Access, Inc.

Specialty:
- Youth Engagement and Development
- Innovative Case Management Strategies

Access is a community-based organization incorporated as a non-profit (501c3) entity in California whose mission for more than fifty years has been to work with at-risk youth, immigrants, victims of domestic violence and other vulnerable populations, providing them with education, career preparation, legal assistance and other services. Our experience with federal job programs and funding goes all the way back to the War on Poverty, and since then we have operated region-wide programs under the Manpower Development and Training Act, the Comprehensive Employment and Training Act, the Job Training Partnership Act, the Workforce Investment Act, and the Workforce Innovation and Opportunity Act. We have also been recipients of private foundation funding for our innovative approaches to serving our target populations.

Access is the largest provider of Workforce Innovation and Opportunity Act (WIOA) programs in San Diego County. It is governed by a six-member volunteer Board of Directors. Its forty staff members work out of ten charter schools throughout the County, in addition to staffing a career development and work readiness program at San Pasqual Academy, a large group home for foster youth. Access’ administrative offices and community center are located in Linda Vista, the geographical center of the City of San Diego.

Besides our WIOA-funded programs, Access also operates a program of legal services for immigrant victims of domestic violence and sexual assault, funded through the Department of Justice Office of Violence against Women. We also offer evening classes in English as a second language, computer literacy, and microenterprise development.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
ACCORD Community First

Specialty:
- Professional Development
- Customized training
- Consulting
- Partnership Development
- Communication
- Grant Writing
- Business Services
- Case Management
- Retention

ACCORD and its Workforce Edge Business and Economic division delivers training that supports the development of a skilled workforce to meet the ever-changing needs of small business employers, job seekers and organizations that serve them.

The consulting team of ACCORD brings over 20 years’ expertise and stay on the cutting edge by leveraging its depth and breadth of workforce knowledge to bring a unique combination of expertise, understanding of the communities served and hands-on experience to deliver consulting and training that fosters effective delivery-models and workforce development programs nimble to its customers.

The topics offered are designed to support workforce challenges and align with the State Plan:
- Increases capacity and foster demand-driven skills attainment
- Educates on tools, trends and best-practices that support upward mobility for those with barriers to employment
- Increases awareness of middle-skill industry valued post-secondary credentials
- Builds capacity to ensure alignment, coordination and integration of partners, program design and services by braiding workforce, partners and education programs.

Since 2010, the ACCORD team has delivered consulting services, program management and workforce development programs through its employment, volunteer work and partnerships with Workforce Development Boards, the Workforce Investment Opportunity Act/America’s Job Centers throughout the northern and southern regions, Department of Labor (DOL), Department of Housing & Urban Development (HUD), State of California, Federally-funded programs and corporate sponsorships.

Additionally, through its network, ACCORD has counseled and provided grant management and training to workforce development boards, project directors, management, staff and resource partners supported through the Workforce Investment Opportunity Act.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
American Institutes for Research

Specialty:
• Design thinking
• HCD, Human Centered Design
• Behavioral Science

• Behavioral Insights
• Social and emotional learning
• Innovation

• System redesign
• Systems

AIR is one of the world’s largest behavioral and social science research and evaluation organizations. Our overriding goal is to use the best science available to bring the most effective ideas and approaches to enhancing everyday life. For us, making the world a better place is not wishful thinking. It is the goal that drives us. Virginia Hamilton and Samia Amin, along with other AIR staff, have strong backgrounds in workforce development, human centered design and behavioral science. We are interested in bringing new approaches to workforce organizations to redesign services and systems that best meet the needs of job seekers and businesses.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Ascend Program, Inc.

Specialty:
- Specialists in Serving Ex-Offender/Justice Involved Populations - Curriculum and Training

Ascend is the acclaimed non-profit founded by criminal defense attorneys that teaches CBT, law, psychology and life skills to the ex-offender/justice involved population. Ascend is one of the few re-entry programs with outstanding outcome measures. Sacramento State University conducted a research study on Ascend and, in national criminal justice conferences, has called Ascend a "model for the nation." Ascend has had unprecedented success helping people with criminal histories turn their lives around.

Ascend and Workforce form a natural partnership that can be a powerful source of good in the world. If you are a workforce professional who wants to unravel the mystery behind why ex-offender populations struggle so hard in attaining the stability in their lives to obtain, and maintain, employment, Ascend is your answer. Ascend’s training and curriculum helps identify and demystify the persistent barriers to employment that this population faces. Ascend offers concrete, tangible tools to aid your clients who are part of this group.

If you are in the position to add curriculum and/or training to your staff on ex-offenders/justice involved populations and how to help them become permanent taxpayers who also happen to be healthy, happy people, Ascend will be your salvation.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
BW Research Partnership Inc. (BW Research)

Specialty:
- Labor Market Research
- Strategic Planning
- Employer Engagement
- Economic and Workforce Development Consulting
- Demographic Modeling
- Economic Impact Analyses & Forecasting

BW Research is a full-service consulting and research firm specializing in workforce and economic development for public entities and non-profit organizations, including workforce development boards, economic development agencies, municipalities, industry associations, and educational institutions since 2006. BW Research has offices in Carlsbad, California and Wrentham, Massachusetts.

BW Research combines expertise in labor markets and economic impact analyses with the ability to compile data utilizing economic and demographic extrapolations as well as qualitative (e.g., focus groups, stakeholder and executive interviews), and quantitative research (e.g., telephone, mail, intercept, and Internet surveys) techniques. The firm has used its comprehensive research foundation to complete program evaluations, professional staff development seminars, and regional cluster analyses, as well as the creation and production of research tools like asset maps to support strategic planning for workforce and economic development organizations and educational institutions.

BW Research is committed to providing insightful data, evidence, and indicators to empower better investments, policies, and decision for our clients.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Business U Inc.

Specialty:
- Business Engagement Professional Development

Business U is the only institutionally-accredited, national organization with a specialized focus in three vertical markets: workforce, education and economic development. Through professional development, technical assistance and CRM technology (B2B Engage®), we shift the cultural and operational mindset of public sector organizations and non-profits to maximize their business engagement efforts and strategic sector initiatives.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
California Employers Association

Specialty:
- HR Solutions & Support
- Trainings include HR Compliance
- Essential Skills
- Leadership
- Contemporary Job Search Strategies
- Workforce Staff Development
- Incumbent Worker Training

As a leader in providing businesses with Human Resource (HR) solutions since 1937, California Employers Association (CEA) brings a fresh approach to meeting the goals of Workforce Development Board’s job training for employers, workforce staff and the unemployed.

