

**Los Angeles County  
Department of Economic  
Opportunity  
and  
Workforce Development  
Board**

**Businesses as Trainers:**  
*How the workforce system  
partners can better support  
work-based learning*

2023 Local Plan Modification

A Community Forum

November 15, 2022

# Some Background on Workforce Development Local Plans

- ◇ Under the federal Workforce Innovation and Opportunity Act (WIOA), local workforce development boards must develop and submit to the Governor a **comprehensive 4-year plan**. Los Angeles County WDB's current Local Plan identifies and describes partnerships, services, and workforce development activities carried out in the County.
- ◇ No later than March 31, 2023, the County must submit to the State a **biennial (two-year) update** to the current 4-year Local Plan, which covers July 1, 2021 through June 30, 2025.

## Businesses as Trainers

Even before the pandemic, businesses in Los Angeles County and beyond were struggling to find workers that meet their unique skill needs. While working with postsecondary education to design curricula to address these needs is one proven strategy, so too are work-based learning programs, through which new employees acquire skills while they are working and getting paid.

Still, many businesses are hesitant to take on the role of trainer, as it is outside their traditional role and their “comfort zone.” Workforce development system partners have a wide range of tools at their disposal – from on-the-job training to transitional jobs and apprenticeships – to assist businesses in training new workers.

# For Your Consideration and Our Discussion...

- Are there particular occupations for which employer-led, work-based training works especially well?
- Are there certain types of businesses that are highly successful in providing skills training to their employees? What makes these companies successful at training?
- What tools and resources can workforce system partners utilize to improve businesses' success in providing work-based learning?
- What opportunities exist for hybrid training, where some training is provided by educational institutions and some by businesses?
- How could the workforce system partners do a better job of promoting opportunities to businesses for them to custom-train their new employees and existing workforce?

## Next Steps:



**November 2022** – Gather the public input from these meetings



**December 2022** – Synthesize public input and update the Local and Regional Plans



**January – February 2023** – Release Local Plan draft for 30-day public commentary period



**March 2023** – Submit Local and Regional Area Plans to the California Workforce Development Board