



Invest in the Health and Success of California's Future



March 7, 2017

**RE: PUBLIC COMMENT FOR PACIFIC GATEWAY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2017-2020**

Dear Pacific Gateway Workforce Development Board,

On behalf of the Greenlining Institute, we thank the Pacific Gateway Workforce Development Board (PGWDB) for your leadership in developing the local strategic draft plan for Program Year 2017-2020. The strategic plan draft lays out a comprehensive and innovative strategy to build an effective and more aligned workforce system.

The PGWDB strategic plan presents a unique opportunity to improve the delivery of workforce development programming, services, and implementation to meaningfully address training and employment challenges of our highest need communities.

Below are several recommendations, and we urge you to integrate them into your final strategic plan:

- **Specify the terminology describing “quality jobs with good wages and benefits”**
  - We urge PGWDB to specify what comprises good jobs specifically, wages and benefits. Specifically, PGWDB should ensure that local residents benefit from jobs that provide living wage and comprehensive benefits, such as health and dental coverage. PGWDB should also outline how they will engage employers in adopting new and equitable hiring policies; examples include:
    - A description of how PGWDB will prioritize working with employers who offer quality jobs with good wages and benefits
    - Encouraging employers to adopt hiring policies that build a diverse workforce. Furthermore, PGWDB should specify how it will serve WIOA target populations -- such as boys and men of color, women, and disconnected youth -- who are disproportionately affected by discrimination and unemployment.

- **Guarantee comprehensive support services (i.e., trauma-informed care, transportation stipends, etc.) that promote successful participation of individuals facing barriers to employment**
  - PGWDB should support the successes of the most vulnerable populations including, but not limited to, formerly incarcerated individuals, disconnected youth, immigrants, foster care youth, young people who have cycled through the justice system, and limited English proficient individuals. Support services should also be trauma-informed, such that they ensure healing, mentorship, life-coaching, and other vital services. These types of services are critical to low income individuals' ability to participate, complete workforce training programs, and secure and retain employment.
  
- **Align high demand sector job growth with efforts to reduce employment disparities among disadvantaged populations**
  - Health care and the growing environmental sectors are some of the top five industries in the Long Beach, Signal Hill and Los Angeles. Data suggests that communities of color suffer from much higher rates of unemployment, which reinforces the need to reduce the disproportionate impacts on communities of color. Furthermore, this presents a unique opportunity to outreach to our most vulnerable communities, such as out-of-school youth, and integrate them into workforce development programming such as career pathways. By integrating out-of-school youth into job trainings and into high demand sectors, such as health care, health and racial disparities will decrease and contribute to a stronger local economy.
    - By 2020, the health sector in California is projected to create 450,000 new jobs
    - One third of these jobs provide an annual salary of at least \$35,000
  
- **Track, disaggregate, and share all outcome data in a publicly accessible form**
  - In accordance with provisions of WIOA pertaining “(d) information to be included in reports,” outcome data must be disaggregated to include important demographic markers such as race, ethnicity, gender, age, income and educational level. By doing so, we will have a clearer understanding of which groups are having specific challenges and needs.
    - The strategic plan should include an analysis of disaggregated data. The analysis report, along with the outcome, data should be publicly accessible for everyone to view, analyze, and understand. If the analysis has yet to happen, we urge that the Pacific Gateway local plan includes the methodology of how PGWDB will gather disaggregated data, and its proposed data analysis.
    - For Asian American, Native Hawaiian, and Pacific Islanders (AANHPI), the disaggregated groups should be reflective of the growing diversity of California's AANHPI population: accounting for each major Asian group including but not limited to Chinese, Japanese, Filipino, Korean, Vietnamese, Asian Indian, Laotian, Hmong, Bangladeshi, Indonesian, Malaysian, Pakistani, Sri Lankan, Taiwanese, Thai, and Cambodian; and each major Pacific Islander group, including but not limited to, Hawaiian, Guamanian, Fijian, Tongan, and Samoan.

- **Include and specify supportive services for immigrant workers such as legal services and cultural competent care**
  - Immigrants are the backbone of California’s economy and make up 18 percent of youth from the ages of 16 to 24. It is also critical to provide legal services, cultural competent care, and dual language training into supportive services for immigrant workers.
- **Realign funds from corrections to rehabilitation**
  - The strategic plan has identified the California Department of Rehabilitation as a partner. PGWDB must allocate WIOA funding to systems impacted individuals, such as the reentry population, and individuals on parole. By aligning priorities and funding resources from corrections to rehabilitation, PGWDB can play a leadership role in combating the stigma of hiring individuals with records and ensure that everyone has the opportunity to gain employment. In addition, expand the definition of reentry population to include individuals under state parole and require CBOs to be a part of reentry workforce development training programs.
- **Expand partnerships with community-based organizations to provide workforce development and training.**
  - Youth services goals included partnerships between public, private, and community-based organizations. CBOs have direct, grassroots networks with the most vulnerable populations. Uplifting the work of CBOs will advance an equitable workforce development system and provide best practices for other organizations and employers when engaging with limited English individuals and the reentry populations. Furthermore, partnering with community based organizations that provide financial education and access to safe and affordable financial products will support workforce providers to bring financial management skills to their participants, in line with WIOA mandates'.
- **Create an ad hoc committee for immigrant and English Language Learner Workforce Issues**
  - Significant gaps exist in the definition of support services for the immigrant and English Language Learner (ELL) population. PGWDB must work collaboratively with local CBOs who directly support these communities in Long Beach. We strongly recommend that PGWDB create an ad hoc committee, that includes local CBOs, that serve monolingual Spanish speaking populations, and other non-English communities (Tagalog, Khmer, Vietnamese, and others), to identify the unique barriers facing the immigrant workforce.

