

ALAMEDA COUNTY  
WORKFORCE DEVELOPMENT BOARD  
(<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

December 12, 2019



# ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

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## MEETING NOTICE

Thursday, December 12, 2019  
9:00 AM – 12:00 Noon  
Eden Area Multi-Service Center  
24100 Amador Street, 2<sup>nd</sup> Floor  
California Poppy Rooms A & B (#225 & 226)  
Hayward, CA

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## AGENDA

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### I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Minutes of September 12, 2019 - ACTION 1
- C. Chair's Report
- D. Committee Chairs' Report
- E. Director's Report

### II. PUBLIC FORUM

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

- III. PRESENTATION – Lori Cox, Director of the Alameda County Social Services Agency - Vision 2026 and 10x Goals 7

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## VIII. MATTERS INITIATED BY BOARD MEMBERS

### IX. ANNOUNCEMENTS

**If you have questions on the agenda items or need additional information, please contact Patti Castro, Director, at 510-259-3843 or email [pcastro@acgov.org](mailto:pcastro@acgov.org).**

Members of the public who wish to address the WDB may do so during the PUBLIC FORUM or at the time an Agenda item is discussed. Sign-up cards are available on the table.

*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 accommodation due to a disability, please call Sheroza Haniff, Board Secretary at 510-259-3842 at least 72 hours in advance.

**NEXT WDB MEETING: MARCH 12, 2020**

**ITEM I.B. – ACTION**

**ALAMEDA COUNTY  
WORKFORCE DEVELOPMENT BOARD**

**QUARTERLY MINUTES OF SEPTEMBER 12, 2019**

**MEMBERS PRESENT**

Abbott, Tyler  
Baker, Alexandria  
Bowser, Jeff  
Cogley, Jennifer  
Fortier, Alfred  
Kapoor, Tina  
McCormick, Bethany  
Mello, Kathy  
Ong, Jennifer  
Rose, Christopher  
Wagner, Mario

**MEMBERS ABSENT**

Baiter, Stephen  
Darby, Eric  
Frazier, Brad  
Lam, Tony  
Mello, Kathy  
Oberoi, Kalpana  
Reyes, Paul  
Salem, Brian  
Stoller, Melissa  
Torok, John

**STAFF PRESENT**

Castro, Patti  
Boykin, Rhonda  
Brown, Tamia  
Dias, David  
Garcia, Michele  
Haniff, Sheroza  
Miller, Samantha  
Mitchell, Jennifer  
Perkinson, Jessica  
Perry, Deidra  
Reed, Latoya  
San Mames, Carmelo  
Tyrvanen, Aaron

Chairperson Ong called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:17 A.M. on Thursday, September 12, 2019. A quorum was present.

**ITEM I.B. – MINUTES OF ACWDB QUARTERLY MEETING FOR MAY 9, 2019.**

A motion to approve the minutes was made by **Baker/Wagner/carried.**

**ITEM I.C. – CHAIRPERSON’S REPORT.** Jennifer Ong, Chair of the Executive Committee, discussed the following highlights from the Executive Committee on August 28, 2019:

- Staff and Board members toured Lawrence Livermore National Lab with Justin Schardin, from the office of Senator Feinstein’s office. This tour centered around the Vets2Tech program.
- Highlights from the Meeting of the Minds 2019 conference, which include presentations from ACWDB staff, and a session about employment strategies for preventing homelessness, housing stability, and addressing the importance of access to employment for the unhoused.

Additionally, Chairperson Ong addressed the following:

- The introduction of our new Board member, Alfred Fortier, filling a Labor seat and representing IBEW.

- The resignation of Kimberly Scrafano from the Board.
- A brief overview of the forthcoming Board members: representatives from Goodwill of the Greater East Bay, Ability Now and Peralta Community College District.
- The Chair presented the Distinguished Workforce Partnership Award presentation to the East Bay Regional Parks District for their work and contribution in supporting the Storm Grant.

**ITEM I.D. – COMMITTEE CHAIRS’ REPORTS.**

**Alexandria Baker, Chair of the Youth Committee,** reported the following from the August 12, 2019 meeting:

- A brief presentation from the Eden Area Regional Occupational Program (Eden ROP) staff on the implementation of its WIOA funded Youth Innovation Program.
- The approval of the staff’s recommendation to revise the Contract Renewal Criteria.

