

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)
JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND
SYSTEMS AND STRATEGIES (S&S) COMMITTEE**

**MEETING NOTICE
Wednesday, August 21, 2019
9:00 – 11:00 A.M.
Eden Area Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Rooms A/B (#225/226)
Hayward, CA**

AGENDA

PAGE

I. CALL TO ORDER AND ROLL CALL

II. PUBLIC FORUM

The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.

III. ACTION ITEMS / PUBLIC HEARING

- A. Business Services Unit Performance Measures PY 2019/2020
- B. Industry Sector and Occupational Framework (ISOF) – Government Sector Research
- C. Revised Contract Renewal Criteria for Adult and Dislocated Worker Career Service Providers

IV. DISCUSSION ITEMS

- A. Measurable Skill Gains Defined

V. INFORMATION ITEMS

- A. Disability Employment Accelerator Grant Update
- B. Conditional Funding
- C. Employer Outcomes for Customized, Incumbent Worker and On-the-Job Trainings
- D. California's 2019 Budget Bill – State Investments in Workforce and Education
- E. Career Pathways Trust (CPT) II Close-Out Summary
- F. Two-Year Modified Local Plan Status Update

VI. REPORTS

- A. Local Area Performance Reports: Adults, Dislocated Workers, and Youth
- B. Adult and Dislocated Worker Reports
 - B.1. Services to Unemployed Relative to the Labor Force Participation Within the Local Workforce Development Area (LWDA)
 - B.2. Contract Performance Indicators Reports – PY 2018/2019; Quarter 4
- C. Youth Contract Performance Indicators Report (CPIR)
PY 2018/2019, Quarter 4; 7/1/2018 through 6/30/2019

- D. Financial Indicators Report – PY 2018/2019
- E. Training Expenditures Report PY 2018/2019
- F. Business Services Unit Report – PY 2018/2019
 - F.I. Business Services Unit Performance Indicator Report – PY 2018/2019
- G. Rapid Response Report - PY 2018/2019

VII. MATTERS INITIATED BY COMMITTEE MEMBERS

VIII. ANNOUNCEMENTS

OE COMMITTEE MEMBERS: Brian Salem (Committee Chair); Christopher Rose (Committee Vice-Chair); Tyler Abbott; Jennifer Cogley; Brad Frazier; James Paxson.

S&S COMMITTEE MEMBERS: Paul Reyes (Committee Chair); John Torok (Vice-Chair); Tina Kapoor; Tony Lam; Bethany McCormick; Kalpana Oberoi; Susie Passeggi; Melissa Stoller.

THIS IS AN OPEN MEETING. ALL WDB MEMBERS ARE ENCOURAGED TO ATTEND

WDB Members who are not Committee members but are planning to attend may call Sheroza Haniff at (510) 259-3842 to request the material that will be discussed at this meeting.

*These WIOA Title I financially assisted programs or activities are “Equal Opportunity Employers/Programs”.
Auxiliary aids and services are available upon request to individuals with disabilities.*

If you require specific accommodations due to a disability, please call Sheroza Haniff at least 72 hours in advance.

ITEM III.A. – ACTION / PUBLIC HEARING

BUSINESS SERVICES UNIT PERFORMANCE MEASURES PY 2019/2020

RECOMMENDATION:

That the Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee review and approve the following in regards to Business Services Unit (BSU) Performance Measures for PY 2019/2020:

- 1) Modifying the current BSU Performance Measures to include the five (5) new performance measures that are outlined in the item.

BACKGROUND:

In PY 2018/2019, the Alameda County Workforce Development Board (ACWDB) implemented a new business engagement model under the BSU, as approved by the Board on December 14, 2017. At the May 10, 2018 meeting, the Board approved the collection of business services data by the BSU in two areas while it transitioned to the new model. These included: 1) the collection of baseline data for measures that reflect the impact of working collaboratively with employer-facing partner agencies, and 2) the collection of data around five (5) general performance measures (referred to as “Board Approved Measures”).

At the December 13, 2018 WDB meeting, at the request of the OE Committee, the BSU provided a progress report on performance measures and outcomes through September 9, 2018. The item also addressed the types of baseline data the BSU had begun collecting including collaborative events with the newly formed steering committee of employer-facing partners, the Alameda County Business Engagement Team (ACBET), presentations at employer-focused convenings, information shared with employers by the ACBET, and BSU employer referrals to Career Service Providers (CSPs) and partners.

After a year of tracking performance and collecting baseline data, the BSU has reflected on the appropriateness of the measures and has established recommendations for those to track in PY 2019/2020. In determining the most effective measures, the BSU took into account measures that:

- Illustrate the impact of working collaboratively with the ACBET and other employer-facing agencies;
- Address ACWDB’s commitment to helping small businesses grow;
- Demonstrate the BSU’s role in connecting demand-driven needs with supply-side services;
- Tell the story of how ACWDB serves and engages businesses.

Staff also took into consideration the capacity of BSU staff to track measures and has focused on establishing five (5) of the most meaningful measures that could be sustained by staff going forward. The following charts illustrate the types of measures the BSU tracked in PY 2018/2019 and recommended measures for PY 2019/2020.