For over a decade, CEA has partnered with numerous Workforce Boards throughout the State to provide training and employer outreach events. Our experience in Job Readiness training development and Employer Engagement ranges from Layoff Aversion programs and Incumbent Worker Development to Professional Edge Training targeting all levels of jobseekers eligible under the Workforce Innovation & Opportunity Act (WIOA). CEA’s Professional Edge Series offer training that understands employer’s expectations in customer service skills, communication, self-leadership and team assimilation.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Career Vision

Specialty:
- Career Visioning
- Barriers
- WRAP
- Motivational Interviewing
- Staff Development
- Empowering
- Youth and Adults, Clients
- Pathways, Jobs
- Resources
- Mapping

How do you make an impact on someone's life without losing your own? How do you empower yourself so that you can empower others? Using WRAP, Motivational Interviewing, and Career Visioning, staff will be empowered to empower clients of all ages to overcome barriers and become self sufficient. Staff will learn to help clients find career pathways that are guided by the client's interests and acquire needed training through traditional and non traditional methods. Career Vision provides 1-3 Day seminars that enable staff to make a significant impact in their client's lives and energize creative and actionable career visioning without losing their own.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
causeIMPACTS

Specialty:
- Social Impact Strategy
- Strategic Planning
- Partnership Development
- Program Design

CauseIMPACTS is a social impact strategy consulting firm that helps inspired organizations, government agencies, companies, and individuals create, measure, and communicate social change across a broad range of issues.

Our mission is to break down the silos that exist between sectors in order to motivate social innovation and drive social change.

✓ We are experts at cross-sector partnerships & collaboration
✓ All of our projects all have a social justice focus
✓ We integrate data collection, outcome measurement, and strategic storytelling into every client project

Social issues are cross-cutting and complex, and cannot be effectively addressed when organizations operate in silos. We work collaboratively across sectors to develop unique partnerships, leverage resources, and support innovative solutions that help our clients drive social change. We give you the tools to measure and evaluate social impact, as well as communicate this impact in meaningful ways. We are experts at developing cross-sector solutions to society’s most pressing social problems. At causeIMPACTS, we recognize that companies, organizations, government agencies, elected officials, and donors rarely have the capacity, incentive, or strategy to work together in a way that maximizes impact.

CauseIMPACTS offers services that bring social impact projects to life. We help clients create, measure, and communicate social change across sectors so they can maximize collective impact and causeIMPACTS on the issues they value.

Our Competitive Advantage
- Cross-sector experience provides a unique lens and expert insight
- Understand evaluation, policy, metrics, and sustainability
- Deep understanding of social change
- Campaign-strategy approach
- Social justice focus

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Center for Employment Opportunities (CEO)

Specialty:
- Reentry Employment
- Professional Development
- Service Delivery
- Employer Engagement
- Performance Management
- Evaluation

Since 1996, CEO has offered immediate, effective and comprehensive employment services exclusively to individuals who have recently returned home from incarceration. Through our proven model, CEO has made more than 34,000 unsubsidized job placemats with more than 4,000 employers throughout the county. Our program model consists of job readiness training, paid transitional employment, job coaching and placement and retention services for one year.

CEO’s is focused on three different areas: direct service, policy and program innovation. CEO’s scaling is purposeful and is focused on communities with the highest needs—expanding from a single site in New York City to over 25 sites throughout the United States serving more than 8,000 people each year. CEO’s policy team works closely with government leaders and advocates to improve our country’s criminal justice system and provide better workforce development services. CEO is one of the most effective employment-focused reentry programs in the country and CEO continuously strives to improve.

Our staff is composed of experts in the field ranging from direct service providers to thought leaders in the justice reform field. CEO regularly works with partners who are interested in advancing the field of reentry employment. We provide training and consulting services focused on supporting employers to effectively meet their hiring needs and advance their work to make further social impact, improving service providers’ ability to serve justice-involved individuals and convening services and site visits for employment-focused community justice initiatives.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Civic Solutions Initiatives – Works, LLC (CSi-Works)

Specialty:
- Program Development
- Strategic Partnerships
- Staff Development
- Performance Management
- Consulting Services

CSi-Works is consulting and training company committed to your program and agency success. From resource and staff development to monitoring and performance management, our experienced team engages and empowers each of our partners to become a sustainable high performing administrative unit and/or service provider. Our professionals help builds mutually beneficial strategic partnerships and community teams that support local employment trends and leverage resources.

We bring a history of performance from across California and the U.S. Our constant quality improvement approach and field-tested best practices allow us to research and develop custom training solutions for workforce professionals and job seekers. This leads to matching job seekers with employer and economic development needs through career employment pathways. Our b2b model and understanding the grant and legislative process helps us with compliance, program monitoring, program performance and helping each partner achieve their goals.

From helping Board members learn about legislation to working with Directors on RFP’s and monitoring, CSi-Works provides professional input. We work with service providers to help address administrative/strategic issues and support front line concerns. We help identify and establish diversified resources. Using a client centered customer service approach, we understand program requirements from recruiting eligible clients to the follow-up and documentation needed for positive outcomes.

CSi-Works takes each client’s ideas and turn them into program realities. Our commitment is to each partner’s success by providing timely targeted solutions and the ongoing support for those we work with.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
ClearBest, Inc.

Specialty:
- Project Management
- Quality Assurance
- IV&V / IPO
- Strategic Planning, Assessment, and Training
- State and Federal Funding
- Health and Human Services Training
- HIPAA Compliance
- Policy Assessment
- Facilitation Training
- Communications

ClearBest is a California, woman-owned, certified small business that provides professional management consulting services primarily specializing in the planning, management, oversight, and independent analysis of government health and human services information technology projects. Our mission is to provide the highest quality consulting services and training that will best prepare each organization for the planning and implementation of new processes, events, organizational changes, or systems. We believe that real change and transformation occurs when our clients can take ownership of and fully embrace the new changes. Since 2006, ClearBest has provided experienced, specialized resources to help state and local agencies effectively plan for, procure, implement, and maintain new technology solutions that support the business’ needs, policies, and goals.

ClearBest is engrained in the Health and Human Services industry, including working with state, local, and regional organizations that 1) serve populations needing support services such as employment assistance, cash aid and food assistance, child support and welfare, and Medicare/Medicaid to create better pathways to self-sufficiency and 2) collaboratively work with the service providers that support those populations. Our ClearBest team has extensive experience with systems and programs supporting employment services, integrated eligibility (i.e., CalWORKS, CalFresh, Medi-Cal/Medicaid, Affordable Care Act, Child Care, and other assistance programs), Child Welfare, Child Support, caseload management, health insurance, and alcohol and drug programs. Additionally, our ClearBest team members have deep experience in other public sector areas including transportation, voting and campaigns, justice, courts, environmental protections, tax, automotive, financial, retail, and victims’ compensation.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Collaborative Economics

Specialty:
- Industry Engagement
- Next Generation Sector Partnership Building

John Melville is CEO of Collaborative Economics and a national leader in the design and practice of “next generation” industry engagement. He co-founded national Next Gen Sector Partnerships initiative. He works directly with business leaders, supporting them as they chair industry-led partnerships.

