

Workforce Education And Training

LEGISLATIVE ANALYST'S OFFICE

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Senate Budget and Fiscal Review Committee
Hon. Mark Leno, Chair





Overview of State's Workforce Programs



Workforce Services

- Range from job search assistance to advanced technical training.
- Between 3 million and 6 million people annually estimated to receive state-supported workforce services, including more than 2 million students enrolling in workforce education and training programs.



Workforce Education and Training

- Includes five areas of instruction:
 - Elementary and secondary basic skills.
 - Citizenship and English as a second language.
 - Education programs for adults with disabilities.
 - Career technical education (CTE).
 - Programs for apprentices.



California's Major Workforce Development Programs

Estimated 2014-15 Spending (In Millions)

	State General Fund	All Other Fund Sources	Total
California Community Colleges (CCC)			
Apportionments	\$1,650	—	\$1,650
Economic Development Program	73	—	73
Subtotals	(\$1,723)	(—)	(\$1,723)
California Department of Education (CDE)			
Regional Occupational Centers and Programs	\$384	—	\$384
Adult Schools	350	—	350
Adult Education and Family Literacy (WIA Title II)	—	\$86	86
Project Workability	40	—	40
California Partnership Academies	21	—	21
Adults in Correctional Facilities	15	—	15
Youth Career Connect	—	12	12
Specialized Secondary Programs	5	—	5
Agriculture Incentive Grants	4	—	4
Subtotals	(\$819)	(\$98)	(\$917)
Joint CDE and CCC Programs			
Career Pathways Trust	\$250	—	\$250
Carl D. Perkins	—	\$123	123
CTE Pathways Program	48	—	48
Apprenticeship	23	—	23
Subtotals	(\$321)	(\$123)	(\$444)
Department of Social Services			
CalWORKs Employment Services	172	1,225	1,397
CalFresh Employment and Training	—	56	56
Subtotals	(\$172)	(\$1,281)	(\$1,453)
Employment Development Department			
Adult, Youth, and Dislocated Worker Services (WIA Title I)	—	\$393	\$393
Wagner-Peyser Employment Services (WIA Title III)	—	130	130
Employment Training Panel	—	72	72
Veterans Workforce Programs	—	19	19
Other	—	37	37
Subtotals	(—)	(\$651)	(\$651)
Department of Rehabilitation			
Vocational Rehabilitation (WIA Title IV and Other)	\$58	354	412
Totals	\$3,093	\$2,507	\$5,600

WIA = Workforce Investment Act and CTE = Career Technical Education.



Improving Coordination Going Forward: Much Work Left to Do



Coordination Is a Laudable Goal

- Coordination essential to maximize system's value.
- Despite recent progress, difficult decisions remain.



Working Towards a Better Coordinated System

- Assess spending priorities in light of state's workforce goals.
- Integrate existing regional structures.
- Ensure accountability to public.
- Avoid further fragmentation.
- Provide flexibility in service delivery to regions and providers.
- Develop funding and fee policies.
- Use consistent performance measures and data collection.



Governor's 2015-16 Workforce Education and Training Proposals

(In Millions)

Program	Description of Proposal	Amount
Adult Education Block Grant	Funds 70 regional consortia of school districts, county offices of education, and community college districts to provide remedial and workforce-related instruction to adults. Ongoing.	\$500
CTE Incentive Grant for Secondary Schools	Funds competitive grants for K-12 CTE programs. First of three annual installments.	250
CTE Pathways Program	Grants intended to improve CTE linkages between schools, community colleges, and local businesses. Extends program for one year.	48
Apprenticeship	Augments existing apprenticeship programs and creates new apprenticeships in high-demand occupations. Ongoing.	29
Total		\$827

CTE = Career Technical Education.



Strengths of Governor's Proposals



Consortia Approach to Adult Education Consistent With Goal of Better Coordination

- Involves a broad group of workforce education and training representatives.
- Could foster better communication and coordination among adult education providers.
- Provides flexibility in how best to meet local workforce needs.
- Requires consortia to report some participation, performance, and expenditure data to the state.
- Links at least a portion of annual funding to performance and need.



Shortcomings of Governor's Proposals



Adult Education Proposal Complicates Accountability

- No clear expectations or goals for adult education services.
- Unclear whether providers, regional consortia, or local allocation boards would be responsible for outcomes.
- Unclear how many individuals the new program is intended to serve.
- No rules specifying maximum amount a consortium can spend on a student.
- No common, consistent definitions of what data consortia should collect.



Proposals Perpetuate Fragmentation

- Adult education proposal does not incorporate other state and federal funding for the same purpose.
- Creating a new CTE program runs counter to better coordinating existing workforce education and training programs.
- Extending another CTE program past scheduled sunset for one additional year also runs counter to goal of better coordination.
- Maintaining apprenticeships as a separate program also runs counters to goal of better coordination, particularly as apprenticeship is one of the core statutory objectives of the Adult Education Block Grant.



LAO Recommendations



Fund Adult Education Block Grant but Make Several Modifications

- Incorporate or better coordinate workforce education and training funds into block grant.
- Require CDE and CCC to provide Legislature with statewide allocation plan by spring 2015.
- Reject proposals to create a new program and temporarily extend another existing program.



Strengthen Data and Accountability System for Workforce Education and Training

- Set clear performance expectations and goals for workforce education and training providers.
- Identify data necessary to track progress in meeting these goals.
- Develop procedures that enable workforce education and training providers to report data.
- Use outcome data to reassess goals and make future funding decisions.