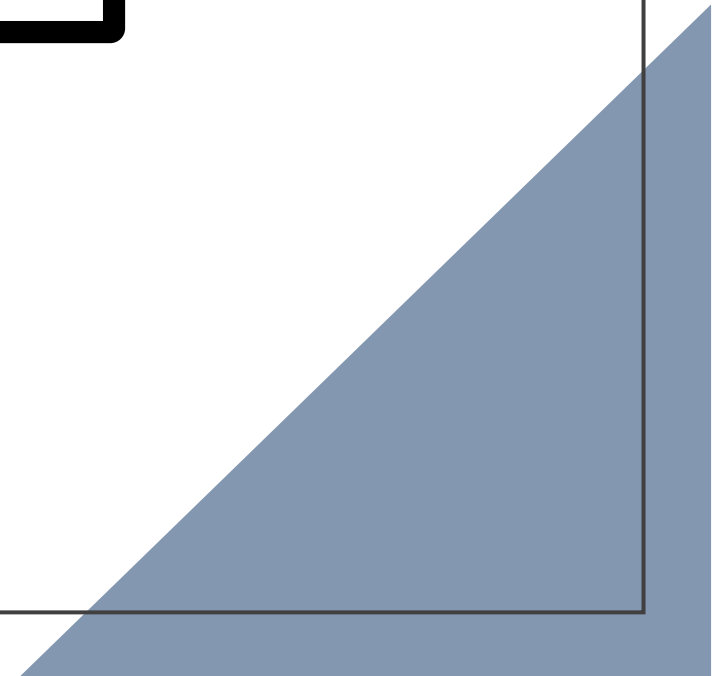


Workforce Indicators Report

Dr. Wallace Walrod
OCBC



Orange County Workforce Development Board Workforce Indicators Report

Dr. Wallace Walrod
April 29, 2026



2026 Orange County Workforce Indicators Report

Preparing Orange County's Workforce for 2035

- The 2026 Workforce Indicators Report is designed to provide actionable, workforce-driven intelligence for policymakers, education leaders, workforce professionals, employers, and job seekers.
- It expands upon past reports by incorporating career pathway roadmaps, projected occupational growth, skills-based hiring trends, analysis of AI impacts, and strategic investment guidance.

Executive Summary

Demographic & Labor Market
Context

Industry Growth & Economic
Drivers

Skills-Based Talent Pipelines

Workforce Equity & Access

Special Feature: AI

Regional Competitiveness, Future
Outlook, & Action Framework

Report Outline

Executive Summary

- State of the Orange County Workforce
- Five Strategic Workforce Imperatives for 2026 to 2035
- Key Data Dashboards and Growth Indicators

Demographic and Labor Market Context

- Population and Labor Force Dynamics
- Workforce Participation and Barriers
- Income and Wage Landscape

Industry Growth and Economic Drivers

- Healthcare and Life Sciences
- Advanced Manufacturing and Aerospace
- Information Technology and AI-Enabled Occupations
- Business, Finance, and Professional Services
- Construction, Infrastructure, and Skilled Trades
- 6. Tourism, Hospitality, and Creative Economy

Defense/Aerospace Demographics

Looming Retirement Cliff

- Of all OC sectors, Advanced Manufacturing and Aerospace are the most vulnerable to the impending retirement of the "Baby Boomer" generation.
- The total manufacturing workforce is strongly skewed toward older workers. Nearly 34.5% is over the age of 55 (24.3% aged 55-64; 10.1% aged 65+).
- The situation is even more critical in Aerospace (NAICS 3364), where 40.5% of the workforce is 55 or older (29.5% aged 55-64; 11% aged 65+). Within 10 years, over 1/3 of the region's defense and aerospace talent—possessing deep institutional memory and active security clearances—will retire.

Skills-Based Talent Pipelines

- Shift Toward Skills-Based Hiring
- Top Cross-Sector Skills in Orange County
- Education and Training Ecosystem Map

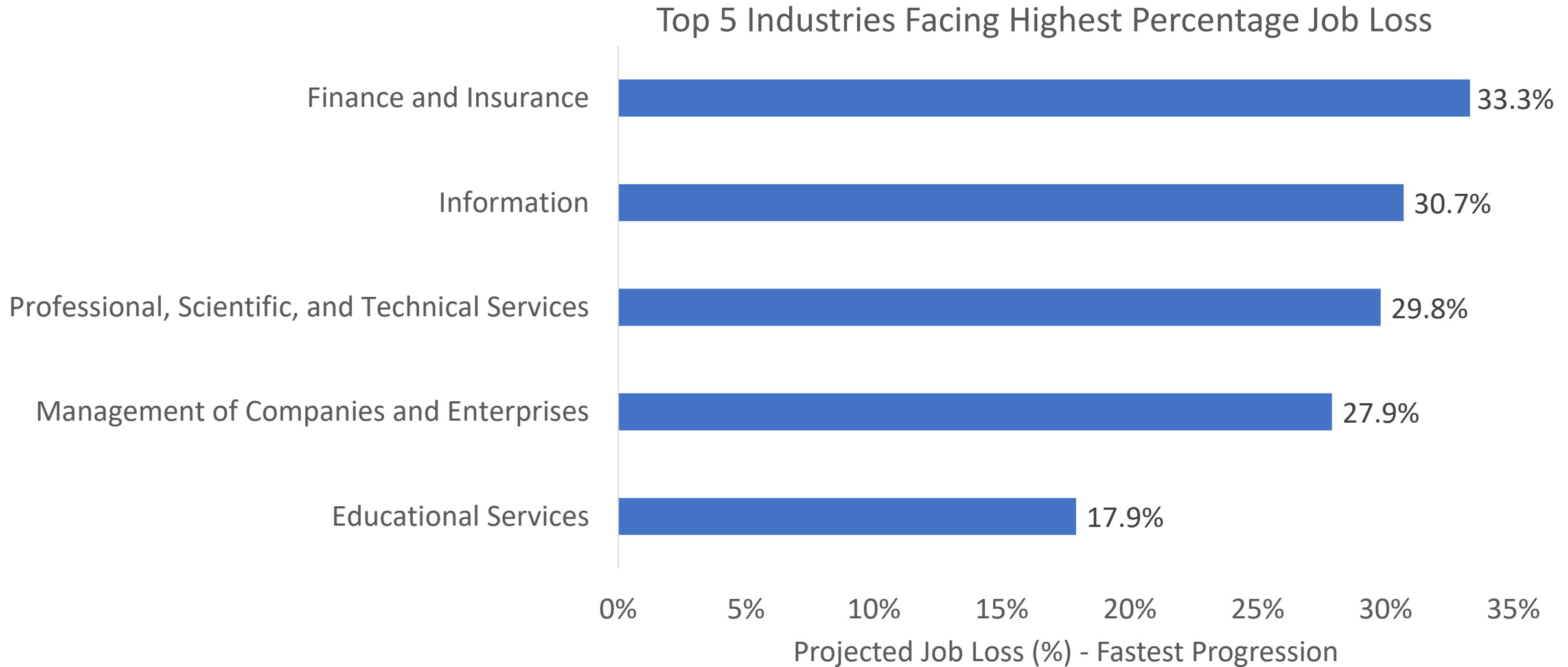
Workforce Equity and Access

- Disparities in Employment and Wages
- Barriers to Entry into High-Growth Sectors
- Strategies to Expand Access and Opportunity

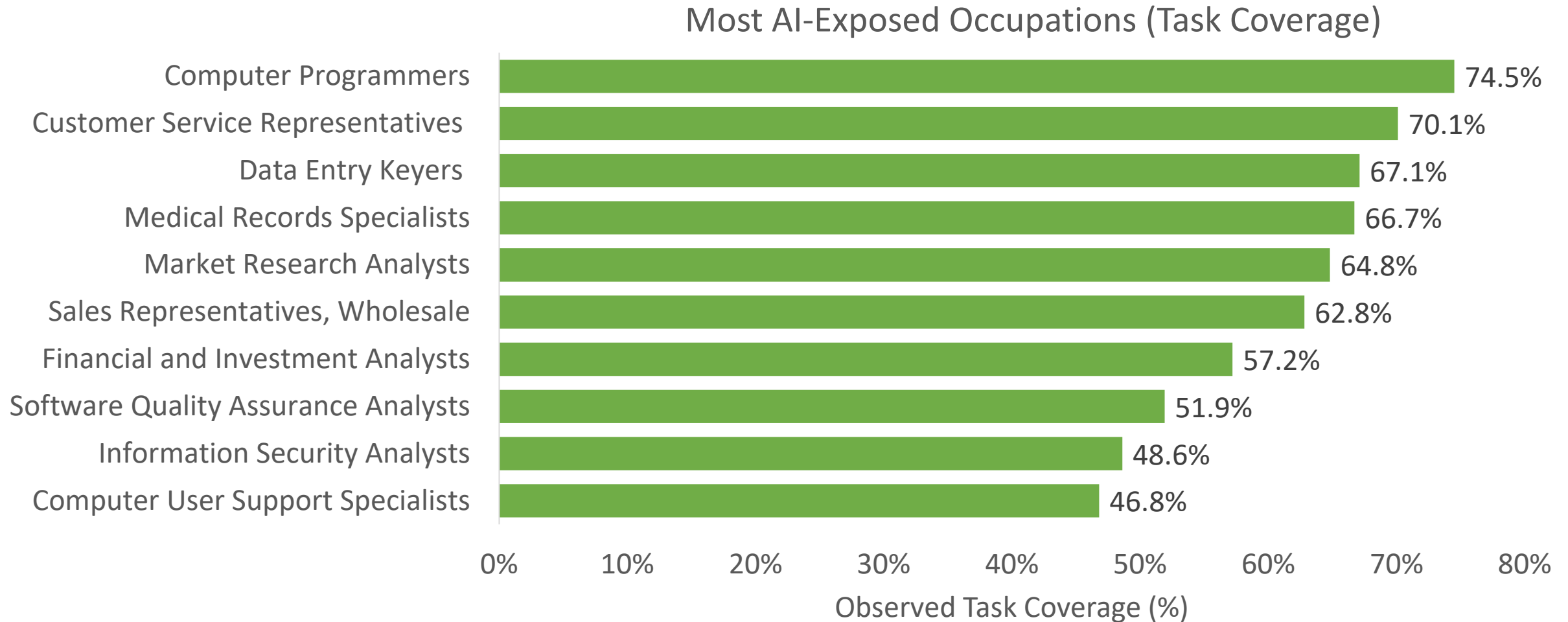
Special Feature: AI

- Automation and Occupational Risk Analysis
- AI and Digital Transformation Impact

Most Vulnerable Industries (Fastest Progression)