He also supports partners from workforce development, economic development, education, and other community institutions, helping them work productively with business leaders to achieve shared outcomes. He has helped design, launch, and support over 100 regional industry-led partnerships in diverse industries focused on talent development and other economic development and regional innovation priorities.

He also specializes in the design of learning experiences, curriculum, how to guides, best practice assessments, tool kits, action clinics, academies, summits and other modes of customized technical assistance to ensure effective launch and implementation of transformative “next gen” industry engagement strategies.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
John D. Baker, dba Core Factors

Specialty:
- Multi-Organizational Meeting Facilitation
- Strategic Planning
- Action Planning & Training

John D. Baker is the founder and president of Core Factors, an independent consulting firm that focuses on critical economic, workforce, education and social issues that affect the resiliency and economic vitality of communities, regions and workers. John has provided organizational consulting for over 35 years primarily with government and the nonprofit sectors. His work has entailed a large spectrum of workforce and economic development agencies, community colleges, mayors’ and governors’ offices, enabling them to respond to changing needs within volatile environments.

Mr. Baker has been the chief consultant for the California Workforce Association for the past 20 years and has produced over 60 workforce development related conferences. Meeting of the Minds in Monterey focuses on policy and leadership; Youth@Work highlights leading edge efforts to prepare youth for life and work; and WORKCON features an array of partnerships, collaborations and industry driven regional initiatives that impact income mobility and economic prosperity. He has worked on a variety of initiatives involving regional economic development, career technical education, workforce diversity, reemployment strategies for laid off workers, youth employment schemes, welfare to work programs, coordinated community transportation, immigrant integration into the local workforce, as well as unique programs serving individuals with disabilities.

Mr. Baker previously founded and served as the Executive Director of the Texas Association of Private Industry Councils. Prior to the Association, he began his career at a community action agency, where he served as the director of workforce programs for a 15 county area in Central Texas, administering millions of dollars that provided training and employment services for both youth and adults.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Corporation for a Skilled Workforce

Specialty:
- Technical Assistance
- Strategic Planning
- Regional Planning
- Sector Strategies
- Leading Organizational Change
- Apprenticeship (registered, unregistered)
- Benchmarking
- Competencies
- Career Pathways
- Connecting Credentials

Corporation for a Skilled Workforce is a national workforce policy and systems change organization that partners with government, business, and community leaders across the country to increase income mobility by supporting good jobs with the skilled workers needed to fill them. With a Senior Policy Associate (Ken Barnes) based in Los Angeles, CSW is well-positioned to provide a range of services to California workforce organizations. For more than 26 years, CSW has been an effective catalyst for progressive change at the local, regional, state and national level. We have provided high-impact strategic planning, policy, partnership, program development, evaluation, and change management assistance to state, regional, and local workforce boards and agencies, workforce partnerships and funder collaboratives, community colleges, foundations and non-profit and for-profit workforce organizations. CSW has delivered strategic planning and technical assistance services to hundreds of local and state workforce organizations across all 50 states plus the District of Columbia. In the pursuit of its social change strategies, CSW has developed in-depth expertise in selected areas that informs our workshops, technical assistance, and evaluation services.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
David Shinder,  
Workforce Development Consultant

Specialty:
- Program Design
- Regional and Local Planning
- Facilitation
- Grant Writing
- Fund Development
- Technical Assistance
- Special Projects
- Performance Management
- Quality Improvement

David Shinder has more than three decades of experience in the field of workforce development. He launched his consulting practice in 1990 and has since concentrated on designing and implementing performance-driven programs at the state and local levels. The common thread in his work on behalf of organizations with vastly differing priorities is helping each provide the highest possible quality of services to its customers. David has assisted more than 150 organizations in developing and managing high-quality/high-results programs and services. With a client base including all major workforce stakeholders, he provides services focused on solutions to various challenges facing the workforce development delivery system and its key customers. David’s work in supporting the workforce system spans a wide range of areas, including, but not limited to: performance reviews, strategic planning, board and staff development, crafting policies, developing local plans, and preparing written responses to funding opportunities. Equally at home working with policymakers and practitioners, David currently counts among his clients workforce development boards, career centers, community colleges, organized labor, for profit businesses, national non-profits and local community-based agencies, among others. Recent projects have included: development of regional and local workforce plans; evaluation of one-stop operations for quality certification; review of assessment processes to screen job seekers for employment in priority sectors; support for SlingShot initiatives focused on manufacturing and healthcare; development a multi-state project to increase use of registered apprenticeships; and design of innovative projects to link workforce system recruitment to the needs of union-represented businesses in the hospitality industry.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.

California Training Initiative: Trainers and Consultants
Economic Modeling, LLC. (d.b.a. “Emsi”)

Specialty:
- Labor Market Information
- State of the Workforce
- Industry & Occupation Demand Analysis
- Career Pathways

For nearly 20 years, Emsi has supplied workforce and economic development professionals with the labor market and economic insights to help them make strategic, data-driven decisions to improve and grow their communities. Emsi has worked with over half of the community colleges in the U.S., a quarter of the workforce development boards, a third of the state labor market agencies, and hundreds of economic development organizations. Our specialties include labor market analytics, workforce availability, skills and workforce compatibility, and user-friendly software.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Every Strength Counts, LLC

Specialty:

- Strategic Doing™
- CliftonStrengths Training and Coaching
- Board Retreat Facilitation

Every Strength Counts, LLC (ESC) is a female-owned consulting firm specializing in workforce development, Strategic Doing™ and Clifton Strengths services. The mission of Every Strength Counts is to build successful, engaged teams through a customized approach for each organization. Lisa Rice is the CEO with over 23 years of workforce development experience, over six years as a Gallup Certified Strengths Coach and over 20 years of training and facilitation experience. Ms. Rice’s LinkedIn profile can be viewed at: https://www.linkedin.com/in/lisa-rice-467b64a/.

Ms. Rice has been recognized in the past for her exceptional leadership in revamping Florida’s workforce system. She has also been recognized as a community leader who advocates for positive social change to create a more equitable society. Notably, during Ms. Rice’s tenure, her previous place of employment (CareerSource Brevard - CSB) was awarded Best Places to Work through an employee engagement survey and evaluation of various categories including team effectiveness, retention risks and alignment of company goals. Additionally, CSB was always one of the highest performing workforce boards in the state.

Ms. Rice is also a Strategic Doing™ (SD) Facilitator. Using SD your board can quickly collaborate through linking and leveraging of resources to accomplish your goals.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Since 2004, our experienced team at Human Solutions has been transforming the way workforce development organizations meet the needs of their diverse clientele. We develop innovative training and consulting packages that meet regulatory requirements while enhancing our clients’ quality of service. Our primary focus and experience lies in designing and implementing staff capacity-building training programs, from the development phase through the delivery of live training.

