

California for ALL: Opening Doors of Opportunity to English Learners



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California's Immigrant Population



California Quick Facts

- ◎ California is home to 10.7 million immigrants (27% of the population)
- ◎ Immigrants account for 37% of California's workforce
- ◎ 73% are US Citizens or have legal status
- ◎ 12% of Californians live in a family with at least one undocumented individual or “mixed status” family



Foreign Born Population by County

County	Total Population	Immigrant Population	Percentage
Santa Clara	1,938,153	738,436	38.1%
San Francisco	884,363	308,643	34.9%
Los Angeles	10,163,507	3,506,410	34.5%
San Mateo	771,410	266,136	34.5%
Imperial	182,830	58,140	31.8%
Alameda	1,663,190	527,231	31.7%
Orange	3,190,400	969,882	30.4%
Monterey	437,907	131,372	30.0%



FEDERAL POLICY

STATE POLICY



California's Response



Immigrant Integration

Improved economic mobility,
enhanced civic participation by, and
receiving society openness to immigrants

– Dr. Manuel Pastor, University of Southern California



Expanding Access through Policy & Program

Aligning Policies to Better Serve English Learners

- 15% Requirement in WIOA Plans to Address English Learner Needs
- Selective Service Policy
- Pathways to Services Directive (work authorization)
- Strategic Co-enrollment
- Increased Community Engagement Requirements for WIOA Planning

Program Investments & Technical Assistance

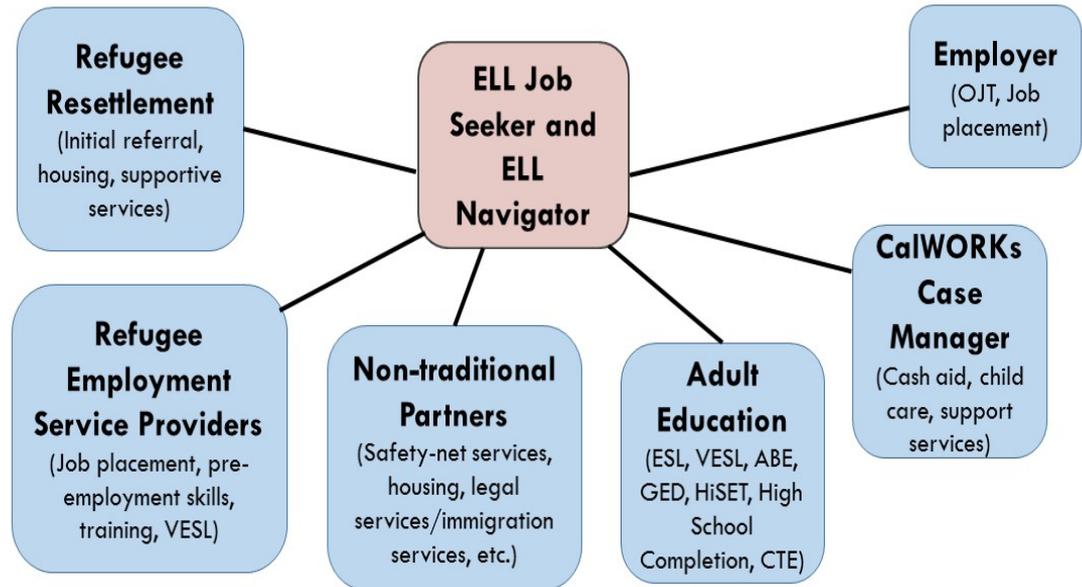
- Convening's across programs, departments and agencies to address how to serve ELLs
- How to serve ELLs Policy Brief- Best Practices
- First 2.5M investment in pilot project; \$500K Investment in Technical Assistance and Evaluation (2017-2018)
- Second \$1.2M investment in pilot and \$500k Investment in Technical Assistance and Evaluation (2019-2020)
- Ongoing system support and training through webinars and building partnerships at the state, regional and local level
- Working with Advocates and Community Organizations in a more meaningful way



ELL Navigator Pilot

- State Partner Coordination & Implementation
- Navigator Model
- Leveraged Funding
- Leveraged Services
- Technical Assistance
- Evaluation
- Strengthening the Narrative

Sample Navigator Pilot





Takeaways

Outcomes

ELL Participant outcomes were on par or higher in some cases (MSG). Participants can succeed with the proper program design!

Partnership

From increased collaboration at the state level in implementing the project to increasing collaboration at the ground, deepening the partnerships was important to working through challenges and prioritizing participant needs.

Program Design- Collaboration

The ELL population we served was beginning/intermediate ESL, and less than HS Diploma. This population was less skilled than the general WIOA Title I population. Program design and partnership for this population is critical.

