Mission: To support workers experiencing barriers to employment in connecting to and retaining good, stable, and permanent jobs and improving quality of life.
WORKFORCE EQUITY

WERC is committed to increasing workforce equity in partnership with workers, labor partners, employers, and systems level decision-makers. WERC utilizes a HIGH ROAD TRAINING PARTNERSHIP model and continues to serve as an intermediary in a Labor Management Training Partnership with Service Employees International Union 721 and the County of Los Angeles.
1. WORKER TRAINING & WHOLE PERSON SUPPORTS

WERC supports JOB SEEKERS experiencing barriers to employment with (1) customized job training programs for good jobs available now and/or credentials essential to good jobs in sectors with worker shortages and (2) whole person supportive services before and after employment, as well as career transition and career advancement programming for INCUMBENT WORKERS.
2. Employer Partnership & Capacity Building

WERC (1) collaborates with public and private employers, as well as labor partners and workers, to design and implement customized job training programs for good jobs, particularly in public service, and (2) helps employers build capacity in workforce equity in areas such as recruiting, supervising, healthy environments, promotions, and fair chance. Employers benefit by increasing equity, filling vacancies, and improving services.
3. THOUGHT LEADERSHIP & SYSTEMS-LEVEL CHANGE

WERC contributes to systems-level changes that increase workforce equity through relationship-building, convenings, intermediary services in labor management training partnerships, and thought leadership, including equity audits, quantitative and qualitative research, reports, and presentations. In keeping with its mission, WERC centers worker voices and priorities in policy and practice recommendations.
WHAT IS A GOOD JOB?

**TOP RATE WAGES & BENEFITS**
Employers offer top rate wages and benefits at living wages and above, including health, retirement, and paid time off.

**CAREER ADVANCEMENT OPPORTUNITIES**
Workers have meaningful opportunities for skill building and career advancement.

**HEALTHY & SUPPORTIVE WORK ENVIRONMENTS**
Employers offer healthy and supportive work environments that support wellness, retention, and productivity.

**WORKER VOICE & EMPOWERMENT**
Workers are part of a just economy and empowered through collective voice and input.
WHO WE SERVE

- Individuals with systemic barriers to employment
- People of Color
- Women
- Individuals experiencing homelessness
- Individuals that are justice involved
- Peers with lived experience in mental/behavioral health
- And more!
CURRENT WORKER PROGRAMS

Worker Training for Job Seekers

1. **PLACE** (Preparing Los Angeles for County Employment)

2. **Medi-Cal Peer Support Specialist** *(job seekers and incumbent workers)*

3. **Harm Reduction Workers for Community-based Orgs**
The Preparing Los Angeles for County Employment (PLACE) program prepares workers with barriers to employment for good, entry-level job with the County of Los Angeles.

**Employer Partnership**
In collaboration with LA County Department of Economic Opportunity, Human Resources and employing County Department

**Customized Job Training**
Developed in partnership with the employment Department, training prepares participants for the job and County civil service hiring process

**Worker Centered**
All PLACE programs set aside open jobs for program graduates to submit applications and support expedited hiring timelines. Programs meet the needs of adult learners, empower workers experiencing barriers, and with a trauma-informed lens

**Whole Person Supports**
Participants receive a range of whole person services from Case Managers before and after hiring, including referrals to housing and other basic needs, wellness and crisis counseling, and Resource Hub services such as financial literacy
PLACE PROGRAM OVERVIEW

• 6-8 weeks of customized, classroom-based job training
• Cohorts of 10-25 job seekers
• 10 to 20 open jobs per cohort
• Stipends for participants
• Job specific skills training
• Civil service exam prep
• Resume and interview prep
• Whole person supportive services
• Fair Chance advocacy

JOB CLASSIFICATIONS

• Grounds Maintenance Worker
• Custodian
• Water Service Helper
• Public Works Laborer
• Intermediate Clerk
• Intermediate-Typist Clerk
• Community Health Worker
• ...and more in 2023-2024
PLACE PROGRAM OUTCOMES

• 90% completion rate including:
  o 87% exam passage rate for those who take it
  o 80% hire rate for those who pass
  o 94% rate of passing County probation

• 200+ participants have been placed in full-time employment

• County hiring managers have access to the PLACE specialty hiring list that only contains participants from the program
UPCOMING PLACE PROGRAMS

Community Health Worker | Department of Health Services & Mental Health

Salary: $47,961 – $54,920 annually (approx. $23/hr.)

