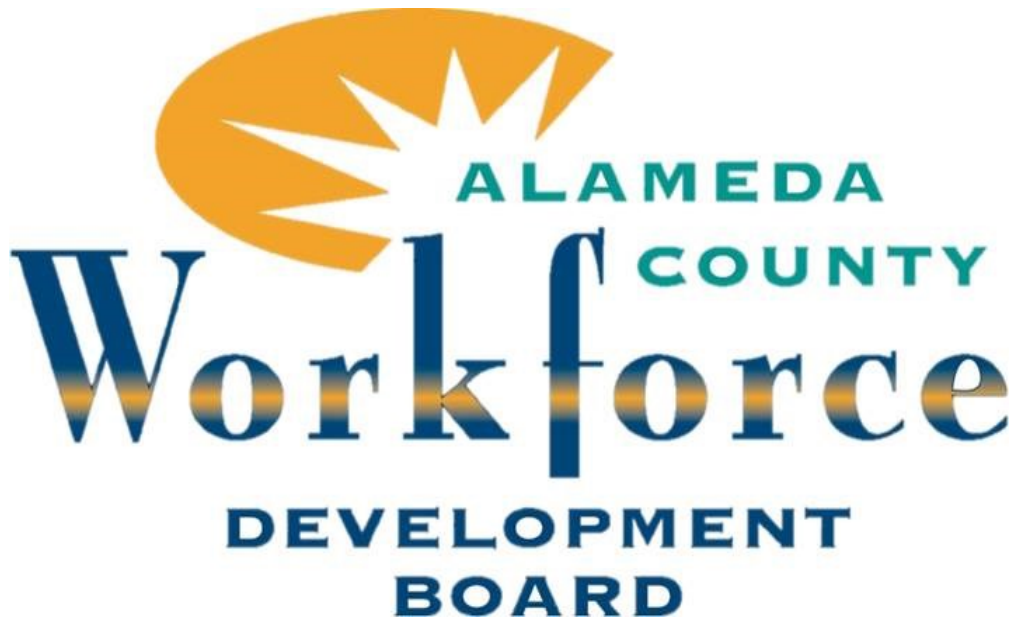


# **Organizational Effectiveness Committee**



(<http://www.acwdb.org>)

In partnership with the  
**BOARD OF SUPERVISORS**

**Serving the County of Alameda and the cities of  
Alameda Albany Berkeley Dublin Emeryville Fremont  
Hayward Newark Livermore Piedmont Pleasanton  
San Leandro Union City**

**November 2, 2022  
9:30 A.M.**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)  
ORGANIZATIONAL EFFECTIVENESS COMMITTEE**

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**MEETING NOTICE**

**Wednesday, November 2, 2022**

**9:30 – 11:30 A.M.**

**Eden Area Multi-Service Center**

**The lobby of this building is closed due to the COVID-19.**

<https://us06web.zoom.us/j/84690891680?pwd=cXFZUkpzN0ZkWGc4QXdTY0lnYWgzQT09>

**Passcode: 775627 | Meeting ID: 846 9089 1680 | +1 669 900 6833 US (San Jose)**

**If you would like to make a public comment, please contact Board Secretary, Sheroza Haniff at [Sheroza.Haniff@acgov.org](mailto:Sheroza.Haniff@acgov.org) to request a speaker card prior to the meeting.**

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**AGENDA**

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|---|-------------|
| <b>I. CALL TO ORDER AND ROLL CALL</b>   |             |
| <b>II. ACWDB SPECIAL MEETING – Findings to Continue Virtual Meetings</b>  |             |
| <b>III. PUBLIC FORUM</b>  |             |
| Members of the public may address the Committee regarding any of the Action Items, or public input at this time of the agenda. Speakers have a maximum of three minutes per person which must include the speaker’s name, organization, and item to which they are speaking on. |             |
| <b>IV. ACTION ITEMS / PUBLIC HEARING</b>  |             |
| A. Organizational Effectiveness Committee Meeting Schedule for Calendar Year 2023   | 1           |
| <b>V. DISCUSSION ITEMS</b>  |             |
| A. Local Area Performance Report  | 2           |
| <b>VI. INFORMATION ITEMS</b>  |             |
| A. Approved Local Area Performance Goals for PY 2022/2023 and PY 2023/2024  | 3           |
| B. America’s Job Center of California Certification Continuous Improvement Plan   | 5           |
| <b>VII. REPORTS</b>   |             |
| A. Local Area Performance Reports   | 7           |
| B. Adult & Dislocated Worker Reports PY 2022/2023 Quarter 1   |             |
| B.1. Labor Force Participation Rate Within the Local Workforce Area   | 10          |
| B.2. Contract Performance Indicators Reports – Adults and Dislocated Workers  | 12          |
| C. Youth Contract Performance Indicators Reports – PY 2022/2023; Quarter 1  | 16          |
| D. Financial Indicators Report  | 20          |
| E. Business Services Report   | 23          |
| F. Rapid Response Report  | 25          |

**VIII. MATTERS INITIATED BY COMMITTEE MEMBERS**

**IX. ANNOUNCEMENTS**

**COMMITTEE MEMBERS:** Jeff Bowser (Committee Chair); Sara Walke (Committee Vice-Chair); Tyler Abbott; Jennifer Cogley; Matt Pawluk; Iris Wiangchanok.

**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.

**NEXT OE COMMITTEE MEETING: FEBRUARY 1, 2023**

**ITEM IV.A. – ACTION / PUBLIC HEARING**

**ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE**  
**MEETING SCHEDULE FOR CALENDAR YEAR 2023**

**RECOMMENDATION:**

That the Alameda County Workforce Development Board’s (ACWDB) Organizational Effectiveness (OE) Committee consider and approve the meeting dates, times, and places listed below for the 2023 calendar year.

**BACKGROUND:**

The Bylaws state under Section 4.4.2 Regular Meetings of Standing Committees that:

*“Each committee shall set the date, time, and place of regular meetings by resolution and shall state the date, time, and place of each meeting in the agenda to be posted for that meeting”.*

In order to secure adequate meeting space, notice the public, and to allow ACWDB staff an opportunity to plan in advance with the Chair, staff recommends that the OE Committee consider the following meeting dates and times as listed below. As the meeting dates approach, if there are no items for the Committee, staff will confer with the Chair, then provide adequate notification of cancellation.

| <b><u>DAY</u></b> | <b><u>DATES</u></b> | <b><u>TIME</u></b> |
|-------------------|---------------------|--------------------|
| Wednesday         | February 1, 2023    | 9:30 – 11:30 AM    |
| Wednesday         | April 12, 2023      | 9:30 – 11:30 AM    |
| Wednesday         | August 2, 2023      | 9:30 – 11:30 AM    |
| Wednesday         | November 1, 2023    | 9:30 – 11:30 AM    |

**NOTE:**

All meetings are scheduled to take place at the Eden Area Multi Service Center, (24100 Amador Street, 2<sup>nd</sup> Floor, California Poppy Conference Room, A&B, Hayward, CA). Notification will be forwarded in advance of each meeting to ensure ample notification prior to the scheduled meeting time.

For further information, contact Michele G. Garcia, MIS Administrator at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

## **ITEM V.A. – DISCUSSION**

### **LOCAL AREA PERFORMANCE REPORTS**

#### **BACKGROUND:**

At prior meetings of the Organizational Effectiveness (OE) Committee, committee members expressed an interest in being more familiar with the content, purpose, and meaning of the reports that are published quarterly by the Alameda County Workforce Development Board (ACWDB) Department.

The committee and staff have had several agenda items that were focused on reformatting of the data and appearance of the quarterly report items.

Staff had offered to do a deeper dive into the reports by highlighting a single report per meeting – and offering committee members an opportunity to pose questions and offer further input about the appearance and content of the reports.

This quarter staff will highlight the Local Area Performance Report (Item VII.A. in this packet) – and will reference Information Item IV.A. – Approved Local Area Performance Goals for PY 2022/2023 and 2023/2024.

Staff plans to offer a high-level overview of the report which may include:

- The outcomes of ACWDB’s recent performance negotiations with the state
- The meaning of each measure/core indicator of performance
- How Local Area Performance is calculated
- How Local Area Performance goals inform the establishment of contract performance goals for contracted WIOA service providers

For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

**ITEM VI.A. – INFORMATION**  
**APPROVED LOCAL AREA PERFORMANCE GOALS**  
**FOR PY 2022/2023 and PY 2023/2024**

**BACKGROUND:**

Under the Workforce Innovation and Opportunity Act (WIOA), Local Area Performance Measures now include:

For all WIOA Formula participants (Adults and Dislocated Workers and Youth):

1. Employment Rate at 2<sup>nd</sup> Quarter After Exit (Employment or Placement for Youth)
2. Employment Rate at 4<sup>th</sup> Quarter After Exit (Employment or Placement for Youth)
3. Median Earnings at 2<sup>nd</sup> Quarter After Exit
4. Credential Attainment within 4 Quarters After Exit
5. Measurable Skill Gains (MSG)

NOTE: For WIOA Youth participants, items 1 and 2 above include “Placement” in Employment, Advanced Training, Post-Secondary Education; or the Military.

**LOCAL AREA PERFORMANCE NEGOTIATIONS:**

On September 19, 2022, the Alameda County Workforce Development Board (ACWDB) was required to enter into negotiations with the State of California to establish local area performance goals for program years 2022/2023 and 2023/2024.

Prior to the actual negotiations, ACWDB staff was required to submit proposed goals for the five measures in each of the three WIOA funding streams, (Adult, Dislocated Worker, and Youth). The proposed goals were due to the state by close of business on August 26, 2022. Staff had received prior approval from the Organizational Effectiveness (OE) committee at their joint meeting (with the Systems and Strategies Committee) on August 17, 2022 to proceed with negotiations. Staff subsequently received approval from the full board at their September 15, 2022 meeting.

The state had elected to accept 5 of the 15 goals as proposed by ACWDB – and entered into negotiations for the remaining 10 goals. The results of the negotiation are reflected in the chart below.

**APPROVED/NEGOTIATED**

**WIOA Local Area Performance Goals  
PY 2022/2023 and 2023/2024**

| <b>PY 2022/2023 &amp; 2023/2024 Approved Performance Goals</b> |               |                           |              |  |
|--|---------------|---------------------------|--------------|--|
| <b>Adult/Dislocated Worker Measures</b>                        | <b>Adults</b> | <b>Dislocated Workers</b> | <b>Youth</b> | <b>Youth Measures</b>                                      |
| Employment Rate @ 2 <sup>nd</sup> Quarter Post Exit            | 65.0%         | 70.0%                     | 67.7%        | Youth Placement Rate @ 2 <sup>nd</sup> Quarter Post Exit   |
| Employment Rate @ 4 <sup>th</sup> Quarter Post Exit            | 64.0%         | 69.0%                     | 63.0%        | Youth Placement Rate @ 4 <sup>th</sup> Quarter Post Exit   |
| Median Earnings @ 2 <sup>nd</sup> Quarter Post Exit            | \$8,400       | \$12,000                  | \$4,200      | Median Earnings  |
| Credential Attainment by 4 <sup>th</sup> Quarter Post Exit     | 65.5%         | 65.0%                     | 60.4%        | Credential Attainment by 4 <sup>th</sup> Quarter Post Exit |
| Measurable Skill Gains   | 45.0%         | 45.0%                     | 57.8%        | Measurable Skill Gains                                     |

Performance goals will remain the same for the two program years identified in the chart above.

Local Area Performance Reports will be updated to reflect the new goals effective in the first quarter reports for PY 2022/2023.

**Impacts on Contract Performance Goals for WIOA Service Providers:**

Since Local Area Performance Goal negotiations were not completed until well into the 2022/2023 program year and staff did not anticipate such a dramatic increase in some of the goals, service provider contract goals may fall below Local Area goals in some instances. Specifically for Youth Credential Attainment and for MSG attainments for all three funding streams.