Organizations that seek out our workforce development services include:

- Workforce Innovation & Opportunity Act (WIOA) funded programs and their partners
- National and community-based organizations providing workforce development services
- Government agencies, including colleges and universities
- Local businesses

Since 2009, we’ve been expanding our workforce development services to include direct job placement assistance for job seekers with disabilities nationwide through Social Security’s Ticket to Work Program. The addition of these services was a natural complement to our training and development work in local communities, and we are thrilled to provide this offering.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
ICF

Specialty:
- Professional Development
- Training
- Consulting
- Labor Market Analysis
- Curriculum Design
- Workforce Alignment
- Evaluation
- Community Engagement
- Research
- Technical Assistance

Since 1969, ICF has worked with government and commercial clients to overcome their toughest challenges on issues that matter profoundly to their success. Our mission is to, “maximize beneficial impact for people, businesses, and governments in areas that matter.” Our firm includes a wide range of professionals from different backgrounds and with different professional specialties, but all have a common passion for making a positive impact on the world. Simply put, at ICF, “we advise, we execute, and we innovate.”

ICF leverages more than 5,000 worldwide employees including over 500 that have a special focus on apprenticeship programs, workforce development, research and evaluation of workforce infrastructure, curriculum development, strategic partnership, and labor market information. ICF has over 650 based staff in nine California offices to offer deep subject matter knowledge in capacity building, training development and delivery, facilitation, strategic planning, and curriculum design. In addition, ICF will utilize several Washington, DC based staff who currently support the United States Department of Labor (DOL) on Workforce Innovation and Opportunity Act (WIOA) implementation.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Impact Capital, LLC

Specialty:
- Partnership Development
- Facilitation
- Operational Advancement
- Stakeholder Engagement
- Ideation

Impact Capital, LLC focuses on organizational & relational development to help businesses and nonprofit, civic, and faith-based organizations achieve their goals and make an impact in their company or their community. Our mission is to advance an organization’s strategic goals by building up their life, operational, and relational capital. With our clients we co-create an effective space to Imagine where & how they want to grow, Design the process or program, and Engage the assets and relationships necessary for success.

Known for strengthening relationships and creating successful pathways to collaborative efforts, Jason Schlatter utilizes informed design, strategic planning, and effective engagement to provide impactful education & coaching and secure long-lasting results for his clients.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Jackie Lynn Sakane

Specialty:
- Federal Grants Management
- Grants Administration
- Uniform Administrative Requirements
- Monitoring/Audit Resolution

Ms. Sakane provides an array of grants consulting services and specializes in federal grants management from start to finish. She has a financial, accounting, audit and program operations background.

She retired in 2015 after over 26 years with the County of Los Angeles (County) and began her career as an Auditor with the County Auditor-Controller’s Office. She retired as the Compliance Officer for the County's Department of Community and Senior Services (now known as Workforce Development, Aging and Community Services (WDACS)).

WDACS is the department delegated by the County Board of Supervisors as the administrator of the Workforce Innovation and Opportunity Act (WIOA) funds. In her tenure, her responsibility was to ensure funds were spent in accordance with applicable law, regulation and all governing policy from the Department of Labor and State of California.

Her expertise is in federal grants management, including compliance with federal grant administrative requirements in Office of Management and Budget Circular 2 CFR Part 200 Uniform Administrative Requirements. She has experience in all areas of grants management from procurement through closeout. In addition, she has program operations experience as the implementing manager of the County’s One Stop Career Center System under the Workforce Investment Act.

Her particular area of expertise is as it relates to the resolution of monitoring and audit findings and questioned costs in her ability to resolve them with no or limited liability to the funding source.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Jennie Mollica Consulting

Specialty:
- Partnership Development
- Planning
- Grant Writing
- Career Pathways

I am an independent consultant with twenty years of experience addressing issues in workforce development and education. Since 2012, my consulting practice has served local workforce development boards (LWDBs), the California Workforce Development Board, community colleges and districts, K-12 school districts, labor-management organizations, community-based organizations, and foundations. I have facilitated and provided technical assistance to statewide initiatives and consortia of local and regional partners, as well as to internal staff and leadership teams. My consulting services include planning facilitation, partnership development, regional consortium facilitation, program development, and grant initiative development and grant writing. Products of my work include strategic and regional plans, collaborative grant proposals, program and initiative concept papers and graphics, research reports, practitioner tools, and policy briefs. My recent clients include San Francisco Office of Economic and Workforce Development, Oakland Workforce Development Board, California Workforce Development Board, Bay Area Community College Consortium, Peralta Community College District, City College of San Francisco, San Mateo Community College District, Contra Costa County Office of Education, Oakland Unified School District, SEIU-UHW West & Joint Employer Education Fund, Career Ladders Project, and Social Policy Research Associates. I hold a Bachelor of Arts degree from Amherst College and Master of Public Administration degree from California State University, East Bay.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Jennifer Mitchell Consulting

Specialty:
- Grant Writing
- Partnership Development
- Training
- Advocacy
- Facilitation
- Regional Planning
- Program Review
- Recruitment

For the nearly three decades, Ms. Mitchell has worked on workforce, education and economic development policy issues. She has worked for both houses of the California State Legislature, the California Employment Development Department, the California State University System, and non-profit advocacy organizations dedicated to the development and implementation of meaningful public policies to better address the needs of all Californians. She most recently worked for the California Workforce Association.

Ms. Mitchell has also served as staff to many public boards, including the California Joint Legislative Committee to Develop a Master Plan for Education, California State Job Training Coordinating Council, One-Stop Career Center System Task Force, California Workforce Investment Board, and the Governor’s Committee on Employment of People with Disabilities. She has also represented California on several federal boards addressing public policy issues on workforce, economic development and education.

Ms. Mitchell has developed a growing awareness and sensitivity to the complex relationships that exist among partners in these policy areas, including key players at the federal, state and local levels, i.e. government, non-profit, for-profit, and community-based organizations.

She often teams with other experts, ranging from individual consultants, to large firms, to meet the specific needs of all clients and partners.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
John Chamberlin

Specialty:
- Procurement
- Regional Planning
- Board Training
- Strategic Planning
- Legal Work

I have practiced law and consulted nationwide for forty years, specializing in workforce development. I have provided workforce development assistance in over forty States and in more than half of California’s workforce areas. My expertise includes governance agreements, board training and strategic planning, regional planning and grant management in California, dispute and disallowed cost resolution, procurement and contracting, and staff training.

Recent customers have included the Los Angeles Basin, Central Coast, Capitol Area and Central California workforce regions; NoRTEC; Portland, Oregon; Seattle/King County, Washington; Washington, DC; and Oakland County, MI.

