
Bachelor's Degree	2.5	2.4	2.8	2.3
Master's or higher Degree	2.3	2.1	2.0	1.7

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Chart 2:
Share of Long Beach City Working-Age Persons (aged 16-64) in Deep Poverty,
by Educational Attainment, 2014 to 2016 Averages



Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

persons in Long Beach city, 40 percent did not have a high school diploma and another 23 percent only had high school diploma or its equivalent (Chart 2). Thus, 63 percent of those in deep poverty had no schooling beyond high school. Among working-age residents of Long Beach city with a high school diploma, 8.4 percent lived in a household with incomes below the deep poverty threshold in 2014-2016. (Table 5). In contrast, slightly more than 2 percent of working age residents with a Bachelor's or higher degree faced deep poverty problems in the

city. In the Greater Long Beach area, deep poverty followed similar variation patterns, ranging from lows of 2.3-2.5 percent among Bachelor’s and Master’s or higher degree holders to highs of 8.4 percent among those without a high school diploma and 12.3 percent among those with a high school diploma only. Very similar findings on deep poverty rates by educational attainment levels prevailed for California and the U.S. (Table 5).

Disabled persons⁴ were highly likely than their non-disabled peers to face deep poverty problems. In the four geographic areas in or analysis, disabled persons were 1.7 to 2.0 times more likely than those without disabilities to be in deep poverty. In Long Beach city, persons with disabilities were 6.8 percentage points more likely than their counterparts without disabilities to be in deep poverty (13.8% versus 7.0%). In the Greater Long Beach area, 9.4 percent of non-elderly persons with disabilities were in deep poverty while only 5.6 percent of persons without any disabilities were in this category. Similar size differences in deep poverty rates prevailed by disability status in California and the U.S.; but the deep poverty rate for the working-age population with disabilities in Long Beach city was higher than in California or the entire U.S. (Table 6).

Table 6:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Disability Status, 2014-2016 (In Percent)

Disability Status Group	Long Beach City	Greater Long Beach Area	California	U.S.
Disabled	13.8	9.4	9.4	10.1
Not Disabled	7.0	5.6	5.4	5.1

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

The deep poverty rate also varied by nativity status of persons. In 2014-2016, non-elderly foreign-born persons in Long Beach city had slightly higher poverty rate than native-born persons (8.2% among foreign-born versus 7.2% among native-born) (Table 7). In the Greater Long Beach area, deep poverty rates between foreign-born and native-born persons was nearly identical. In both California and the U.S., the deep poverty rate among the foreign-born persons was slightly higher than among native-born persons.

⁴ Persons with any one of these six disability problems are considered disabled- Hearing difficulty, vision difficulty, cognitive difficulty, ambulatory difficulty, self-care difficulty, and independent living difficulty.

Table 7:
Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Nativity Status, 2014-2016 (In Percent)

Educational Attainment Group	Long Beach City	Greater Long Beach Area	California	U.S.
Foreign-Born	8.2	6.0	6.1	6.4
Native Born	7.2	5.9	5.5	5.4

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Deep poverty rates were also strongly linked to household living arrangements of individuals. Persons living in single-parent households had a sharply higher incidence of deep poverty than those living in married-couple households. Part of this difference is associated with a greater likelihood among married couple households to have at least one spouse with a bachelor’s degree. The share of householders with a college degree is much lower among single parent households. About 39 percent of householders in married couple families across the U.S. had a bachelor’s or higher degree; double the proportion found for householders of single parent families (19%). Thus, adults in married-couple households tend to be better-educated and are likely to have higher employment rates and access to occupations with higher wages. In contrast, single parent households, are more frequently characterized by a lower level of educational attainment, lower employment rates, and higher unemployment rates.

Working-age residents living in female headed family households (with no spouse present) in Long Beach city had a relatively higher deep poverty rate of 14.5 percent than those living alone or in non-family households (11.5%) and male-headed family households (with no spouse present) (11.2%). In contrast, only 2.4 percent of persons living in married couple households faced deep poverty problems in Long Beach city during the 2014-2016 period. Deep poverty rates in the Greater Long Beach area was highest among persons in non-family households (11.7%) followed closely by those in single parent families (9.7-9.8%) and lowest among persons living in married-couple households (2.4%). These findings patterns for California and the U.S. were similar (Table 8).

Table 8:
**Deep Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S.,
by Household Living Arrangements, 2014-2016 (In Percent)**

Household Living Arrangements Group	Long Beach City	Greater Long Beach Area	California	U.S.
Married-Couple Families	2.4	2.4	2.4	2.0
Male-Headed Families	11.2	9.8	9.3	9.6
Female-Headed Families	14.5	9.7	10.8	11.7
Non-family households	11.5	11.7	10.8	10.6

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Poverty Rates of the Working-Age Population

In the previous section of the report, deep poverty (incomes below 50 percent of the poverty threshold) status of non-elderly residents in Long Beach city, the Greater Long Beach area, California, and the U.S. were examined during 2014-2016. In this section of the report, poverty problems (incomes below 100 percent of the poverty threshold) will be examined for non-elderly adults during 2014-2016. The poverty rate of non-elderly persons in Long Beach city in 2014-2016 was just under 17 percent, which was higher than in the Greater Long Beach area (14.6%), California (13.3%), and the U.S. (12.9%). Females were more likely than males to be in poverty. Among females, the poverty rate in Long Beach city and the Greater Long Beach area was higher than in California and the U.S. The poverty rates in both Long Beach city and the Greater Long Beach area were higher among African Americans and Hispanics and lower among Asians and non-Hispanic Whites. One in four African Americans and Hispanics in Long Beach city were poor in 2014-2016.

Poverty rates also varied widely by age group. In Long Beach city, young adults (aged 16-24 years) faced the highest incidence of poverty (28%). The poverty rates of adults in the 25- to 64-year-old age group in Long Beach city were in the range of 14 to 16 percent during 2014-2016. The poverty rates for non-elderly persons in each of the five age groups in the Greater Long Beach area were lower than in Long Beach city. Poverty rates by age group followed similar patterns in California and the U.S.