If you would like additional information. Please contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

**ITEM VI.B. – INFORMATION**

**AMERICA’S JOB CENTER OF CALIFORNIA (AJCC) CERTIFICATION  
CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATE**

**BACKGROUND:**

At the November 3, 2021 meeting of the Organizational Effectiveness (OE) Committee, staff highlighted the Workforce Innovation and Opportunity Act (WIOA) requirement of Local Boards to certify their Comprehensive America’s Job Center of California’s (AJCC) every three years, by conducting an independent and objective evaluation in accordance with the State Board’s criteria and procedures. The AJCC certification accomplishes the following goals:

1. Seeking alignment of the AJCC operations with California’s WIOA State Plan and the Department of Labor’s vision for an effective AJCC;
2. Setting standards for consistently high-quality services for customers; and
3. Committing to a process of continuous improvement.

**UPDATE:**

The AJCC certification process includes a Continuous Improvement Plan (CIP) containing 16 goals with the due dates spanning program years 2021-2024. The ACWDB staff meets virtually with Eden Area Comprehensive AJCC/Rubicon Programs on a quarterly basis to review goals and discuss progress. On October 11, 2022, ACWDB was provided an update by Rubicon Programs on the progress being made toward CIP goals. The progress is highlighted in the chart below:

| Action/Improvement Opportunity  | Agency | Due Date       | Status   |
|---|--------|----------------|----------|
| The AJCC will offer extended virtual office hours during remote operations.   | AJCC   | March 31, 2022 | Ongoing  |
| The AJCC will develop a plan to meet with MOU partners on a bi-monthly basis.   | AJCC   | March 31, 2022 | Complete |
| The AJCC will continue to use CalJOBS and/or a data collection spreadsheet to improve access and tracking of employer services. | AJCC   | March 31, 2022 | Ongoing  |
| The AJCC will provide (in-person and virtual) customer input to inform ACWDB on improvement plans.                              | AJCC   | June 30, 2022  | Complete |
| The AJCC staff will achieve a greater understanding related to job quality and high road training partnerships.                 | AJCC   | June 30, 2022  | Complete |
| The AJCC will continue to offer cross-training in partner program services (DOR, SSA, etc.)                                     | AJCC   | June 30, 2022  | Ongoing  |

|   |            |                    |             |
|---|------------|--------------------|-------------|
| Continued work with ACWDB Business Services Unit to consistently meet OJT goals.  | AJCC/ACWDB | June 30, 2022      | Ongoing     |
| The AJCC will draft a survey to gauge the immediate response of employers following employer engagement events.                 | AJCC       | June 30, 2022      | Complete    |
| The AJCC will develop a plan and schedule dates for partners to provide trainings of each other's programs to staff.            | AJCC       | June 30, 2022      | Complete    |
| The AJCC will implement the use of CalJOBS to improve access and tracking of employer services.                                 | AJCC/ACWDB | June 30, 2022      | In progress |
| The AJCC staff will share with ACWDB the results of the customer feedback.  | AJCC       | June 30, 2022      | Complete    |
| The AJCC will host on-site job fairs and employer panel events once in-person services resume.                                  | AJCC       | September 30, 2022 | Complete    |
| The AJCC will develop a plan to document how MOU partners will be re-engaged post-pandemic once the building re-opens.          | AJCC       | September 30, 2022 | Complete    |
| The AJCC will define how priority population customers, specifically Veterans, are recruited and given precedence for services. | AJCC       | September 30, 2022 | Complete    |
| The AJCC staff and their partners will leverage professional development trainings.   | AJCC/ACWDB | September 30, 2022 | Ongoing     |
| The AJCC will continue to document follow-ups and referrals.  | AJCC       | March 31, 2023     | Ongoing     |

Rubicon Programs has successfully implemented various components of the CIP, including regular partner meetings that are held to enhance cross-program knowledge through scheduled trainings from each of the partners. The trainings allow each partner to share information about their individual programs, as well as upcoming events, and contact information for co-enrollment opportunities. Rubicon Programs has also resumed in-person job, and resource events. They have hosted two events thus far with their second job fair hosting 15 local employers looking to hire participants. As part of their efforts to improve service delivery, Rubicon Programs has also begun to collect feedback surveys from employers and participants who attend their events, while also offering an anonymous survey for any career center visitor to share their experience and feedback. This information is utilized to further address and respond to community needs.

For additional information please contact Jennifer Victorica, Career Services Coordinator, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or by phone at (510) 259-3841.

## **ITEM VII.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2022/2023; 1<sup>st</sup> Quarter; 7/1/2022 through 9/30/2022**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) negotiates Local Area Performance (LAP) biennially with the State of California. LAP goals for Program Years (PY) 2022/2023 and 2023/2024 were negotiated on September 19, 2022.

The LAP measures, goals, and actual performance attainments are not evaluated in “real time”. There is a minimum six-month look back at participants who completed Workforce Innovation and Opportunity Act (WIOA) funded services during previous quarters.

#### **ANALYSIS OF REPORTS:**

WIOA performance outcomes reflect that ACWDB service providers achieved over 100% of their goals in the following categories:

- Placement Rate @ 2<sup>nd</sup> Quarter Post Exit (Youth and WIOA Adults)
- Median Earnings @ 2<sup>nd</sup> Quarter Post Exit (Youth and Dislocated Workers)
- Credential Rate (WIOA Adults and Dislocated Workers)

Please review the performance attainments on the attached report (Attachment VI.A.1.) for a full representation of ACWDB’s Local Area Performance outcomes for PY 22/23 first quarter.

Please contact Michele G. Garcia, MIS Administrator if you have any questions regarding this report. You can reach Michele at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

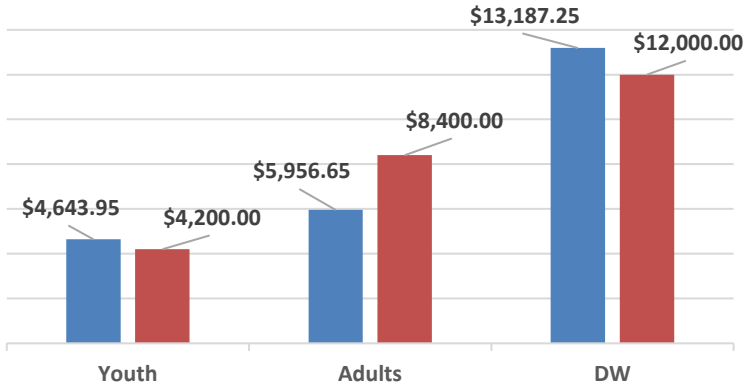
VII.A.1. – REPORT Local Area Performance PY22-23 Q1

**LOCAL AREA PERFORMANCE REPORT**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS**  
**YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS**  
 PY 2022/2023; Quarter 1 (7/1/2022 through 9/30/2022)

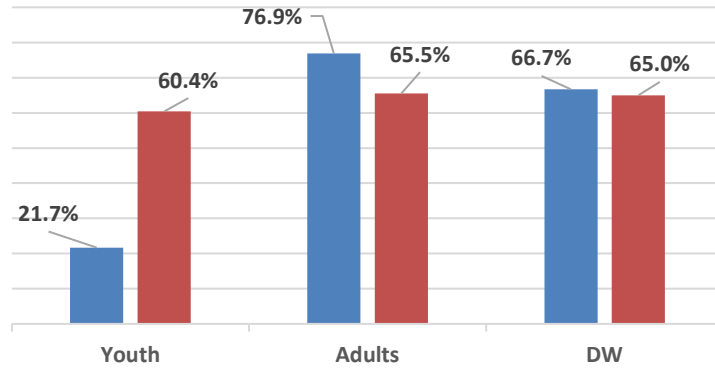
| CORE INDICATORS OF PERFORMANCE           | In-School & Out-of-School Youth |                |               | WIOA Adults          |                |               | Dislocated Workers   |                |               |
|--|---------------------------------|----------------|---------------|----------------------|----------------|---------------|----------------------|----------------|---------------|
|  | Total Current Period            | PY 22/23 Goals | % of Goal     | Total Current Period | PY 22/23 Goals | % of Goal     | Total Current Period | PY 22/23 Goals | % of Goal     |
| Placement Rate 2nd Quarter Post Exit ①   | 77.8%                           | 67.7%          | <b>114.9%</b> | 78.1%                | 65.0%          | <b>120.2%</b> | 64.1%                | 70.0%          | <b>91.6%</b>  |
| Placement Rate @ 4th Quarter Post Exit ① | 57.1%                           | 63.0%          | <b>90.6%</b>  | 54.9%                | 64.0%          | <b>85.8%</b>  | 67.2%                | 69.0%          | <b>97.4%</b>  |
| Median Earnings @ 2nd Quarter Post Exit  | \$4,643.95                      | \$4,200.00     | <b>110.6%</b> | \$5,956.65           | \$8,400.00     | <b>70.9%</b>  | \$13,187.25          | \$12,000.00    | <b>109.9%</b> |
| Credential Rate                          | 21.7%                           | 60.4%          | <b>35.9%</b>  | 76.9%                | 65.5%          | <b>117.4%</b> | 66.7%                | 65.0%          | <b>102.6%</b> |
| Measurable Skill Gains                   | 2.7%                            | 57.8%          | <b>4.7%</b>   | 7.1%                 | 45.0%          | <b>15.8%</b>  | 8.1%                 | 45.0%          | <b>18.0%</b>  |

① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

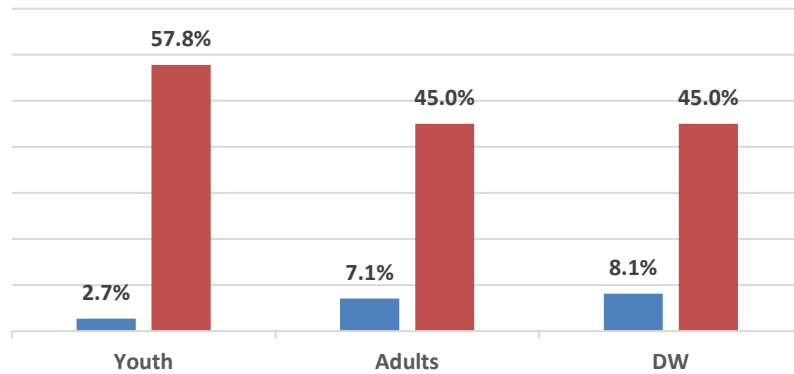
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



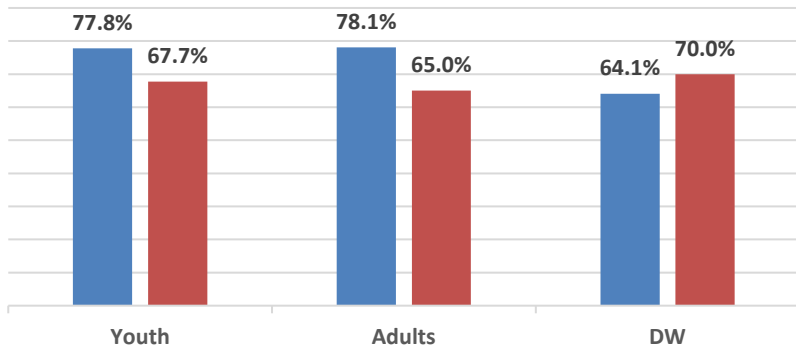
Measurable Skill Gains



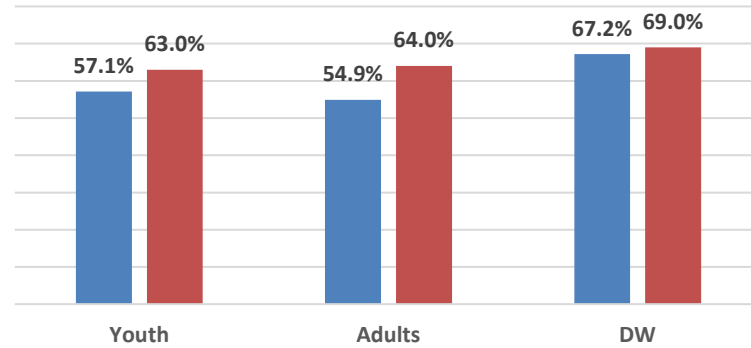
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



## **ITEM VII.B.1. – REPORTS**

### **LABOR FORCE PARTICIPATION RATE WITHIN THE LOCAL WORKFORCE AREA**

**PY 2022/2023; Quarter 1 (July 1, 2022 through September 30, 2022)**

#### **BACKGROUND:**

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Career Services Collaborative (CSC) serve a significant number of job seekers through self-directed activities. These job seekers, who are not yet enrolled in any Workforce Innovation and Opportunity Act (WIOA) programs, are commonly referred to as “Universal Customers”.