All work will be performed by myself.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Joyce Aldrich Consultant

Specialty:
- Business Processes and Development
- Partnership Development for local and regional areas
- Operational guidance to local One Stop Operators and Program providers

Joyce Aldrich Consulting Services has been in business since 2008, supporting and mentoring local workforce investment as well as workforce innovation and opportunity act boards in their endeavors to meet the needs of businesses as well as unemployed and under-employed individuals in their community. I stepped out of the Consultant role to support Monterey County in their transition to Economic and Workforce Development as well as the transition from WIA to WIOA. While in Monterey I accepted the Lead role for the Regional Planning Unit, consisting of four counties with a very diverse and large geographical area. I have continued to support local areas as a Consultant working with jurisdictions to achieve opportunities through monitoring, partnership development and special grants. I truly enjoy supporting the local jurisdictions in their endeavors to achieve high performance for their Workforce Development Boards, One Stop Operators, and Program providers through business processes and development; partnership development; and operational guidance.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
JSL Community Strategies

Specialty:
• Program Evaluation
• Strategic Planning
• Program Development
• Organizational Development Training
• Impact Measurement

The mission of JSL Community Strategies is to improve the capacity of community economic development organizations to maximize their impact. We provide support and facilitation to help our clients renew and clarify their sense of purpose, deliver their programs and strategies most effectively, and document the positive changes they generate in their communities.

Our work is driven by the recognition that nonprofit organizations who can most clearly articulate their desired outcomes and demonstrate their successes will be more sustainable and able to generate meaningful social and public policy change.

Principal Consultant Jennifer Lobenhofer has nearly two decades of successful experience and engagement in community economic development advising, capacity building, training, and applied research projects in the public and nonprofit sectors. In addition to her consulting practice, Jennifer currently serves on the faculty of the Master in Public Policy and Administration program at California Lutheran University, where she teaches courses and workshops in economic development, strategic planning, program evaluation, nonprofit management, and organizational theory. Previously, Jennifer served as director of the Community & Economic Development program at the University of North Carolina (UNC) School of Government, a statewide professional development and capacity building program for local governments and community partners, and served as Associate Director of an asset building / community development policy research institute at UNC.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Marcove Executive Training

Specialty:
• Professional Development
• Leadership Training
• Executive Coaching

• Strategic Planning
• Partnership Development

• Curriculum Development
• Instructional Design

Marcove Executive Training is on a mission to create respectful workplaces with engaged employees by expanding the knowledge, developing the skills, and heightening the confidence of leadership and staff to work with and through people to reach and exceed organizational goals. We specialize in designing and facilitating customized training, working with clients to determine specific goals and learning objectives aimed at providing professional growth opportunities for participants designed to make lasting positive behavior change while achieving organizational objectives.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Mark Graham Brown

Specialty:
- Professional development
- Linking voice of the customer to processes/programs (WIOA)
- Evaluating Success
- Performance Excellence
- Metrics
- Planning
- Staff Development

Mark Graham Brown has been training and consulting with organizations on improving their performance for over 30 years. He has worked for years with the LA City and County workforce development organizations, as well as many other California state, city and county organizations. He is the author of 10 business books, including the first and best selling book on the California Award for Performance Excellence/Baldrige. Mark has been an instructor for the Institute for Management Studies for over 20 years, as well as an instructor for UCLA Extension. He offers training and consulting on a variety of topics, but all focus on creating a high performing organization that does great work for its clients and is a great place to work. Outside of California, Mark’s other clients have included U.S. Navy, Army Corps of Engineers, Pfizer, New Zealand Defense Force, Medtronic, and Wells Fargo.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Meridian Leadership Solutions

Specialty:
- Partnership Development / Team Collaboration
- Leadership & Professional Development
- Certificate Programs involving Workforce Development
- Brown Act Compliance
- Coaching / Executive Coaching
- Facilitation
- Training
- Workplace Engagement
- Strategic Planning & Strategic Thinking

We are a diverse team of skilled leadership and management practitioners turned coaches and educators who have a drive to influence workplace culture. We partner with individuals and organizations and through customized solutions, we help transform workplace cultures. We believe any workplace can be great. We are intentional about our human-centered design and believe a winning culture is one that values continual growth and improvement impacting everyone in the organization. We equip leaders, managers, supervisors, teams, and individual contributors to allow them to reach their full potential.

Our offerings and approaches allow for creating an environment that facilitates strengthening existing talents and attributes building positive emotions that can lead to positive actions for achieving the highest potential. This affirmative change method approach encompasses a combination of transformational change methodologies that are grounded in theories from the disciplines of organizational behavior and the sciences of sociology and psychology. At the core, it provides a whole-systems view and framework. Instead of looking at separate organizations as problems, it allows the workforce development system and partners to look at themselves and the world through an appreciative or valuing perspective. The goal is to connect “strengths to strengths” and to see a new perspective with an appreciative eye thus facilitating a synergistic leadership capability so that it creates thriving organizations which produce environments that are meaningful, rewarding and essential.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Michael Katz Consulting

Specialty:
- Facilitation
- Regional and Local Strategic Planning
- Partnership Development

Michael Katz Consulting is a Bay Area-Based professional services provider specializing in facilitation, strategic planning and partnership development. Principal consultant, Michael Katz, has over 20 years of experience in the fields of workforce development, education, community development and public policy having worked with community-based organizations, non-profits, public systems and government. This background supports an informed practice and an ability to engage diverse constituencies and communicate across systems.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
New Ways to Work Inc.

Specialty:
- Youth Employment
- Comprehensive Youth Systems
- Strategic Planning
- Career Pathways
- Work-Based Learning
- Employer Engagement
- Youth Corps
- Foster Youth
- High School Improvement

New Ways is a consulting, technical assistance and training intermediary that helps communities build comprehensive local youth-serving systems, develop new programs and partnerships, and improve practice in the organizations that serve young people.

New Ways has spent the past 37 years learning how to help people work across systems to leverage resources and expand opportunities for youth, especially those youth and young adults facing challenges in the transition to adulthood.

New Ways works with local government agencies, youth agencies and workforce boards, schools and school districts, community-based organizations, businesses and employer groups, private foundations and corporations to help clarify key issues and opportunities, build effective partnerships and design and implement approaches to improve outcomes for youth. We help create powerful partnerships to provide young people with the opportunities and support they need to prepare them for success in career and life.

We are experienced in a wide range of service strategies including delivering facilitated workshops and learning sessions, coaching cohorts of staff working on similar projects, building peer professional development systems, coaching executive level and program staff, and providing direct content trainings. In each case, we develop and implement the appropriate strategy to address the defined need in consultation with the client.

New Ways is a qualified technical assistance provider and vendor for the City of Los Angeles, Los Angeles County, the New York City Department of Education and Mayor’s Office, the San Francisco Department of Children Youth and their Families and the San Francisco Office of Economic and Workforce Development.

For more information, please contact Xue Lor at xlor@calworkforce.org.

Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Pathways Consultants

Specialty:
- Career Development
- CareerHub
- Coaching
- Consultants, Consulting
- GCDF
- Innovation
- Texting
- Training
- Workforce Development
- Youth Development,
  Youth Workforce development

Pathways Consultants is a joint partnership between Kim Coulthurst and Amanda Gerrie. Together we have a combined 48 years of professional experience in the areas of workforce development, youth development and human services in the public and nonprofit sectors. Formed in 2005, Pathways Consultants is dedicated to helping organizations become high performing, responsive to change, and rooted in a commitment to continuous improvement. Pathways Consultants works at the intersection of organizational, human and program development; recognizing that all are essential for a high performing organization.