Persons with a bachelor's or higher degree were less likely than their peers without any post-secondary education to face poverty problem. Persons with a Bachelor's or higher degree had

the lowest poverty rates while those without a high school diploma had the highest poverty rates. In 2014-2016, slightly more than 29 percent of Long Beach city residents without a high school diploma were in poverty while the poverty rates among those with a Bachelor's or higher degree was around 4-6 percent. (Table 9). Similar patterns of poverty rates by educational attainment levels prevailed in the Greater Long Beach area; however, the poverty rates in this larger geographic area was lower than in Long Beach city.

Persons with some type of disability had exceedingly higher poverty problems than persons without any type of disability. In 2014-2016, close to 31 percent of disabled persons in Long Beach city were poor while only 15 percent non-disabled persons faced poverty problems in the city. (Table 9). In the Greater Long Beach area, California, and the U.S., one-quarter of non-elderly disabled persons were poor while the poverty rate was in 11-14 percent range among non-disabled persons in these geographies.

Foreign-born persons were more likely to be in poverty than the native-born persons. In Long Beach city, 1 in 4 non-elderly foreign-born persons in 2014-2016 were poor while the poverty rate among the native-born persons was close to 15 percent. In the Greater Long Beach area, poverty rate among native-born and foreign persons were lower than in Long Beach city. In 2014-2016, foreign-born persons' poverty rate in the Greater Long Beach area was 17 percent in comparison to 13 percent among the native-born persons. In California and the U.S. also, poverty rates among foreign-born persons was higher than among the native-born persons.

Poverty rates of persons tend to vary considerably across family types and the presence of children at home. In 2014-2016, about 27 percent of persons living in female-headed households and 20 percent of persons living in male headed households in Long Beach city were poor. The poverty rate for persons in non-family households was also high (20.6%). In a sharp contrast, only 10.3 percent of persons living in married-couple households were poor. Findings were very similar in the Greater Long Beach area, California, and the US. In 2014-2016 (Table 9).

Table 9:
Poverty Rates in Long Beach City, the Greater Long Beach Area, California, and the U.S., by
Disability Status, 2014-2016 (In Percent)

Group	Long Beach City	Greater Long Beach Area	California	U.S.
All (16-64)	16.6	14.6	13.3	12.9
Male	14.7	12.7	11.7	11.0
Female	18.5	16.5	14.9	14.7
White	11.2	9.8	9.4	9.5
Black	21.3	17.1	20.7	21.7
Asian	13.1	8.4	8.7	9.1
Hispanic	20.2	18.5	17.7	18.9
Other	14.3	13.9	13.9	18.0
16-24	28.5	22.4	19.7	19.3
25-34	14.2	13.6	13.6	14.1
35-44	16.5	15.1	13.3	12.3
45-54	14.2	12.6	10.9	10.5
55-64	14.1	12.0	11.2	10.6
<12 or 12, No H.S. Diploma	29.4	25.5	24.7	25.9
HS Diploma/GED/Equivalent	19.8	16.5	16.4	16.3
Some College, incl. Associates degree	13.9	11.2	11.0	11.0
Bachelor's Degree	5.6	5.4	5.6	4.8
Master's or higher Degree	3.9	4.2	3.7	3.2
Disabled	30.8	25.2	24.5	26.2
Not Disabled	15.3	13.7	12.2	11.3
Foreign-Born	19.9	16.9	15.9	16.4
Native Born	14.8	13.1	11.8	12.1
Married-Couple Families	10.3	9.2	7.7	6.0
Male-Headed Families	20.1	19.2	18.6	18.8
Female-Headed Families	26.6	22.3	23.6	25.6
Non-family households	20.6	21.7	20.5	21.4

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

The Connection between Poverty Status, Educational Attainment, and the Labor Market

In the previous sections, links between deep poverty or poverty and educational attainment levels of working-age persons were examined. The likelihood of a working-age resident living in a household with below poverty level income or deep poverty level income is closely linked to their level of educational attainment. Findings showed that in comparisons to persons without any post-secondary education, persons with a college degree had a much lower incidence of poverty and deep poverty. Table 10 presents distributions of working-age poor adults in Long Beach city, the Greater Long Beach area, California, and the U.S. by educational attainment levels. In 2014-2016, 44 percent of Long Beach city's working-age poor did not have a high school diploma and another about one-quarter of those only had a high school diploma/GED. Thus, 68 percent of Long Beach non-elderly poor did not have any post-secondary schooling. The share of non-elderly poor adults with some college, including Associate's degree in Long Beach city was also quite high (23.7%). In contrast, only 8 percent of the poor in Long Beach city in 2014-2016 were those with Bachelor's or higher degree. A large majority of working-age residents of Long Beach city with poverty-related problems entirely lacked any post-secondary education. Findings for the Greater Long Beach area were quite similar (Table 10). In California and the entire U.S., share of high school dropouts in poor population was smaller than in Long Beach city and the Greater Long Beach area.

Table 10:
Distributions of Working-Age Poor Adults 16- to 64-Years-Old in Poverty, by Educational Attainment, Long Beach City, the Greater Long Beach area, California, and the U.S., 2014 to 2016 Averages

Educational Attainment Level	Long Beach City	Greater Long Beach Area	California	U.S.
<12 or 12, No H.S. Diploma	44.0	45.3	39.4	32.7
HS Diploma/GED/Equivalent	24.4	25.2	26.7	33.7
Some College, incl. Associate's degree	23.7	21.3	22.7	24.0
Bachelor's Degree	5.9	6.1	8.2	7.0
Master's or higher Degree	2.1	2.1	3.0	2.6
Total	100.0	100.0	100.0	100.0
N (Numbers of Poor, in 1,000s)	49	123	3,041	24,152

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

A strong connection between educational attainment and labor market success has developed as the job content has shifted away from goods-producing industries to service-producing industries. Goods-producing firms in construction and manufacturing are characterized by workers who acquire occupational and related behavioral skills primarily through formal and informal work experiences. The educational and training requirements, as well as the process through which workers acquire skills, are very different in service-producing industries. Some of the industries in the service-producing sector are primarily staffed by large shares of professional, technical, and managerial workers who primarily learn their skills by completing college and university degree and certificate programs. Other industries in the service-producing sector are characterized by large shares of jobs in lower skilled health care support, food preparation and service, building and grounds service, and personal care occupations where occupational skill and educational requirements are minimal with workers requiring little or no formal schooling above the high school level. Indeed, a substantial part of the rise in earnings inequality that has occurred in the city is a result of this most fundamental change in the city's industrial and occupational employment structure.