BUSINESS SERVICES UNIT PERFORMANCE MEASURES

PY 2018/2019 Board Approved Performance Measures	Outcomes
1) Serve 15 New Businesses	20
2) Provide Services to 12 Small Businesses	22
3) Enhance Rapid Response/Layoff aversion services to generate 5 additional business relationships through the use of the EconoVue research tool, business assistance to employers, and training support to employers	1
4) Build local and regional collaboration with industry, trade, economic development and other business-oriented partners	
5) 75% of events align with the Industry Sector and Occupational Framework (ISOF)	100% (all events cross-sectoral)

PY 2018/2019 Baseline Measures	Total Businesses Reached
1) Presentations at Employer-Focused Convenings (e.g. EAC meetings, Bay Area Business Roundtable, Small Business events)	229
2) Collaborative & Co-Sponsored Events with ACBET Partners/Cities/Chambers/etc.	Re-Entry Forum: 20 Disabilities Forum: 10
3) Overall Employer Referrals (includes OJT referrals to Career Services, referrals to other partners, etc.)	50 referrals



Proposed PY 2019/2020 Performance Measures
1) Overall Businesses Served (e.g. through outreach at events, meetings, individually, Rapid Response activities)
2) Individualized Services to Small Businesses
3) Number of Events Attended
4) Build local and regional collaboration with industry, trade, economic development and other business-oriented partners
5) Overall Employer Referrals

Part of the early discussion on baseline data collection included determining the types and methods of performance measures ACBET partner agencies utilized in order to identify areas of alignment with ACWDB's measures and systems. Through a subsequent discussion on metrics, ACBET partners determined they did not track performance in the same way and/or used prescribed systems for tracking data that would be difficult to combine. Partners did agree on a desire to focus on high-impact activities for target populations and small businesses and to continue to consider events that could be co-sponsored in PY 2019/2020. One outcome of the discussion was an update of the Alameda County Employer Guide to include business services by the BSU, the Social Services Agency's Workforce Benefits Administration, and the Employment Development Department's (EDD) Employer Advisory Council.

Another part of early discussions on data collection included tracking business measures established by the State. In June 2018, EDD sent out a Draft Directive on Performance Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I and III Programs, outlining three proposed "Effectiveness in Serving Employers" measures that included Retention with the Same Employer, Repeat Business Customers and Employer Penetration Rate. At this point, the State is still considering the effectiveness of the measures and will inform the community when a decision is made.

For further information, contact Samantha Miller, Program Financial Specialist at (510) 259-3832 or email samiller@acgov.org.

ITEM III.B. – ACTION / PUBLIC HEARING

INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK – GOVERNMENT SECTOR RESEARCH

RECOMMENDATIONS:

That the Joint Organizational Effectiveness (OE) and Systems and Strategies Committees approve the following recommendations:

1. Include the government sector as a priority industry within the Industry Sector and Occupational Framework (ISOF); and,
2. Extend the current ISOF policy until the end of the calendar year 2022, which aligns with the ISOF's five-year projected timeframe.

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) allows local workforce development boards (LWDBs) discretion to establish priority industries and occupations in their local area. In alignment with WIOA, staff conducted research on industries and occupations projected to grow in Alameda County between 2017 and 2022 and created the ISOF.

The ISOF is a tool used by Alameda County Workforce Development Board (ACWDB) staff and service providers to drive program development strategies, performance goals, and WIOA training policies. The ISOF has also been written into ACWDB's Local Plan as an overall strategy for driving programs and placement efforts. See Attachment III.B.1 for more information.

In addition to the ISOF, staff developed a corresponding ISOF policy for WIOA service providers. The ISOF was approved by the ACWDB for one year, from July 1, 2016 to June 30, 2017. ACWDB also approved the extension of the ISOF policy through June 30, 2019, allowing time for the state's final directive regarding local plan modifications to be in place before revising the ISOF, since the ISOF is tied to both the Four-Year Local Plan and subsequent revised Two-Year Modified Local Plan.

When the Two-Year Modified Local Plan Directive was finalized, LWDBs were required to describe labor market changes or updates in their local areas. In ACWDB's Two-Year Modified Local Plan, staff drafted the following section, anticipating that the government sector may align with the ISOF and provide robust opportunities for job seekers in Alameda County:

“Priority Sectors - In the next rendition of ACWDB's ISOF model, we will explore the feasibility of adding the public/government sector as a priority industry. According to the East Bay Economic Outlook 2017-2018, the East Bay's largest sector is the government

sector.¹ The public/government sector tends to be a major employer in Alameda County and provides employment and wage stability.”

At the OE Committee meeting on April 10, 2019, staff recommended that the OE Committee extend the current ISOF policy to the end of September 2019 and direct staff to research the government sector as a prospective ISOF priority.

The OE Committee unanimously approved the recommendation, which allowed staff the necessary time to research the government sector, present findings, and take a necessary step toward implementing a component/section of the Two-Year Modified Local Plan. Staff informed the OE Committee that findings regarding inclusion of the government sector into the ISOF would be presented at the OE Committee on August 7, 2019.

GOVERNMENT SECTOR RESEARCH:

Staff researched the government sector to determine alignment with the ISOF model and the findings are as follows:

- In alignment with the ISOF’s projected timeframe (between 2017 and 2022), the government sector (local government) is projected to add an additional 4,011 jobs in Alameda County.
- In Alameda County, the government sector collectively employed 68,945 individuals in December 2018, ranking as the fifth most prominent sector in terms of employment and exceeding employment in the accommodations/food and construction sectors.² See Attachments III.B.2 and III.B.3 for more information.
- While the professional, scientific, and technical services sector (fourth most prominent sector in terms of employment) employed 4,547 more individuals than the government sector, it had approximately eleven times more establishments than the government sector.
- Comparatively speaking, the government sector had the same number of establishments (595) as the art, entertainment, and recreation (AE&R) sector (from October to December 2018), but on average, employed approximately six times more individuals than the AE&R sector in the latest quarter, for which the data is available (October 2018 to December 2018).

¹ The East Bay Economic Outlook publication is produced by the East Bay Economic Development Alliance, in partnership with Beacon Economics. The publication is also funded in part, by the Alameda County Social Services Agency, ACWDB, and the Workforce Development Board of Contra Costa County.

² In December 2018, the Health Care and Social Assistance sector employed the most individuals in Alameda County, followed by the Manufacturing, Retail, and Professional, Scientific, and Technical Services sectors. Quarterly data is based on Quarterly Census of Employment and Wages.