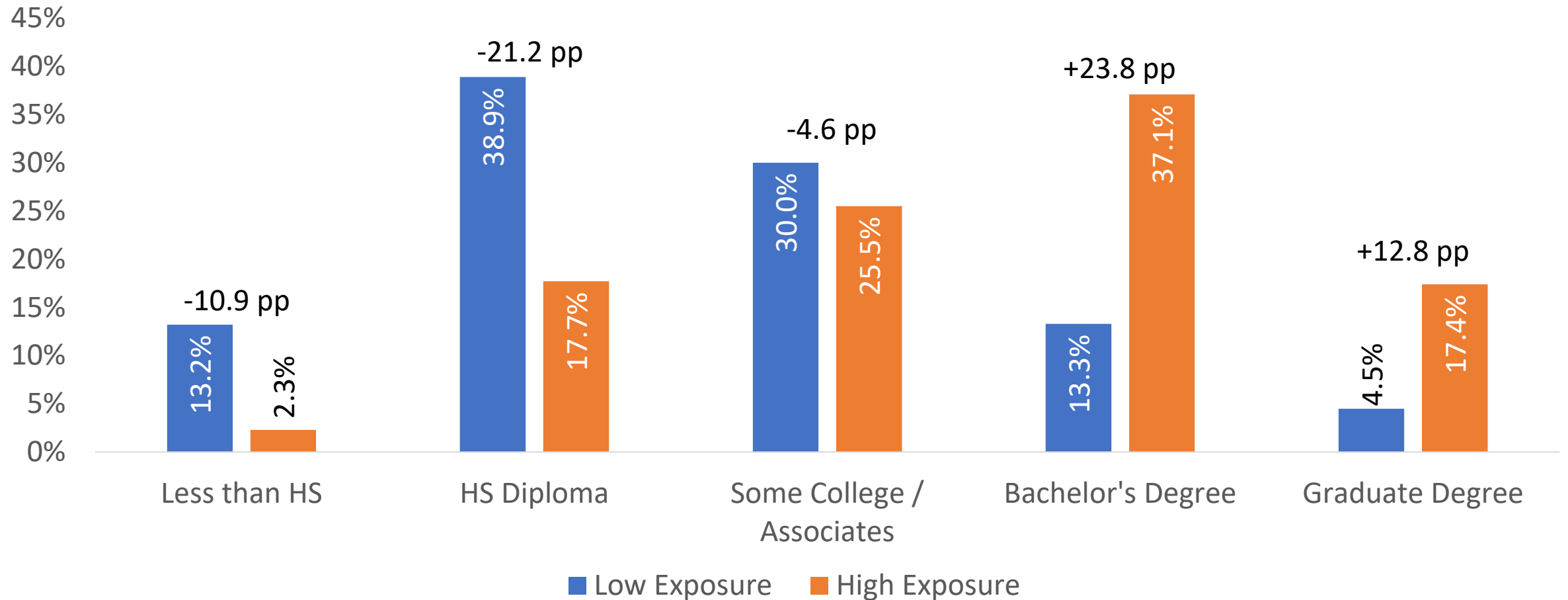


Highly Exposed Occupations



Who is Most Exposed?

Difference in Low and High Exposure Workers by Educational Attainment

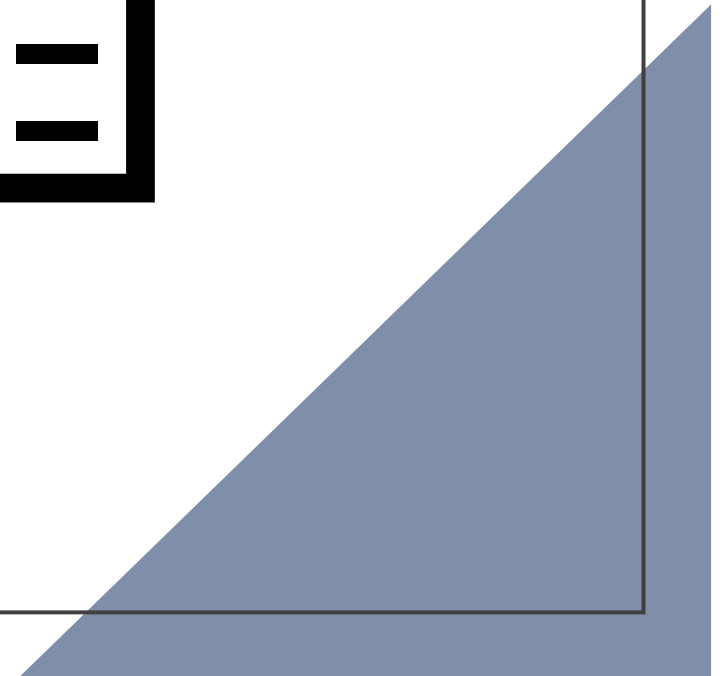
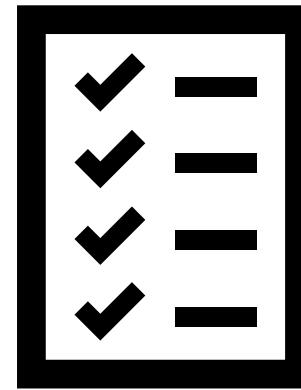


Regional Competitiveness, Future Outlook, and Action Framework

- Housing and Workforce Retention
- 2035 Workforce Scenarios
- Action Framework/ Priority Investment Areas
- Data-Informed Programming Recommendations
- Metrics for Tracking Progress

QUESTIONS?

ACTION ITEMS



ACTION ITEM #7A: POLICY UPDATE – Allowable Cost & Prior Written Approval Policy

RECOMMENDATION:

Approve OCWDB Policies A, B, and C as presented, including authority to make any non-substantive changes and updates, including references in related policies and forms as applicable, so long as the original intent of the policy is not altered.

BACKGROUND:

Requirement: Subrecipients of WIOA funds must follow Uniform Guidance requirements related to prior approval and allowable versus unallowable costs. This policy outlines OCWDB's procedures for requesting and documenting prior approval and ensures that all purchases are compliant with federal regulations.

Policy Revisions:

- Updated federal references
- Updated Prior Written Approval Form
- Alignment with current federally adjusted dollar thresholds and rates

ACTION ITEM #7B: POLICY UPDATE – Procurement Policy

RECOMMENDATION:

Approve OCWDB Policies A, B, and C as presented, including authority to make any non-substantive changes and updates, including references in related policies and forms as applicable, so long as the original intent of the policy is not altered.

BACKGROUND:

Requirement: Subrecipients of WIOA funds must comply with Uniform Guidance regulations governing the procurement of goods and services. This policy details OCWDB's procurement procedures and implemented steps to ensure all purchases follow federal requirements.

Policy Revisions:

- Updated federal references
- Updated Procurement Form
- Alignment with current federally adjusted dollar thresholds and rates

ACTION ITEM #7C: POLICY UPDATE – Property – Purchasing, Inventory and Disposal Policy

RECOMMENDATION:

Approve OCWDB Policies A, B, and C as presented, including authority to make any non-substantive changes and updates, including references in related policies and forms as applicable, so long as the original intent of the policy is not altered.

BACKGROUND:

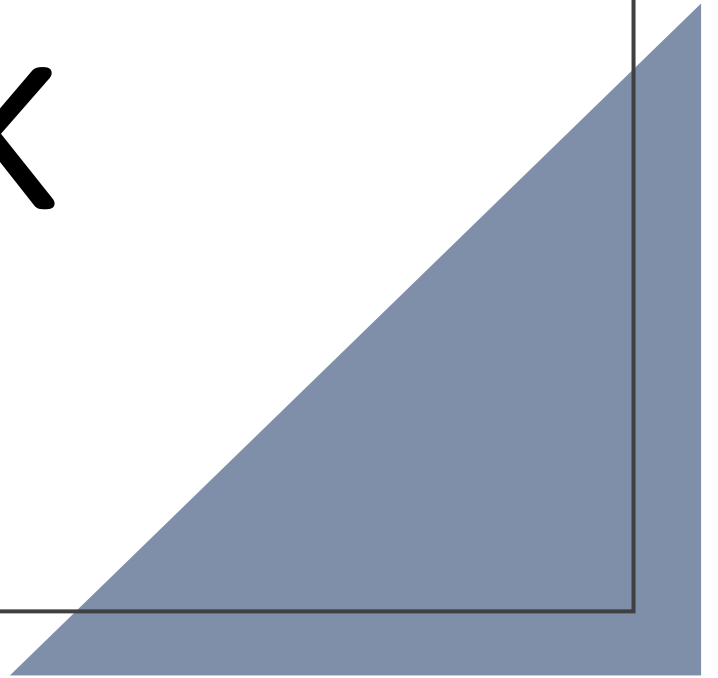
Requirement: Subrecipients of WIOA funds must establish procedures for purchases made with WIOA funds, the management and maintenance of equipment, maintaining accurate inventory records, and properly disposing of items. This policy outlines OCWDB's procedures in these areas.

Policy Revisions:

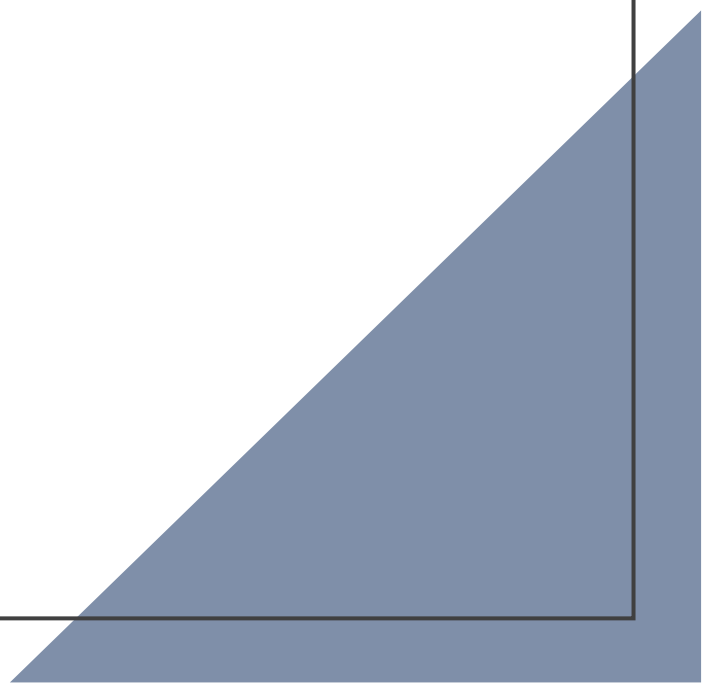
- Updated federal references
- Implementation of strengthened maintenance and tracking procedures
- Alignment with current federally adjusted dollar thresholds and rates

DIRECTOR'S REPORT

NANCY COOK



Program Updates





April 16, 2026

Nancy Cook, Director
Orange County Workforce Solutions
675 Placentia Ave, Suite 330
Brea, CA 92821

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) SECTION 188
NONDISCRIMINATION AND EQUAL OPPORTUNITY PROVISIONS
ANNUAL COMPLIANCE MONITORING REVIEW
FINAL REPORT PROGRAM YEAR (PY) 2025 – 2026

This notification informs you of the results of the Employment Development Department's (EDD) Equal Employment Opportunity (EEO) Office desk compliance monitoring review of the Orange County Workforce Solutions for compliance to the WIOA Section 188 for PY 2025 – 2026.