The extent of engagement in the job market among working-age residents of Long Beach city, the Greater Long Beach area, California, and the U.S. is closely related to their level of educational attainment. In Long Beach city, little more than half (54%) of all working-age residents without a high school diploma were engaged in the labor market at any point in time over the 2014 to 2016 period. Just under 49 percent of those without a high school diploma were employed and an additional 5.4 percent were unemployed. *About 46 of the city's working-age residents without a high school diploma were simply not engaged in the job market, meaning they were not working and were not looking for work.*

The labor force (employed + unemployed) participation rate among working-age residents with a high school diploma or GED in Long Beach city was substantially higher; 65 percent of the city's high school graduates were employed and another 8 percent were looking for work; yielding a labor force participation rate of 73 percent for this group. For those with some college, including an Associate's degree, post-secondary certificates, and college education without a credential, labor market engagement was considerably higher; with 81 percent of these persons actively participating in the job market: 74 percent were employed and 6 percent were looking for work. Among college graduates with a Bachelor's or higher degree, nearly nine out

of 10 were actively engaged in the labor force by working (85%) or looking for work or unemployed (3%).⁵ Findings patterns were very similar in the Greater Long Beach area, California, and the U.S.

Table 11:
Percentage Distribution of the Resident Working-Age 16- to 64-Years-Old Population of Long Beach City, the Greater Long Beach Area, California, and the U.S. by Labor Force Status, by Level of Educational Attainment, 2014 to 2016 Averages

Area/ Educational Attainment Level	Labor Force Status		
	Employed	Unemployed	NILF
Long Beach City			
<12 or 12, No H.S. Diploma	48.8	5.4	45.7
HS Diploma/GED/Equivalent	65.1	8.1	26.8
Some College, incl. Associate's degree	74.5	6.3	19.2
Bachelor's Degree	83.1	4.1	12.8
Master's or higher Degree	88.0	2.1	9.8
Total	68.9	5.7	25.4
Greater Long Beach Area			
<12 or 12, No H.S. Diploma	49.2	5.3	45.5
HS Diploma/GED/Equivalent	66.3	7.3	26.3
Some College, incl. Associate's degree	75.2	5.6	19.3
Bachelor's Degree	81.0	3.7	15.3
Master's or higher Degree	87.1	2.3	10.6
Total	68.3	5.4	26.4
California			
<12 or 12, No H.S. Diploma	48.5	6.0	45.5
HS Diploma/GED/Equivalent	66.5	7.1	26.4
Some College, incl. Associate's degree	73.6	5.4	21.0
Bachelor's Degree	81.2	3.8	15.1
Master's or higher Degree	84.8	2.8	12.4
Total	69.4	5.3	25.3
U.S.			
<12 or 12, No H.S. Diploma	44.4	6.6	48.9
HS Diploma/GED/Equivalent	68.0	6.2	25.8
Some College, incl. Associate's degree	75.8	4.5	19.7
Bachelor Degree	83.0	2.9	14.1
Master's or higher Degree	86.2	2.2	11.7
Total	71.0	4.8	24.2

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

⁵ The unemployment share discussed in this section is calculated as a proportion of the population (in each group). This differs from the official unemployment rate that is calculated as a proportion of the labor force, not the population.

The poverty status of working age persons is closely connected to their labor force activity. Findings in Table 12 presents deep poverty and poverty status of persons by their labor force status. Among individuals living in households with incomes below the poverty level, the labor force participation behavior was quite dismal. In 2014-2016, only 19 percent of persons in deep poverty in Long Beach city were employed, 21 percent were looking for work, and the remaining 59.6 percent of this population were not engaged in the job market by either working or looking for work.

Very low levels of labor force attachment were also prevalent among Long Beach city's poor population. Fifty-three percent of poor working-age residents of Long Beach city opted to not participate in the job market at a point in time during 2014-16, and the remaining 47 percent of the city's poor residents were distributed between employed (33%) and unemployed (14%). In contrast, 80 percent of the city's non-poor working-age residents were engaged in the labor market and most of these individuals (76%) were working in any given month and only 4 percent were looking for work (unemployed).

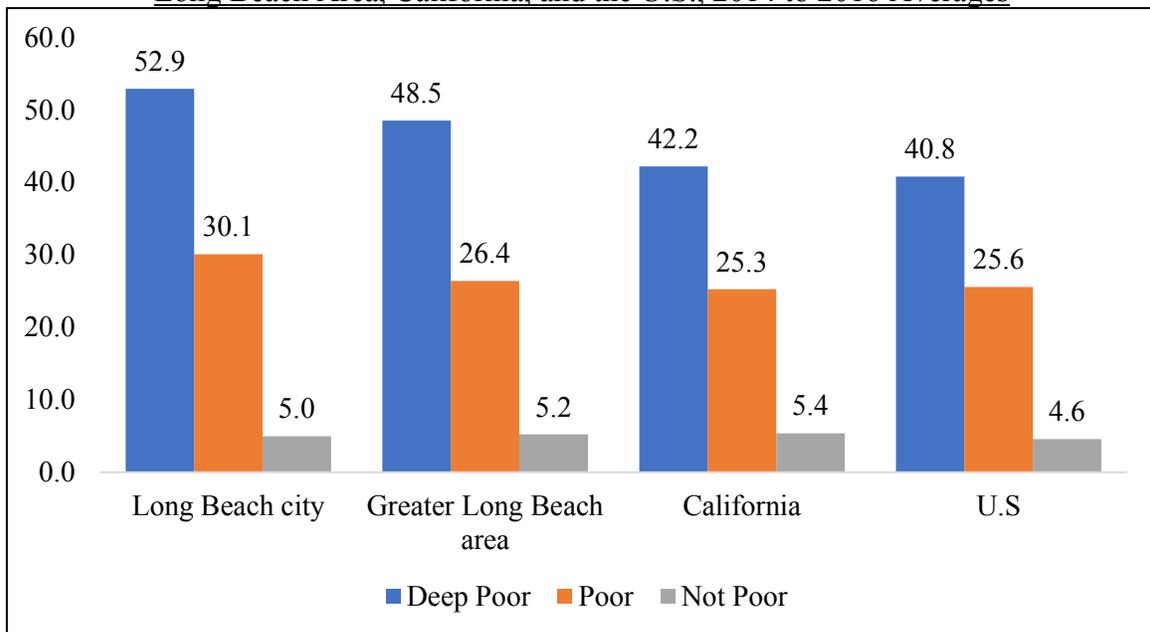
Table 12:
Percentage Distribution of the Resident Working-Age 16- to 64-Years-Old Population in Long Beach City, the Greater Long Beach Area, California, and the U.S., by Poverty Status, 2014 to 2016 Averages