- In December 2018, the government sector employed slightly more than the accommodations and food sector, (68,945 and 65,077 respectively), but had nearly seven times less the number of establishments than the accommodations and food sector.
- While there was a decline in government employment within the educational services and public administration sectors, from the beginning of the quarter to the end, government employment in Alameda County is most still most prominent in the educational services and public administration sectors. Both sectors employ more than 32,000 and 19,000 individuals respectively. See Attachment III.B.2.
- Other sectors in Alameda County that reflect government employment are associated with the: health care/social assistance sector (i.e. Alameda Health System – Fairmont Hospital, Highland, etc.), transportation sector (i.e. AC Transit, BART, etc.), utilities/energy sector (i.e. Public Works), etc. See Attachment III.B.2 for more information.
- The following occupations are projected to grow (at least 10 additional jobs per year, starting in the year 2019) in Alameda County within the government sector by 2022:
 - Elementary School Teachers
 - Teacher Assistants
 - Registered Nurses
 - Secondary School Teachers
 - Substitute Teachers
 - Janitors
 - Middle School Teachers
 - Police and Sheriff's Patrol Officers
 - General Office Clerks
 - General Maintenance and Repair Workers
 - Nursing Assistants
 - Education Administrators, Elementary, and Secondary School
 - Food Preparation and Serving Workers
 - Computer User Support Specialists³

In conclusion, the data suggest that employment in the government sector is comparatively higher than employment in other high-growth sectors when cross-examining the number of industry establishments to employment. This demonstrates how prominent government employment is in Alameda County, which also aligns with other economic research and data, such as highlighted in the Economic Outlook Report produced by Beacon Economics.

³ Projected occupational growth is based on Economic Modeling Specialists International (EMSI) data – a proprietary data source.

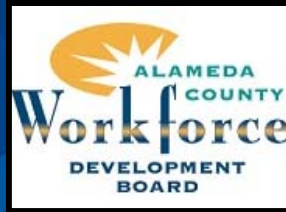
The government sector has a large reach across industries and systems that people interact with every day. While some sectors of the government are less stable than others pre-tenure status, the government sector can provide an onramp to stable employment, benefits, and wages. Additionally, the government sector's equal employment opportunity clauses and protections may provide opportunities for traditionally marginalized workers, particularly within city and county-level employment. Because of the government sector's prominence and presence in Alameda County, as well as some corresponding occupations that would meet ISOF wages, staff recommends that the government sector is added to the ISOF as a priority industry. For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at: latoya.reed@acgov.org

ATTACHMENTS:

III.B.1. – ISOF Tiered Diagram

III.B.2. – QCEW 4th Quarter Government Sector Employment

III.B.3. – QCEW 4th Quarter Top 15 Private Industries by Employment



Industry Sector & Occupational Framework (ISOF)

Tier I ACWDB's Industry Sector Priorities

- Health Care/Social Assistance
- Professional Scientific Technical Services
- Construction
- Advanced Manufacturing/Transportation/Warehousing

Tier II ACWDB's Occupational Priorities

Occupations in Tier II exceed \$19.20/hr, demonstrate growth, and are based on the ISOF Framework

- Secretaries/Admin Asst
- Gen'l Oper Managers
- Teachers
- Customer Service Reps
- 1st Line Supv of Food Prep Wkrs
- Management Analysts

Tier III Participant Choice

Tier III includes:

Occupations or industries that are outside of Tiers I and II, but are supported with acceptable evidence of wage exceeding \$19.20/hr and that industry/occupation is growing or projected to grow. Evidence may come from various LMI sources.

Quarterly Census of Employment and Wages - 4th quarter (October 2018 - December 2018)

Government Sector Employment

NAICS	Quarterly Establishments	October Employment	November Employment	December Employment	Total quarterly Wages	Average Weekly Wage
NAICS 61 Educational services	471	35,013	35,661	32,087	\$535,329,826	\$1,202
NAICS 92 Public administration	70	19,373	19,425	19,238	496,448,990	1,974
NAICS 62 Health care and social assistance	18	6,884	6,906	6,899	180,259,694	2,011
NAICS 48-49 Transportation and warehousing	16	6,133	6,131	6,165	140,974,807	1,765
NAICS 22 Utilities	8	2,473	2,492	2,516	68,059,162	2,099
NAICS 23 Construction	6	1,187	1,181	1,184	24,937,637	1,620
NAICS 51 Information	6	861	855	856	9,812,276	880
total	595	71,924	72,651	68,945	\$1,455,822,392	\$1,650

Quarterly Census of Employment and Wages - 4th quarter (October 2018 - December 2018)

Top 15 Private Industries by Employment

NAICS	Quarterly Establishments	October Employment	November Employment	December Employment	Total quarterly Wages	Average Weekly Wage
NAICS 62 Health care and social assistance	26,871	107,638	108,066	108,108	\$1,758,299,221	\$1,253
NAICS 31-33 Manufacturing	2,141	84,377	84,277	84,918	1,932,753,365	1,759
NAICS 44-45 Retail trade	4,086	70,763	72,842	73,654	742,442,493	789
NAICS 54 Professional and technical services	6,633	74,017	73,522	73,492	2,361,926,570	2,466
NAICS 72 Accommodation and food services	4,030	65,209	65,338	65,077	440,963,176	520
NAICS 23 Construction	3,121	50,129	49,894	49,243	1,141,110,623	1,764
NAICS 56 Administrative and waste services	1,857	44,108	43,870	43,922	582,568,515	1,019
NAICS 42 Wholesale trade	2,444	37,684	37,553	37,578	834,689,350	1,707
NAICS 48-49 Transportation and warehousing	1,058	28,808	29,826	30,140	487,102,283	1,266
NAICS 81 Other services, except public administration	4,468	26,532	26,223	25,952	316,300,956	927
NAICS 51 Information	809	19,336	19,338	19,536	927,441,899	3,677
NAICS 52 Finance and insurance	1,625	16,961	16,803	16,871	454,069,744	2,069
NAICS 55 Management of companies and enterprises	243	16,780	16,769	16,828	585,450,922	2,682
NAICS 61 Educational services	943	15,487	15,542	15,277	179,204,145	893
NAICS 71 Arts, entertainment, and recreation	595	11,255	11,564	11,578	264,011,491	1,771