Job seekers register themselves into the State’s career networking system (CalJOBS) and then may take advantage of services including workshops, computer labs, and other universal services offered through ACWDB’s system. Recently, the COVID-19 pandemic has created barriers to in-person services. Career Service Providers have had to adapt to virtual services to ensure safety for both staff and customers.

ACWDB recognizes that universal services take both staff time and resources and should be tracked as a statement to the level of services offered and traffic sustained through ACWDB’s workforce system. WIOA also encourages Local Areas to track the use of such services.

The State of California’s CalJOBS system offers local boards the ability to report on the number of job seekers who reside within their areas and who utilize the online CalJOBS system to meet their job search and vocational training needs.

Virtual and online services are especially critical for job seekers, laid-off, and furloughed workers during this COVID-19 pandemic and the declared state of emergency.

#### **ANALYSIS OF REPORT:**

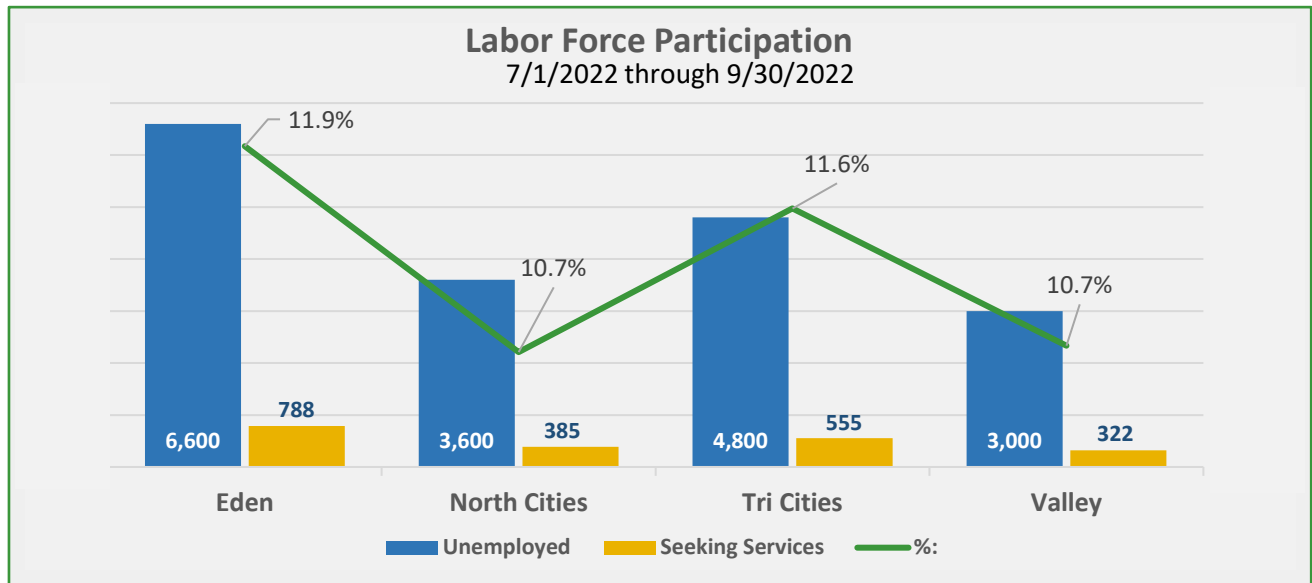
Based on the Monthly Labor Force Data published by California’s Employment Development Department (EDD) Labor Market Division, the participation rate in Alameda County is approximately 11.4%. This means that of the unemployed individuals in Alameda County, just over 11% are seeking career and vocational training services through publicly funded programs and/or California’s CalJOBS system. Please review the attached report for additional information on these statistics.

For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reach by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

#### **ATTACHMENT**

**VII.B.1.a. – REPORT Labor Force Participation PY 22-23 Q1**

**LABOR FORCE PARTICIPATION RATE**  
**WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA**  
**PY 2022/2023, Quarter 1; (07/01/2022 through 9/30/2022)**



| Labor Force Participation                             | Planning Areas within ACWDB's Local Area |              |            |         |         |
|---|--|--------------|------------|---------|---------|
|   | Eden                                     | North Cities | Tri Cities | Valley  | TOTAL   |
| TOTAL LABOR FORCE by Planning Area <sup>1</sup>       | 192,100                                  | 126,200      | 179,600    | 122,200 | 620,100 |
| Unemployment Number                                   | 6,600                                    | 3,600        | 4,800      | 3,000   | 18,000  |
| Unemployment Rate                                     | 3.44%                                    | 2.85%        | 2.67%      | 2.45%   | 2.85%   |
| TOTAL INDIVIDUALS SEEKING SERVICES <sup>2</sup>       | 788                                      | 385          | 555        | 322     | 2,050   |
| % of Total Unemployed Labor Force Served <sup>3</sup> | 11.9%                                    | 10.7%        | 11.6%      | 10.7%   | 11.4%   |

<sup>1</sup> Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2021 Benchmark; Published 9/16/2022 by the California Employment Development Department (EDD).  
 Total Labor Force by Planning Area = the number individuals eligible for employment within the designated area.  
 Unemployment Number = the number of employment eligible individuals that are unemployed  
 Unemployment Rate = the Unemployment Number divided by the Total Labor Force number.  
 Statistics for the City of Oakland are excluded from this data - but are included in comment <sup>2</sup>"NOTE".

<sup>2</sup> Customers who were registered in CalJOBS categorized by their City of residence.  
 Registration in the CalJOBS system is an indicator used to understanding job seeking efforts of individuals.  
 NOTE: There were an additional 991 job seekers who utilized services in ACWDB's Local Area during this period, but who reside outside ACWDB's service delivery area, and are NOT accounted for in this report. Of those 991, 983 were residents of the City of Oakland.

<sup>3</sup> % of Total Unemployed Labor Served = Total Individuals Seeking Services divided by Unemployment Number.  
 CalJOBS Report used: Detailed Reports/Individual Reports/Registered Individuals/by Local Area/PY to date  
 Labor Market Data Source: EDD Labor Force and Unemployment Rate for Cities and Census Designated Places  
<http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html>

## **ITEM VII.B.2. – REPORTS**

### **CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)**

#### **ADULTS AND DISLOCATED WORKERS**

#### **PY 2022/2023; Quarter 1; (7/1/2022 through 9/30/2022)**

#### **BACKGROUND:**

Alameda County Workforce Development Board's (ACWDB) Contract Performance Indicators Reports provide a method for staff, service providers, our community, and the board to stay informed about progress made toward attainment of contract performance goals. Contract performance goals are written into each of ACWDB's service provider contracts.

Beginning in PY 2019/2020 ACWDB included a requirement for contracted service providers to achieve 80% of their annual contract performance goals by the end of the second quarter of the program year (December 31) – and attain 100% of their annual goals by the end of the third quarter (March 31). Failure to achieve the prescribed performance goals could result in conditional funding and/or withholding of a percentage of annual contract funds.

#### **ANALYSIS OF REPORTS:**

##### New Enrollments

Both of the Career Service Providers (CSP) contracted to serve WIOA Adults and Dislocated Workers for PY 2022/2023 are making some progress toward their goal for newly enrolled participants.

Dislocated Worker recruitment continues to be a challenge for CSPs. California's Employment Development Department (EDD) will resume their Reemployment Services and Eligibility Assessment (RESEA) appointments with job seekers receiving Unemployment Insurance (UI) benefits. These appointments traditionally yielded a high number of referrals of Dislocated Worker job seekers to Workforce Innovation and Opportunity Act (WIOA) programs. The RESEA program had been discontinued during the pandemic but is on track to resume.

##### Training Fund Obligations

Rubicon Programs, Inc., the operator of the America's Job Center of California (AJCC) in the Eden area has encumbered more than 89% of their WIOA Adult training funds. The Career Services Collaborated (serving the North Cities, Tri-Cities, and Valley regions of Alameda County) have encumbered more than 42% of their WIOA Adult training funds. Encumbrances of Dislocated Worker training funds remain low for both CSPs.

##### On-the-Job Training (OJT) Enrollments

With one OJT enrollment per service provider, both CSPs are working toward their OJT enrollment goals. ACWDB's Business Services Unit (BSU) continues to offer a valuable resource for troubleshooting challenges experienced with the OJT program. Staff encourage service providers to engage with the BSU for regularly scheduled OJT meetings in hopes that this resource will aid CSPs to meet their goals for OJT enrollments this program year.

## Entered Employment

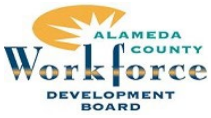
Entered Employment rates are traditionally low during the first quarter of the program year. ACWDB staff will continue to monitor attainments in this area – and offer technical support in the event these numbers remain low.

Please review the attachment to this item (Attachment VII.B.2.a.) for a full view of the new format for quarterly contract performance reports – and to review full WIOA Adult and Dislocated Worker contract performance attainments for PY 2022/2023, quarter 1.

For additional information, you may contact Michele G. Garcia, MIS Administrator at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

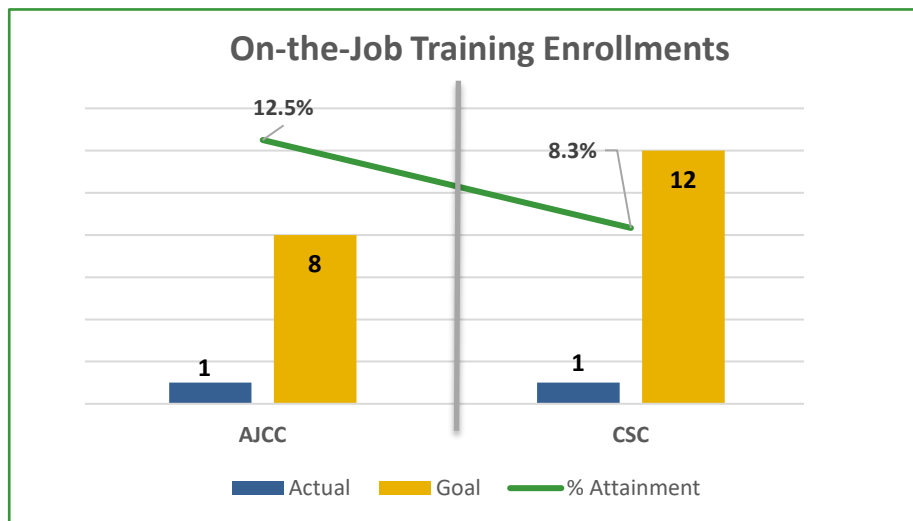
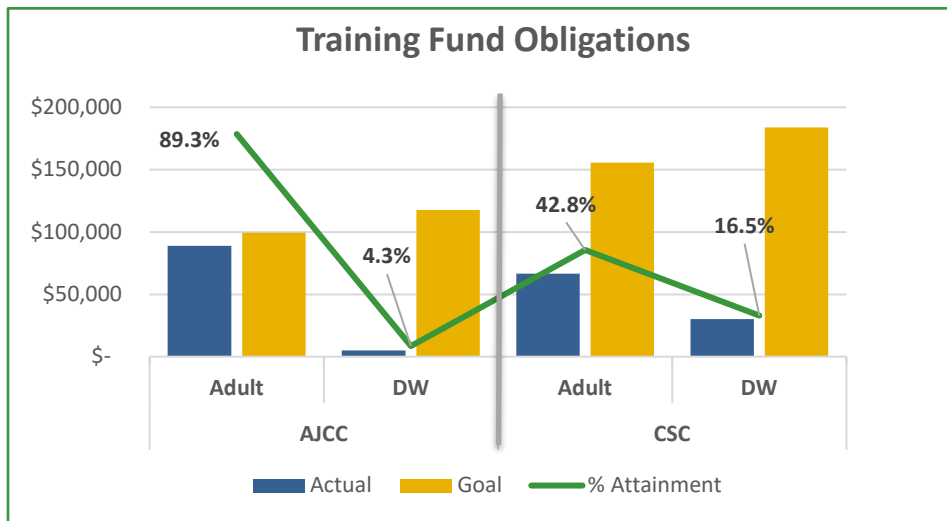
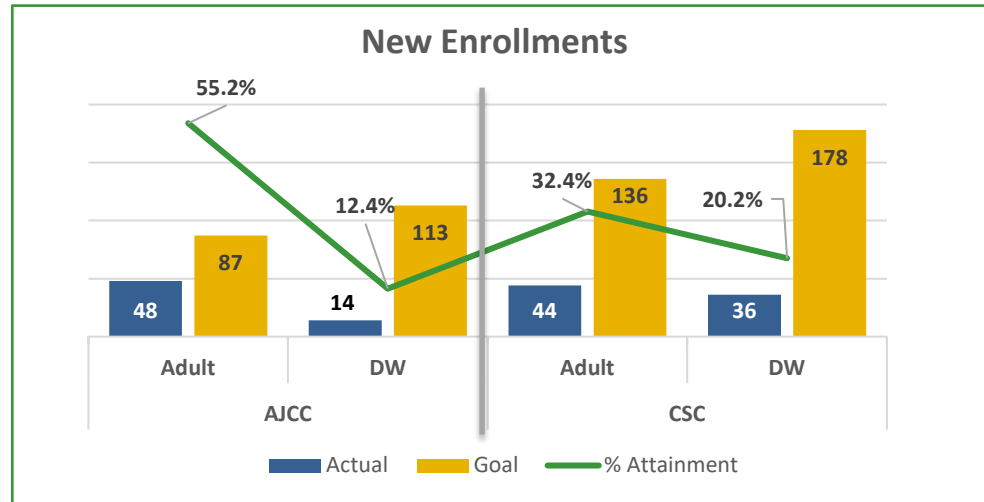
### **ATTACHMENT:**