Long Beach City	Employed	Unemployed	NILF
Deep Poor	19.0	21.4	59.6
Poor	33.1	14.3	52.6
Not Poor	76.0	4.0	19.9
Greater Long Beach Area			
Deep Poor	19.4	18.3	62.2
Poor	35.8	12.9	51.3
Not Poor	73.7	4.1	22.1
California			
Deep Poor	22.6	16.5	60.9
Poor	36.4	12.3	51.3
Not Poor	74.2	4.2	21.3
U.S.			
Deep Poor	24.3	16.7	58.9
Poor	35.8	12.3	51.8
Not Poor	75.9	3.6	20.1

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

These findings suggest that a substantial part of the problem of poverty is related to *very low levels of job market participation among the working-age poor persons*. The working poor seem to account for a relatively small share poor population. Even when the poor residents do participate in the labor market they are much more likely to be unemployed than their non-poor counterparts. Indeed, in 2014-2016, the official unemployment rate measure for the deep poor population in Long Beach city was stunning 52.9 percent; that is, more than half of the city’s deep poor residents who chose to participate in the labor market were unemployed. (Chart 3). Similarly, among the poor who participated in the labor force, the unemployment rate was 30 percent during 2014-2016. Among the non-poor in Long Beach city, the unemployment rate was only 5 percent. With such low chances of finding work, it is unsurprising to see depressed levels of labor force attachment among the city’s working-age poor and deep poor population. These findings were quite similar for the Greater Long Beach area.

Chart 3:
The Unemployment Rates of 16- to 64-Year-Old Residents of Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016 Averages



Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

The discussion of the findings in Table 13 is restricted to the standard stock measure of employment (part of the broader measure of labor force behavior) that is produced and released

by federal and state statistical agencies every month. The stock measure is akin to taking a snapshot of employment at a point in time in a month and taking the average of these snapshots over the year. Table 13 presents findings on stock and flow employment by deep poor and poor status in Long Beach city, the Greater Long Beach area, California, and the U.S. in 2014-2016. Findings with stock measure of employment show that 76 percent of non-poor working-age Long Beach city residents were employed in each month over the 2014-2016 period.

Another useful way to measure employment is to examine the flow of persons who ever work over the course of a year. While the large majority of workers remain employed over the course of the entire calendar year, it is also the case that workers move in and out of employment over the course of a year; voluntarily or involuntarily. The ACS PUMS data files allow the measurement of the flow of persons into and out of employment over the course of a year. Using these measures, we have produced the number and percent of city residents who worked at any time over the course of an entire year. There was a relatively small difference between the stock of non-poor persons who were employed each month (76%) compared to the total flow of non-poor persons who ever worked over the course of the year (80%); representing a difference of just 4 percentage points between the flow and stock employment measures.

Among the poor and deep poor populations, there were much larger differences between the shares of persons who were employed at least for some period over the entire year (the flow measure), relative to the shares of persons employed on at a given point in time each month over the course of a year (the stock measure). In Long Beach city, among the deep poor persons, the flow measure yielded employment rate of only 27.6 percent in comparison to 19.0 percent employment rate with stock measure. Among the deep poor population, the stock measure of employment (employed at a point in time during each month) was about 33 percent whereas the flow measure of employment was 39.6 percent (employed at some time over the entire year); a difference of 8 percentage points.

Among poor aged 16-64 Long Beach city residents, 33 percent were working at a point in time, that is, the mean monthly employment rate for this group was 33 percent. In contrast, about 40 percent of the poor working-age residents were employed at some point over the entire year. The difference between the flow and stock measures of Long Beach city's employment rate

among poor residents is 6.5 percentage points. Findings followed similar patterns for the Greater Long Beach area.

Table 13:
The Flow and Stock Measures of the Employment to Population Ratio
among 16- to 64-Year-Old Residents of Long Beach City, the Greater Long Beach Area,
California, and the U.S., 2014 to 2016 Averages

	Stock of Employed	Flow of Employed
Long Beach City		
Deep Poor	19.0	27.6
Poor	33.1	39.6
Not Poor	76.0	80.1
Greater Long Beach Area		
Deep Poor	19.4	27.4
Poor	35.8	42.1
Not Poor	73.7	78.0
California		
Deep Poor	22.6	31.5
Poor	36.4	44.5
Not Poor	74.2	79.4
U.S.		
Deep Poor	24.3	34.7
Poor	35.8	45.0
Not Poor	75.9	81.3

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Comparing the flow of persons through employment over the course of the year relative to the stock of employed persons at a point in time can provide useful insights into the level of employment stability for different population groups. Table 14 provides data on the employment flow to stock ratios among 16- to 64-year-old residents in for geographic areas in our analysis. In 2014-2016, about 6,200 deep poor residents of the city worked at some point over the entire calendar year, but at a point in time in any given month only 4,200 persons were employed; yielding a flow to stock employment ratio of 1.45. This ratio was only 1.19 for poor working-age residents and just 1.05 for non-poor residents of the city. These findings suggest a dramatically higher level of employment instability among poor and deep poor persons in Long Beach city.