ITEM III.C. – ACTION

REVISED CONTRACT RENEWAL CRITERIA FOR ADULT AND DISLOCATED WORKER CAREER SERVICES PROVIDERS PY 2019-2021

RECOMMENDATIONS:

That the Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee approve the revised contract renewal criteria for program years (PY) 2019-2021 for the Comprehensive America's Job Center of California (AJCC) Operator and the Adult and Dislocated Worker Career Services Programs:

For the Sub-Regional Workforce Network (SWN) Providers:

1. Meets requirements for program and fiscal monitoring for PY 2019/2020 and 2020/2021;
2. Meets 80% of annual enrollment, On-the-Job Training (OJT), and training obligation goals for Adults and Dislocated Workers by the end of the second quarter (December) and 100% by the end of the third quarter (March);
3. Shows significant progress toward achieving annual performance goals by the end of the third quarter (March); and
4. Meets 85% submission of an acceptable Monthly Narrative Report (MNR) and invoice by the 25th of each month.

For the Comprehensive AJCC, it must meet all criteria as specified above and an additional two criteria:

- a. Implements AJCC Certification improvement goals;
- b. Ensures implementation of the Mandated Partner Memorandums of Understanding.

BACKGROUND:

On March 9, 2019, the Alameda County Workforce Development Board (ACWDB) approved the renewal criteria that was recommended by the S&S Committee. Staff applied the adopted criteria to the contract renewals effective July 1, 2019 and determined that the criteria could be written more concisely to ensure all parties are clear on the expectations, and that progress in meeting contract goals are well documented.

ACWDB intends to hold service providers accountable for achieving success toward contract performance goals. Additionally, early achievement of contract performance goals is being encouraged in order to:

- Have early data for contract renewal recommendations;

- Spend training money during the PY (as mandated by the State of California); and
- Allow ACWDB to provide technical support and assistance early in the program year when needed.

RENEWAL CRITERIA:

1. Program and Fiscal Monitoring

For PY 2019/2020 through PY 2020/2021, the Adult and Dislocated Worker service providers are monitored in areas of Contract Compliance Review, Program Administrative Controls, Program Operations and Case File Review. In order to meet this criterion, each provider must successfully meet the monitoring requirements and clear any finding that result in a corrective action plan.

2. Contractual Performance Goals

The contractual performance goals were established to ensure compliance with WIOA local area and state performance goals and to ensure that the Board approved program strategies are being delivered accordingly to the Adult and Dislocated Worker target groups.

Service providers are also required to submit invoices along with an MNR by the 25th day of each month. The MNR provides qualitative information of program activities and services, and participant successes, as well as notification of any technical assistance needs.

There will be an expectation that service providers demonstrate substantial progress toward annual contract performance goals as is outlined in their Monthly Performance Plans. While reasonable deficiencies that don't significantly impact program outcomes may be taken into consideration, ACWDB will retain its prerogative to consider conditional funding, future contract stipulations, and/or the carry-over of performance deficiencies into subsequent program years if actual performance is significantly deficient and warrants these conditions.

For further information, contact David Dias, Program Financial Specialist at (510) 780-8768 or by email at david.dias@acgov.org.

ITEM IV.A. – DISCUSSION

MEASURABLE SKILL GAINS DEFINED

BACKGROUND:

During previous meetings of the Alameda County Workforce Development Board and its sub-committees, questions had been raised regarding the Measurable Skill Gains performance measures that have been negotiated between the State of California and Regional Planning Units (RPU) throughout the state.

This item is intended to provide the Organizational Effectiveness (OE) and Systems & Strategies (S&S) Committee members with information and an opportunity to discuss the measures and goals.

There will be a PowerPoint Presentation and a subsequent discussion at the joint meeting of the OE and S&S committees on Wednesday, August 21, 2019.

For further information, contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or email at mggarcia@acgov.org.

ITEM V.A. - INFORMATION

DISABILITY EMPLOYMENT ACCELERATOR GRANT UPDATE

BACKGROUND:

The Disability Employment Accelerator (DEA) is a regional grant program administered and led by the Contra Costa Workforce Development Board (CCWDB), in partnership with the other three workforce boards in the East Bay Regional Planning Unit (EBRPU). The DEA grant program aims to enhance employment opportunities for people with disabilities within, but not limited to, three key industries: Advanced Manufacturing, Transportation/Logistics, and Health Care.

The EBRPU is partnering with key community-based organizations (CBOs) to ramp DEA participants in job training opportunities, helping participants gain hands-on experience and industry and occupational exposure.

UPDATE:

Project SEARCH - The Alameda County Workforce Development Board (ACWDB) staff is working with its Career Services Providers and East Bay Innovations (EBI) to serve a cohort of eight Project SEARCH participants under the DEA grant, by leveraging Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) funds.

Project SEARCH provides participants a pathway to supported employment aligned with their interests and learning goals, as well as other employment services such as: resume writing, interview preparation, assistance with navigating public transportation, and more.

Eight Project SEARCH interns have been placed in the following county departments for 11 months to gain industry and occupational skills:

- District Attorney's office
- Public Defender's office
- Alameda County Training and Education Center
- Alco Parking Garage
- Auditor Controller/Clerk-Recorder – Central Collections
- General Services Agency (2)
- County Administrator's Office

Project SEARCH interns are gaining clerical and administrative skills, such as: computer, project/task management, as well as the following soft skills: professionalism, punctuality, active listening, and communication.

Employer Forum – ACWDB staff, in partnership with EBI and the City of Berkeley, hosted and held, *Expanding Your Talent Pool – A Forum on Employing Individuals with Disabilities* on May 31, 2019, at the Ed Roberts Campus in Berkeley. Employers from Lawrence Livermore

National Laboratory, Cooper Harbor, and Claremont Club and Spa hotel were joined with their employees with disabilities on a panel to discuss their experiences in working together. The panel was moderated by ACWDB member, Tom Heinz, who expertly asked engaging and thought-provoking questions. ACWDB member Chris Rose, also served as an employer panelist and shared helpful insights.