Provides outreach and engagement to the public, serves as an advocate for clients, makes referrals, assists clients in completing forms, documents activities, promotes client wellbeing, and more.

Minimum Requirements:
- Six months experience working with the public
- Class C Driver License or ability to utilize transportation to carry out necessary job functions

Job Site: Throughout Los Angeles County
Number of Jobs: 40+ positions
Training Location: TBD
Training Dates: August 2023
UPCOMING PLACE PROGRAMS

Grounds Maintenance Worker
Department of Beaches & Harbors

**Salary:** $37,321 – $50,132 annually

Supports in maintaining the County beaches. Removes sea life from the shore. Sweeps, mops, and waxes floors, washes windows, empties waste baskets, removes wall writing and cleans restrooms of structures at the beaches. Drives automobile equipment to and from work sites.

**Minimum Requirements:**
- Class C Driver License
- No prior work experience necessary

**Job Site:** Throughout LA County Beaches

**Number of Jobs:** 15 positions

**Job Shift:** Begins at 5:30am

**Training Location:** TBD

**Training Dates:** Begins August 2023

DEPARTMENT OF BEACHES & HARBORS
Caring for Our Coast
Los Angeles County
WERC is a **CalMHSA approved training provider** for the CA Medi-Cal Peer Support Specialist Certification.

The curriculum is an **online, 80-hour training** that allows for participants to be self-directed in their learning.

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**WERC's Impact**

- **183 Peers Trained**
- **29 Passed CA State Examination**
- **168 BIPOC Peers Served**
- **29 State Counties Served**

*Data as of April '23. On-going as Peers complete training and take State Exam*
MEDI-CAL PEER SUPPORT SPECIALIST GENERALIST TRAINING (80 hour)

80-hour online, virtual training covers:

2. The role of advocacy.
3. The role of consumers & family members.
4. Psychiatric rehabilitation skills and service delivery, and addiction recovery principles.
5. Cultural and structural competence.
6. Trauma-informed care.
7. Group facilitation skills.
10. Conflict resolution.
11. Professional boundaries and ethics.
12. Prep for employment opportunities, including study and test-taking skills, application and résumé preparation, interviewing.
13. Safety and crisis planning.
14. Navigation of, and referral to services.
15. Documentation skills and standards.
17. Digital literacy.
M1: Effective Practices of Peer Support Specialists

9 Lessons

The first five modules of the training will provide you will foundational information for your role as a Peer Support Specialist.

Module 1 covers the effective practices of Peer Support Specialists.

MODULE INTRODUCTION

Welcome and Module Objectives

Assignment Packet #1

SECTION ONE: INTRODUCTION TO TRAUMA

Defining Trauma

Instructor Video: Trauma Defined

Press the "play" button to watch the video below.

Trauma Defined

OPTIONAL: Download the written transcript of the video above by clicking on the box below.

PSS_VideoTranscript_M1S1Trauma defined - Copy.pdf

61.3 KB
MEDICAL PEER SUPPORT SPECIALIST CRISIS CARE SPECIALIZATION TRAINING (40 hours, available Fall 2023)

40-hour online, virtual training covers:

**Prevention**
- Pathways to Crisis
- Prevention, De-Escalation, and Crisis Resolution
- Engagement and Resource Connection / Navigation
- Person-Centered Trauma-Informed
- Co-occurring disorders of mental health and substance use

**During Crisis**
- Conflict Resolution
- Person-Centered Trauma-Informed
- Co-occurring disorders of mental health and substance use
- Crisis and special populations

**Post-Crisis / Recovery / Ongoing Peer Support**
- Crisis planning and support
- Self-awareness and self-care
HARM REDUCTION WORKER TRAINING

In partnership with LA County Department of Health Services Harm Reduction Division, WERC will be launching a new training program for individuals seeking employment in the Harm Reduction Services field.

Training will include Professional Development, Communication Skill building, System Navigation, Harm Reduction Essentials and Computer skills.

WERC will recruit, train and place 20 job seekers beginning September 2023.

Stay tuned for more information!
THANK YOU!

Learn more at werctraining.org

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