**Christopher Rose, Vice-Chair of the Organizational Effectiveness Committee,** reported the following from the August 21, 2019 Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee meeting:

- The action item addressing the Business Services Unit Performance Measures. Discussion included measures of quantifiable goals, attainments within six-month intervals and customer satisfaction measures/goals. The item passed.
- The action item addressing Industry Sector and Occupational Framework (ISOF). Discussion points included the impact of ISOF on Business Services, and the overlap between “government” sector and government occupations. The item passed.
- The action item addressed the Revised Contract Renewal Criteria. Discussion points included the quantity of providers on “Conditional Funding” for this performance year (all). Discussion points included ongoing measures to ensure success, possible shortfalls and performance goals that will be carried into the new performance year.
- The Measurable Skills Gains presentation which defined application measures.
- The informational items: Disability Employment Accelerator Grant Update, Conditional Funding, and the Two-Year Modified Local Plan Status Update.
- The Training Expenditure Report

Vice-Chair Rose also noted the significance of the Joint meeting, as it was coordinated to satisfy the performance needs which pertained to both the OE and S&S Committees, simultaneously.

**ITEM I.E. – DIRECTOR’S REPORT.** Patti Castro reported the following:

**Administration Updates:**

- Brief overview of items in today’s Board packet.
- Items that, at different meeting dates, will be presented to the Board of Supervisors (BOS):

- Chief Elected Official (CEO) Agreement
- Local/Regional Plan Agreement
- Workforce Innovation and Opportunity Act (WIOA) Memorandum of Understanding (MOU)
- Programmatic Review by the State Monitors during the week of October 28<sup>th</sup>.

**Program Updates:**

- WIOA expectations regarding the Eden ROP Youth Innovation Program.
- Staff is finalizing WIOA contracts with providers, WIOA Contracts were approved by the board in May 2019.
- Staff held a successful “workforce partnership” meeting at Glad Tidings Church in July with over 50 organizations in attendance, including many community-based organizations and new MOU partners. Staff had an agenda promoting the operational tenets of the Local Plan and new expectations under the Plan Modification.
- Preparation for the September 19<sup>th</sup> Program Operator’s meeting, focusing on solidifying early implementation and improved performance.
- Biotech/Advanced Manufacturing Additional Assistance grant for Dislocated Workers is rolling out with several organizations that responded to an RFI for training. Staff is meeting with potential partners for apprenticeships and other modes of training.
- AB 1111 procurement is near completion.
- Review of Reentry Projects:
  - The implementation of Prison to Employment (P2E) is in process, the contract will be presented to the BOS
  - Smart Reentry federal grant evaluation interviews have been completed with staff participating in the process

**Staff Activity Updates:**

- The Legislative Breakfast was held on August 23<sup>rd</sup>, staff participated in planning, is represented on the Council, and hosted the discussion table “Employment for All”.
- There are two small business events scheduled in October: 1) in partnership with the Assemblyperson Rebecca Bauer-Kahan (AD16); 2) and the County Assessor’s Office, respectively.
- Manufacturing Day is on October 4<sup>th</sup>. This year a partnership with the City of Berkley is being considered.
- 3M Conference overview - staff presented the Metrix Online Learning platform, with Work2Future (San Jose) and presented a Women in Workforce Leadership workshop.
- Staff will attend the California Economic Summit in early November, which focuses on the State Economy and relating issues.

**Other Announcements:**

- Ohlone College launched their new Smart Manufacturing curriculum. The launch event was held at Tesla with some of the region’s prominent employers in attendance. ACWDB supported Ohlone and the City of Fremont.

- A brief video was played honoring Darrin Norgaard, a client of the Tri-Valley Career Center. This video was included in the EDD Labor Day Campaign.
- Introduction of new ACWDB staff: Jessica Perkinson, Secretary to Assistant Director Rhonda Boykin, and Aaron Tyrvanen, Financial Service Specialist.

## **ITEM II – PUBLIC FORUM.**

Chairperson Ong opened the Public Forum.

There were no public comments.

Chairperson Ong closed the Public Forum.