Our review was conducted under the authority of WIOA Section 188 and its implementing regulations Title 29 Code of Federal Regulations (CFR) Part 38. The purpose of this review was to determine the level of compliance by Orange County Workforce Solutions with applicable federal and state laws, regulations, policies, and directives related to the WIOA grant regarding nondiscrimination and equal opportunity provisions for PY 2025 – 2026.

We collected the information for this report through a desk review of documents submitted by Orange County Workforce Solutions, the completed EDD's EEO Office Compliance Monitoring Guide completed by your Equal Opportunity (EO) Officer, interviews with Orange County Workforce Solutions representatives, and a review of applicable policies and procedures.

COMPLIANCE MONITORING REVIEW RESULTS

We conclude that, overall, Orange County Workforce Solutions is meeting applicable WIOA Section 188 requirements concerning nondiscrimination and equal opportunity provisions.

This report contains no findings or conditions; therefore, we are issuing this report as the final report.

Because the methodology for our monitoring review included sample testing, this report is not a comprehensive assessment of all of the areas included in our review. It is Orange County Workforce Solutions' responsibility to ensure that its systems, programs,

Nancy Cook
April 16, 2026
Page two

and related activities comply with the WIOA grant program, federal and state regulations, and applicable state directives. Consequently, any deficiencies identified in subsequent reviews, such as an audit, would remain Orange County Workforce Solutions' responsibility.

Please extend our appreciation to your staff for their cooperation and assistance during our review. If you have any questions regarding this report or the review that was conducted, please contact Timothy Garcia at timothy.garcia@edd.ca.gov or Kimberly Singh, EEO Office Manager, at kimberly.singh@edd.ca.gov.

Sincerely,

/s/ NICOLE PLACENCIA
State-level EO Officer

cc: Andrea Eich, EDD's Workforce Services Branch, MIC 50
Elsa Rivera, Orange County Workforce Solutions, EO Officer

Final Report



March 20, 2026

Nancy Cook
Executive Director
Orange County Workforce Development Board
1300 South Grand Avenue, Building B
Santa Ana, CA 92705

Dear Nancy Cook:

ANNUAL REVIEW
85% FORMULA GRANT
FISCAL YEAR 2024-25 **DRAFT MONITORING REPORT**

This draft monitoring report is to inform you of the results of the Employment Development Department, Compliance Review Office (CRO), Workforce Innovation and Opportunity Act (WIOA), on-site monitoring review of the Orange County Workforce Development Board's (OCWDB) fiscal and program systems for Program Year (PY) 2024-25.

Our review was conducted under the authority of WIOA, Sections 183(a) and 184(a)(4). The purpose of this review was to determine the level of compliance by the OCWDB with applicable federal and state laws, regulations, policies, and directives related to the WIOA grant activities for PY 2024-25. The OCWDB was awarded WIOA funds to provide centralized comprehensive workforce services to adults, dislocated workers, youth, and rapid response. The scope of the review covered the period of July 1, 2024, through June 30, 2025.

For the review, we focused on the WIOA 85% Youth and 25% Rapid Response programs. We reviewed policies and procedures, financial reporting, expenditures, cost allocation, indirect cost rate, cash management, internal controls, payroll, procurement, oversight of your subrecipients, property management, Workforce Development Board by-laws and composition, eligibility, case management and supportive services.

The on-site review was conducted by Ezra Bauer from January 26, 2026, through January 30, 2026. The exit conference for this review was held on February 9, 2026.

costs, and the sale price of disposed property. The property management log is now in compliance.

- We found that OCWDB's subrecipient oversight and monitoring log was missing required information. The OCWDB updated its subrecipient oversight and monitoring log to include the dates of the review, period covered by the review, dates of the draft and final reports, names of monitors, the findings and the status of each, corrective actions, initial determinations, final determinations, recovery of disallowed costs, location of working papers, and the dates and number of follow-up attempts with subrecipients if they do not respond to reports, and it is now in compliance.

SUMMARY

We provide you with up to 25 working days after receipt of this report to submit your response to the CRO. Therefore, please submit your response by April 27, 2026, to LDCBCROComplianceMonitors@edd.ca.gov.

Because the methodology for our monitoring review included sample testing, this report is not a comprehensive assessment of all areas included in our review. It is OCWDB's responsibility to ensure that the systems, programs, and related activities comply with the WIOA grant program, federal and state regulations, and applicable state directives. Therefore, any deficiencies identified in subsequent reviews, such as an audit, would remain OCWDB's responsibility.

Draft Report Response Due

EDD Program
Monitoring
PY 24-25
3 Findings

EDD Annual Review Formula Grants PY 24-25

No Findings

Financial Reporting	Expenditures	Cost Allocation
Indirect Cost Rate	Cash Management	Internal Controls
Payroll	Procurement	Program services (Eligibility, Case management, and Supportive Services)

Findings

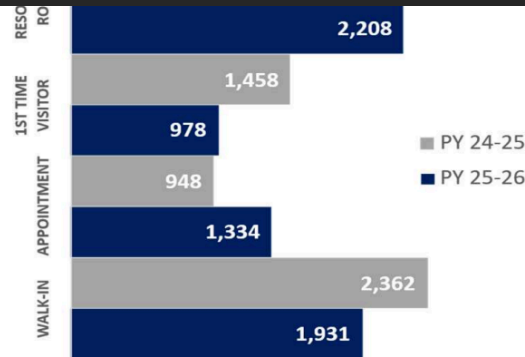
- Procurement Policy and Procedure missing required procedures and Code of Federal Regulations reference.
- OCWDB Board Composition, board membership requirements/criteria; vacant seats: business, labor.
- Bylaws- inclusion of one statement - Based on the CRO's review of OCWDB's WDB by-laws, to state that we do not permit proxy and alternatives. designee process that meets both federal requirements and the requirements of the Brown Act.

Response Submitted

Q2 (OCT-DEC)

5,221 VISITORS TO CENTERS

CENTER	Q2 PY 24-25	Q2 PY 25-26
BREA VISITORS	3,603	3,514
LAGUNA NIGUEL VISITORS	1,827	1,707
CENTER CALLS	2,053	1,935



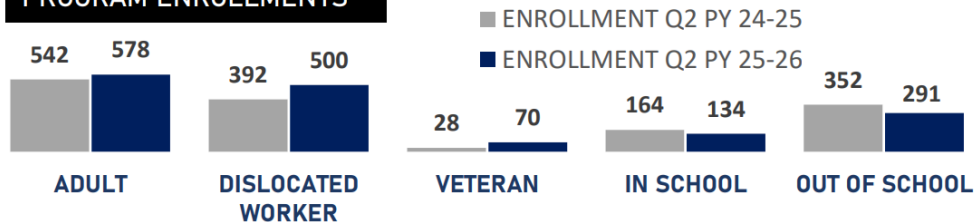
BUSINESS SERVICES

Q2 (OCT-DEC) PY 24-25

Q2 (OCT-DEC) PY 25-26

Events	Employers	Jobseekers	# of Events	Employers	Jobseekers	# of Events
Hiring Events	63	374	13	30	195	3
Career Fair	160	583	1	152	1,074	2
WARN Notices	15	1,209	12 RROs	11	1,171	7 RROs
WEX Sites	64	34		55	25	
OJT	3	2		8	1	
IWT	2	10		0	0	
TOTAL	307	2,212	14	256	2,463	5

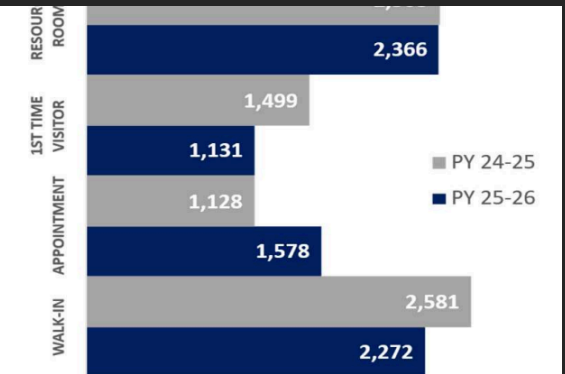
PROGRAM ENROLLMENTS



Q3 (JAN-MAR)

6,017 VISITORS TO CENTERS

CENTER	Q3 PY 24-25	Q3 PY 25-26
BREA VISITORS	4,237	4,152
LAGUNA NIGUEL VISITORS	2,057	1,865
CENTER CALLS	2,504	2,166



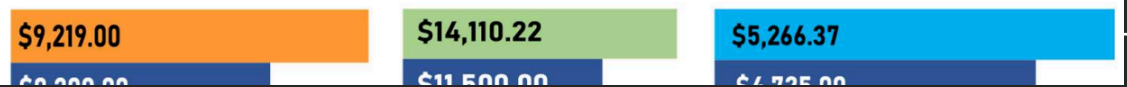
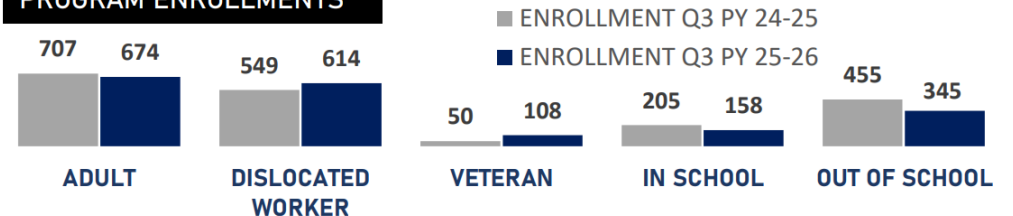
BUSINESS SERVICES

Q3 (JAN-MAR) PY 24-25

Q3 (JAN-MAR) PY 25-26

Events	Employers	Jobseekers	# of Events	Employers	Jobseekers	# of Events
Hiring Events	49	453	15	38	356	6
Career Fair	129	676	2	67	211	1
WARN Notices	18	1,299	16 RROs	20	2,265	5 RROs
WEX Sites	67	33		56	14	
OJT	7	7		3	0	
IWT	2	2	3	0	0	
TOTAL	272	2,470	20	184	2,846	7

PROGRAM ENROLLMENTS



Center Activity Remained Strong

BOARD MEETING

Q2 + Q3 combined performance | PY 24–25 compared with PY 25–26

VISITORS TO CENTERS

PY 24–25

11,724

PY 25–26

11,238

APPOINTMENTS

PY 24–25

2,076

PY 25–26

2,912

CENTER CALLS

PY 24–25

4,557

PY 25–26

4,101

CENTER VISITORS AND CALLS

Q2, Q3 AND COMBINED TOTAL

Quarter	Brea PY24–25	Brea PY25–26	Laguna PY24–25	Laguna PY25–26	Calls PY24–25	Calls PY25–26
Q2	3,603	3,514	1,827	1,707	2,053	1,935
Q3	4,237	4,152	2,057	1,865	2,504	2,166
Total	7,840	7,666	3,884	3,572	4,557	4,101