VII.B.2.a. – REPORT Ad DW CPIR PY22-23 Q1



**CONTRACT PERFORMANCE INDICATORS REPORT**  
**WIOA Adult & Dislocated Worker Programs**  
**PY 2022/2023; 1st Quarter (7/1/2022 through 9/30/2022)**

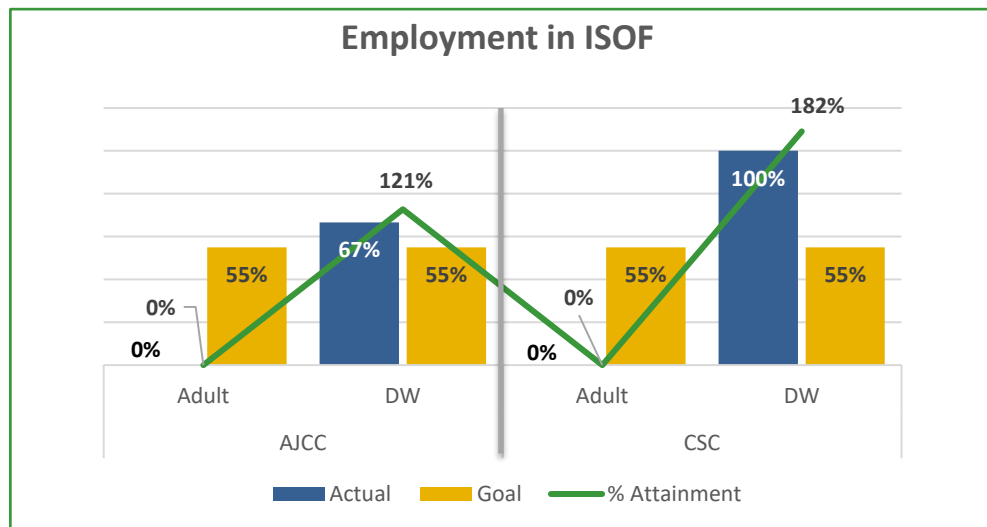
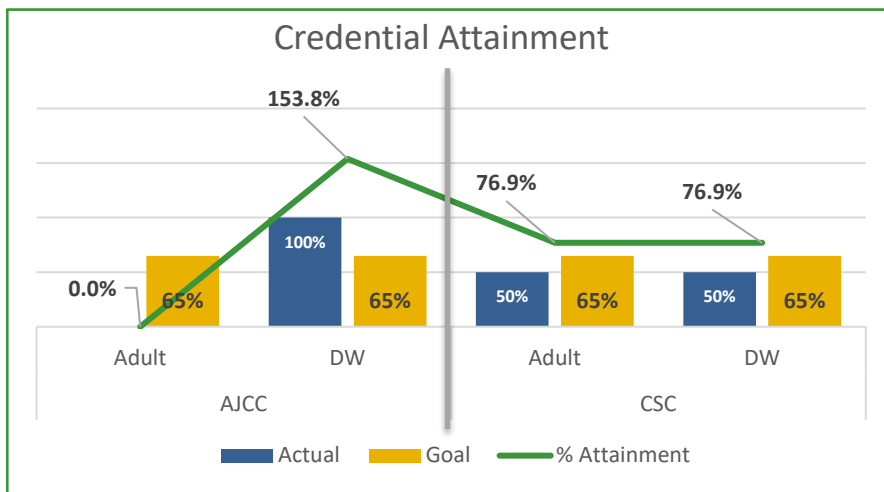
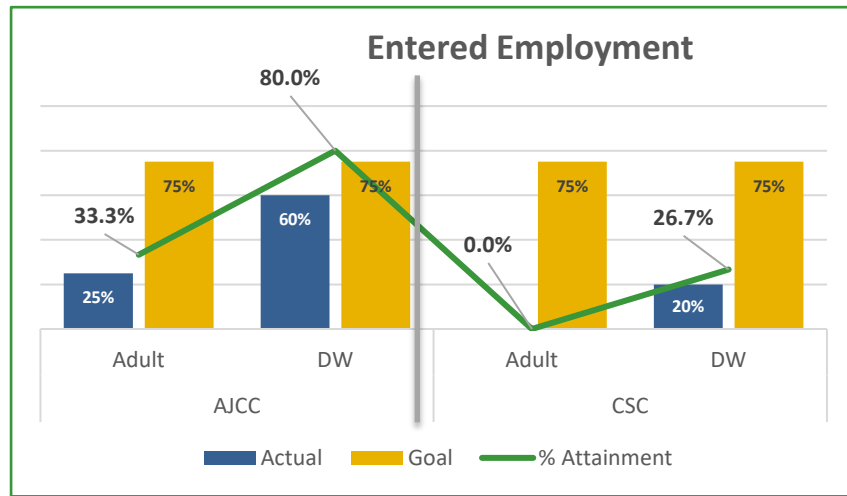
How Much  
 Did We Do?



AJCC - America's Job Center of California

CSC - Career Services Collaborative

# Is Anyone Better Off



\*ISOF = ACWDB's Industry Sector and Occupational Framework - Identifying industry sectors and occupations that are projected to grow, offer livable wages, or are considered quality jobs with high road employers.

## ITEM VII.C. – REPORTS

### YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PY 2022/2023; Quarter 1; 7/1/2022 through 9/30/2022

#### BACKGROUND:

Under the Workforce Innovation and Opportunity Act (WIOA) legislation, Local Area Performance Measures include, for all WIOA Formula populations (Adults and Dislocated Workers and Youth):

1. Employment Rate at 2<sup>nd</sup> Quarter After Exit (Employment or Placement for Youth)
2. Employment Rate at 4<sup>th</sup> Quarter After Exit (Employment or Placement for Youth)
3. Median Earnings at 2<sup>nd</sup> Quarter After Exit
4. Credential Attainment within four Quarters After Exit
5. Measurable Skill Gains

NOTE: “Placement” for Youth performance (specifically as referenced in items 1 and 2 above), is defined as placement in Employment, Advanced Training, Post-Secondary Education, or the Military.

Toward our Local Area Performance goals, Alameda County Workforce Development Board’s (ACWDB) contracted service providers for youth and young adults have contract performance measures and goals written into their contracts as follows:

1. Number of new enrollments
2. Number of participants enrolled into:
  - a. Work-Based Learning Activities
  - b. Soft Skills / Leadership Activities
  - c. Training Activities that lead to credential attainment
3. Credential Attainments
4. Youth Placements reported at case closure
5. Measurable Skill Gains

#### ANALYSIS OF REPORTS:

##### In-School Youth:

Both In-School Youth service providers (Eden Area Regional Occupational Program (ROP) and Tri-Valley ROP) have made some progress toward their enrollment goals for PY 2022/2023.

ACWDB’s In-School providers generally begin to make gains toward enrollment goals in the second and third quarters – as they operate primarily based on the academic school year calendar.

As enrollments increase, so too should the number of participants who receive Work-Based Learning, Core Skills/Leadership, and training services.

Outcomes for In-School Youth participants are usually recorded in the final quarter of the program year as that coincides with the end of the school year.

**Out-of-School Youth:**

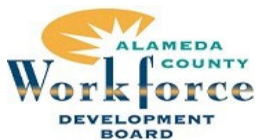
First quarter enrollments remain low for the Out-of-School Youth providers. With the current economy (favoring job seekers) young people can easily find entry level employment offering a living wage – as employers try to attract local talent to fill their vacancies.

For additional information about PY 2022/2023 1<sup>st</sup> quarter Youth Contract Performance attainments, please review Attachment VII.C.1.

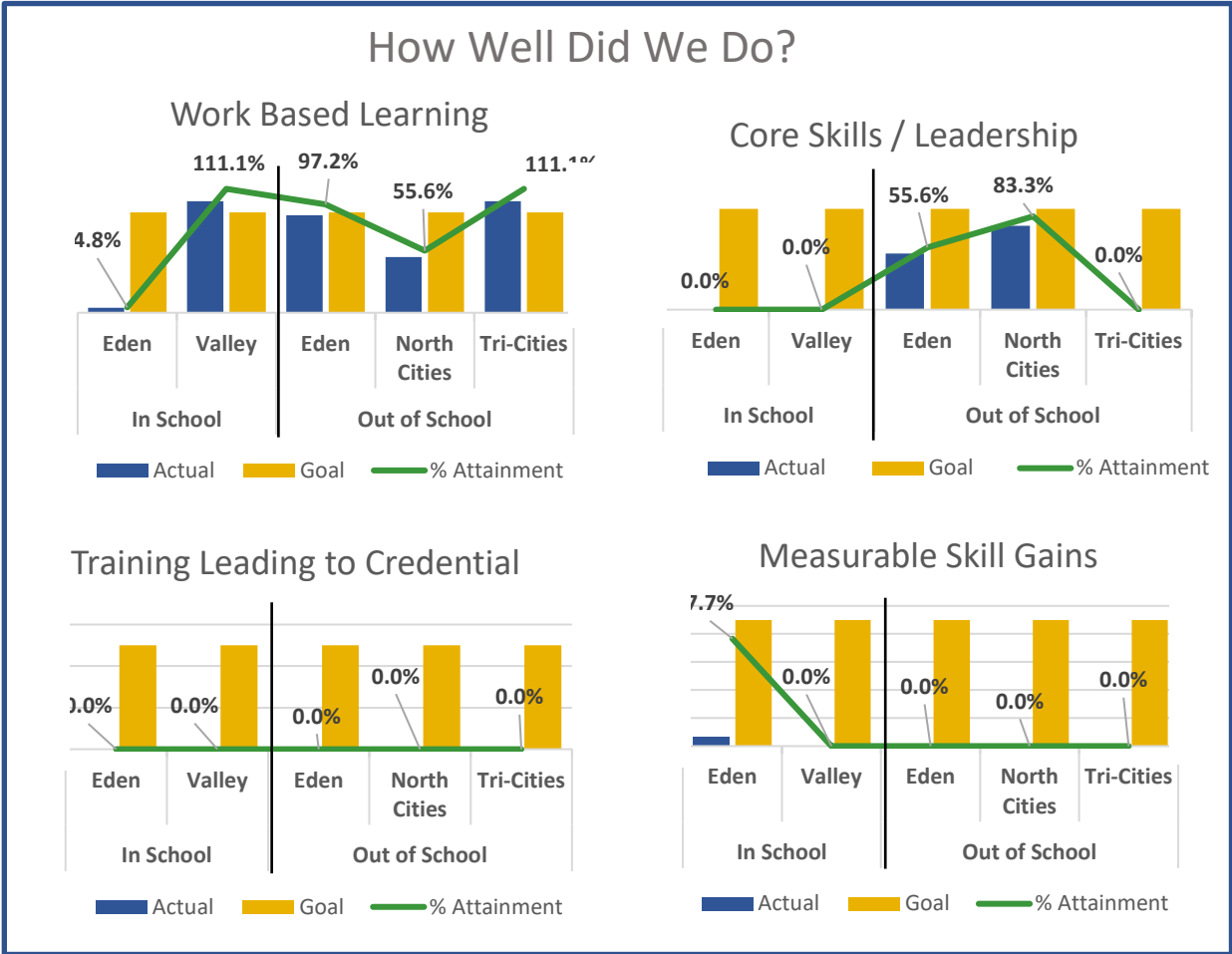
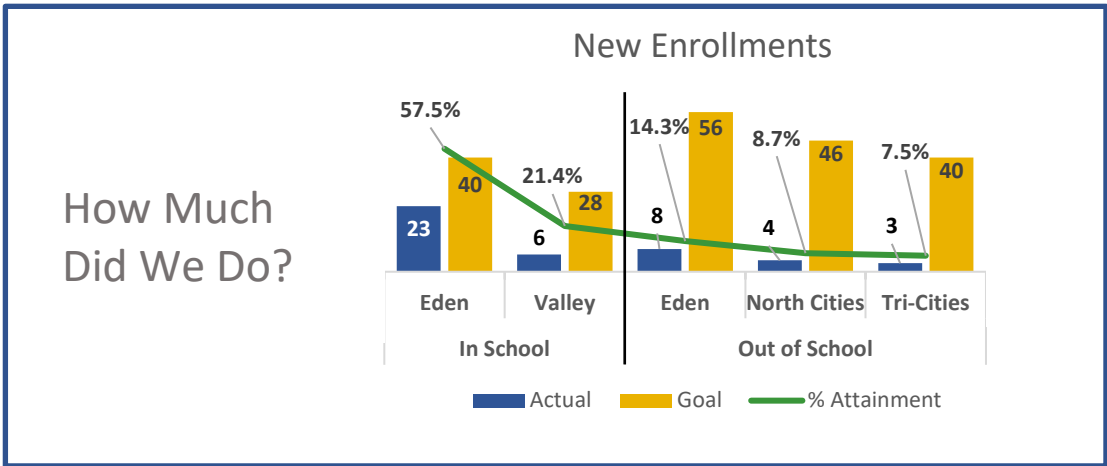
You may contact Michele G. Garcia, MIS Administrator if you have questions regarding these reports. You can reach Michele at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