The 0.95 employment flow to employment stock ratio for non-poor working age Long Beach city residents implies a comparatively high level of employment stability within this

population with persons leaving or entering employment relatively infrequently. That is, to maintain the point in time level of employment each month of 187,300 only 197,500 non-poor

Table 14:

The Annual Flow of Employed Persons, the Monthly Stock of Employed Persons, and the Flow/Stock Ratio of Employed Persons in Long Beach City, the Greater Long Beach Area, California, and the U.S., by Poverty Status, 2014 to 2016 Averages

	Stock of Employed	Flow of Employed	Flow to Stock Ratio
Long Beach City			
Deep Poor	4,244	6,166	1.45
Poor	16,266	19,429	1.19
Not Poor	187,308	197,498	1.05
Greater Long Beach Area			
Deep Poor	13,616	9,668	1.41
Poor	51,644	44,012	1.17
Not Poor	559,633	528,828	1.06
California			
Deep Poor	412,028	295,157	1.40
Poor	1,351,722	1,105,682	1.22
Not Poor	16,725,783	14,754,983	1.13
U.S.			
Deep Poor	3,658,002	2,561,512	1.43
Poor	10,867,018	8,655,541	1.26
Not Poor	133,003,575	124,158,947	1.07

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

persons city residents worked over the course of the entire year—a condition of relative employment stability for this population. It is somewhat puzzling that in contrast to the findings for the Greater Long Beach area, California, and the U.S., ratio of stock to flow employment measure among the non-elderly poor in Long Beach city was quite stable. In contrast, the findings for the deep poor population in the Long Beach city revealed much diminished employment stability. The ‘churn rate’- the flow of persons into and out of work over the course of the year for the deep poor population of 45 percent (1.45 flow to stock ratio) was much higher than that of the non-poor population; 0.09 percent (0.95 flow to stock ratio). These findings suggest that not only are deep poor residents of the city much less likely to have any employment over the course of the year, but also that when they do work their employment is much less stable than their non-poor counterparts.

In the following sections we provide a more careful examination of the labor market connections of the city's working-age population. We begin with an examination of the duration of labor market disconnection. Our 'not in labor force' measure provides an estimate of the number of individuals who are not in the job market in any given month; but this measure does not provide additional information regarding the duration of their labor market disconnection. These individuals move in and out of work over short periods of time or are disconnected from the employment for extended periods. In other words, is the low labor force participation in the city the product of churn or is it associated with a more profound disconnection from the world of work?

Future success in the labor market is heavily dependent on prior work experience. Persons with no work experience or even limited work experience have greatly diminished employment and earnings prospects. If working-age poor persons are disconnected from the labor market for an extended period of time and they do not have high levels of educational attainment, the likelihood of finding employment with the level of earnings sufficient to escape poverty is low.

A large body of research finds that work experience itself has a strong long-term impact on the earnings of workers; separate from the labor market rewards associated with strong basic skills and high levels of educational attainment. Efforts to reduce Long Beach city's very high level of poverty and dependency would differ radically between populations of working-poor with intermittent connections to the job market compared to poverty reduction efforts designed to help persons who are disconnected from the world of work for extended periods of time.

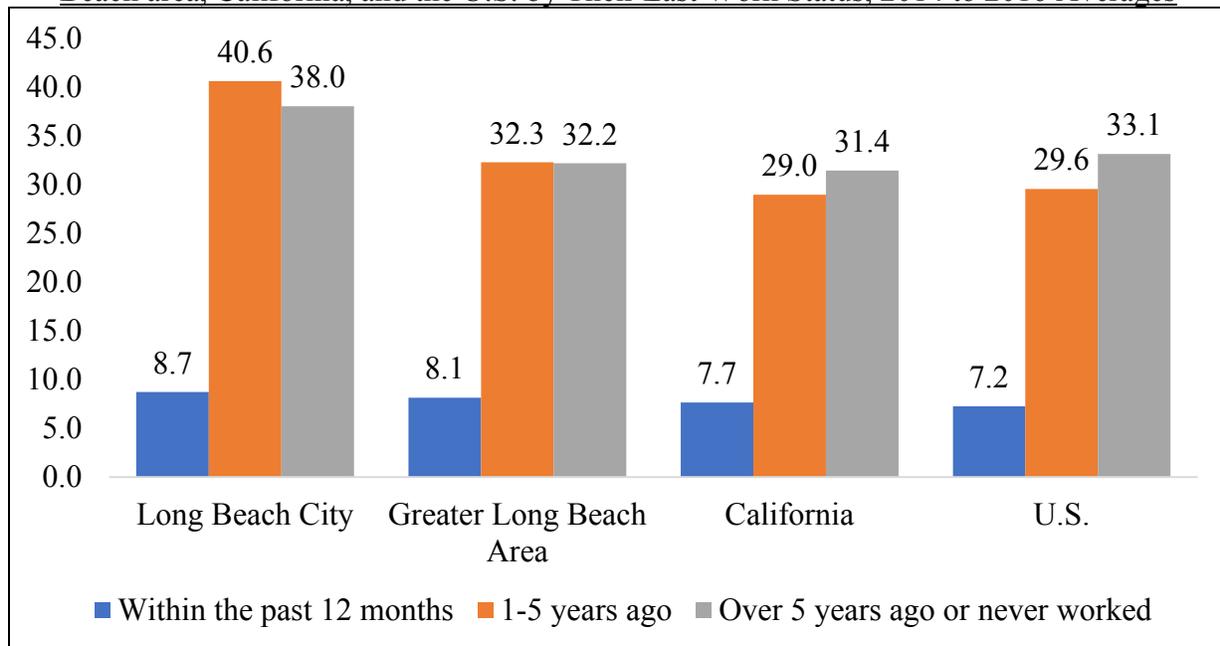
The second part of this section presents findings from an examination of the employment patterns of the much smaller working poor population in Long Beach city; that is, individuals who are employed in a given month, but are unable to generate the earnings needed to raise annual household income above the poverty level. Working poor persons have overcome, at least in part, some of the barriers to labor force participation that confront those who are out of the labor force. Often working poor persons are employed in part-time and/or part-year positions at low wages, and perhaps not infrequently, in casual, off-the-books, jobs.