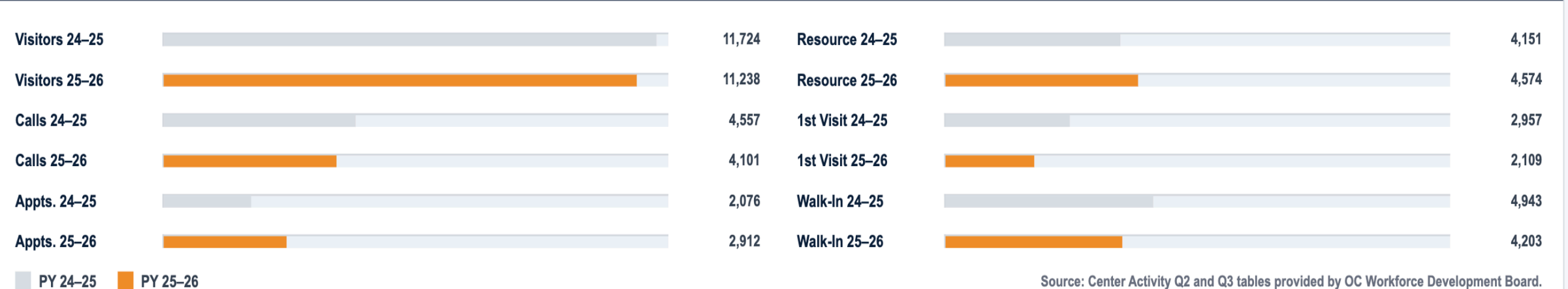
SERVICE UTILIZATION

Q2 + Q3 TOTAL

Measure	PY 24–25	PY 25–26
Resource Room	4,151	4,574
1st Time Visitor	2,957	2,109
Appointment	2,076	2,912
Walk-In	4,943	4,203

Q2 + Q3 COMPARATIVE ACTIVITY: PY 24–25 VS PY 25–26

LANDSCAPE SCALE: 0 TO 12,000



Source: Center Activity Q2 and Q3 tables provided by OC Workforce Development Board.

Program Updates: Q2 + Q3 Overview

Program Year 25-26 | Q2 Oct-Dec and Q3 Jan-Mar performance against established goals

BOARD MEETING

Q2 TOTAL ENROLLMENT

PY 24-25

1,478

PY 25-26

1,573

Q3 TOTAL ENROLLMENT

PY 24-25

1,966

PY 25-26

1,899

EARNINGS PROGRESS

Landscape graph below shows actual-to-date median quarterly earnings versus goal; no prior-year comparison is included.

Program Enrollments by Quarter

REFERENCE TABLE

Program	Q2 PY 24-25	Q2 PY 25-26	Q3 PY 24-25	Q3 PY 25-26
Adult	542	578	707	674
Dislocated Worker	392	500	549	614
Veteran	28	70	50	108
In School	164	134	205	158
Out of School	352	291	455	345
Total	1,478	1,573	1,966	1,899

■ PY 24-25 ■ PY 25-26

Median Quarterly Earnings

ACTUAL AND GOAL

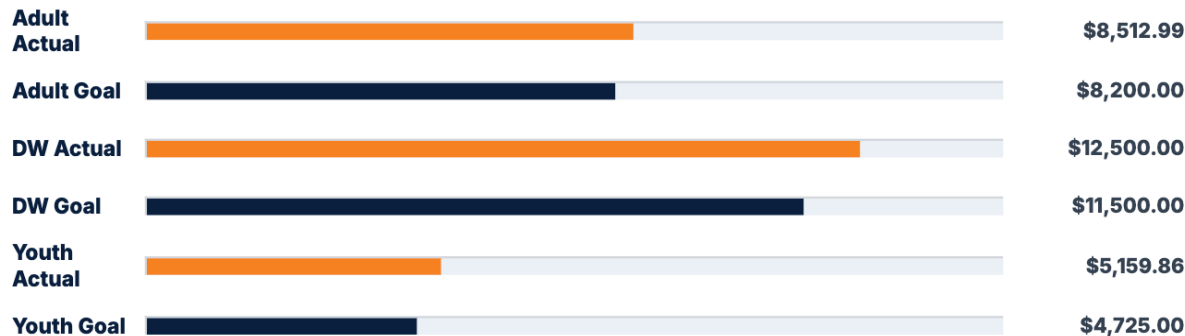
Program	Q2 Actual	Q2 Goal	Q3 Actual	Q3 Goal
Adult	\$8,512.99	\$8,200.00	\$9,219.00	\$8,200.00
DW	\$12,500.00	\$11,500.00	\$14,110.22	\$11,500.00
Youth	\$5,159.86	\$4,725.00	\$5,266.37	\$4,725.00

■ Actual to date ■ Goal

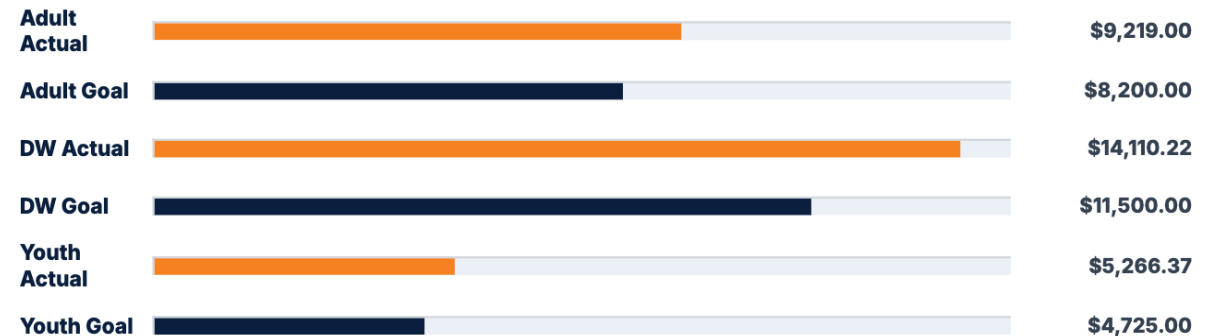
Median Quarterly Earnings Progress: Actual To Date vs Goal

LANDSCAPE SCALE: \$0 TO \$15,000

Q2 OCT-DEC



Q3 JAN-MAR



Board takeaway: Adult, DW, and Youth median quarterly earnings are tracking above goal in both Q2 and Q3.

Source: Program Updates Q2 and Q3 tables provided by OC Workforce Development Board.

WIOA Special Projects - Highlights Summary

Reporting Period: January – March

Orange County Conservation Corps (OCCC)

- ✓ Organizational onboarding completed
- ✓ Participants connected to paid conservation projects

Orange County Asian & Pacific Islander Community Alliance (OCAPICA)

- ✓ Staff fully trained (CalJOBS + Business Services)
- ✓ Program website developed (pending approval)

Orange County Department of Education (OCDE)

- ✓ Mobile service expansion explored at alternative ed sites
- ✓ Community college outreach completed

Working Wardrobes

- ✓ Increased confidence + reduced employment barriers

Goodwill Industries of Orange County (GIOC)

- ✓ Employment success: Ashley hired at Dollar Tree (\$17/hr)
- ✓ Ongoing retention support in place

Vital Link

- ✓ Service model adapted to small-group + individualized support
- ✓ Early workshops improved communication readiness
- ✓ Q2 pipeline ready: job shadows, internships, paid WEX pathways

63 of 65

Business Services Performance: Q2 + Q3

BOARD MEETING

Program Year 25–26 and Program Year 24–25 | Q2 Oct–Dec and Q3 Jan–Mar

EMPLOYERS SERVED | Q2 + Q3 COMBINED

PY 24–25

579

PY 25–26

440

JOBSEEKERS REACHED | Q2 + Q3 COMBINED

PY 24–25

4,682

PY 25–26

5,309

EVENTS CONDUCTED | Q2 + Q3 COMBINED

PY 24–25

34

PY 25–26

12

QUARTER-LEVEL COMPARISON

Quarter	Employers PY24–25	Employers PY25–26	Jobseekers PY24–25	Jobseekers PY25–26	Events PY24–25	Events PY25–26
Q2 Oct–Dec	307	256	2,212	2,463	14	5
Q3 Jan–Mar	272	184	2,470	2,846	20	7
Q2 + Q3 Total	579	440	4,682	5,309	34	12

Q2 Oct–Dec

ALL SOURCE CATEGORIES RETAINED

Event Type	Emp. 24–25	JS 24–25	Events 24–25	Emp. 25–26	JS 25–26	Events 25–26
Hiring Events	63	374	13	30	195	3
Career Fair	160	583	1	152	1,074	2
WARN Notices	15	1,209	12 RROs	11	1,171	7 RROs
WEX Sites	64	34	—	55	25	—
OJT	3	2	—	8	1	—
IWT	2	10	—	0	0	—
TOTAL	307	2,212	14	256	2,463	5

Q3 Jan–Mar

ALL SOURCE CATEGORIES RETAINED

Event Type	Emp. 24–25	JS 24–25	Events 24–25	Emp. 25–26	JS 25–26	Events 25–26
Hiring Events	49	453	15	38	356	6
Career Fair	129	676	2	67	211	1
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WEX Sites	67	33	—	56	14	—
OJT	7	7	—	3	0	—
IWT	2	2	3	0	0	—
TOTAL	272	2,470	20	184	2,846	7

Board takeaway: PY 25–26 reflects strong jobseeker reach across Q2 and Q3, with WARN Notices and Career Fair activity representing major drivers of participant volume.

OC Workforce Solutions – ROI Q2 & Q3 PY 25/26

Q2 On-the-Job Training (OJT)

7 OJTs reimbursed

Total Employer Reimbursement: \$80,613.28

Q3 On-the-Job Training (OJT)

1 OJT reimbursed

Total Employer Reimbursement: \$12,648.00

Employer	Industry	Occupation
Gelatissimo	Food Service	Store Manager
Healthy at Home	Healthcare	Care Manager
Federal Custom Cable	Manufacturing	Electronic Soldering Assembler
Entry Systems	Construction	Garage Door and Gate Technician
Gelatissimo	Food Service	Shift Lead
CASA OC	Non-Profit	Human Resources Generalist
BoozDNA	Information Technology	Office Manager

Employer	Industry	Occupation
CASA OC (Court Appointed Special Advocates)	Non-Profit	Case Supervisor

WARN NOTICES

WARN Notices – Q2 Overview

Period: 10/1/2025 – 12/31/2025

Top 3 Companies Impacted:

1. Amazon (655)
2. Verizon (139)
3. Nationstar Mortgage, LLC dba Mr. Cooper (110)

Top 3 Cities Impacted:

1. Irvine (631)
2. La Habra (173)
3. Mission Viejo (149)

Top 3 Industries Affected:

1. Retail Trade (12)
2. Healthcare and Social Assistance (5)
3. Finance and Insurance (2)

WARN Notices – Q3 Overview

Period: 1/1/2026 – 3/31/2026

Top 3 Companies Impacted:

1. Amazon (827)
2. Foreside Management Company (300)
3. Supernal, LLC (234)

Top 3 Cities Impacted:

1. Irvine (6 locations 766)
2. Fullerton (3 locations - 436)
3. Mission Viejo (1 location 300)

Top 3 Industries Affected:

1. Retail Trade (3 locations – 1,011)
2. Healthcare and Social Assistance (4, 536)
3. Finance and Insurance (1, 234)

OCWDB Strategic Plans:

Local & Regional Plan

Annette Kelly-Whittle, Orange Regional Organizer

Plan Implementation Progress & State Plan Modification Update

PY 2025–2028 Regional Plan | Two-Year Modification Planning

Orange County Workforce Development Board | April 2026

WIOA Workforce Plans: A National Requirement

Every state and local workforce board in the country is required to submit a strategic plan under the Workforce Innovation and Opportunity Act (WIOA, 2014). Orange County is part of that national system.