**ATTACHMENT:**

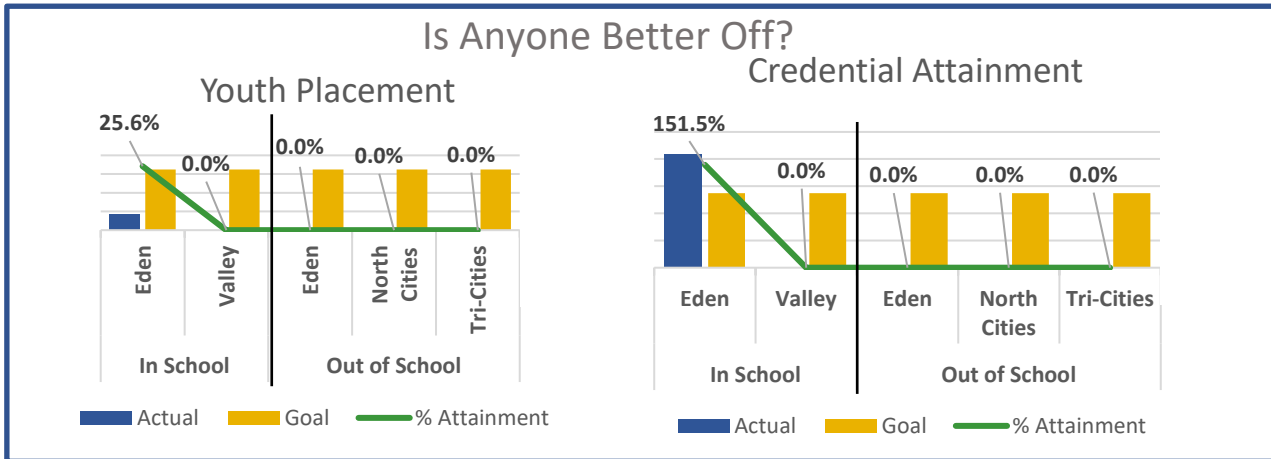
VII.C.1. – REPORT Yth CPIR PY22-23 Q1



**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2022/2023 1st Quarter (7/1/2022 through 9/30/2022)**



**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2021/2022 4th Quarter (7/1/2021 through 6/30/2022)**



**AGGREGATE OF ALL YOUTH PROVIDERS**

PY 2022/2023; 1ST QUARTER - JULY 01, 2022 THROUGH SEPTEMBER 30, 2022

| PERFORMANCE MEASURES  | IN-SCHOOL |       |           | OUT-OF-SCHOOL |       |           |
|---|-----------|-------|-----------|---------------|-------|-----------|
|   | ACTUAL    | GOAL  | % of GOAL | ACTUAL        | GOAL  | % of GOAL |
| <b>HOW MUCH DID WE DO?</b>                                    |           |       |           |               |       |           |
| # OF NEW ENROLLMENTS (Full Enrollment by 3/31)                | 29        | 68    | 42.6%     | 15            | 142   | 10.6%     |
| % IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT             | 0%        | 25.0% | 0.0%      | 0.0%          | 25.0% | 0.0%      |
| <b>HOW WELL DID WE DO?</b>                                    |           |       |           |               |       |           |
| % RECEIVED WORK-BASED LEARNING ACTIVITIES                     | 52%       | 90.0% | 58.0%     | 79.2%         | 90.0% | 88.0%     |
| % RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES                  | 0%        | 90.0% | 0.0%      | 41.7%         | 90.0% | 46.3%     |
| % RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng) | 1.7%      | 45.0% | 3.8%      | #DIV/0!       | 45.0% | #DIV/0!   |
| <b>IS ANYONE BETTER OFF?</b>                                  |           |       |           |               |       |           |
| % YOUTH PLACEMENT ① (of closed cases)                         | 8.3%      | 65.0% | 12.8%     | #DIV/0!       | 65.0% | #DIV/0!   |
| % OF CREDENTIALS ATTAINED (of those enrolled in training)     | #DIV/0!   | 55.0% | #DIV/0!   | #DIV/0!       | 55.0% | #DIV/0!   |

① Youth Placement = Placement in Employment, Education, Advanced Training, or the Military.

## **ITEM VII.D. – REPORTS**

### **FINANCIAL INDICATOR REPORTS – PY 2022/2023**

#### **BACKGROUND:**

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board’s (ACWDB) service providers for PY 2022/2023. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Collaborative Providers and Youth Providers for invoices approved and processed through the period ending September 30, 2022.

Objectives of the Financial Indicator Report are to:

- Ensure the timely expenditure of available funds
- Assist operators in making changes to service delivery approaches
- Identify potential program and/or financial problem areas
- Identify under-expenditures that may be directed to more effective activities
- Be an indicator of the potential for the recapture of funds

#### **AJCC/Career Services Collaborative Providers - Status of Invoices & Expenditures:**

Invoices submitted by Rubicon Programs and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2022/2023. Please refer to Attachment VI.D.1.

#### **Youth Providers - Status of Invoices & Expenditures:**

Invoices submitted by Berkeley Youth Alternatives and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2022/2023. Contracts with Eden Regional Occupational Program, La Familia and Tri-Valley Regional Occupational Program were recently executed and invoices are in process for submission. Please refer to Attachment VI.D.2.

Please contact Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 or by email at [jennifer.mitchell@acgov.org](mailto:jennifer.mitchell@acgov.org) if you have any questions.

#### **ATTACHMENTS:**

VII.D.1. - Financial Indicator Report – AJCC/Career Services Collaborative Providers PY 2022/23 Report

VII.D.2. - Financial Indicator Report – Youth Providers PY 2022/23 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
 FINANCIAL INDICATOR REPORT -  
 AJCC/CAREER SERVICES COLLABORATIVE PROVIDERS  
 REPORT DATES: 7-1-22 thru 9-30-22**

| <b>PROGRAM YEAR 2022-23<br/>Formula Funds</b> | <b>TOTAL<br/>CONTRACT</b> | <b>Latest<br/>Invoice date</b> | <b>Expends at<br/>Date of Invoice</b> | <b>Expends<br/>% of Annual</b> | <b>WIOA Balance</b> |
|---|---------------------------|--------------------------------|---------------------------------------|--------------------------------|---------------------|
| <b>Providers</b>                              | \$1,622,205               |                                | \$212,462                             | 13.1%                          | \$1,409,743         |
| Rubicon Programs                              | \$632,660                 | 8/31/22                        | \$102,727                             | 16.2%                          | \$529,933           |
| Ohlone CCD                                    | \$989,545                 | 8/31/22                        | \$109,735                             | 11.1%                          | \$879,810           |

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**YOUTH PROVIDERS**  
**REPORT DATES: 7-1-22 thru 9-30-22**

| <b>PROGRAM YEAR 2022-23<br/>Formula Funds</b> | <b>TOTAL<br/>CONTRACT</b> | <b>Latest<br/>Invoice date</b> | <b>Expends at<br/>Date of Invoice</b> | <b>Expends<br/>% of Annual</b> | <b>WIOA Balance</b> |
|---|---------------------------|--------------------------------|---------------------------------------|--------------------------------|---------------------|
| <b>Providers</b>                              | \$1,164,896               |                                | \$59,632                              | 5.1%                           | \$1,105,264         |
| Eden Area ROP                                 | \$161,943                 |                                |                                       | 0.0%                           | \$161,943           |
| La Familia                                    | \$413,500                 |                                |                                       | 0.0%                           | \$413,500           |
| Tri-Valley ROP                                | \$112,000                 |                                |                                       | 0.0%                           | \$112,000           |
| BYA / Berkeley Youth Alternatives             | \$284,797                 | 8/31/22                        | \$21,333                              | 7.5%                           | \$263,464           |
| Ohlone CCD                                    | \$192,656                 | 8/31/22                        | \$38,299                              | 19.9%                          | \$154,357           |

## **ITEM VII.E. – REPORTS**

### **BUSINESS SERVICES REPORT FOR JULY 1, 2022 – SEPTEMBER 30, 2022**

#### **BACKGROUND:**

This report includes services provided to employers during the time period covering July 1, 2022, through September 30, 2022. It is intended to provide a snapshot of business service activities during the first quarter of the 2022/2023 program year. Where possible year-over-year data is presented for purposes of comparison.

#### **BUSINESS SERVICES ACTIVITIES**

##### **Rapid Response:**

Rapid Response activities are similar to outplacement services in the private sector. Businesses, with more than 75 employees, that are closing, or experiencing a mass lay-off can avail themselves of Rapid Response services. The goal of the service is to inform impacted workers of the no-cost workforce development resources available to them via the network of the Alameda County Workforce Development Board's (ACWDB's) service providers. Rapid Response orientations can be delivered on-site, off-site, or virtually. The orientation is delivered in partnership with other service providers which may include, but are not limited to, the California Employment Development Department (EDD), Career Service Provider staff, and Covered California. A total of two Rapid Response orientations were delivered in the first quarter of program year 2022.

##### **Partnership Referrals:**

ACWDB's Business Services Unit (BSU) refers businesses to both internal and external service providers as necessary. Examples of referral agencies include Small Business Development Center, chambers of commerce, EDD's Employer Advisory Council, Employer Training Panel, Go Biz, Manex Consulting, and local public economic development departments. In the first quarter of program year 2022/23 the Business Services Unit (BSU) referred 10 businesses for additional assistance from these partner organizations.