Poverty and Disconnection from the Labor Market

There is a strong link between the duration of labor market disconnection and incidence of poverty and deep poverty problems among working-age residents. We have analyzed the American Community Survey (ACS) 2014-2016 public use data files to examine the link between poverty and duration of labor market disconnection in Long Beach city, the Greater Long Beach area, California, and the U.S. One of the questions on the ACS asked respondents when they last worked even for just a few days. Respondents could check one of the three responses to this question: i) last worked within the past 12 months, ii) last worked 1 to 5 years ago, iii) last worked over five years ago or never worked. Based on these responses, we estimated poverty rates of non-elderly persons (aged 21-64)⁶ by their last worked status in Long Beach city, the Greater Long Beach area, California, and the U.S.

Working-age individuals with long periods of time outside the job market are very likely to be poor. In Long Beach city, the poverty rate of persons aged 21 to 64 was closely associated

Chart 4:
Poverty Rates of Non-Elderly Persons 21- to 64-Years-Old in Long Beach city, the Greater Long Beach area, California, and the U.S. by Their Last Work Status, 2014 to 2016 Averages



Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

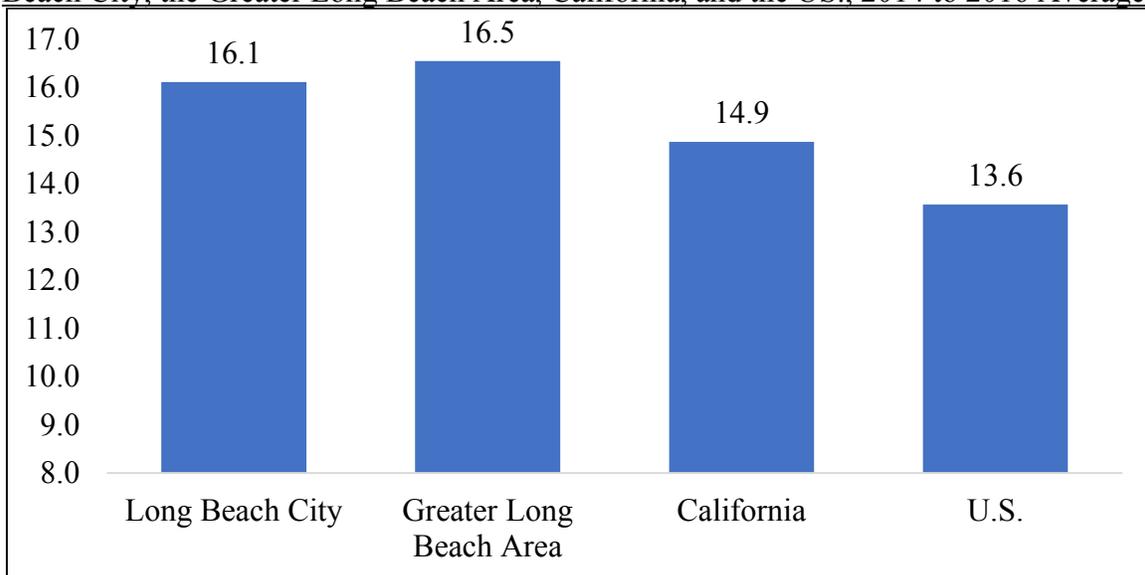
⁶ Work last time analysis is restricted to 21- to 64-year-old individuals to ensure that every individual has had at least 5 years since they turned 16 and became eligible for official employment.

with the length of time since the last time they were employed. The poverty rate in 2014-2016 among those who had worked in the prior year was about 8.7 percent, on average. However, the likelihood of living in poverty skyrocketed among those city residents who had been out of work for long periods of time. The findings in Chart 4 reveal that nearly 41 percent of Long Beach city residents who had not worked in the prior year and whose prior employment was between 1 to 5 years ago were poor. Among those who had not worked in the past 5 years, the poverty rate was 38 percent.

These findings reveal a strong relationship between the risk of poverty and the duration of disconnection from the labor market. An examination of data in the Greater Long Beach area, California, and the U.S. reveal that the incidence of poverty among the long-term (5+ years) work disconnected population in 2014-2016 was in 31-33 percent range. Therefore, Long Beach city residents who were long-term disconnected from work were more likely to be poor than their peers in the Greater Long Beach area, California, and the U.S.

Not only is the likelihood of poverty in Long Beach city closely associated with long-term disconnection from the labor market, but the proportion of working-age adults who are disconnected from the labor market was also much greater in the city in comparison to the

Chart 5:
Share of Residents 21- to 64-Years-Old Who Have Not Worked for at Least Five Years, in Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016 Averages



Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

Greater Long Beach area, California and the U.S. The combination of a greater likelihood of poverty among Long Beach city adults with long-term labor market disconnection and a much higher share of residents with long-term labor market disconnection in these areas underlies some of the sharply higher incidence of poverty. Chart 5 presents the overall proportion of adult residents (aged 21-64) who have been out of work for a minimum of five years. Sixteen percent of non-elderly adult residents of Long Beach city and the Greater Long Beach area between the ages of 21 and 64 have not worked for at least the previous five years, compared to 14-15 percent of their counterparts in California and the entire U.S.

The high poverty rate among working-age adults in Long Beach city and the Greater Long Beach area compared to California and the U.S. shows:

- A much greater likelihood of poverty among Long Beach city residents who are disconnected from work for five or more years relative to the Greater Long Beach area, California, and the U.S.
- A much higher rate of long-term disconnection from work among Long Beach city's residents compared to their counterparts in the state and the nation.