Types of Initiatives We Serve
- Adolescent/TAY Programming
- Career & Technical Education in high school and community college
- Career Development & Planning
- College and Career Readiness
- CTE Community College
- High School Career Pathways & Dual Enrollment
- Justice Involved youth and adults/Re-Entry
- One---Stop Career Centers/America’s Job Centers/AJCC’s
- Sector Initiatives
- Workforce Development
- Youth Development
- Youth Workforce Development

Pathways Consultants works with nonprofit, government and educational organizations to improve internal capacity, develop effective programs, think strategically and develop a comprehensive plan.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
## Point B

**Specialty:**
- Strategic Planning
- Operational Improvement and Lean
- Project and Program Management
- Change Management
- Customer Experience
- Large-Scale Stakeholder Engagement
- Data and Analytics
- Future of Work
- Team and Partner Development
- Training

Point B is an employee-owned full service management consulting firm with more than 650 associates nationwide. We offer an array of services to help organizations plan, grow, become more efficient and achieve results. Whether you want to develop a regional strategic plan with engagement from your array of stakeholders, develop a new operating model with key partners, understand your customers and how to best serve them, improve your use of data to drive decisions, enhance operations and/or implement changes to the way in which you do business, train and develop your staff and partners, or have assistance in efficiently managing a large initiative, we can help. We have hands on experience in workforce and economic development and we understand your business. At the same time, we have extensive experience in helping organizations of all sizes in the public, non-profit and private sectors execute on their most important initiatives. We pride ourselves in working alongside our clients, transferring knowledge and setting them up for success long after we are gone. Fortune Magazine has named us the #1 medium sized company in the nation... and we’d love to be your partner.

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For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit [http://calworkforce.org/CTI](http://calworkforce.org/CTI) for a listing of training and/or consulting services.
Racy Ming Associates LLC

Specialty:
- Strategic Planning
- One-stop Operations
- Program Evaluation
- Partner and Program Development
- Resource Development
- Procurement and Subcontractor Management
- Board Development and Engagement
- State-level Policy Implementation
- Team Development and Facilitation

Racy Ming is the principal consultant for Racy Ming Associates LLC. She leads program evaluation, strategic planning and program development projects throughout California. Racy has over twenty years of experience in workforce development, education and safety net programs. Previously, she served as Director of the Workforce Development Board and the Division Director of the Employment and Training Branch of Social Services for Marin County, California.

Throughout her career, Racy has bridged the gap between regulatory compliance and successful program delivery. She and her team of associates have worked successfully across a broad range of organizations and stakeholders and have successfully leveraged resources and funds for the betterment of the workforce development system.

As the 2015 Fulbright Scholar for Criminal Justice, she conducted her research on prisoner re-entry and workforce services for ex-offenders at the Centre for Economic and Social Inclusion (now the Learning and Working Institute) in London, UK. Her undergraduate and master’s degrees are from Stanford University.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Robbin and Associates

Specialty:
- Staff Training and Management Consulting

Larry Robbin, Executive Director of Robbin and Associates, has been providing workforce development training, consulting, program design and keynote speaking services for over forty-five years. He has trained over 100,000 people, presented at 500 conferences and his consulting and training services have been used by more than 1000 workforce organizations across the country. He has done more training for CWA, the National Association of Workforce Development Professionals and California workforce programs than any other trainer.

Larry trains and consults on more than 300 topics covering almost all aspects of job seeker and business services. He also provides services related to improving partnerships, program design, hiring, performance and retention of staff, recruitment of program participants, customer service and other services to help workforce programs exceed their goals. Due to his work history and on-going volunteer work, he has extensive first hand experience with all of the populations served by the workforce system. Besides his workforce development work, Larry has over forty-five years of experience as a private sector consultant so he is the ideal person to help workforce organizations improve their work with employers.

Larry’s services are known for being highly customized to the needs of each client. He conducts an in-depth pre-service assessment to help him tailor his services. Larry presents state-of-the-art and yet very practical ideas.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Rrecord Consulting Services

Specialty:

- WIOA 101
- Common Measures
- Performance Measures
- Adult Services
- Dislocated Worker Services
- Youth Services
- Case Management
- Job Development
- Business Services
- Customized Training

Rrecord Consulting Services (RCS) provides training, technical assistance and consulting services to meet the growing and challenging needs of the workforce development community. The mission of RCS is to increase stakeholder skills and provide staff development to workforce development professionals through quality cost effective training and technical assistance that will enhance service delivery in the workforce development system. The benchmark of RCS is based on three main principles:

Professional Facilitation - Knowledgeable, Experienced and Qualified trainers

Subject Matter Expertise - Training that Targets Organizational Goals and Objectives

Practical Training - Addressing the Critical Needs of the Workforce Development System

Services are focused on quality training and technical assistance to workforce development professionals and program partners committed to providing comprehensive services under the Workforce Innovation and Opportunity Act (WIOA) to employment, education, and training customers.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
San Bernardino Community College District / Economic Development and Corporate Training

Specialty:
- Customized Training
- Professional Development
- Vocational Skills Certifications
- Workforce & Economic Development
- Responsive to Regional Industry & Employer Need

The Economic Development and Corporate Training Division of The San Bernardino Community College District specializes in providing grant and contract-funded customized not-for-credit training to incumbent workers. We employ professional industry experts and contractors who conduct training on campus or at the business location. Our rapid-response, skills training can be customized to meet the needs of regional businesses. Additionally, EDCT provides vocational training that is in demand by local industry and employers within the Inland Empire. We are committed to meeting the need of both employers and training a strong workforce to support the momentum of economic development in our region. Because there are many individuals in need of relative training for a growing and changing economy, we have developed a system of training that combines soft skills training through the New World of Work and Industry-recognized hard skill certifications such as welding, logistics technology, machining and many more. EDCT is dedicated to serve and assist those seeking employment to become well prepared, highly skilled, gainfully employed and self-sufficient.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Scott E. McClure Ph.D.