50

States

Each submits a four-year Unified State Plan to the U.S. Departments of Labor and Education

550+

Local Workforce Boards

Nationwide — each required to submit a four-year Local Plan aligned to their state plan

Every 2

Years — Modified

Plans are updated through a biennial modification process for the full four-year period

CALIFORNIA AT A GLANCE

45

Local Workforce Development Boards

14

Regional Planning Units (RPUs)

1

California Unified State Plan

4

Year Plan Cycle Biennial Updates

Orange County is one of California's 14 Regional Planning Units.

Three of California's 45 local boards — Anaheim WDB, OCWDB, and Santa Ana WDB — collaborate as the Orange Regional Planning Unit (ORPU), operating under the Orange Workforce Alliance.

The Planning Hierarchy: How Plans Flow from Federal to Local

Our plans sit within a structured federal and state system. When national priorities shift, that change flows down through each level — and ultimately requires us to update our plans.

FEDERAL

U.S. Department of Labor + Department of Education

Sets WIOA statute, regulations, and policy guidance (TEGLs). Issues national workforce planning priorities and performance frameworks. Reviews and approves state plans.

STATE

California Workforce Development Board (CWDB)

Develops the California Unified State Plan. Issues Local Planning Directives telling local boards what to address and when. Reviews and approves local plans. Sets California priorities: High Road, climate workforce, equity.

REGIONAL

Orange Regional Planning Unit (ORPU) — Orange Workforce Alliance

The three Orange County WDBs collaborate to produce the Regional Plan. Sets joint strategies for sector partnerships, career pathways, labor market analysis, and cross-board coordination. Required under WIOA and California EDD.

LOCAL

Unified Local Plan — Anaheim WDB + OCWDB + Santa Ana WDB

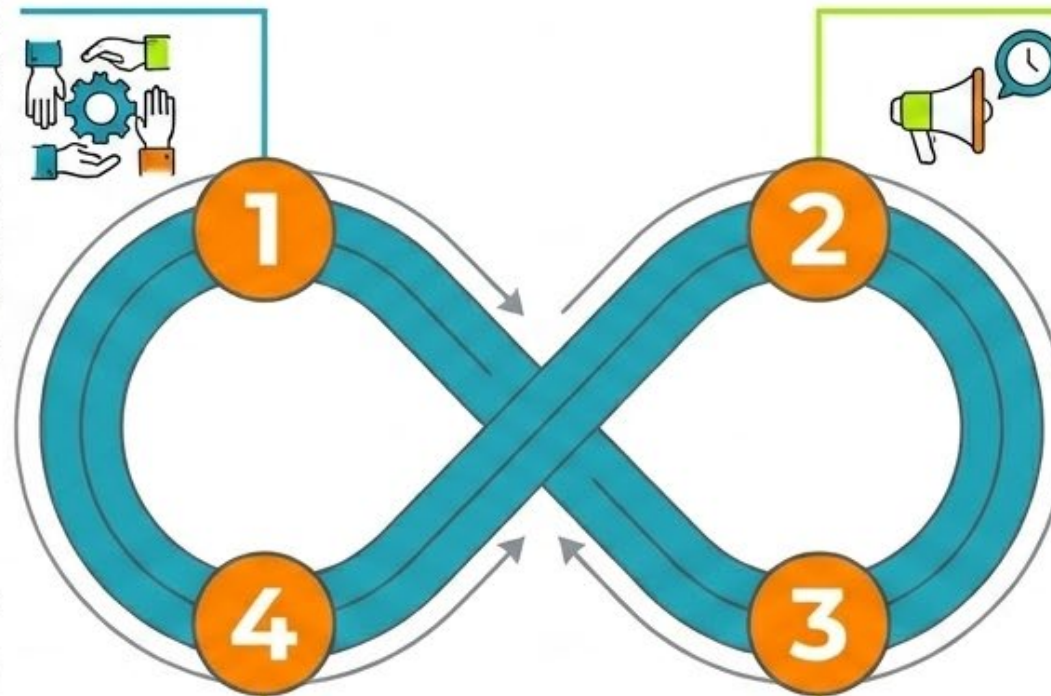
Three boards submit one joint plan. Covers WIOA Title I service delivery, MOU structure, partner coordination, accessibility, and targeted program strategies for adults, dislocated workers, and youth. Signed by all three boards and their Chief Elected Officials.

When federal priorities shift, as they have with America's Talent Strategy, that shift flows through each level and ultimately requires us to update our local plans.

The Four-Year Life Cycle of the Strategic Plan

1. Collaborative Development

The Local Board partners with CEOs, state agencies, and community stakeholders to draft the 4-year plan utilizing current Labor Market Information (LMI).



2. 30-Day Public Comment

The Board must make the Local Plan available for a public comment period of no more than 30 days to ensure transparency and community voice.



4. The 2-Year Modification

At the end of the first two years, the Board must review the plan and submit necessary modifications to account for shifting economic realities.



3. 90-Day State Review

The plan is submitted to the Governor. The State has a 90-day window to approve or deny. (If not denied within 90 days, it is automatically approved).



Our Workforce Strategic Plan

Required under WIOA | PY 2025–2028

4-Year

Plan Cycle

Every 2

Years — Modified

3 WDBs

One Unified Plan

3.1M

Residents Served

34

Cities & Comm. Areas

REGIONAL PLAN

The Collaborative Strategy

All three Orange County boards working together under the Orange Regional Planning Unit (ORPU). Sets our shared vision for the regional economy — sector strategies, labor market analysis, career pathways, and how we coordinate across board boundaries.

Think of it as the "WHAT & WHY" — our shared priorities and direction

+

UNIFIED LOCAL PLAN

The Operational Framework

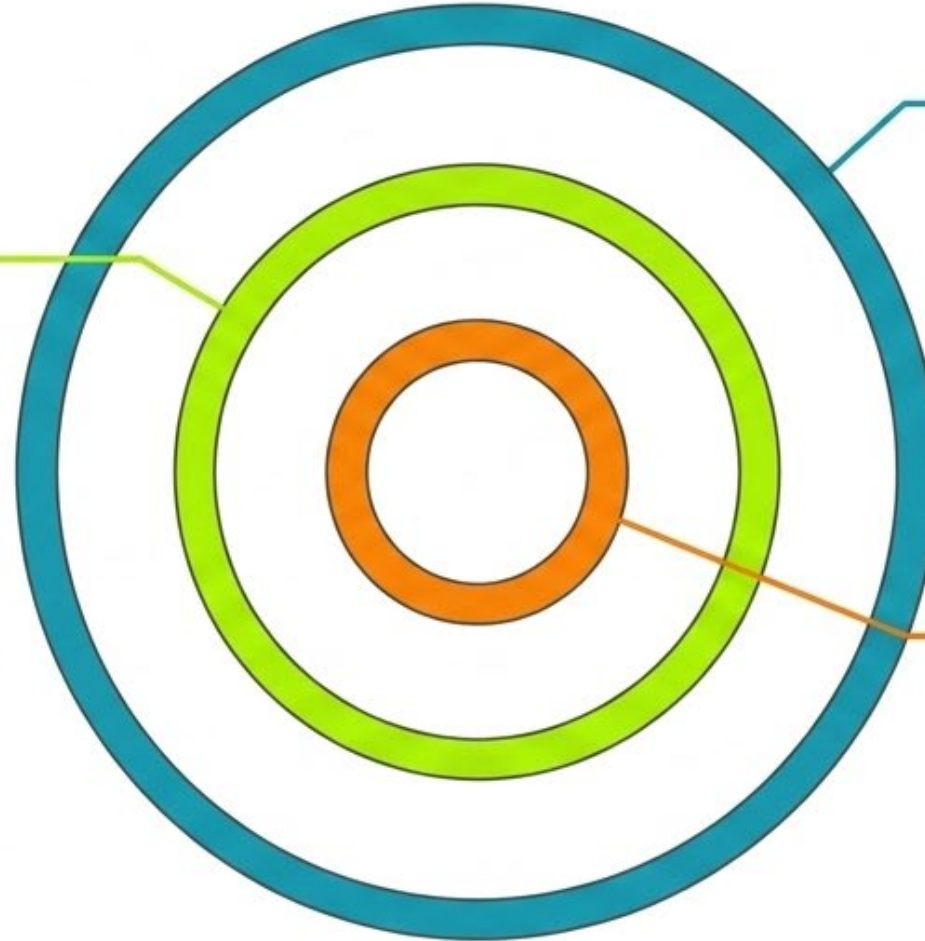
Orange County submits one joint plan — not three separate ones — because our boards share partners, geography, and programs. Describes how WIOA Title I services are delivered: MOUs, partner coordination, service design, accessibility, and targeted programs for adults, dislocated workers, and youth.

Think of it as the "HOW" — the operating model for service delivery

The Alignment Ecosystem

The Regional Plan: “The Zoning”

Aligns multiple local areas within a shared economic zone. Focuses on collaborative strategies, shared labor markets, and larger regional economic development.



The State Plan

Sets the macro-vision, overarching goals, and strategic priorities for the entire state over a four-year period.

The Local Plan: “The Building Details”

The specific, tactical integration of the six WIOA core programs and partners directly within your community.