## **ITEM III – PRESENTATION.**

Shannon McConville, Senior Research Associate from the Public Policy Institute of California presented “Career Pathways and Upward Mobility at California’s Community Colleges”. This presentation highlighted career education as a critical part of public higher education for the State of California (State). Career education is primarily attained at community colleges, providing qualifications for “middle-skill” jobs; middle-skill referring to requiring more than a high school diploma but less than a bachelors. The State has greatly invested in expanding career education programs, allocating \$1.5 billion since 2014. Career pathways credentials include short-term certificates, long-term certificates, Associates degrees, and stackable credentials – meaning attaining multiple credentials in a broad area, over time. Credentials are offered in a variety of industries. Credentials in healthcare are the highest trending of industries within the Bay Area. Findings have shown wage gains after earning credentials, over a range of time. The level of wage-gains can depend on many factors, including but not limited to, the choice of credential, the choice of industry, and the experience that the student brings to the table. This presentation briefly addressed future workforce demands within occupational categories at the State level, and the needs of varying skill-levels within regions. Within the Bay Area, students in pursuit of Associate degrees see the largest gains. Looking forward, future career pathways execution goals include providing informational and resource guidance to students, expanding access through aide and services with a focus on the completion of high-return programs, working towards shortening the duration of program completion, and engagement with employers and industries to support career development and advancement of students.

## **ITEM IV.A. APPROVAL OF THE LOCAL CHIEF ELECTED OFFICIAL (CEO) AGREEMENT BETWEEN THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD AND THE BOARD OF SUPERVISORS.**

Chairperson Ong read the recommendation to approve the new CEO Agreement. Director Patti Castro presented the item including a brief background of the roles and responsibilities, and outlined the Agreement, including two updates to the Agreement: 1) alignment with the Alameda County Vision 2026 goals; and 2) language to reflect roles in the East Bay Regional Planning Unit

Chairperson Ong opened the public hearing, and with no input closed the public hearing.

A motion to approve the recommendations was made by **Abbott/Cogley/carried.**

**ITEM IV.B. INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK (ISOF) – GOVERNMENT SECTOR RESEARCH.** Chairperson Ong read the recommendation to include the government sector as a priority within ISOF; and, to extend the current ISOF policy until the end of 2022. Latoya Reed provided a brief background of the Workforce Innovation and Opportunity Act (WIOA), which allows for local boards to establish industry priorities. Staff conducted research on the projected growth of industries within Alameda County between 2017 and 2022 and developed the ISOF, which has been included in the Local Plans. The ISOF consists of three tiers (Industry Sector Priorities, Occupational Priorities, and Participant Choice) that will be used by ACWDB and service providers to strategize performance goals (an approved ISOF policy was also developed for service providers). Staff’s research found the government sector to be the most aligned with the ISOF, providing a diverse range of occupancies and stable income.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Baker/Rose/carried.**

**ITEM IV.C. BUSINESS SERVICES UNIT (BSU) PERFORMANCE MEASURES FOR PY 2019/2020.** Chairperson Ong read the recommendation to modify the current BSU performance measures. Samantha Miller provided a brief background of the model, baseline measures, and the proposed measures. Reports to the board and committees will continue to reflect quantitative data. Further discussion encompassed real time data collection.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Abbott/Baker/carried.**

**ITEM IV.D. REVISED CONTRACT RENEWAL CRITERIA RECOMMENDATIONS FOR THE YOUNG ADULT FUTURE FORCE CAREER PROGRAM AND THE YOUTH INNOVATION PROGRAM FOR PY 2019-2021.** Chairperson Ong read the recommendation to approve the revised contract renewal criteria for PY 2019-2021. David Dias outlined the criteria and background of the recommendation for the sub-regional workforce network providers and the comprehensive AJCC. Service providers will be expected to demonstrate substantial progress towards performance goals and ACWDB will continually assess the eligibility of funding, future contract stipulations and carry-over of performance deficiencies, should the performance of service providers be deficient.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Fortier/Bowser/carried.**

**ITEM IV.E. REVISED CONTRACT RENEWAL CRITERIA RECOMMENDATIONS FOR THE YOUNG ADULT FUTURE FORCE CAREER PROGRAM AND THE YOUTH INNOVATION PROGRAM FOR PY 2019-2021.**