Employers were eager to share the many benefits of hiring employees with disabilities, such as: increased retention, dedicated work habits, and being able to fill hard-to-fill jobs. Employee panelists mentioned that their employment helps them contribute to their families, gives them a sense of pride, and helps them feel more included and confident. Both employers and employees found success in working with EBI, which is a long-standing CBO in the East Bay. EBI works closely with both employers and employees to identify and cultivate job opportunities for people with disabilities.

One of the goals of the event was to spark the interest of employers and educate them about the benefits of hiring people with disabilities, as well as highlight the network of support and resources available to companies to assist in successfully recruiting, hiring, and retaining people with disabilities.

Twenty-three individuals attended the event, with several ACWDB members in attendance or playing a role in the event (Paul Reyes, Tom Heinz, Chris Rose, Kathy Mello, and John Torok). Other attendees represented both the private and public sectors. Staff facilitated an activity and distributed surveys for attendees to complete. Participant responses can be found in Attachment V.A.1.

For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org.

ATTACHMENT:

V.A.1. – Expanding Your Talent Pool Event Activity and Survey Results

Expanding Your Talent Pool Event Activity and Survey Results

Event Activity

As the event concluded, participants were asked to answer the following question: **“What are three things you are inspired to do or bring back to your company after today’s event?”** There was a 70% response rate to the event activity. The following themes emerged from 16 attendees who participated in the activity:

1. Increasing Partnerships and Exploring Resources and Information

- Partnering with EBI:
 - Contact EBI for potential cross-referrals
 - Reach out to EBI when we have open and new position
 - Help to promote/participate in EBI partnership
 - Learn more about East Bay Innovations
 - Look into Project SEARCH

- Partnering with the ACWDB and other local boards:
 - Information about ACWDB, EBI, and other resources that can help our organization in its efforts
 - Expand partnership with local workforce development board
 - Continue to work with the ACWDB to support legislation that assists employers and individuals with disabilities obtain employment, training, and supports.

- Partnering with Employers:
 - Do more outreach with manufacturers (2)¹
 - Contact the Claremont
 - Increase local partnerships with companies in Alameda County
 - Outreach to employers willing to hire more individuals with disabilities

- Other Partner Comments:
 - Explore implementation – follow-up
 - Understand/explore equivalent organizations in other regions
 - Talk with the Director about what more we can do to expand opportunities within the Agency
 - Make new contacts

2. Making Program/Organizational Changes

- Increase amount of Job Coaches
- Identify jobs we [as an organization] can train for
- [Explore] Federal regulation section 503 Mandate²

¹ Indicates that there was more than one person who made the comment.

² Section 503 overview can be found at: <https://www.dol.gov/ofccp/regs/compliance/section503.htm>

- Information about the Project SEARCH programs and ways in which the Tool Works' Supported Employment program can improve
- Take the Disability Equality Index Survey (2)³
- Broaden referral sources
- Explore working interviews
- Host a disability focused-job fair
- Host an informational session with disability resource providers for clients with disabilities and their caregivers
- Refer existing employees with disabilities for coaching services

3. Sharing Information

- Share information to our (Milpitas, Santa Clara County) workforce boards, Department of Rehabilitation (DOR), and SARC (San Andreas Regional Center)
- Talk to organizer of the event to find out how the event was sponsored
- Spread the word to other employers about opportunities to engage
- Sow the seeds internally for education/informing
- Involve our WDB, DOR, Regional Center, Employment Development Department (EDD) to do an event like this

4. Diversity and Inclusion

- Create an equitable opportunity for all disabilities
- Be more thoughtful about accessibility and inclusion at work in general
- How do we get more disabled individuals to the upper levels?
- Increase representation and the diversity of perspective we share (I work in communications/marketing) - elevating and empowering people to tell their own stories as that part of the panel was so powerful
- Thoughtful and accessible hiring and recruitment practices

5. Facilitating Traction with Human Resources

- Talk to our HR Department
- Ways in which hiring people with disabilities can benefit employers
- Speak with my manager and getting buy-in from executives on this initiative

6. Changed Perceptions

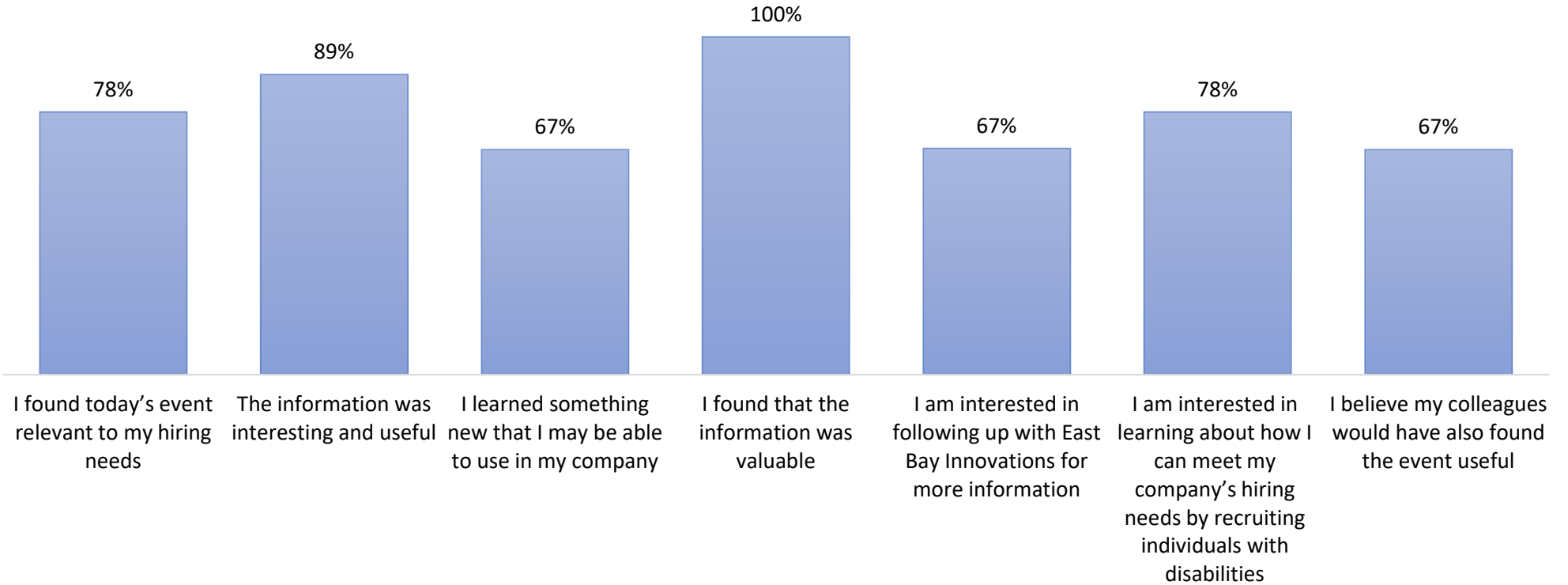
- Workers with disabilities can do multiple jobs, take pride in their jobs, and are a hidden resource
- Consider the value of hiring people with disabilities in unchartered position