Presentation Overview

01

Regional Plan: Implementation Status

Where we stand on the PY 2025–28 Regional Plan action items across 9 sections

02

Federal Context: America's Talent Strategy

The five-pillar framework now shaping WIOA planning at state and local levels

03

State Plan Modification Landscape

Federal TEGL 07-25, California's process, and what it means for Orange County

04

What OWA Must Address in the Two-Year Mod

Key content areas, gap analysis, and alignment opportunities

05

Anticipated Timeline

Proactive preparation, Board and Council approvals, and submission by March 2027

Regional Plan: Implementation Status | PY 2025–28

59 action items across 9 sections | As of April 2026

● Completed
 ● Ongoing
 ● In Progress

6 Completed 21 Ongoing 32 In Progress 0 Not Started

Sec	Section Title	✓	↻	▶	Key Activity
A	Regional Governance, Alignment & Collaboration	–	2	1	All 3 items active. Monthly director meetings ongoing; joint staff professional development in progress.
B	Regional Service Strategies & Customer Experience	–	1	2	All 3 items active. Consistent service standards, duplication reduction, and LMI-driven targeting underway.
C	Career Pathways & Work-Based Learning	–	1	5	All 6 items active. Sector partnerships launched in Adv. Mfg & Healthcare through Jobs First; BILT model advisory work underway.
D	Employer Engagement & Communication	2	4	1	OWA brand & common language complete. Quarterly meetings active via rapid response rotation. Job quality protocol in development; grant funding pursued.
E	Co-Enrollment & System Integration	1	2	1	No-wrong-door complete. RERP grant supporting community college co-enrollment. Tech-based referral tracking being explored (Long Beach model).
F	Equity, Access & Targeted Populations (incl. Reentry / Indicator C)	–	5	8	Santa Ana major apprenticeship event: 600+ attendees. September event planned with OC Labor Federation. Reentry partnerships active; wage tracking and child support guides in progress.
G	Climate & Environmental Sustainability	1	1	5	Climate Action Plan alignment complete. Green job training, clean energy apprenticeships, OC Works integration, and employer convenings all in progress.
H	Regional Infrastructure & Data Capacity	1	–	3	Multilingual resources complete. OC Works, data-sharing agreements, and website redesign in progress.
I	State Indicator A — Industry Demand Communication	1	5	6	Partner survey complete. LMI distribution, CalJOBS tracking, sector training reports active. Demand job classifications, year-over-year measurement, and K-12 alignment in progress.

✓ Completed ↻ Ongoing ▶ In Progress | All 59 Regional Plan items are now active

Federal Context: America's Talent Strategy

Issued jointly by DOL, DOEd & Docommerce in 2025 following Executive Order 14278. States must align WIOA State Plans to five pillars — local plans follow.

I

Industry-Driven Strategies

Employers lead training design. Scale Registered Apprenticeships; sector partnerships; align CTE & WIOA to hard-to-fill occupations.

II

Worker Mobility

AI career navigation tools; credentials of value scorecard; competency-based assessments; connect disconnected workforce.

III

Integrated Systems

Unified intake; shared eligibility standards; no-wrong-door; virtual service expansion; streamlined employer access.

IV

Accountability

Pay-for-performance; outcomes-linked funding; wage-record data linkages; public outcome dashboards; eliminate ineffective programs.

V

Flexibility & Innovation

WIOA waivers to remove barriers; AI literacy across the workforce system; rapid pilot programs ('DARPA-style' experimentation); braided funding; faster feedback loops between employers, educators, and providers.

State Plan Modification Landscape

Federal (DOL / DOEd)

- TEGL 07-25 issued January 26, 2026
- Requires 2-year mod to PY 2024–27 State Plans
- Extended deadline: April 30, 2026
- Align plans to America's Talent Strategy 5 pillars
- Encourage Perkins V (CTE) into Combined Plan
- Prepare for Workforce Pell implementation
- Redesignation of local areas on the table
- Must reassess LMI — AI impact on occupations
- Verify work authorization of all participants

California (CWDB)

- WSIN 25-16 issued January 12, 2026
- 30-day public comment closed Feb. 11, 2026
- Finalized State Plan expected July 1, 2026
- Local Planning Directive expected ~Sept/Oct 2026
- Historical local submission: ~March 31, 2027
- High Road principles expected to remain
- Climate workforce direction continuing
- Local boards encouraged to engage now
- Perkins V alignment opportunity

OWA / Local Area

- Current plan: PY 2025–28 (approved July 2025)
- 59 Regional items — all now active
- Begin prep NOW — before directive arrives
- Refresh LMI for all five priority sectors
- Map current strategies to 5 pillars
- Identify Workforce Pell-eligible programs
- MOU renewals may coincide with mod cycle
- Performance targets negotiated with state
- Board & Council approvals: Jan–Feb 2027

Two-Year Modification: What OWA Must Address

Based on TEGL 07-25, OCTAE PM 26-1, and the America's Talent Strategy, these are the six content areas we must update or add:

1 Updated Labor Market Information

Required

Refresh all sector and occupational data using OC COE and Lightcast. Must reflect AI-driven changes to in-demand occupations. Document competencies, not just job titles. Confirm our five priority sectors.

2 Alignment to the Five Pillars

Required

Map every current strategy to the five pillars. Articulate gaps in AI literacy, Workforce Pell readiness, and innovation mechanisms. This is the core narrative of the modification.

3 Workforce Pell Grant Preparation

New

Identify short-term programs (150–600 hrs, 8–15 wks) eligible for Pell. Work with community college partners. Integrate WIOA case management with Pell-funded training pathways.

4 Talent Marketplace & Skills-Based Practices

New

Describe OC Works role as a talent marketplace. Articulate strategy for portable credentials, comprehensive learner records, and skills-based employer matching.

5 Performance Target Negotiations (PY 2026–27)

Required

Submit expected levels for Employment (2nd & 4th Qtr), Median Earnings, Credential Attainment, Measurable Skill Gains. ESE indicator is 'baseline' this cycle — measured but not sanctioned.

6 Partner Engagement, MOUs & Public Comment

Procedural

Document stakeholder engagement process. Review MOU schedule — flag any due for renewal. Ensure public comment period is accessible. All required WIOA partners must be engaged.

America's Talent Strategy: Building the Workforce for the Golden Age

The Administration mandates that local and regional strategies must be built upon these five core priorities:

Flexibility & Innovation

Adaptable systems built for rapid iteration, leveraging technology and AI to keep pace with economic shifts.

Accountability

Transparent, data-driven outcomes that tie resources to actual success in employment and earnings.



Industry-Driven

Employer hiring needs and in-demand skills must steer program design and credential prioritization.

Worker Mobility

Next-gen tools and informed choices must help workers take tangible steps toward upward economic independence.

Integrated Systems

A unified, navigable system that integrates funding streams and eliminates bureaucratic mazes for job seekers.

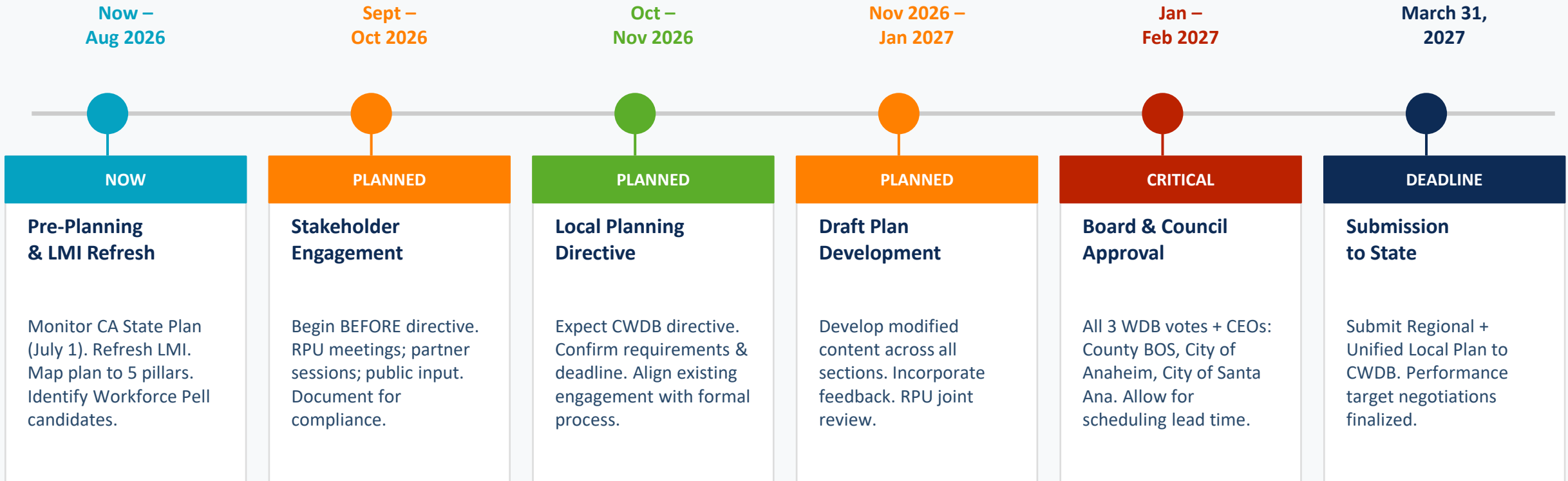
OWA Alignment to America's Talent Strategy — Gap Analysis

Where our current PY 2025–28 Regional Plan is strong, where we need to strengthen the narrative, and where there are gaps to address in the modification:

Pillar	OWA Already Has	Gaps / Add in Mod	Rating
I – Industry-Driven	Sector partnerships in Adv. Mfg & Healthcare (Jobs First / BILT model); OJT & apprenticeship expansion; OWA brand & common language complete; Indicator A active; SFP submitted; job quality protocol in development	Explicit apprenticeship targets by sector; employer validation of training programs; formal incumbent worker training strategy	Strong
II – Worker Mobility	AI tools active in AJCCs (resume writing, job matching, interview prep); staff AI training documented in Local Plan; OC Works as regional hub (ArcGIS, expansion roadmap); RERP grant supporting co-enrollment; bilingual case managers recruited	Competency-based intake assessments at system level; portable learner records (individual-owned credentials); credentials of value scorecard	Partial
III – Integrated Sys.	Unified Local Plan across 3 WDBs; MOU/IFA framework; AJCC co-location; no-wrong-door complete; RERP grant supporting community college co-enrollment; OC Leadership Council cross-training; DCSS/SSA contacts established at each board	API-enabled data sharing with education partners; technology-based cross-partner referral tracking at scale	Strong
IV – Accountability	WIOA performance framework; CalJOBS tracking of demand occupation enrollments & placements; Indicator A year-over-year measurement; ETPL management; EconoVue for rapid response; SFP submitted with accountability provisions	Pay-for-performance contracting; earnings-change pre/post analysis; public-facing outcomes dashboard by program	Partial
V – Flex & Innovation	AI tools in AJCCs for service delivery (item 10.3 ongoing); staff AI training in Local Plan; Regional Coordination Project SFP submitted; BILT model & Jobs First as innovation mechanisms; all Climate & Sustainability items now active	AI literacy programming for job seekers; Workforce Pell program identification; explicit innovation pilot framework	Partial

Anticipated Two-Year Modification Timeline

Based on historical California planning cycles and current federal/state guidance. Stakeholder engagement begins proactively in September:



Note: Stakeholder engagement begins proactively in September — before the CWDB directive — to ensure adequate time for Board and Council approvals at all three WDBs.