Community Organizations @ the Table

The Title I WIOA system lacked the experience and know how to serve ELLs on a large scale. Partnering with CBOs helped educate the system and in some cases adopt practices by cross training, developing joint outreach strategies etc.

Navigator Model

Navigators were critical, they reflected the community-race/ethnicity, language and shared experiences. They helped support participants, identify their needs and connect to services.

Investment & Policy/Program Alignment

While we increased awareness about the need to serve ELLs, we need to continue to match that awareness with greater investment and Policy/Program alignment to remove barriers and facilitate coordination.

Sufean (Iraq)



Orange County, CA

July 2017- Granted Special Immigrant Visa

October 2017- Referred to OCAPICA by Welfare to Work

Spring 2018- after 7 months Sufean was offered full time employment as an Assistant Plant Operating Engineer for the County Public Works, making \$79K



What's Next for California: Apprenticeship



Governor's Goal

The Governor has proposed a cradle-to-career system of education for California

- ① 500,000 “learn and earn” apprenticeships by 2029



Pre-apprenticeship

A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and have a documented partnership with at least one, if not more Registered Apprenticeship program(s).

Source: US DOL [TEN 13-12](#)



Why English Learners

- Disparities in English language proficiency contribute to disparities in educational attainment, employment, and earnings.
- Nationally more than 19 million working-age American adults are English learners, including 12.7 million who are currently employed.
- Overall, English learners represent one in nine workers in the United States.
- English learners are disproportionately people of color.
- English skills are vital for obtaining (and advancing in) many types of employment, particularly in fast-growing personal and business services occupations where workers have extensive interpersonal interactions with customers and co-workers.

Source: [National Skills Coalition Racial Equity Report](#)

Why apprenticeship matters for racial equity

- ⦿ Pre-apprenticeship and pre-employment programs can be especially valuable for people of color who have been historically underrepresented in certain industries and apprenticeships.
- ⦿ Effective pre-apprenticeship programs expose workers to **job sites** and work environments and provide **support** for workers to **address barriers** to employment like child care and transportation.



Alignment to State Priorities around Vulnerable Populations



Proven Strategy

English Learners

Apprenticeships can help match the skills of workers with the needs of employers. Pre-apprenticeship programs, apprenticeships and other work-based learning models have proven to be effective tools for helping to reduce barriers to employment for immigrants and refugees who have education and experience from outside the U.S.

[Imprint Promising Practices](#), 2019

[How to Build Bridge Programs \(ELLs\)](#)

[JFF Pre-Apprenticeship Framework](#)

Human Services Partnership

NAP, Employment and Training (E&T) Programs were created to help food stamp recipients gain skills, training, or experience and increase their ability to obtain regular employment. SNAP E&T funds can be used to provide enhanced individualized services to program participants and are a potential food stamp outreach tool for low-income working families.

National Skills Coalition, 2016

[Skills-Based SNAP Employment and Training](#)

DHHS, 2016

[TANF & Career Pathways](#)

Re-Entry Population

Among the most well-researched consequences of incarceration are those on the labor market outcomes of formerly incarcerated persons. Poor labor market outcomes for justice-involved people also contribute to the recidivism cycle.

Urban Institute, 2019

[“Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison”](#)



Other State Partnership Possibilities



Co-Enrollment

Focused on supporting individuals with the programs and supportive services they need, co-enrollment promotes shared case management, shared responsibility and streamlined access to services.

Co-enrollment is a unique strategy that can support pre-apprenticeship/apprenticeship models.

CalWORKs

Welfare-to-Work program (WTW) is to help underemployed and unemployed parents who receive CalWORKs cash aid to learn work skills and find work, so they can support their families.

Welfare-to-Work services offer eligible CalWORKs parents:

- Job Training Scholarships and financial assistance
- Paid positions with private businesses
- Paid On-the-Job Training through the Workforce Innovation & Opportunity Act (WIOA)
- Child care during hours participating in WTW activities
- Transportation reimbursement to and from WTW activities

CalFresh E & T

- Increase job placement, retention, and wages
- Increase CalFresh E&T participation across a dynamic mix of people, communities and cultures
- Increase employability by removing barriers to employment.
- Increase skills attainment and credentialing
- Lead an efficient and effective customer focused E&T program



Questions?



Contact & Resources

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State Workforce Board ELL Site: <https://tinyurl.com/ELLStateInfo>

ELL Pilot Information: <https://tinyurl.com/ELLNavResources>

Pathways to Services: <https://tinyurl.com/PathwaysPolicy>