³ The Disability Equality Index (DEI) can be found <https://disabilityin.org/what-we-do/disability-equality-index/>

Survey Results - Event attendees were also asked to complete a seven-question survey. There was a 40% response rate to the survey and nine individuals participated in the survey.

Expanding Your Talent Pool Survey Results

n = 9



ITEM V.B. – INFORMATION

CONDITIONAL FUNDING

On May 9, 2019, the Alameda County Workforce Development Board (ACWDB) approved the funding recommendation for Workforce Innovation and Opportunity Act service providers for program year 2019/2020. The board approved recommendation allowed for services providers under corrective action to be funded conditionally for PY 2019/2020.

At the Executive Committee on April 24, 2019, a committee member posed an inquiry regarding the parameters that would be established under conditional funding. Staff is responding to that request as follows:

1. Conditional funding may apply to any provider with deficiencies identified under a corrective action plan at the end of the program year (June 30). This is based on their contract performance goals and other contract requirement. Conditional funding imposes additional requirements and/or restrictions on performance and contract reimbursement:
 - a. Unmet performance goals from the previous program year will roll-over into the subsequent program year. Providers must meet rolled performance goals no later than September 30.
 - b. ACWDB will hold 25% or a selected amount of contract funding in reserve. Reserve funding will not be available for reimbursement until 100% of designated performance goals are met, as well as a demonstrated progress toward attainment of all other annual performance goals.

For further information, contact David Dias, Program Financial Specialist at (510) 780-8768 or by email at david.dias@acgov.org.

ITEM V.C. – INFORMATION

EMPLOYER OUTCOMES FOR CUSTOMIZED, INCUMBENT WORKER AND ON-THE-JOB TRAININGS

BACKGROUND:

At the May 9, 2019 Alameda County Workforce Development Board (ACWDB) meeting, the Board approved modifying Customized Training, Incumbent Worker, and On-the-Job Training (OJT) policies to include employer outcomes to address challenges around completion, placement, and retention of participants in trainings. The Board also approved adding criteria to policies that employers must meet in order to qualify for subsequent trainings.

UPDATE:

As the ACWDB enters PY 2019/2020, the Business Services Unit (BSU) is focused on incorporating training modifications into department policies, master agreements, and putting together a plan to communicate changes to Career Service Providers (CSP) and Youth programs. Changes will ultimately be communicated to providers via Action Bulletins, which serve to direct our providers in implementing ACWDB policies, and procedures to follow to this end.

BSU staff has begun to add modified language to the policies and is working to streamline training procedures for employers and provider staff. For the OJT program, the BSU has laid out a series of steps to take in order to gain feedback and improve this process. These include:

- Process review meetings with staff as well as with ACWDB's third party vendor, which processes training contracts and invoices;
- Technical Assistance sessions with providers outlining procedures and providing strategies for success;
- An employer workgroup with representatives from small, medium and large businesses to discuss the intent of the trainings and gain feedback for improvement to policies.

While process and procedures will be reviewed and communicated to the providers in the near future, the BSU will not make any substantive changes to policies until after the employer peer feedback group. Any definitive policy modifications will be brought to the Committees and full Board for review. The BSU will also continue to assess the training procedures and policies on an ongoing basis to provide continuous quality improvement.

For further information, contact Samantha Miller, Program Financial Specialist at (510) 259-3832 or email samiller@acgov.org.

ITEM V.D. – INFORMATION

CALIFORNIA’S 2019 BUDGET BILL - STATE INVESTMENTS IN WORKFORCE AND EDUCATION

BACKGROUND:

California’s 2019 Budget Bill was enacted on June 27, 2018. The 2019 Budget Bill makes some investments in workforce development – perhaps not as many as seen in the 2018 Budget Bill under Governor Jerry Brown’s administration. The workforce development investments in the current administration tend to be more targeted in scope, rather than the general and more broad workforce development investments as seen previously. Staff highlights workforce and education investments that have implications for the workforce system and workforce programs, as well as those that may have some future local impacts.