Specialty:
- Employment Retention
- Enhanced Communication
- Criminal Offender
- Justice Involved
- Offender Employment
- Criminal Culture
- Motivational Interviewing
- Career Theory
- Partnership Development
- Barriers to Employment

Dr. Scott E. McClure’s training and consulting service is an independently owned and operated business headquartered in the beautiful Sierra Nevada mountains east of Sacramento. With over 15-years of professional training experience he has worked with various County, State and Federal agencies including but not limited to the National Institute of Corrections, California Department of Corrections and Rehabilitation, University of California San Diego’s Center for Criminality and Addiction Research, Training, and Application. His prior background as a prison psychologist and education specialist allowed him to develop a unique skillset that integrates information from the behavioral change fields such as mental health, addiction, and criminal offender rehabilitation with theories of organizational change, workforce development, and adult education. This allows for modern, cutting edge training designs with embedded flexibility for customer needs. Dr. McClure is extraordinarily passionate about adult education and places high value on a training environment that is respectful, non-discriminatory, open minded, rich with information, and fun. It is part of his core philosophy that a successful training will contain flexibility to be customized for specific organization needs, will integrate modern concepts and practices with traditionally proven information, and will include enthusiastic and entertaining facilitation practices to captivate the mind of the adult learner. Dr. McClure’s personal mission is to provide professional skills and enhanced communication strategies that will excel professionals to their highest level of performance and create a positive organizational culture.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Seattle Jobs Initiative

Specialty:
- SNAP E&T
- Career Navigation
- Partnership Development
- High-Barrier Individuals
- Labor Market Research
- Resource Mapping

Seattle Jobs Initiative creates opportunities for people to support themselves and their families through living-wage careers.

Program
Seattle Jobs Initiative offers low-income individuals training that leads to college credentials in growing local industry sectors. We creatively align support services – intensive college navigation, housing, childcare and transportation – to provide participants the best opportunity to complete their career pathways and to secure and retain well-paying jobs. Our objective is to help individuals who live below 200 percent of the Federal Poverty Level to acquire the skills they need to advance out of poverty, while simultaneously meeting the needs of local businesses for a skilled workforce.

Innovation, Research & Policy
Seattle Jobs Initiative is currently focused on increasing the number of low-income adults who obtain one- and two-year college credentials. We work with community colleges and community-based organizations to develop knowledge, tools, best practices and partnerships that will increase access to and persistence in community college among low-income adults, including those who are not yet college-ready. We also provide technical assistance to States working to build their SNAP Employment and Training programs through the USDA Food and Nutrition Service SNAP to Skills Project. SJI conducts labor market research to help ensure education and training programs are connected to middle-wage job opportunities while meeting the needs of local businesses for skilled workers.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit [http://calworkforce.org/CTI](http://calworkforce.org/CTI) for a listing of training and/or consulting services.
Silver Rose Enterprises, LLC

Specialty:
- Leadership Development
- Staff Development/Soft Skills
- Employee Engagement

The mission of Silver Rose Enterprises, LLC (SRE) is to work with small to medium-sized organizations to enhance Employee Engagement.

Founded by principal Silver Rose in 1997, SRE is an education, executive coaching and consulting firm providing services to public sector, non-profits and corporations. SRE is known for infusing energy into organizations and teams with strategies for: (1) re-energizing teams; (2) increasing profitability/lowering costs; and (3) freeing leadership from the necessity of micro-managing results.

The company’s very first client was the California Workforce Association Spring Conference. From that one speaking engagement, SRE’s work expanded across organizations involved in workforce development in California, the rest of the West Coast and across the nation. Along the way SRE expanded the work to include non-workforce development organizations and companies.

Clients Include: Hilton Hotels, Mother Lode Job Training, Bristol Myers Squibb, Farmers Insurance, Solano County Workforce Development Board, Trinity Health, Raymond James, Kaiser Permanente, SETA, Best Western, Security Title, Association of Practice Managers, Project Managers Institute, UC Davis, University of Arizona, the State of Maryland, the cities of Santa Ana, Phoenix, and Tempe, Nevada County Child Support, the Nebraska Department of Labor, APS, SRP, the Veterans Administration as well as numerous workforce development agencies and associations across the country.

SRE customizes its programs to every client’s needs and Silver Rose prides herself on disseminating knowledge, whether as a consultant or as a speaker, in ways that stay with people long after they’ve learned and applied it. That’s probably because she makes every interaction fun.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Social Policy Research Associates

Specialty:
- Training
- Technical Assistance
- Convening, Strategic Planning
- Logic Models and Evaluation
- Career Pathways
- WIOA
- Performance
- Apprenticeship
- Specific Populations (e.g. justice-involved individuals, opportunity youth, people with disabilities)

Social Policy Research Associates (SPR) brings a wide range of technical skills, rich and diverse policy and program experience, and a commitment to social progress to all of our work. We partner with government agencies, grassroots organizations, and some of the country’s most influential foundations and nonprofits to improve their performance, increase their impact, and build resilience to adapt to change. Our own mission is to help leaders at all levels build thriving communities.

Over the last 26 years, SPR has designed learning experiences that engage people in creative ways, emphasizing discovery, experimentation, and collaboration as ways to accelerate the adoption of better strategies and practices. SPR staff and partners specialize in integrating a variety of methods, tools, and technologies so that participants can access content and expertise in ways that are right for them. We have hosted hundreds of engaging workshops, designed over 20 simulation activities, convened both in-person and virtual academies that ran over several days, and provided customized one-on-one technical assistance.

We have trained and provided consulting services for federal teams, State Workforce Boards, local boards, as well as consortia of partners who were working toward shared visions for their communities. We have also trained thousands of practitioners in improving their daily interactions with customers for improved outcomes.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.

California Training Initiative: Trainers and Consultants
TAD Grants

Specialty:
- Professional Development
- Certification Training
- Grant Writing
- Partnership Development
- Customized Training

Since 2008, TAD Grants has provided high quality career and professional development services to organizations nationwide. TAD Grants’ expertise lies in organizational training solutions, professional development, certification programs and grant writing services. To maximize effectiveness, TAD Grants strives to build long term relationships with those that we serve-- our customized training solutions, ongoing consultation, and training delivery methods have proven to equip our clients with the tools they need to ensure they meet and exceed their desired outcomes.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
The Center for Work Ethic Development

Specialty:
- Professional Development
- Workforce Development
- Soft Skills Training

- Work Ethic Training
- Consulting
- Certifications

The Center for Work Ethic Development is passionate about helping people realize their full potential. Through curriculum, certification and consulting, we equip organizations around the world to better prepare their local workforce for employment and lifelong success. Our energetic and engaging curriculum, Bring Your ‘A’ Game, is thoroughly grounded in evidence-based instructional design. Through interactive and experiential peer-to-peer learning, participants discover the motivation to create lasting behavioral change.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
The Woolsey Group

Specialty:
- Industry Partnership Building
- Workforce and Economic Development Integration
- Sector Partnership Development

The Woolsey Group is a research, technical assistance and facilitation firm that works with CEOs and industry to connect their needs to education, training and economic development programs. The Woolsey Group's mission is two-fold: to ensure industries thrive in their regional economies, and to get people the right education and training at the right time for jobs that exist now in their local labor market. This work involves high-levels of industry engagement; understanding industry trends and opportunities; community partnership building; and knowledge about student and worker advancement. The Woolsey Group is a co-founder of Next Gen Sector Partnerships, a national movement and community of practice focused on sustainable sector partnership building.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Thrive Nation

Specialty:
- Young Adults
- Youth Services
- Coaching
- Coach Training
- Personal Development
- Professional Development
- Career Development
- Skills Development
- Education
- Training
- Employment

Thrive Nation is a national non-profit dedicated to helping young adults thrive with passion and accountability for their strengths, wellness, community and future.