The problem of long-term disconnection from work was even more severe among deep poor adult residents of the city. At the time of the ACS 2014-2016 surveys, about 48 percent of non-elderly adults in deep poverty and 40 percent of those who were poor in Long Beach city reported to have last worked 5 years ago or never worked (Table 15). In contrast, only about 12 percent of the city's non-elderly adults with incomes above the poverty threshold reported to have last worked 5 years ago or have never worked. Findings for the Greater Long Beach area were nearly identical. Long Beach city and the Greater Long Beach area's deep poor adult population had a substantially higher long-term labor market disconnection rate than their peers in California and the U.S.; that is, about 48% in the city and the Greater Long Beach area versus 44% in California and 40% in the U.S. among deep poor adult residents; and about 39-40% in the Long Beach city and the Greater Long Beach area versus 36-37% in California and the U.S. among poor adult residents.

The Working Poor in Long Beach City

The high rates of long-term disconnection from employment among poor adult residents of Long Beach city has meant that the city’s poor adult population had much smaller shares with any employment experience at all in the prior year. Even if we define the *working poor* population more broadly as adults aged 21 to 64 who worked at least one hour for pay or profit at any time over the last year, we still find that the working poor population accounted for only 30 percent of deep poor and 44 percent of overall poor adult resident population of the city (Table 15). In a sharp contrast, 84 percent of the city’s non-poor adult population had worked in the preceding 12 months.

Table 15:
Distributions of 21- to 64-Year-Olds in Long Beach City, the Greater Long Beach Area, California, and the U.S. by Their Last Work Status and by Deep Poverty/Poverty Status, 2014 to 2016 Averages

	Deep Poor	Poor	Not Poor
Long Beach City			
Within the past 12 months	30.5	44.0	83.8
1-5 years ago	22.0	16.3	4.4
Over 5 years ago or never worked	47.6	39.7	11.8
Total	100.0	100.0	100.0
N	19,184	42,100	230,709
Greater Long Beach Area			
Within the past 12 months	29.7	45.9	82.0
1-5 years ago	22.6	15.1	5.0
Over 5 years ago or never worked	47.7	39.0	13.0
Total	100.0	100.0	100.0
N	42,685	105,313	665,345
California			
Within the past 12 months	33.2	47.5	82.8
1-5 years ago	22.8	15.5	5.5
Over 5 years ago or never worked	44.1	37.0	11.7
Total	100.0	100.0	100.0
N	1,150,172	2,684,908	18,555,545
U.S.			
Within the past 12 months	35.6	46.8	84.1
1-5 years ago	24.2	16.7	5.6
Over 5 years ago or never worked	40.2	36.5	10.3
Total	100.0	100.0	100.0
N	9,226,539	21,328,894	151,877,099

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

These findings reveal that the vast majority of the city’s poor and deep poor residents were not part of the working poor. Rather, these were persons with substantial disconnection from the world of work. Our analysis has found that nearly three-quarters (70%) of the city’s deep poor residents and nearly two-thirds (56%) of poor residents had not worked a single day in the preceding 12 months. This stands in marked contrast to just 16 percent of their non-poor counterparts reporting no work in the prior year. Findings were very similar in the Greater Long Beach area. Long term disconnection from the world of work was the primary source of poverty in Long Beach city as well as in the Greater Long Beach area, California, and the U.S.

The Long Beach city has sharply above average shares of working age adults (aged 21-64) who are profoundly disconnected from the world of work—that is, not worked for at least five years. It seems likely that the problems of income inadequacy that confront the city’s working poor population are substantively different from those who are disconnected from the job market for very lengthy time periods.

Characteristics of Long Term Disconnected in Long Beach City

In sections above, findings showed that non-elderly persons (aged 21-64) who were disconnected from the labor market were highly likely to be deep poor or poor in comparisons to their peers who were currently connected, i.e., working. In this section of the report, we examine demographic and socio-economic characteristics of non-elderly persons (aged 21-64) who were disconnected from the labor market for more than a year.⁷ In Long Beach city, there were 60,878 non-elderly persons who last reported to work one year ago, representing 22.3 percent of the non-elderly (aged 21-64) population used in our analysis (Table 16). In the Greater Long Beach

Table 16:
Numbers and Percent of 21- to 64-Year-Olds Who Were Disconnected from the Labor Market for More than 1 Year, Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016 Averages

Geographic Area	Numbers of Long Term Disconnected	Population (21-64)	% of Long Term Disconnected
Long Beach City	60,878	272,810	22.3
Greater Long Beach Area	176,804	770,658	22.9

⁷ We have combined two categories of last work status variable (1-5 years ago and over 5 years or never) to define long term disconnected.

Geographic Area	Numbers of Long Term Disconnected	Population (21-64)	% of Long Term Disconnected
California	4,597,364	21,240,454	21.6
U.S.	35,568,731	173,205,993	20.5

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

area also, about 23 percent of non-elderly persons were disconnected from the labor market for more than a year. The long-term disconnection rate in Long Beach city and the Greater Long Beach area was higher than in California (21.6%) and the U.S. (20.5%).

Findings in Table 17 presents the share of long-term disconnected non-elderly persons in the demographic and socio-economic subgroups of non-elderly population used in our analysis. Women were more likely than their male peers to be long-term disconnected from the labor market. In 2014-2016, twenty-nine percent of Long Beach city’s non-elderly women were disconnected from the labor market for more than a year while only 15 percent of men in the city were long-term disconnected. In the Greater Long Beach area, long-term labor market disconnection rates were similar for men (14.9%) and women (30.7%). In 2014-2016, the long-term disconnection rate of non-elderly women in Long Beach city, the Greater Long Beach area, and California were higher than in the entire U.S.

The long-term disconnection rate of non-elderly persons in Long Beach city varied by race-ethnic origins, ranging from lows of about 20 percent among non-Hispanic Whites and 22 percent among Hispanics to lows of 25 percent among African Americans to highs of about 28 percent among persons in “other” race-ethnic group. In the Greater Long Beach area, the long-term labor market disconnection rates in 2014-2016 were in the range of 21-22 percent among non-Hispanic White and African Americans to 24-25 percent among Hispanics and African Americans. Findings patterns on long-term labor market rates were quite similar in California and the U.S. with highest long-term disconnection rate prevailing among African Americans and the lowest rate prevailing among non-Hispanic Whites.