Workforce Development Investments

1. The Enacted Budget includes \$165M over the course of five years, from the Greenhouse Gas Reduction Fund (Cap and Trade Expenditure Plan), to the California Workforce Development Board (CWDB). Funds will resource 11 positions and increase job training and apprenticeship opportunities focused on disadvantaged communities that are disproportionately impacted by climate change. Specifically, funds will be targeted toward:
 - A. Multi-craft pre-apprenticeship programs to increase access to rapidly growing construction careers necessary to build the infrastructure needed for climate resiliency and a carbon-neutral economy; and,
 - B. Expansion of the High Road Training Partnership program to foster connections among employers, workers, and communities to analyze climate- and technology-related occupational changes, develop skills training solutions, and promote strategies that support more resilient economies in specific regions across the state.
2. The Enacted Budget includes \$195M over the next four years, for the Early Learning and Care Workforce Development Grant Program. The grant program will enable child care and preschool workforce professional development and training, in order to improve quality of care and provide accessible avenues for child care professionals to advance in the early education/child care professional continuum.
3. The Enacted Budget includes one-time \$50M to increase training opportunities in existing mental health workforce programs administered by the Office of Statewide Health Planning and Development, as well as \$25M to implement the new 2020-25 Workforce Education and Training Plan.

Workforce Development in Education Investments

1. The Enacted Budget includes \$37.1M for the Educator Workforce Investment Grants for teachers and paraprofessionals, including:
 - A. \$22.1M for professional development related to social emotional learning, computer science, restorative practices, and ethnic studies;
 - B. \$10M for professional development related to the implementation of the English-Learner Roadmap; and,
 - C. \$5M for professional development related to special education and inclusive practices.
2. The Enacted Budget includes a one-time increase of \$4.75 million Proposition 98 settle-up to support the improvement of workforce development programs at specified colleges.

Program Implications and Recommendations

- ACWDB staff may consider priming the local area and providers for future grant opportunities that arise from the Cap and Trade Expenditure Fund. Identifying “green” industry training providers who are Multi-Craft Core Curriculum (MC3) certified, as well as disadvantaged job seekers living in carbon emission-affected areas, may be a natural starting point.
- WIOA providers may find leverage opportunities by partnering with entities that will administer workforce training for early childhood and mental health workforce development initiatives.

For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org.

ITEM V. E. – INFORMATION

CAREER PATHWAYS TRUST II GRANT CLOSEOUT SUMMARY

BACKGROUND:

In 2015, the Alameda County Workforce Development Board (ACWDB) was funded \$250,000 under the Career Pathway Trust II (CPT II) grant by the Alameda County Office of Education (ACOE) to coordinate the relationships and activities between sector pathway employers and the alternative schools in Alameda County. This project, which provided multiple entry and exit points for youth to access education and career pathways and build knowledge and skills for high-wage careers has sunset effective June 30, 2019.

Alameda County Workforce Development Board's Role:

The CPT II project provided employer-to-education connection services through Career Technical Education benefiting students in the K-12 education system. CPT II support was directed toward five (5) alternative/continuation schools in the Eden and North Cities areas of Alameda County. Partner schools included Berkeley Technical Academy, Island Alternative, Royal Sunset, Lincoln, and Brenkwitz.

CPT II project staff coordinated WBL activities which included outreach to employers and colleges to support industry sector and career pathways as follows:

- Presentations from industry experts for students at the school sites
- Work site tours for students
- Summer internships for students
- Job shadowing opportunities
- Student mentor experiences
- Career and job fairs held at school sites
- Work-readiness workshops at school sites
- Community college tours / special events such as Advanced Manufacturing Day
- Community college presentations to students at school sites

ACWDB also supported regional CPT II in collaboration with Contra Costa's East Bay Earn & Learn efforts in the following ways:

- Aligning employee-education liaison activities as identified in the ACOE CPT II MOU with regional sector strategies in five sectors:
 - Construction;
 - Education;
 - Advanced Manufacturing;
 - Engineering; and
 - Computer Technologies & Digital Arts.
- Coordinating employer engagement around work-based learning experiences to support an exchange of information from employers to the schools to help enhance school curriculum offerings.

- Supporting our youth partners by identifying businesses open to providing internships for Workforce Innovation and Opportunity Act (WIOA) eligible youth.
- Working with Cal State East Bay’s Institute for STEM Education, to co-sponsor STEM events in fall, 2018 and spring, 2019. STEM Career Awareness Day highlighted the range of STEM careers and encouraged students to pursue one-on-one conversations with industry leaders, site visits, and networking with local employers.

Sustainability:

East Bay Earn & Learn collaborated with the Salesforce company to develop a client relationship management database, “Earn & Learn Employer Network Activated”, (ELENA). It will be used to continue the work of promoting WBL opportunities between partner schools and business/industry. Individual businesses “pledge” on ELENA, to provide WBL activities which allow a school to identify a representative to facilitate work with businesses furthering the development of WBL activities.

ACWDB’s Youth service provider, Eden Area ROP will be utilizing ELENA to support WBL activities for their in-school youth participants, which will include some partners schools.

Program Year 2018/2019 Grant Deliverables:

- 1) *Expand WBL opportunities to partner schools by providing sequenced experiences for students and linked work-based learning*
 - a. Provided over 40 WBL activities to partner schools
- 2) *Engage and recruit employers to provide WBL experiences to students*
 - a. Outreached to 64 employers
 - b. Engaged 34 employers to provide WBL experiences to partner schools
- 3) *Facilitate direct connection between partner schools and community colleges*
 - a. Provided 12 community college tours which included student participation in special events.
 - b. Coordinated community college participation at five (5) career/college day events located at partner schools.
 - c. WBL Coordinator attended 10 Community College Counseling Collaborative Committee monthly meetings to support on-going inclusion of alternative schools.
- 4) *Increase WBL opportunities by 50%*
 - a. Minimum 75% increase at partner schools
 - i. Facilitated connections between school and businesses for on-going WBL engagement
 - ii. Provided school partners with business outreach contacts for continued WBL
 - iii. Supported East Bay Earn & Learn / ELENA:

For more information, please contact Nancy Soto, Work-Based Learning Coordinator at (510) 259-3839 or by e-mail at nancy.soto@acgov.org.

ITEM V.F. - INFORMATION

TWO-YEAR MODIFIED LOCAL PLAN STATUS UPDATE

BACKGROUND:

Two-Year Modified Regional and Local Plans (Modified Plans) are required by the California State Workforce Development Board (State Board) in alignment with the Workforce Innovation and Opportunity Act (WIOA). Modified Plans are subsequently submitted after initial Four-Year Regional and Local Plans. In late July 2018, the State Board released a directive with the required components, planning efforts, new target groups, and partnerships to include in Modified Plans.