##### **Businesses Served:**

Business engagement can take on several forms including, but not limited to, job fairs, hiring events, employer spotlights, sector symposium, industry events, and career panels. Services can be delivered by service providers and/or the BSU. A total of 218 businesses were served in the first quarter of program year 2022/2023. ACWDB's contracted provider, California Employers Association (CEA), facilitates ACWDB's webinars and manages its HR hotline. An update regarding the CEA's quarterly webinar attendance and HR hotline activity is included below.

| <b>Period<br/>(Program Year)</b>    | <b>Webinar<br/>Attendance</b> | <b>Calls to HR<br/>Hotline</b> | <b>Events</b> | <b>Businesses<br/>Served</b> | <b>Total Services<br/>Provided</b> |
|-------------------------------------|-------------------------------|--------------------------------|---------------|------------------------------|------------------------------------|
| <b>PY 21/22 Q3<br/>(Jan-Mar)</b>    | 1 Webinar<br>18 Attended      | 44                             | 3             | 85                           | 147                                |
| <b>PY 21/22 Q4<br/>(April-June)</b> | 3 Webinars<br>62              | 14                             | 3             | 42                           | 118                                |
| <b>PY 22/23 Q1<br/>(July-Sept)</b>  | 2 Webinars<br>76              | 10                             | 6             | 132                          | 218                                |

**Event Highlights:**

This quarter the Adult and Dislocated Worker Career Service Providers hosted several on-site career and job fairs providing job seekers an opportunity to meet with employers and community service providers in-person. The events included the following:

College of Alameda Job Fair: July 13, 2022  
 Rubicon Programs Hiring Week: August 29-September 2, 2022  
 College of Alameda Job Fair: September 7, 2022  
 Rubicon Programs Job Fair: September 21, 2022  
 Ohlone College Career Fair: September 28, 2022  
 Tri-Valley Career Center Job Fair: September 29, 2022

For further information, contact David Dias, Business Services Coordinator at (510) 780-8768 or through email at [david.dias@acgov.org](mailto:david.dias@acgov.org).

## **ITEM VII.F. – REPORTS**

### **RAPID RESPONSE REPORT FOR JULY 1, 2022 – SEPTEMBER 30, 2022**

#### **BACKGROUND:**

For PY 2022-2023 the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented nine layoff/closure events, affecting 390 workers. Layoff activities related to COVID-19 pandemic appear to have diminished.

The attached Rapid Response Report covers the period that spans from July 1, 2022, through September 30, 2022 – and includes company closures, mass layoffs, and furloughs. Please refer to Attachment VI.F.1. for specific employer data.

#### **Rapid Response Activities**

Arris Composites permanently terminated its workforce from their Berkeley location which resulted in a mass layoff. This layoff permanently displaced workers on September 23, 2022. A Rapid Response orientation was held September 29, 2022, with 17 workers in attendance.

ADP Inc. permanently terminated its workforce from their Pleasanton location which resulted in a mass layoff. This layoff permanently displaced workers on September 19, 2022. A Rapid Response orientation was held September 7, 2022, with 14 workers in attendance.

WeDriveU plans to permanently terminate its workforce which will result in a mass layoff at its Fremont and San Mateo locations. This layoff will permanently displace 51 workers on November 26, 2022. Rapid Response orientations are in the planning process.

Zymergen plans to permanently terminate its workforce which result in a mass layoff at its Newark location. This layoff will permanently displace 14 workers on December 2, 2022. Rapid Response orientations presently being planned.

#### **COVID -19 Impacts**

ACWDB staff's standard Rapid Response process involved assembling partners from multiple organizations (Employment Development Department, Covered California, and Career Services Providers) to facilitate Hybrid Rapid Response orientations for displaced workers usually at the employer's facility.

An employer must provide written notice 60 days prior to a planned mass layoff or plant closure. Due to COVID-19, the notification period for WARN notices has been waived by the State. In many cases the employer has already laid off their workers before the WARN Notice has been filed.

For further information, contact Javier Contreras, Rapid Response Coordinator at (510) 259-3831 or by email at [Javier.Contreras@acgov.org](mailto:Javier.Contreras@acgov.org).

#### **ATTACHMENT:**

VII.F.1. - ACWDB Layoff and Closure 7/1/2022 –9/30/2022.

## ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2022 – June 30, 2023

Month Ending: September 30, 2022

| WARN   |                             |   |                          |               |                          |                            |                  |                  |            |
|--|-----------------------------|---|--------------------------|---------------|--------------------------|----------------------------|------------------|------------------|------------|
| <p>The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time. Due to the impact of COVID-19 and the evolving status of companies and their layoffs or closures, the information provided on this report is dynamic and subject to change. Please contact ACWDB with any specific questions.</p> <p style="text-align: center;"><b>New entries received within the specified timeframe have been bolded for your convenience</b></p> <p style="text-align: center;"><b>(A complete listing of COVID-related WARN notices occurring prior to 7/1/2021 may be located at our website <a href="http://acwdb.org">acwdb.org</a>.)</b></p> |                             |   |                          |               |                          |                            |                  |                  |            |
| <b>COVID-19 layoff date : (July1, 2022- June, 30 2023)</b>   |                             |   | <b>Total Employers 0</b> |               |                          | <b>Total Workers: 0</b>    |                  |                  |            |
| All employers and workers impacted: July 1, 2021 - September 30, 2022  |                             |   |                          |               |                          |                            |                  |                  |            |
| <b>EDEN RAPID RESPONSE</b>   |                             | <b>COVID 0</b>                            | <b>Total Employers 1</b> |               | <b>Total Workers 5</b>   |                            |                  |                  |            |
| <b>NORTH CITIES RAPID RESPONSE</b>   |                             | <b>COVID 0</b>                            | <b>Total Employers 3</b> |               | <b>Total Workers 219</b> |                            |                  |                  |            |
| <b>TRI-CITIES RAPID RESPONSE</b>   |                             | <b>COVID 0</b>                            | <b>Total Employers 3</b> |               | <b>Total Workers 122</b> |                            |                  |                  |            |
| <b>TRI-VALLEY RAPID RESPONSE</b>   |                             | <b>COVID 0</b>                            | <b>Total Employers 2</b> |               | <b>Total Workers 44</b>  |                            |                  |                  |            |
|  |                             | <b>TOTAL: 0</b>                           | <b>TOTAL: 9</b>          |               | <b>TOTAL: 390</b>        |                            |                  |                  |            |
|  |                             | <b>TOTAL COVID-19 AFFECTED WORKERS: 0</b> |                          |               |                          |                            |                  |                  |            |
| Region   | COVID-19 Affected Employers | Employer                                  | Union                    | Location      | Industry                 | Closure/ Layoff/ Temporary | Layoff Date      | Affected Workers | TAA Status |
| Eden   |                             | Eko                                       |                          | Hayward       | Warehouse                | Closure                    | 12/31/22         | 5                |            |
| North Cities   |                             | Zymergen Inc                              |                          | Emeryville    | Science                  | Layoff                     | 11/22/2022       | 74               |            |
| North Cities   |                             | Zymergen Inc                              |                          | Emeryville    | Science                  | Layoff                     | 9/26/2022        | 80               |            |
| North Cities   |                             | Arris Composites                          |                          | Berkeley      | <b>Manufacturing</b>     | <b>Layoff</b>              | <b>11/7/2022</b> | <b>65</b>        |            |
| Tri-Cities   |                             | Amgen Inc                                 |                          | Newark        | Science                  | Closure                    | 12/2/2022        | 2                |            |
| Tri -Cities  |                             | TESLA                                     |                          | Fremont       | Maufacturing             | Layoff                     | 8/27/2022        | 69               |            |
| <b>Tri-Cities</b>  |                             | <b>WeDriveU</b>                           |                          | <b>Newark</b> | <b>Transportation</b>    | <b>Closure</b>             | <b>11/26/22</b>  | <b>51</b>        |            |
| Tri- Valley  |                             | WileyX Inc                                |                          | Livermore     | Maufacturing             | Closure                    | 08/01/22         | 32               |            |
| Tri-Valley   |                             | ADP                                       |                          | Pleasanton    | professional Service     | Closure                    | 09/16/22         | 12               |            |

## **ITEM VII.G. – REPORTS**

### **TRAINING EXPENDITURES REPORT – PY 2022/2023**

#### **BACKGROUND:**

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2022/2023. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds and allowable leveraged training expenditures through the period ending September 30, 2022. The activity reflects training expenditures from services provided by the WIOA America’s Job Center of California (AJCC), Career Services Collaborative (CSC) Providers and the ACWDB’s Business Services Unit.

Objectives of the Training Expenditures Report are to:

- Ensure that training expenditure requirements are met;
- Identify potential program and/or financial problem areas; and,
- Identify under-expenditures that may be directed to more effective training activities.

For PY 2022/2023, California requires that each Local Board spend an amount equal to 30% of their WIOA Formula Adult and Dislocated Worker funding allocations on training. Of that 30%, 20% must come out of those Formula allocations – and up to 10% may be from other leveraged sources of funding.

For PY 2022/2023, the 30% training expenditure requirement totals \$1,250,765. Twenty percent of that amount (\$833,843) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$416,922) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

#### **Training Expenditures - Status of Expenditures & Obligations:**

As of September 30, 2022, total training expenditures, including training obligations and leveraged training, amount to \$614,742 (49% of the required 30%). Please refer to Attachment VI.G.1.

Please contact Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 or by email at [jennifer.mitchell@acgov.org](mailto:jennifer.mitchell@acgov.org) if you have any questions.

#### **ATTACHMENT:**

VII.G.1. – Training Expenditures Report – PY 2022/2023 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
 TRAINING EXPENDITURES REPORT  
 REPORT DATES: 7-1-22 thru 9-30-22**

| <b>PROGRAM YEAR 2022-23</b> | Expenditure Requirement | Expends at Report Date | Unliquidated Obligations | Balance to Meet Requirement |
|-----------------------------|-------------------------|------------------------|--------------------------|-----------------------------|
| WIOA Adult/DW Training      | \$833,843               | \$56,266               | \$208,988                | \$568,589                   |
| Leverage Training           | \$416,922               | \$40,328               | \$309,160                | \$67,434                    |
| <b>Total (1)</b>            | <b>\$1,250,765</b>      | <b>\$96,594</b>        | <b>\$518,148</b>         | <b>\$636,023</b>            |

- (1) A minimum of 20% (\$833,843) of WIOA Adult + Dislocated Worker formula funds must be spent on training. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation. Up to 10% (\$416,922) may be training dollars from other sources.

**ITEM VII.H. - REPORTS**  
**AUGUST 2022 LABOR MARKET HIGHLIGHTS REPORT**

**BACKGROUND:**

Alameda County Workforce Development Board (ACWDB) staff prepares a report that highlights specific data points in Alameda County and East Bay Regional labor markets. The Labor Market Highlights (LMH) Report is intended to assist ACWDB staff members and Workforce Innovation and Opportunity Act (WIOA) service providers gain insights into the labor market to inform strategies and recalibrate services and strategies if needed.

This August 2022 LMH report is developed with the latest data provided by the California Employment Development Department (EDD), which is released toward the end of the month and reflects labor market activities from the previous month (i.e., EDD data disbursement in September 2022 reflects labor market activities in August 2022).

In light of recent discussions about the role of the Organizational Effectiveness (OE) Committee in reviewing data to inform our collective efforts, staff has surfaced this report for further utility by the OE Committee and workforce system.

**AUGUST 2022 LMH REPORT SUMMARY:**

**Labor Force Participation**

Labor force participation (those who are employed and those who are not employed but actively looking for employment), increased by 3,000 more individuals in August 2022 from July 2022, with the largest gains in Alameda County's larger cities (Oakland, Fremont, and Hayward). The uptick in labor force participation in Alameda County may be attributable to an increase in hiring activities in the Government and IT sectors, as well as increased job seeker confidence in labor market prospects.

**Unemployment**

While labor force participation has slightly increased, so has the unemployment rate, from 2.9 percent in July 2022 to 3.1 percent in August 2022. This slight rise in unemployment is expected since more people were working or looking for work in August compared to July. Geographically, the Cherryland community had the highest unemployment rate at 5.3 percent in August 2022. Overall, the number of unemployed people is steadily declining, from 35,700 unemployed people from the beginning of the calendar year to 26,000 individuals.

**Sector Employment Growth and Decline**

Within the East Bay, employment in the Professional, Scientific, and Technical Services, Government, and the Administrative, Support, and Waste Services sectors had the strongest employment growth in the month of August from July. Combined, these three sectors grew in

employment in the East Bay by 4,200 jobs. However, Retail, and Transportation and Warehousing slowed employment/hiring activities with a combined 200 additional jobs and Manufacturing, Accommodations and Food Services, along with Mining and Logging, had no employment growth in the East Bay in August 2022.

Regarding employment decline, Construction topped the chart with 1,000 less jobs in August than July, followed by the Information sector and Wholesale Trade sector, with a combined 600 less jobs. The Arts, Entertainment, and Recreation, Leisure and Hospitality, and Health Care and Social Assistance sectors had 600 less jobs, combined.

