



AGENDA REPORT

Library and Community Services

DATE:	May 27, 2025
TO:	Mayor Martinez and Members of the City Council
FROM:	LaShonda White, Deputy City Manager Tamara Walker, Deputy Director of Community Services, Employment and Training Division
Subject:	Approve the Richmond Workforce Development Board Local Plan Program Year 25-28
FINANCIAL IMPACT:	There is no immediate fiscal impact to the City's General Fund. Approval of the Local Plan allows the Richmond Workforce Development Board to remain in compliance with federal and state requirements under the Workforce Innovation and Opportunity Act (WIOA) and to continue receiving WIOA formula and discretionary grant funds.
PREVIOUS COUNCIL ACTION:	N/A
STATEMENT OF THE ISSUE:	The Richmond Workforce Development Board (RWDB) is required by the California Workforce Development Board and the U.S. Department of Labor to develop and submit a Local Plan for Program Years 2025–2028. This plan outlines the strategic vision, goals, policies, and operational framework for the City of Richmond's workforce development system. It ensures alignment with regional and state workforce priorities, promotes equity and inclusion, and supports the economic development goals of the City. City Council approval is necessary to authorize the submission of the Local Plan to the State, formalizing the City's commitment to these workforce strategies and allowing the RWDB to continue receiving Workforce Innovation and Opportunity Act (WIOA) funding.

RECOMMENDED ACTION:	APPROVE the Richmond Workforce Development Board Local Plan Program Years 2025-2028 - Community Services Department (LaShonda White/Tamara Walker 510-307-8006).
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DISCUSSION:

The Workforce Innovation and Opportunity Act (WIOA) mandates that each Local Workforce Development Board (LWDB) develop and submit a four-year Local Plan. This plan must align with the state's Unified Strategic Workforce Development Plan and be designed to improve the public workforce system through stronger coordination, service delivery, and accountability.

As one of California's 45 Local Workforce Development Areas (LWDAs), the City of Richmond is required to submit a Local Plan to guide WIOA Title I services in its jurisdiction. The Richmond Workforce Development Board (RWDB) is responsible for ensuring that this plan reflects local workforce priorities, addresses the needs of job seekers and employers, and establishes a vision for workforce system improvements.

The Program Years (PYs) 2025–2028 Local Plan presents a comprehensive roadmap for enhancing workforce development in Richmond. Key elements of the plan include:

- **Alignment with WIOA:** Ensuring compliance with federal requirements and promoting access to employment, education, and training services.
- **Strategic Priorities:** Emphasizing community awareness of career pathways, providing targeted job seeker support, deepening business engagement, and bridging the digital divide.
- **System Improvements:** Expanding the use of hybrid service delivery, increasing work-based learning opportunities, strengthening digital literacy efforts, and promoting inclusive employment models.
- **Youth Focus:** Enhancing youth employment and educational opportunities through innovative strategies aligned with the forthcoming Youth Committee's goals.
- **Coordination with Partners:** Emphasizing collaboration with America's Job Centers of California (AJCC) partners and state-level strategic partners to serve targeted populations.

The Local Plan was developed with input from community stakeholders, partner organizations, businesses, and education providers. It reflects both current labor market

conditions and anticipated trends in the City of Richmond and the broader East Bay region.

SYNERGISTIC POLICIES:

This work aligns with City Council Strategic Goal Area #2: Increase Revenue and Improve Economic Development. Goal 2.1 reflects the creation of new opportunities for workforce development in Richmond.

The RWDB has outlined several synergistic policies in its Local Plan for PYs 2025–2028. These policies are designed to create an integrated, equitable, and responsive workforce development system that aligns with regional economic goals and addresses the needs of both job seekers and employers.

1. **Person-Centered Service Delivery:** The RWDB emphasizes a person-centered approach, ensuring that services are tailored to the unique needs of individuals. This involves coordinating with local partners to provide comprehensive support through the America's Job Centers of California (AJCC) system.
2. **Alignment with Regional Economic Goals:** The Local Plan is designed to operationalize the roadmap laid out in the Regional Plan, focusing on aligning workforce development efforts with regional economic objectives. This includes preparing an educated and skilled workforce to meet the demands of local industries.
3. **Integration with Education and Training Providers:** The RWDB collaborates with educational institutions, such as Contra Costa College, to provide career and technical education. These programs combine technical, job-specific skills with core academics to prepare residents for careers in high-demand fields.
4. **Focus on Equity and Inclusion:** The RWDB recognizes that education and training alone will not solve the problem of poverty. Therefore, it seeks to develop strategies and policies that enable people to gain and retain good jobs that offer economic security or place them in entry-level jobs with pathways for advancement.
5. **Continuous Evaluation and Improvement:** The RWDB is committed to measuring performance by continuously evaluating training, employment, and earnings outcomes. This ensures that the services provided are effective and have a positive economic impact.

DOCUMENTS ATTACHED:

Attachment 1 – Regional and Local Planning Directive
Attachment 2 – RWDB Local Plan 25-28