Next Steps

Staff — Immediate

- Continue monitoring all 59 Regional Plan action items via tracker
- Begin LMI refresh — OC COE + Lightcast, all 5 priority sectors
- Conduct gap analysis: current plan strategies vs. 5 pillars
- Identify Workforce Pell-eligible short-term training programs
- Monitor CA State Plan finalization (expected July 1, 2026)
- Initiate partner outreach for September stakeholder engagement

Staff — Modification Prep

- Advance job quality protocol — request Anaheim draft framework for all boards to review
- Codify reentry barrier identification as a completion deliverable
- Schedule RPU planning meetings ahead of CWDB directive
- Review MOU schedule — flag any due for renewal in 2026–27
- Coordinate with Jobs First on Climate & Sustainability items
- Begin Indicator A demand job classification work

Partner Coordination

- EDD, DOR, Adult Ed: prepare for alignment conversations this fall
- Community colleges: Workforce Pell program identification
- CBOs and reentry partners: document partnership network
- Plan September apprenticeship event with OC Labor Federation
- Continue Regional Coordination Project grant work

Strategic Plan Progress Update

Last refreshed: Apr 29, 2026

[Refresh](#)

0

Not Started

42

In Progress

29

Ongoing

7

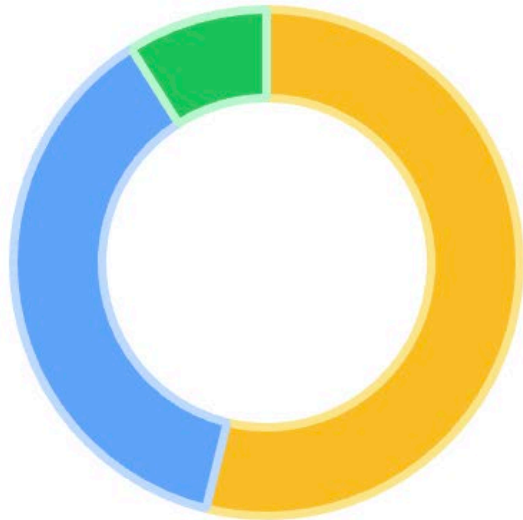
Completed

0

On Hold

78

Total Items

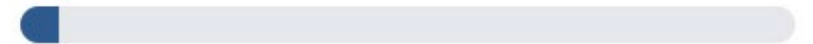


Overall Completion Status

Not Started	0	0%
In Progress	42	54%
Ongoing	29	37%
Completed	7	9%
On Hold	0	0%

Unified Local Plan

1 of 19 items completed



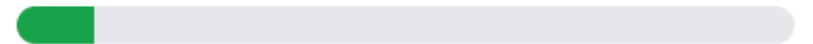
0 not started 10 in progress

8 ongoing 1 completed

0 on hold

Regional Plan

6 of 59 items completed



0 not started 32 in progress

21 ongoing 6 completed

0 on hold

Strategic Plan Progress Dashboard



Questions & Discussion

Key References:

- [America's Talent Strategy — DOL / DOEd / Docommerce \(2025\)](#)
- [TEGL 07-25 — WIOA State Plan Modification Guidance \(Jan. 26, 2026\)](#)
 - [OCTAE Program Memo 26-1 \(Jan. 26, 2026\)](#)
- [CA WSIN 25-16 — California Unified Strategic State Plan Modification Notice \(Jan. 12, 2026\)](#)
 - [OWA PY 2025–28 Regional Plan & Unified Local Plan](#)

Legislative Updates



Legislative Watch

Nationally, the WIOA formula account is estimated for approximately \$10 million less than FY 2025. This reduction is proposed to be applied to the Adult stream, while Youth and Dislocated Worker programs would remain level-funded to date.

Funding Stream	FY 2026 Level	Variance from FY 2025
Adult Activities	\$875,649,000	-\$10M
Youth Activities	\$948,130,000	Level
Dislocated Workers	\$1,095,553,000	Level

What's Next?

It is important to remember that federal-level stability does not immediately translate to local-level funding. We are still several months away from seeing how these national totals will be distributed and implemented.

Partnership Updates



Stronger Workforce Community College



You're Invited! Shark Tank Challenge

Workforce Partners Pitch Session
OC Works - Get on the Map!
100 Employers in 100 Days!



February 4, 2026
10:00 a.m.
[Zoom Registration Link](#)



oc-works.org

Contact
Stephanie Feger
sfeger@ccd.edu

Shark Tank–style session, the Anaheim, Orange County, and Santa Ana Workforce Development Boards will pitch strategies for the **100 Employers in 100 Days Campaign**, supporting OC Works' goals to streamline industry engagement and strengthen pathways that lead to economic mobility.

What to Expect:

- 3–5-minute pitches from the WDBs with panelist feedback
- Q&A and interactive discussion
- Ideas to align regional employer engagement strategies
- Opportunities to support the **OC Works 100 Employers in 100 Days** campaign

Your participation will increase the cross-sector collaboration that drives Orange County's workforce success. Please register at your earliest convenience.



OC Community Foundation

The **2026 Orange County Economic Opportunity Report** highlights how Local Workforce Development Boards function as the strategic governance and regional infrastructure for Orange County's public workforce system.



ACCESS THE FULL REPORT

<https://www.oc-cf.org/2026-orange-county-economic-opportunity-report/>



CWDB Executive Director Visit – February 25 & 26

Dates: Wednesday, Feb 25 & Thursday, Feb 26

Purpose: Regional tours and meetings with LWDBs, EDD, and CWDB Board

Locations: North County (Day 1) & South County (Day 2)

Key Activities:

- AJCC Center Tours (AWDB, OCWDB, SAWDB)
- Industry Engagement (Construction, Hospitality, Manufacturing, Healthcare)
- Community College Engagement (Round Table with RERP Partners)
- OC Pathways Showcase (OCWDB pathway with Simon Builders)

OCWDB: Anna Lisa, Kathy Boyd, Steve Curiel, Andrew Fahmy



COMMUNITY COLLEGE PARTNERSHIPS

Orange Coast College

- Industry targeted hiring events
- AJCC on campus office hours
- Mobile Unit scheduled to be on campus
- Career Fair at OC Fairgrounds for Supervisor Foley

Irvine Valley College

- On campus outreach
- AJCC on campus office hours
- Mobile Unit scheduled to be on campus

Coastline College

- Regional Grant Partner - Cyber Security & Supply Chain Courses
- Apprenticeship development
- Work Experience placements
- OC Works

Saddleback College

- Regional Grant Partner – Medical Lab Tech Course
- Healthcare Apprenticeship/Work Experience development
- Cross collaboration on campus workforce development
- Mobile Unit Discussions

Santiago Canyon College

- AJCC on campus office hours

Regional Consortium

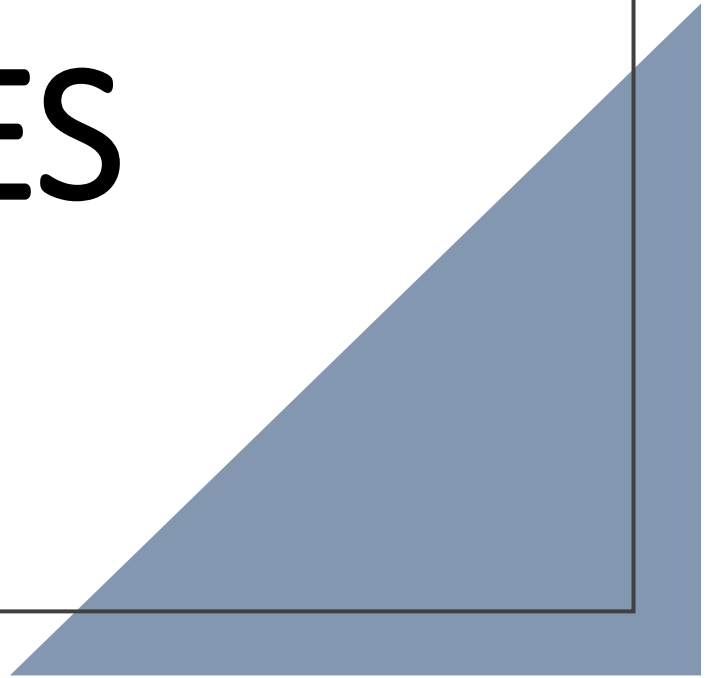
- Data Sharing Agreement

OCWDB Representation

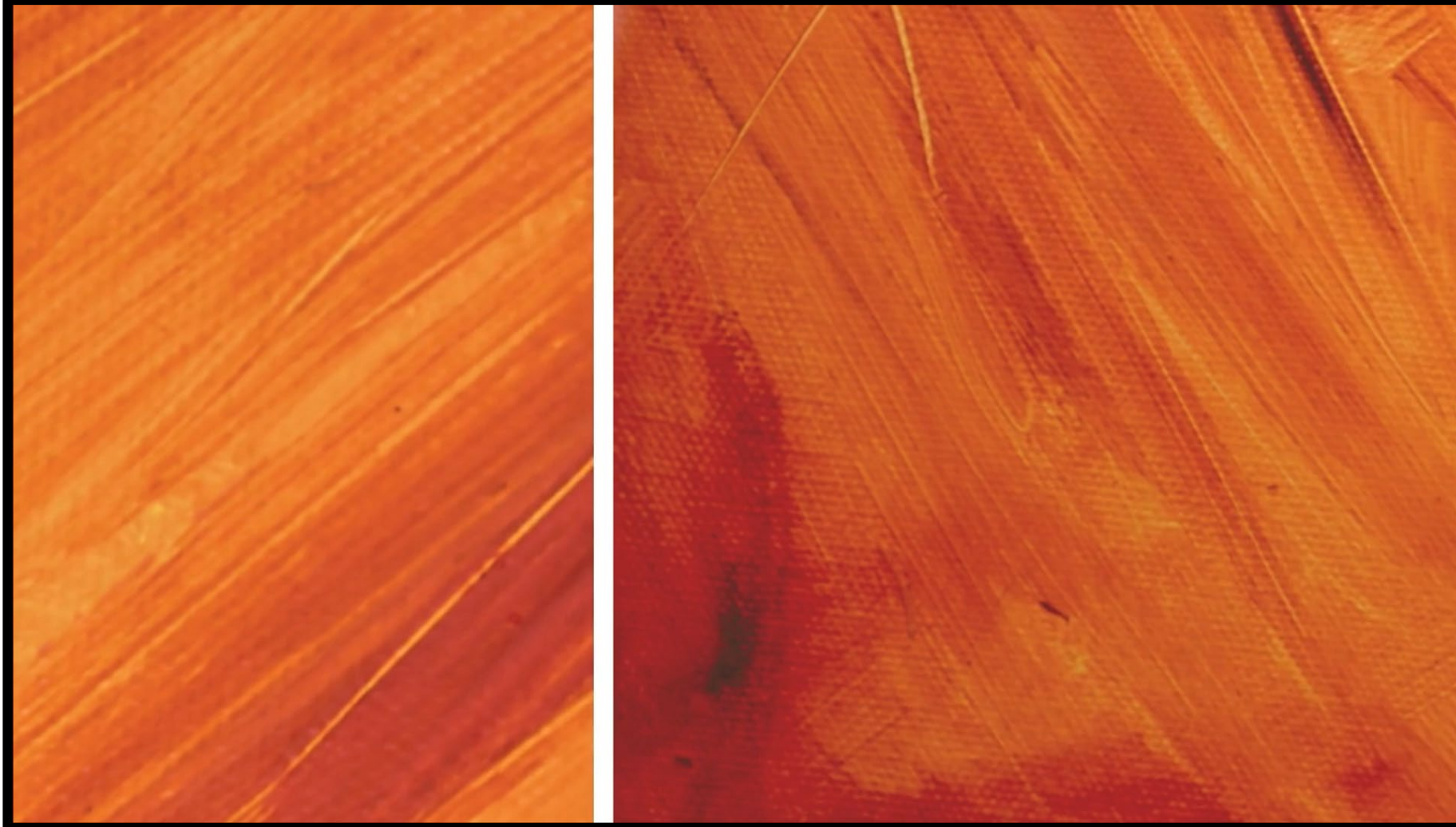
- Appointment of Dr. Crete from Center of Excellence

CHAIR REPORT

ANNA LISA LUKES



SUCCESS STORY – Youth



- Youth participant working toward long-term healthcare career
- Main focus: furthering his education & building a career pathway
- Connected to a Clinical & Administrative Medical Assistant training program

READY
SET | OC

Skills, education, training for youth.