Adopting these recommendations will promote employment and economic mobility for the local region. The recommendations add clarification and guidance in directing the Pacific Gateway Workforce Development Board to best identify and address the workforce needs of high demand industries in our communities. This will expand entry to well-paying jobs and careers for low income communities and communities of color, ensuring that every local resident has a fair chance to contribute and thrive, while maximizing economic outcomes for the region and state.

Thank you again for your commitment and leadership to advancing workforce and career opportunities for disadvantaged populations. We respectfully ask that you prioritize these important recommendations into your strategic plan.

If you have any questions regarding this letter, please contact Daniel Cano, with The Greenlining Institute, at [danielc@greenlining.org](mailto:danielc@greenlining.org)

Sincerely,

Orson Aguilar  
President  
The Greenlining Institute

Jack Mills  
Chief Workforce Strategy Officer  
Insight Center

Gilbert Martinez  
Health Justice Coordinator  
Fathers & Families of San Joaquin

Joshua Fisher Lee  
AYPAL Director  
AYPAL

David Harris  
CEO  
Urban Strategies Council

Eddie H. Ahn  
Executive Director  
Brightline Defense

Kimberly Aceves  
Executive Director  
RYSE Center

Marc Philpart  
Principal Coordinator  
Alliance for Boys and Men of Color

## **About the Alliance for Boys and Men of Color**

The Alliance for Boys and Men of Color is a statewide coalition of change agents committed to improving the life chances of California's boys and young men of color. The Alliance includes youth, community organizations, foundations, and leaders in government, education, public health, and law enforcement. Members of the Alliance include:

Advancement Project  
Advocates for Health, Economics & Development  
Alliance for Children's Rights  
Amer-I-Can  
Anti-Defamation League  
Anti-Recidivism Coalition  
APAYL  
Attendance Works  
Black Organizing Project  
Black Youth Leadership Project  
Bloom  
Boyle Heights Building Healthy Communities  
Brightline Defense Project  
Brotherhood Crusade  
Brotherhood of Elders Network  
Brothers, Sons, Selves Coalition  
Brown Boi Project  
Building Healthy Communities-Richmond  
California Association of African-American Superintendents and Administrators  
California Alliance of African American Educators (CAAEE)  
California Black Health Network  
California Center for Civic Participation  
California Coverage and Health Initiatives  
California Immigrant Policy Center  
California Pan Ethnic Health Network  
California Partnership to End Domestic Violence  
California Program on Access to Care  
California School-Based Health Alliance  
California School Health Centers Association  
Californians for Justice  
Californians for Safety and Justice  
CA Health Workforce Alliance & CA Health Professions Consortium  
CA Primary Care Association  
Center on Juvenile & Criminal Justice  
Center for Youth Wellness  
Chief Justice Earl Warren Institute on Law and Social Policy  
Children's Defense Fund California  
Children's Movement – Fresno  
Civicorps

City Heights Building Healthy Communities  
Coalition for Responsible Community  
Communities for a New California Education Fund  
Communities United for Restorative Youth Justice (CURYJ)  
Community Asset Development Re-defining Education (CADRE)  
Community Coalition  
Community Health Improvement Partners  
Community Rights Campaign  
Contra Costa Interfaith Supporting Community Organization (CCISCO)  
Del Norte and Adjacent Tribal Lands Building Healthy Communities  
East Bay Asian Youth Center  
East Oakland Building Healthy Communities  
East Salinas Building Healthy Communities  
Eastern Coachella Valley Building Health Communities  
Educators 4 Excellence-Los Angeles  
Ella Baker Center  
Every Neighborhood Partnership  
Faith in Community - Fresno  
Fathers and Families of San Joaquin  
Fenton Communications  
First Five Fresno  
Focus Forward  
Forward Change  
Fresno Barrios Unidos  
Fresno Building Healthy Communities  
Fresno Street Saints  
Gay Straight Alliance Network  
Game Changers Project  
Greenlining Institute  
Hope Now for Youth  
IDEATE CA  
Inner City Struggle  
Intertribal Friendship House  
Haywood Burns Institute  
LA Black Workers' Center  
Khmer Girls in Action  
Labor/Community Strategy Center  
Latino Coalition for a Healthy California  
Legal Advocates for Children and Youth  
Legal Services for Prisoners with Children  
Liberty Hill Foundation  
Lifelines to Healing  
Long Beach Building Healthy Communities  
Los Angeles Alliance for a New Economy (LAANE)  
Los Angeles Chamber of Commerce  
Marcus Foster Education Fund  
Mentoring Center  
MILPA East Salinas  
Movement Strategies Center  
National Employment Law Project

National Center for Youth Law  
National Compadres Network  
National Council of La Raza  
National Latino Fatherhood and Families Institute  
Neighborhood Thrift  
New America Media  
PolicyLink  
PICO Network California  
Planned Parenthood Mar Monte  
Public Counsel  
Reading and Beyond  
Reinvent Communications  
Sacramento Building Healthy Communities  
Santa Ana Building Healthy Communities  
SCOPE LA  
Social Justice Learning Institute  
South East Asian Resource Action Center (SEARAC)  
South Los Angeles Building Healthy Communities  
Street Positive  
Unity Council  
United Roots/Urban Peace Movement/Determination  
Urban Strategies Council  
Weingart East Los Angeles YMCA  
West Angeles CDC  
West Fresno Family Resource Center  
Western Center on Law and Poverty  
Village Connect  
Young Invincibles  
Youth Alive!  
Youth Leadership Institute  
Youth Policy Institute  
Youth Justice Coalition  
Youth Uprising