At the core of the Modified Local Plan are partnership agreements aimed at targeting four broad groups for participation in workforce development and WIOA services and programs. These groups include: CalFresh and CalFresh Employment and Training participants, Department of Child Support clients, English Language Learners, and people with disabilities (developmental and/or intellectual).

ACWDB staff managed several processes related to modifying the Local Plan project and held planning sessions in late October and early November, collected feedback from stakeholders and members from the community, met with new partner agencies to take stock of program gaps that partners will address to meet the needs of new target groups through co-enrollment efforts, launched an employer survey, coordinated other planning processes, and wrote the plan in alignment with the State Board's Directive.

UPDATE:

The Modified Local Plan was approved by the ACWDB at their regular meeting on March 14, 2019, which staff then submitted to the State Board for review. The State Board informed staff that the Modified Local Plan exceeded several areas of the directive but received conditional approval on June 13, 2019, pending the revision of one section related to CalFresh Employment and Training program data. Staff revised the section to meet the State's requirement and re-submitted the Modified Local Plan.

The Modified Local Plan was approved by the State Board on June 19, 2019 and forwarded to the County of Alameda Board of Supervisors (BOS) for their approval on July 23, 2019. Both Modified Plans received BOS approval from the BOS on July 23, 2019. Staff forwarded evidence of BOS approval to the State Board to meet their final August 1, 2019 deadline. All processes related to modifying the Local Plan are now complete, and staff is now working with the new partners and other workforce system stakeholders to implement new partnership agreements articulated in the Modified Local Plan.

For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org.

ITEM VI.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2018/2019; 4th Quarter; 7/1/2018 through 6/30/2019**

BACKGROUND:

Local Area Performance is negotiated with the California Workforce Development Board biennially. New Local Area Performance measures and goals were approved by the Alameda County Workforce Development Board through an Action Item at their December 13, 2018 meeting.

Local Area Performance reports were recently updated through the State of California's CalJOBS system and now reflect Workforce Innovation and Opportunity Act (WIOA) performance measures.

The Local Area Performance Measures, goals, and actual performance attainments are not evaluated in "real time". There is a minimum nine-month look back at participants who completed Workforce Innovation and Opportunity Act (WIOA) funded services.

ANALYSIS OF REPORTS:

The new format for the Local Area Performance Reports provides a glimpse into the demographics of the populations that receive services under the WIOA programs in Alameda County.

Median Quarterly Earnings for formerly enrolled WIOA participants in Alameda County continues to exceed our Local Area goals.

Alameda County Workforce Development Board service providers have exceeded goals in the following areas:

- 2nd Quarter Placement Rate for WIOA Adults = 107%
- 4th Quarter Placement Rate for Youth and WIOA Adults = 100.3% and 113.8%, respectively
- Credential Attainment Rate for WIOA Adults = 106.4%

Please contact Michele G. Garcia, MIS Administrator if you have any questions regarding Local Area Performance Reports. You can reach Michele at (510) 259-3802 or by email at mggarcia@acgov.org.

ATTACHMENT:

VI.A.1. – Local Area Performance Report PY2018-2019 Q4

LOCAL AREA PERFORMANCE REPORTS
ADULTS, DISLOCATED WORKERS AND YOUTH
 PY 2018/2019; Quarter 4 (7/1/2018 through 6/30/2019)

Performance Items	IS & OS Youth			WIOA Adults			Dislocated Workers		
	Current Total	% of Served		Current Total	% of Served		Current Total	% of Served	
SUMMARY INFORMATION									
Total Exitters (Cohort Period: 4/1/2018 - 3/31/2019)	412			356			396		
Total Participants Served (Cohort Period: 7/1/2018 - 6/30/2019)	370	100%		409	100%		566	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)									
	Current Total	% of Served		Current Total	% of Served		Current Total	% of Served	
Eligible Veterans	0	0%		18	4%		10	2%	
Individuals with a Disability	54	15%		71	17%		6	1%	
Low-income individuals	358	97%		260	64%		219	39%	
Ex-offenders	30	8%		21	5%		7	1%	
Homeless individuals or runaway youth	91	25%		22	5%		3	1%	
Current or former foster care youth	24	6%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	90	24%		32	8%		8	1%	
Single parents (Including single pregnant women)	29	8%		57	14%		42	7%	
CORE INDICATORS OF PERFORMANCE									
	Total Current Period	PY 18/19 Goals	% of Goal	Total Current Period	PY 18/19 Goals	% of Goal	Total Current Period	PY 18/19 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① (Cohort Period: 7/1/2017 - 6/30/2018)	57.0%	61.5%	92.7%	70.6%	66.0%	107.0%	70.5%	72.0%	97.9%
Placement Rate @ 4th Quarter Post Exit ① (Cohort Period: 1/1/2017 - 12/31/2017)	62.2%	62.0%	100.3%	74.0%	65.0%	113.8%	69.5%	70.0%	99.3%
Median Earnings/Quarter (Cohort Period: 7/1/2017 - 6/30/2018)	\$ 3,566.74	Baseline	N/A	\$ 7,117.90	\$5,500.00	129.4%	\$ 11,272.93	\$7,700.00	146.4%
Credential Rate (Cohort Period: 1/1/2017 - 12/31/2017)	32.3%	53.0%	60.9%	64.9%	61.0%	106.4%	41.7%	57.0%	73.2%
Measurable Skill Gains ② (Cohort Period: 7/1/2018 - 6/30/2019)	20.8%	30.70%	67.8%	13.9%	26.39%	52.7%	18.9%	18.59%	101.7%

Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth. Measurable Skill Gains is a Performance Measure that applies only to the Regional Planning Unit (RPU) (The four local areas that exist within Alameda and Contra Costa Counties).