### **Industry Employment Growth and Decline**

The Local Government-Education industry led employment growth in August with (+2,800) more jobs. Within the IT sector, the Computer Systems Design and Related Services grew in employment by 900 jobs. However, state and federal government jobs declined (-3,400) in August.

### **Jobs Advertisements**

The most job advertisements across the East Bay region included a mix of entry, mid, and advanced levels as follows:

- **Entry-level occupations** (Retail Salespersons, Customer Service Representatives, and Sales Representatives)
- **Mid-level occupations** (First-Line Supervisors of Retail Sales Workers and Maintenance and Repair Workers)
- **Advanced-level occupations** (Registered Nurses, Managers, Software Developers of Applications, and Medical and Health Services Managers)

The top cities driving open job advertisements in August 2022 were Oakland, Fremont, Pleasanton, and Livermore.

For additional information, please contact Latoya Reed-Adjei, Management Analyst at (510) 259-3833 or by email at [latoya.reed-adjai@acgov.org](mailto:latoya.reed-adjai@acgov.org).

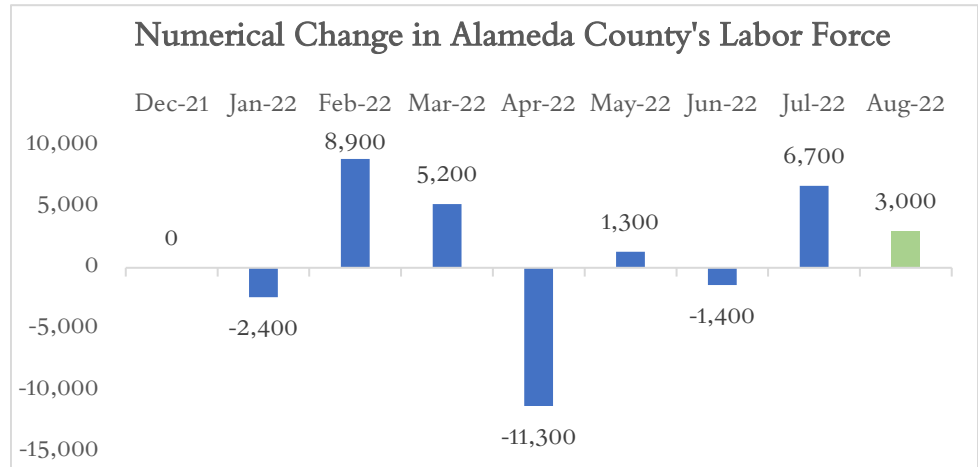
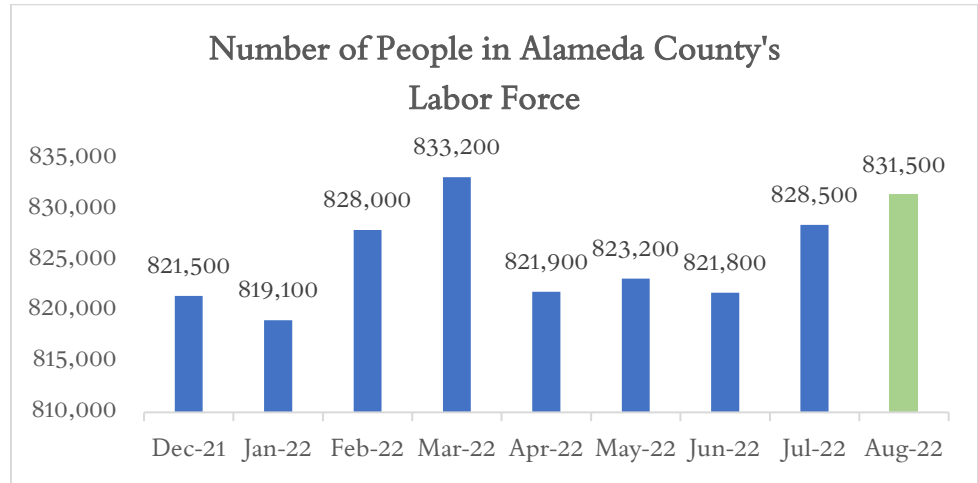
### **ATTACHMENT:**

VII.H.1 – August 2022 Labor Market Highlights



### August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)

| City/Place     | August 2022 Labor Force | July 2022 Labor Force | Monthly Change |
|----------------|-------------------------|-----------------------|----------------|
| Alameda County | 831,500                 | 828,500               | 3,000          |
| Oakland        | 210,500                 | 209,700               | 800            |
| Fremont        | 117,400                 | 117,000               | 400            |
| Hayward        | 76,300                  | 76,000                | 300            |
| Berkeley       | 62,500                  | 62,300                | 200            |
| Livermore      | 48,500                  | 48,300                | 200            |
| San Leandro    | 45,700                  | 45,600                | 100            |
| Alameda        | 41,100                  | 41,000                | 100            |
| Pleasanton     | 39,500                  | 39,400                | 100            |
| Union City     | 36,500                  | 36,400                | 100            |
| Dublin         | 33,800                  | 33,700                | 100            |
| Castro Valley  | 31,500                  | 31,400                | 100            |
| Newark         | 25,700                  | 25,600                | 100            |
| San Lorenzo    | 14,600                  | 14,500                | 100            |
| Ashland        | 11,300                  | 11,300                | 0              |
| Albany         | 9,800                   | 9,800                 | 0              |
| Emeryville     | 7,500                   | 7,500                 | 0              |
| Cherryland     | 7,300                   | 7,300                 | 0              |
| Fairview       | 5,400                   | 5,400                 | 0              |
| Piedmont       | 5,300                   | 5,200                 | 100            |
| Sunol          | 400                     | 400                   | 0              |

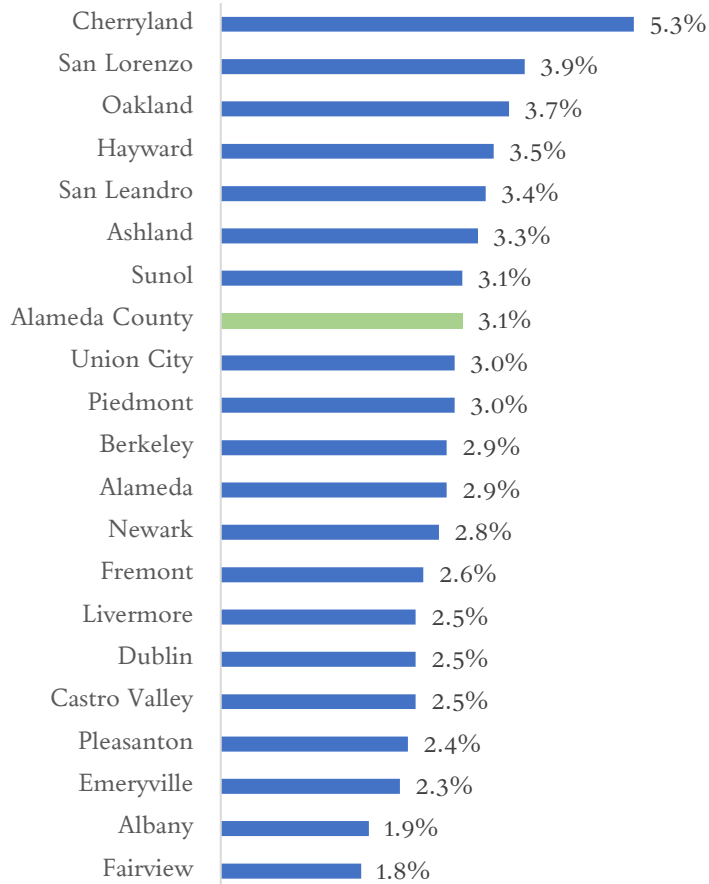


\*December 2021 is the comparison month and the decline in January 2022 is compared to December 2021.

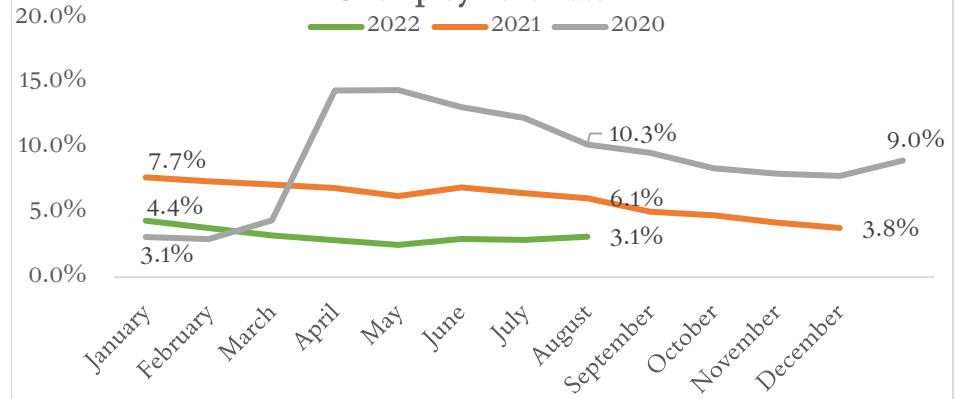


### August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)

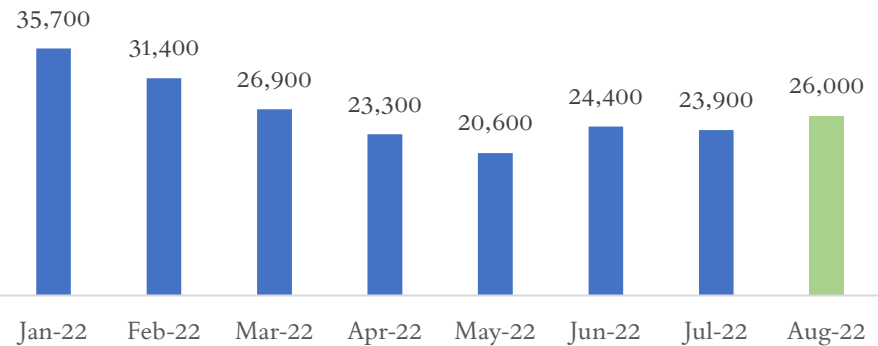
**Alameda County Unemployment Rate  
August 2022**



**Three-Year Treadline - Alameda County  
Unemployment Rate**



**Number Unemployed in Alameda County by  
Month**





**August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)**

**Sector Employment Growth and Decline in the East Bay**

| Sectors                                       | Aug 22  | Jul 22  | Aug 21  | Numerical Change Month | Numerical Change Year | Percent Change Month |
|---|---------|---------|---------|------------------------|-----------------------|----------------------|
| Professional, Scientific & Technical Services | 105,900 | 104,000 | 104,100 | 1,900                  | 1,800                 | 1.8%                 |
| Government                                    | 158,200 | 156,800 | 157,800 | 1,400                  | 400                   | 0.9%                 |
| Administrative & Support & Waste Services     | 65,900  | 65,000  | 64,500  | 900                    | 1,400                 | 1.4%                 |
| Retail Trade                                  | 110,800 | 110,700 | 104,500 | 100                    | 6,300                 | 0.1%                 |
| Transportation & Warehousing                  | 43,400  | 43,300  | 41,900  | 100                    | 1,500                 | 0.2%                 |
| Manufacturing                                 | 112,500 | 112,500 | 106,000 | 0                      | 6,500                 | 0.0%                 |
| Accommodation & Food Services                 | 93,900  | 93,900  | 85,800  | 0                      | 8,100                 | 0.0%                 |
| Mining and Logging                            | 200     | 200     | 200     | 0                      | 0                     | 0.0%                 |
| Health Care & Social Assistance               | 183,100 | 183,300 | 177,000 | -200                   | 6,100                 | -0.1%                |
| Leisure & Hospitality                         | 110,100 | 110,300 | 100,700 | -200                   | 9,400                 | -0.2%                |
| Arts, Entertainment & Recreation              | 16,200  | 16,400  | 14,900  | -200                   | 1,300                 | -1.2%                |
| Wholesale Trade                               | 42,000  | 42,300  | 41,400  | -300                   | 600                   | -0.7%                |
| Information                                   | 25,500  | 25,800  | 25,000  | -300                   | 500                   | -1.2%                |
| Construction                                  | 75,500  | 76,500  | 74,700  | -1,000                 | 800                   | -1.3%                |