We help young adults aged 16-25 thrive by facilitating one-on-one, personalized coaching. We do this in two ways:
1) Providing coaching directly to young adults with our own Certified Thrive Coaches in partnership with youth service or other organizations
2) Delivering coach training to youth service or other relevant organization staff members to become Certified Thrive Coaches themselves so they can coach young adults in their community

Our coaching methodology has been specifically designed to help young adults (or Thrivers as we call them):
- Identify and explore their strengths, passions and career interests
- Develop and hone life and professional skills
- Learn self-coaching tools and develop their own toolbox for life and work
- Set and take action towards achieving goals
- Achieve education and / or employment outcomes
- Become autonomous, self-sufficient, productive contributors to their community and society

Originally founded in 2002 as the Re-Inventing Schools Coalition (RISC), Thrive Nation has a long, successful track record in training and coaching. In its form as RISC, Thrive Nation successfully implemented skills-based mastery programs in over 30 school districts, 200 schools and with 113,000 students. Thrive Nation knows what it means to encourage and empower students and young adults to achieve and thrive, regardless of their background, life circumstances or academic ability. We were all born to thrive and Thrive Nation is here to help young adults do just that.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
TL Phillips Consulting Services understands the value of thinking big — our approach focuses on long-term sustainability for organizations looking to achieve more with less. We strive to help grow a client’s brand and resources over time, which achieves improved customer outcomes and measurable community results.

With collectively more than 85 years of non-profit and municipal government leadership and senior management experience, the team working with TL Phillips Consulting has built an extensive knowledge base and network in the fields of community, economic, and workforce development, allowing us to help your organization better support its value proposition and brand, thereby more effectively achieving its mission and reaching its full potential.

Our firm assists clients in undertaking broader strategic priorities, operations and stakeholder/community leadership roles beyond WIOA, leading to your organization being the recognized “go to” workforce development leader in your city, county or region.

We custom design your training applications from our foundational topic-focused learning modules based on your current and future needs. We follow-up the training with a careful assessment to ensure our clients have captured the critical information and to guide them in practical applications development. We also offer additional consulting technical assistance and thought leadership services if/as needed for further planning and implementation purposes.

Our clients include workforce development boards and other non-profits in California, Washington, DC and Connecticut.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
UC San Diego Extension

Specialty:
- Career Advising Specialized Certificate Program

Career Development is an interdisciplinary field which takes into account workplace dynamics and individual growth and change. Career Advisors help focus clients’ skills, interests and values while teaching them how to gather information about workplace options and helping them develop strategies to reach their career goals. UC San Diego Extension’s Career Advising Specialized Certificate Program is designed for Career Advisors (including WIB/Workforce Partnership Career Advisors) and professionals in career advising roles to bring them the latest information on current economic trends, coaching techniques, career-building strategies, and interpersonal communications.

Career Advisors work with individuals in all stages of work or life, including those transitioning fields, students looking for their first job, veterans re-entering the job market, or individuals facing retirement. The diversity of clients reflects the dynamic and evolving workforce in the U.S. This program provides an organized and comprehensive approach to information, theories and best practices in career development.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Ursula Bischoff Consulting

Specialty:
- Systems Change
- Partnership Development
- Technical Assistance
- Evaluation and Research
- Project Management

Dr. Ursula Bischoff is an independent consultant with extensive experience in working with multi-sector partnerships to achieve systemic change in education, workforce, justice, and human service systems. Services include: Organizational and Systems Change; Partnership and Resource Development; Grant and Project Management; Strategic Planning; Program Design; Technical Assistance; Quality Improvement; Evaluation and Research.

Ursula collaborates with policymakers and practitioners who carry out large-scale improvement and innovation efforts. She currently leads technical assistance and evaluation for the CA English Language Learner Workforce Navigator Pilot Project to improve immigrant and refugee English learners’ access to workforce services and is a coach on a national project funded by the U.S. Departments of Education and Justice supporting cross-sector partnerships to develop programs diverting young adults from the criminal justice system to education and employment.

Ursula has directed projects funded by the U.S. Department of Labor to establish career pathways programs and led research under contract to the U.S. Department of Education Office of Career, Technical, and Adult Education to disseminate accurate information about high-quality CTE programs. She has also directed projects in child welfare and developmental disabilities risk assessment and systems improvement, conducted research and taught at the University of Pennsylvania, and was a litigator for the New York City Department of Housing Preservation and Development. Ursula holds a BA from Franklin and Marshall College; a JD from Hofstra Law School; and a MSW, graduate certificate in urban studies, and PhD in social welfare from the University of Pennsylvania.

For more information, please contact Xue Lor at xlor@calworkforce.org. Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Workforce Alliance of South Central Kansas

Specialty:
- Strategic Consultation
- WIOA and Programming
- Administration and Fiscal
- Frontline Staff Training
- Partner Relations

The Workforce Alliance of South Central Kansas (WA) is the Administrative Entity and Program Administrator for the US Department of Labor’s (USDOL) Education and Training programs, serving as the Local Workforce Development Board (LWDB) for a six county region, including Wichita, the largest city in Kansas. The WA operates four American Job Centers (AJCs), serving 50,000 job seekers and 750 employers annually.

The WA has operated WIA/WIOA programs for 10 years and has 18 years of experience in consultation, fiscal management, collecting, monitoring, and reporting participant data as required by the USDOL, including training and placement activities for multimillion dollar grant programs. Nearly 50 percent of the WA’s budget is made-up of non-WIOA funds.

The WA manages or has managed: WIA/WIOA; WIRED; National Emergency Grant; Health Profession Opportunity Grant, Social Innovation Funds; National Fund for Workforce Solutions grants, local government funding, economic development grants; state grants; corporate investments, and private nonprofit/foundation grants, and revenue generated from fee for service activities.

The WA has been recognized as a high performing LWDB and received exemplary practices recognition for grant management, fiscal and monitoring, case management; innovative collaboration with employers, use of Earn and Learn Models/Apprenticeships, and work within sector strategies. The WA has previously consulted for by LWDBs in Oklahoma, Nebraska, New York, Montana, Texas, and Pennsylvania. Other entities that have utilized the WA’s expertise for contractual consultation include USDOL, Maher & Maher, National Association of Workforce Boards, Federal Reserve Bank of Kansas City, Geographic Solutions, and Jobs for the Future.

For more information, please contact Xue Lor at xlor@calworkforce.org.
Please visit http://calworkforce.org/CTI for a listing of training and/or consulting services.
Not available at the time of printing:
- Career TEAM, LLC (CTL)
- Innovative Workforce Strategies
- SDSU Research Foundation
- The Munoz Group
- The Praxis Group
- Trans Can Work
- Workforce Institute Inc.