OC | WORKFORCE
SOLUTIONS

Connecting job seekers and businesses to no-cost services.

District 5 OC Fairgrounds Career Fair

- Date: December 9, 2025
- Location: OC Fairgrounds
- Participants:
 - Employers – 92
 - Over 700 jobseekers attended
- The highest in-person attended Career Fair to date.
- OCWDB Representatives:
 - Anna Lisa Lukes
 - Doug Mangione



District 4 OC Free Tax Prep Event

- Date: March 13, 2026
- Location: OC Workforce Solutions Center - Brea
- Event Highlights:
 - 47 appointments were registered, and about 32 individuals attended.
 - 26 tax returns were submitted, resulting in \$21,324 in refunds, \$3,818 in total credits, \$7,200 saved in tax preparation fees.

Total Financial Impact: \$32,342.



District 4 Brea Mall Career Fair

- Date: April 21, 2026
- Location: Brea Mall
- Participants:
 - Employers – 65
 - Over 500 jobseekers attended
- OCWDB Representative:
 - Jessica Linares



CWA WORKCON 2026

- Date: April 28 - 30, 2026
- Location: Marriott Irvine

- OCWDB Representatives:
 - Anna Lisa Lukes (Opening - Welcome)
 - Karen Caswelch
 - Gloria Alvarado





Anna Lisa Lukes

March 2025

CEO, The Lukes
Network



Rob Claudio

April 2025

Former Deputy
Division Chief, EDD



Carlos Oregon

May 2025

CEO, Thinkbox
Technology Group LLC



Gloria Alvarado

June 2025

Executive Director,
OC Labor Federation



Andrew Fahmy

July 2025

Executive Director,
OC United Way



Kathy Boyd

August 2025

Executive Director,
OC Dept of Education



Bea Felix-Micalizio

September 2025

HR Business Partner,
Providence Mission Hospital

NEWSLETTER SPOTLIGHT – LEADERSHIP LENS



Doug Mangione

October 2025

Business Representative,
IBEW, Local Union 441



Randy Wetmur

November 2025

Business Agent,
Ironworkers 416



Robert Knowles

December 2025

Senior Director of
Global Technical Training,
Edwards Lifesciences



William Hewitt

January 2026

Consultant, California
Community Colleges



Jessica Linares

February 2026

Employment Program
Manager II, EDD



Jesse Crete, Ed.D.

March 2026

Regional Director, Orange
County Center of Excellence



Mike Daniel

April 2026

Regional Network
Director, SBDC

NEWSLETTER SPOTLIGHT – LEADERSHIP LENS

UPCOMING EVENTS




ORANGE COUNTY
WOMEN'S BUSINESS CENTER

Small Business Marketing In The AI Age



Thursdays | May 7, 14, and 21 | 2:30 PM - 4 PM

Small Business Marketing in the AI Age is a condensed, high-impact 3-week marketing training series designed to equip entrepreneurs with strategies, tools, and confidence to promote their business effectively.

 In Person @ OC Workforce Solutions
28202 Cabot Road, Ste. 100
Laguna Niguel, CA 92677

REGISTER TODAY!



HOSTED BY:

Cal State
Fullerton

IN COLLABORATION WITH:



OC WORKFORCE
SOLUTIONS



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Vicente
Sarmiento
SUPERVISOR, 2nd DISTRICT



ATTENTION JOB SEEKERS!

THE COUNTY OF ORANGE, IN PARTNERSHIP WITH SECOND DISTRICT SUPERVISOR VICENTE SARMIENTO AND THE TUSTIN CHAMBER OF COMMERCE, INVITE YOU TO ATTEND A

CAREER FAIR

MAY 21, 2026 • 10 AM - 1 PM
COLUMBUS TUSTIN RECREATION CENTER
17522 Beneta Way, Tustin, CA 92780

Looking for quality employment?

- Connect with top businesses
- Submit resumes directly
- Potentially interview on the spot
- Streamline the job hunt


Free registration and parking.



Register by scanning the QR code or visit
bit.ly/2026CareerFairTustin

QUESTIONS? Contact (866) 500-6587 or info@ocworkforcesolutions.com

 @ocworkforce

 @orangecountyworkforce

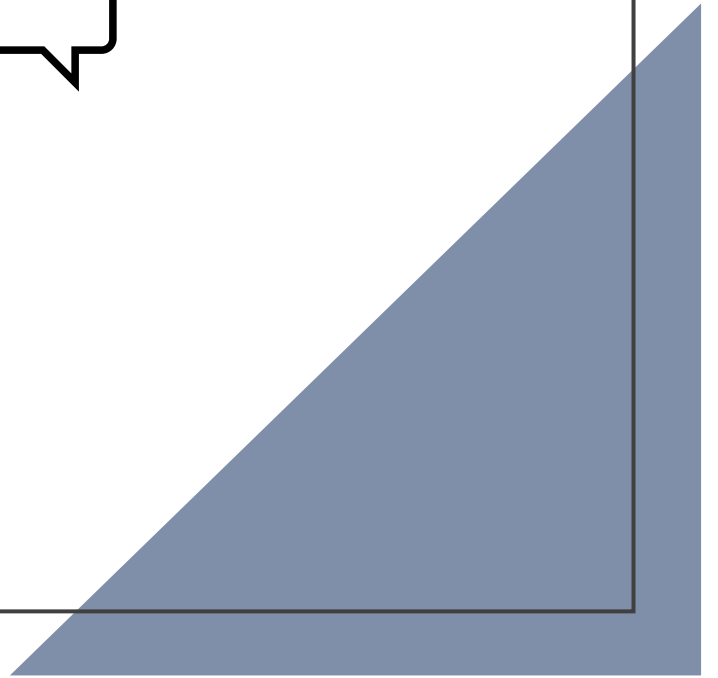
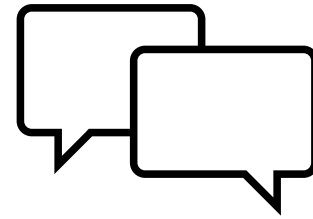
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OC Community Services

OC WORKFORCE
SOLUTIONS

americanjobcenter

STRATEGIC PLANNING 26-27



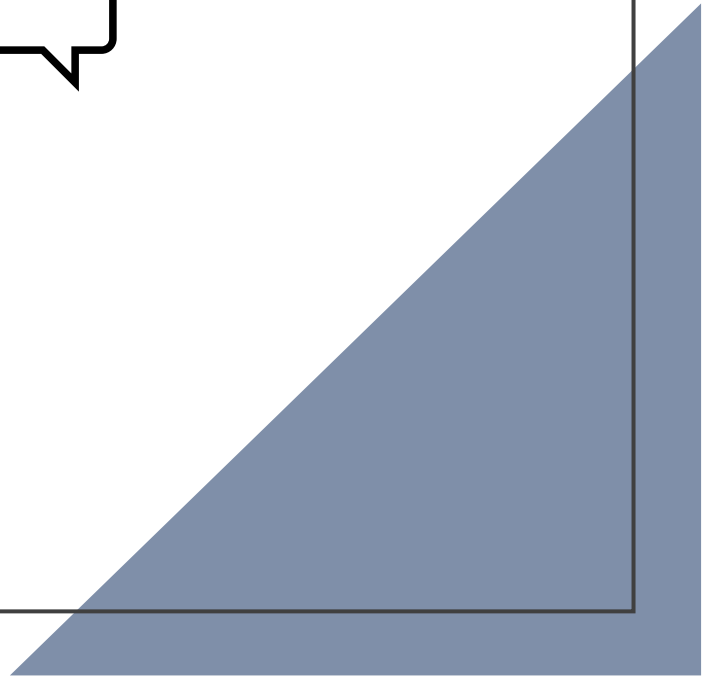
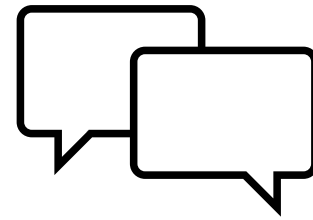
STRATEGIC GOAL SETTING Review of 25-26

WORKFORCE DEVELOPMENT GOAL	OUTCOME
To address workforce shortages in critical sectors like healthcare or childcare	Partnership with OC First 5 to host targeted hiring and resource events and round table convenings; Partnership with Hospital Association of SoCal; CA Jobs First Grant work, Targeted healthcare hiring initiatives
Expanding partnerships with local educational institutions and launching targeted recruitment campaigns	Have partnered with OCDE on Simon Builders programming and co-located community colleges (IVC, Orange Coast, Coastline, Saddleback) working on co-enrollment of students and also stationing case workers onsite; Onboarding of 8 community partners to expand services at the AJCCs

FOSTERING EQUITABLE ACCESS TO SERVICES GOAL	OUTCOME
Reduce barriers to workforce services for underserved populations	Evaluating intake/enrollment workflow, how much can be done virtually vs need and ability to come to center/sites, Increased presence at shelters, transitional housing locations , SSA offices, Mobile Unit
Creating access to reach those who face transportation barriers	Increasing affiliate site development to bring services into communities, such as Jamboree Housing Transitional Living – sending case managers on site; evaluation of Mobile unit stops; co-locating into Social Services offices in Laguna Niguel and Garden Grove, increased office hours at community colleges

INNOVATION AND STRENGTHENING REGIONAL PARTNERSHIP GOAL	OUTCOME
OCWDB's aim to support the evolving needs of the workforce	Assessment of training resources and focus, revising work experience policies, industry focus, healthcare target
Piloting new technologies in job matching or training delivery	OC Works pilot – OCWDB in partnership with Community College, platform https://www.oc-works.org/ tools that leverage comprehensive data to help people in the OC region make informed decisions about their education, job, and career decisions.
Developing pathways and adaptations for emerging fields and technologies, i.e. Ai, Automation	Pathways for emerging fields: Construction; and healthcare through a grant from CA Jobs First and Hospital Association of SoCal; Beginning discussions with MC3
Increased business engagement	Bringing business service programming to the centers through special projects and partnerships with SBDC

DISCUSSION



MEETING ADJOURNED

Upcoming Meeting:

AUGUST						
Sun	Mon	Tues	Wed	Thur	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



Full Board Meeting:

August 26, 2026 @ 10am