Table 17:
Percent of 21- to 64-Year-Old Persons Who Were Disconnected From Labor Market 1-Year or
More in Long Beach City, the Greater Long Beach Area, California, and the U.S., 2014 to 2016
Averages

Group	Long Beach City	Greater Long Beach Area	California	U.S.
All	22.3	22.9	21.6	20.5
Male	15.4	14.9	14.4	14.8
Female	29.1	30.7	28.8	26.1
White	19.7	21.1	20.6	19.2
Black	25.5	25.3	27.3	25.2
Asian	23.4	21.9	20.7	20.3
Hispanic	22.4	23.6	22.2	21.6
Other	27.9	23.2	22.5	24.2
16-24	25.1	22.3	19.7	16.9
25-34	16.9	18.0	16.8	15.4
35-44	19.9	20.4	18.2	16.3
45-54	20.7	20.3	19.8	18.7
55-64	34.5	35.3	33.8	32.7
<12 or 12, No H.S. Diploma	34.9	34.5	33.4	37.5
HS Diploma/GED/Equivalent	28.7	27.5	26.4	25.5
Some College, incl. Associates degree	19.6	19.5	20.7	18.7
Bachelor's Degree	12.8	14.8	14.2	12.8
Master's or higher Degree	9.0	9.7	10.9	10.1
Foreign-Born	25.7	25.3	23.2	21.9
Native Born	20.3	21.2	20.7	20.2
Disabled	61.2	60.7	59.0	58.2
Not Disabled	18.7	19.6	18.2	15.9

Source: American Community Surveys 2014-2016, public use files, U.S. Census Bureau, tabulations by authors.

The long-term labor market disconnection rate also varied widely by age groups. The long-term disconnection rates were highest among 16- to 24-year-olds (25%) and 55- to 64-year-olds (34.5%) and were in the range of 17-20 percent among 25- to 44-year-old persons. Similar variations in the long-term labor market disconnection rate prevailed for non-elderly adults by age groups in the Greater Long Beach area in 2014-2016.

As expected, the long-term labor market disconnection rate varied widely by educational attainment levels. The long-term labor market disconnection rates were highest among those without any post-secondary education and lowest among those with Bachelor's or higher degree. About 35 percent of non-elderly adults in Long Beach city without a high school and 29 percent with a high school diploma/GED were disconnected from the labor market for more than 1 year. Among Bachelor's degree holders, the long-term labor market disconnection rate was about 13 percent while among Master's or higher degree holders, the long-term labor market disconnection rate was only 9 percent. Findings for the Greater Long Beach area, California, and the U.S. were very similar.

Foreign-born workers were in higher risk of being long-term disconnected from the labor market than their native-born peers. In Long Beach city, the long-term labor market disconnection rate in 2014-2016 among the foreign-born persons was close to 26 percent in comparison to 20 percent among the native-born persons. Very similar long-term disconnection rates prevailed for non-elderly native-born and foreign-born persons in the Greater Long Beach area. In California and the entire U.S., the long-term labor market disconnection rate among the foreign-born persons was lower than in Long Beach city and the Greater Long Beach area. Among non-elderly native-born persons, the long-term labor market disconnection rates in all the four geographic areas in our analysis was similar.

A high majority of non-elderly persons with some type of disability were disconnected from the labor market for more than a year. In Long Beach city, 61 percent of non-elderly persons were disconnected from the labor market in comparison to the long-term labor market disconnection rate of only about 19 percent among non-disabled persons. These rates for disabled and non-disabled persons were very similar in the Greater Long Beach area.

Attachment 3: Local Assurances



Through Program Year 2017-20, Pacific Gateway Workforce Innovation Network assures the following:

- A. Pacific Gateway 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. Pacific Gateway assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).
- C. Pacific Gateway assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. Pacific Gateway assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. Pacific Gateway 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. Pacific Gateway 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. Pacific Gateway 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. Pacific Gateway certifies that its America's Job Center of CaliforniaSM (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. Pacific Gateway 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. Pacific Gateway 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. Pacific Gateway 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 Pacific Gateway.

SIGNATURE PAGE

Instructions

Pacific Gateway 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

Local Chief Elected Official

Signature

Signature

Name

Name

Title

Title

Date

Date

Attachment 4: Local Comments & Response

The following comments were received in response to the Local Plan:

<p>A. Make PGWIN Meetings more inclusive, allowing for community input on agenda items and providing materials ahead of time</p>	<p><i>Content not related to WSD 18-01.</i> Pacific Gateway has made a commitment to provide greater time between distribution of Meeting Agendas and Meeting Date to allow for additional input and review by community members.</p>
<p>B. Create a truly Inclusive Local WIOA Planning Process</p>	<p><i>Content not related to WSD 18-01.</i> Pacific Gateway included language in the Local Plan directed at the development of a meaningful review and planning process with MOU and partnership development which will include a community outreach and asset mapping period, beginning April 2019.</p>
<p>C. Adequately fund CBOs to provide job training, mentoring, and case management to communities with barriers to employment</p>	<p><i>Content not related to WSD 18-01.</i> Pacific Gateway will work with CBOs to access AB1111 and additional resources to fund workforce services in the community.</p>
<p>D. Create realistic performance measures that prioritizes those most in need, not just those most likely to succeed</p>	<p><i>Content not related to WSD 18-01.</i> N/A</p>
<p>E. Implement PGWIN's Language Access policy with an accountability plan to report progress to the Board bi-annually</p>	<p><i>Content not related to WSD 18-01.</i> Board commitment to track LEP policy and implementation, report back to Board on May 21, 2019 Board Meeting.</p>
<p>F. Reduce transportation as a barrier to accessing services</p>	<p>Board staff is exploring supportive service policy and matrix and will report back to the Board on May 21, 2019/.</p>