**August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)**

**Industry Employment Growth in the East Bay**

| Industry Groups                             | 22-Aug  | 22-Jul  | 21-Aug  | Numerical Change Month | Numerical Change Year | Percent Change Month | Percent Change Year |
|---|---------|---------|---------|------------------------|-----------------------|----------------------|---------------------|
| Local Government Education                  | 49,000  | 46,200  | 50,300  | 2,800                  | -1,300                | 0.40%                | 9.70%               |
| Local Government                            | 109,200 | 106,700 | 109,200 | 2,500                  | 0                     | 0.00%                | 3.70%               |
| State & Local Government                    | 145,200 | 143,700 | 144,400 | 1,500                  | 800                   | 0.00%                | 5.70%               |
| Computer Systems Design & Related Services  | 23,800  | 22,900  | 22,900  | 900                    | 900                   | 0.00%                | 4.00%               |
| Other Services                              | 40,700  | 40,100  | 36,800  | 600                    | 3,900                 | 0.00%                | 5.70%               |
| Repair & Maintenance                        | 11,700  | 11,400  | 10,400  | 300                    | 1,300                 | 0.60%                | 8.90%               |
| Investigation & Security Services           | 10,800  | 10,500  | 10,500  | 300                    | 300                   | -0.80%               | -3.10%              |
| Personal & Laundry Services                 | 11,900  | 11,700  | 10,700  | 200                    | 1,200                 | 1.70%                | 11.20%              |
| Health & Personal Care Stores               | 7,200   | 7,000   | 6,400   | 200                    | 800                   | -0.50%               | 2.20%               |
| Food Services & Drinking Places             | 87,100  | 87,000  | 79,800  | 100                    | 7,300                 | 0.00%                | 9.60%               |
| Food & Beverage Stores                      | 26,700  | 26,600  | 26,000  | 100                    | 700                   | 0.00%                | 7.90%               |
| Hospitals                                   | 24,400  | 24,300  | 23,600  | 100                    | 800                   | 0.80%                | -0.80%              |
| Employment Services                         | 23,300  | 23,200  | 21,900  | 100                    | 1,400                 | 0.00%                | -4.50%              |
| Computer & Electronic Product Manufacturing | 22,700  | 22,600  | 20,700  | 100                    | 2,000                 | -0.30%               | -4.40%              |
| Real Estate & Rental & Leasing              | 18,100  | 18,000  | 17,100  | 100                    | 1,000                 | 3.90%                | 3.90%               |



**August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)**

|  |        |        |        |     |       |        |        |
|--|--------|--------|--------|-----|-------|--------|--------|
| <b>Religious, Grants, Civic, Professional &amp; Like Org</b> | 17,100 | 17,000 | 15,700 | 100 | 1,400 | 0.40%  | 6.40%  |
| <b>Services to Buildings &amp; Dwellings</b>                 | 16,400 | 16,300 | 16,400 | 100 | 0     | -1.80% | 3.90%  |
| <b>Couriers &amp; Messengers</b>                             | 12,100 | 12,000 | 12,200 | 100 | -100  | 2.60%  | 12.50% |
| <b>Sporting Goods, Hobby, Book &amp; Music Stores</b>        | 4,200  | 4,100  | 3,900  | 100 | 300   | -0.60% | 2.40%  |

**August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)**

**Industry Employment Decline in the East Bay**

| Industry Groups                                    | Aug 22 | Jul 22 | Aug 21 | Numerical Change Month | Numerical Change Year | Percent Change Month | Percent Change Year |
|--|--------|--------|--------|------------------------|-----------------------|----------------------|---------------------|
| State Government                                   | 36,000 | 37,000 | 35,200 | -1,000                 | 800                   | 0.4%                 | 2.7%                |
| Specialty Trade Contractors                        | 50,800 | 51,700 | 51,200 | -900                   | -400                  | -1.6%                | 0.0%                |
| State Government Education                         | 24,500 | 25,400 | 23,300 | -900                   | 1,200                 | -1.0%                | 6.6%                |
| Building Equipment Contractors                     | 23,900 | 24,300 | 23,900 | -400                   | 0                     | 0.0%                 | 9.3%                |
| Educational Services                               | 21,300 | 21,700 | 20,500 | -400                   | 800                   | 0.0%                 | -4.9%               |
| Ambulatory Health Care Services                    | 73,900 | 74,200 | 73,100 | -300                   | 800                   | -1.3%                | 3.9%                |
| Local Government Excluding Education               | 60,200 | 60,500 | 58,900 | -300                   | 1,300                 | -1.0%                | 3.3%                |
| General Merchandise Stores                         | 19,400 | 19,600 | 18,200 | -200                   | 1,200                 | 0.6%                 | 5.8%                |
| Finance & Insurance                                | 32,900 | 33,000 | 34,400 | -100                   | -1,500                | 2.9%                 | 12.5%               |
| County   | 25,300 | 25,400 | 25,600 | -100                   | -300                  | 2.4%                 | 7.7%                |
| City   | 17,800 | 17,900 | 16,600 | -100                   | 1,200                 | 0.0%                 | 3.4%                |
| Special Districts plus Indian Tribes               | 17,100 | 17,200 | 16,700 | -100                   | 400                   | 2.9%                 | 2.9%                |
| Federal Government                                 | 13,000 | 13,100 | 13,400 | -100                   | -400                  | 0.0%                 | 6.3%                |
| Federal Government excluding Department of Defense | 12,600 | 12,700 | 13,000 | -100                   | -400                  | 1.5%                 | 10.6%               |
| State Government Excluding Education               | 11,500 | 11,600 | 11,900 | -100                   | -400                  | -0.8%                | -3.0%               |
| Building Foundation & Exterior Contractors         | 9,500  | 9,600  | 9,200  | -100                   | 300                   | -2.7%                | 2.3%                |
| Heavy & Civil Engineering Construction             | 7,900  | 8,000  | 7,600  | -100                   | 300                   | 2.3%                 | 0.0%                |
| Accommodation                                      | 6,800  | 6,900  | 6,000  | -100                   | 800                   | -0.4%                | -1.2%               |



**August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)**

**No Industry Employment Growth**

| Industry Groups                               | Aug 22 | Jul 22 | Aug 21 | Numerical Change Month | Numerical Change Year | Percent Change Month | Percent Change Year |
|---|--------|--------|--------|------------------------|-----------------------|----------------------|---------------------|
| Social Assistance                             | 63,700 | 63,700 | 59,900 | 0                      | 3,800                 | -1.7%                | -0.8%               |
| Management of Companies & Enterprises         | 24,400 | 24,400 | 23,600 | 0                      | 800                   | 0.0%                 | 1.3%                |
| Nursing & Residential Care Facilities         | 21,100 | 21,100 | 20,400 | 0                      | 700                   | 0.0%                 | -1.9%               |
| Architectural, Engineering & Related Services | 18,900 | 18,900 | 17,800 | 0                      | 1,100                 | 0.0%                 | 6.2%                |
| Construction of Buildings                     | 16,800 | 16,800 | 15,900 | 0                      | 900                   | 0.6%                 | 0.0%                |
| Insurance Carriers & Related                  | 15,200 | 15,200 | 15,500 | 0                      | -300                  | -0.4%                | 1.1%                |
| Real Estate                                   | 14,100 | 14,100 | 13,600 | 0                      | 500                   | 0.4%                 | 3.4%                |
| Credit Intermediation & Related Activities    | 13,500 | 13,500 | 14,200 | 0                      | -700                  | 0.0%                 | 3.4%                |
| Motor Vehicle & Parts Dealer                  | 12,900 | 12,900 | 12,200 | 0                      | 700                   | 0.1%                 | 9.1%                |
| Residential Building Construction             | 11,100 | 11,100 | 10,700 | 0                      | 400                   | 0.0%                 | 0.0%                |
| Warehousing & Storage                         | 10,600 | 10,600 | 9,700  | 0                      | 900                   | 1.0%                 | 0.6%                |
| Clothing & Clothing Accessories Stores        | 8,200  | 8,200  | 7,600  | 0                      | 600                   | -3.5%                | 5.2%                |
| Truck Transportation                          | 8,000  | 8,000  | 7,900  | 0                      | 100                   | -0.9%                | -3.4%               |
| Publishing Industries (except Internet)       | 7,800  | 7,800  | 7,500  | 0                      | 300                   | 6.1%                 | -2.6%               |
| Nonresidential Building Construction          | 5,700  | 5,700  | 5,200  | 0                      | 500                   | -0.6%                | 7.2%                |
| Telecommunications                            | 4,200  | 4,200  | 4,400  | 0                      | -200                  | 0.0%                 | 3.7%                |
| Department of Defense                         | 400    | 400    | 400    | 0                      | 0                     | -1.4%                | 13.3%               |

## August 2022 – Labor Market Highlights Report (Alameda County and the East Bay)

### Top Job Advertisements in the East Bay



#### Recent Job Ads Oakland-Hayward-Berkeley MD August 2022



Oakland-Hayward-Berkeley MD

Not Seasonally Adjusted  
Data Last Updated: Friday, September 16, 2022

| Top Occupations  | Job Ads | Month-Over Change |
|--|---------|-------------------|
| Registered Nurses  | 2,177   | -243              |
| Managers, All Other  | 2,145   | -165              |
| Software Developers, Applications  | 2,070   | -246              |
| Retail Salespersons  | 2,046   | -84               |
| Computer Occupations, All Other  | 1,706   | -118              |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 1,578   | -262              |
| First-Line Supervisors of Retail Sales Workers   | 1,532   | -68               |
| Customer Service Representatives   | 1,241   | -143              |
| Medical and Health Services Managers   | 936     | -134              |
| Maintenance and Repair Workers, General  | 894     | -72               |
| Top Cities and Census Designated Places  | Job Ads | Month-Over Change |
| Oakland  | 10,962  | -1,182            |
| Fremont  | 7,141   | -304              |
| Pleasanton   | 4,267   | -571              |
| Livermore  | 3,786   | -12               |
| Walnut Creek   | 3,718   | -347              |
| Concord  | 3,579   | -311              |
| Hayward  | 3,554   | -119              |
| Berkeley   | 3,536   | -303              |
| Newark   | 2,652   | -454              |
| San Leandro  | 2,573   | -153              |
| Top Employment Sectors   | Job Ads | Month-Over Change |
| Health Care and Social Assistance  | 11,069  | -1,371            |
| Retail Trade   | 6,292   | -114              |
| Manufacturing  | 5,670   | -474              |
| Professional, Scientific, and Technical Services   | 5,172   | -417              |
| Accommodation and Food Services  | 4,478   | -355              |
| Finance and Insurance  | 4,371   | -107              |
| Educational Services   | 3,304   | -138              |
| Administrative and Support and Waste Management and Remediation Services                     | 1,936   | -345              |
| Transportation and Warehousing   | 1,687   | -95               |
| Real Estate and Rental and Leasing   | 1,448   | -80               |
| Top Employers  | Job Ads | Month-Over Change |
| Lucid Motors Inc   | 1,340   | -247              |
| Kaiser Permanente  | 1,165   | -309              |
| Sutter Health  | 883     | -2                |
| University of California, Berkeley   | 600     | 69                |
| Tesla  | 600     | -29               |
| Lawrence Livermore National Laboratory   | 593     | 105               |
| Oakland Unified School District  | 469     | -77               |
| Pacific Gas and Electric Company   | 465     | 220               |
| Starbucks Coffee Company   | 403     | -5                |
| eBay   | 340     | 111               |

Source: The Conference Board®-Burning Glass® Help Wanted OnLine® (HWOL) Data Series. Burning Glass Technologies (BGT) pulls from a database of over 70 million jobs postings that is updated and unduplicated daily. BGT pulls online job postings from over 45,000 sources, including employers, public agencies, job boards, online newspapers sites, etc. Advertised vacancies data on this data dashboard is extracted from Burning Glass Technologies, Labor Insight™ Real-Time Labor Market Information Tool using the Help Wanted OnLine (HWOL) universe filter.

For services and additional data that can assist you during your job search, visit labor market information for job seekers at <https://www.labormarketinfo.edd.ca.gov/customers/job-seekers.html>

Data Source: Employment Development Department – Labor Market Information Division

Data Source for Jobs Ads: Burning Glass Technologies – Help Wanted Online