Chairperson Ong read the recommendation to approve the revised contract criteria for the corresponding youth programs. Deidre Perry provided background of the recommendation, which intends to provide more concise written language. As a result of the transparency in language, youth services providers will be held accountable in achieving success towards performance measures. Deidre further described provider performance goals.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Abbott/Fortier/carried.**

**ITEM IV.F. APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD RECOMMENDED ANNUAL BUDGET – PY 2019/2020.**

Chairperson Ong read the recommendation to approve the annual budget. Jennifer Mitchell provided a background of the item and budget considerations.

Chairperson Ong opened the public hearing and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Bowser/Baker/carried.**

**ITEM V. REPORTS.** No discussions took place.

**ITEM VII. MATTERS INITIATED BY BOARD MEMBERS.** There were no new matters initiated by Board members.

**ITEM VIII. ANNOUNCEMENTS.**

Alexandria Baker announced the Careers Pathway Program graduation on September 19, 2019. Graduates will be placed in jobs in the electric operations group. Future programs within PG&E are being developed, and will be communicated to partners.

The meeting was adjourned at 12:06 P.M.

### **ITEM III. - PRESENTATION**

#### **COUNTY OF ALAMEDA STRATEGIC INITIATIVE** **VISION 2026**

##### **BACKGROUND:**

The County of Alameda Board of Supervisors (BOS) adopted a strategic vision framework called “Vision 2026” that incorporated an assessment and framing for response to several impacts or “mega trends” that included such things as funding, demographics, income inequality, technology, growth, and sustainability. The Vision 2026 articulates a set of 10X Goals within their “shared” vision statements, and a pathway to operationalize goals. Vision 2026 is the foundation for all Agency/Department strategic planning efforts and links budget/financial policy recommendations to specific elements in the Vision. Recommendations from the Alameda County Workforce Development Board to the BOS align with the 10X Goal “Employment for All” and address the BOS Shared Vision for “A Prosperous and Vibrant Economy”.

Lori Cox, Social Services Agency Director, will present on the Vision 2026 Initiative at your December 12, 2019 quarterly meeting.

For more information, please contact Patti Castro, Director at 510-259-3843 or by email, [pcastro@acgov.org](mailto:pcastro@acgov.org).



**ITEM IV.A. – CONSENT**

**2020 ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
MEETING DATES, TIME, AND PLACE**

**RECOMMENDATION:**

That the Alameda County Workforce Development Board approve the quarterly meeting dates, time and place listed below for the Board’s 2020 calendar year.

**BACKGROUND:**

The Bylaws state under **Section 4.4.1 Regular Meetings of the WDB** that:

*“Regular meetings of the WDB shall be held on the second Thursday of March, May, September and December of each calendar year. The WDB 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.”*

**PROPOSED MEETING DATES:**

March 12, 2020  
May 14, 2020  
September 10, 2020  
December 10, 2020

**Meetings are held from 9:00 A.M. to 12:00 Noon at the Eden Multi-Service Center, 24100 Amador Street, 2<sup>nd</sup> Floor, California Poppy Room, Hayward.**

For further information, contact Patti Castro, Director at 510-259-3843 or [pcastro@acgov.org](mailto:pcastro@acgov.org).



## **ITEM V.A. – ACTION / PUBLIC HEARING**

### **BUSINESS SERVICES UNIT PERFORMANCE GOALS PY 2019/2020**

#### **ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE RECOMMENDATION:**

That the Alameda County Workforce Development Board (ACWDB) approve:

1. Goals for the five (5) Business Services Unit (BSU) Performance Measures for PY 2019/2020.

#### **BACKGROUND:**

At the September 12, 2019 Workforce Development Board (WDB) meeting, the Board approved five performance measures to be tracked and reported on by the BSU for PY 2019/2020. The approved measures were based on: 1) the collection of PY 2018/2019 baseline data for measures that reflected 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”).

Staff originally intended to create internal outcomes with a goal of meeting, if not exceeding outcomes from the PY 2018/2019 performance measures and reporting these to the Board on a semi-annual basis. Based on Board discussion at the September 12, 2019 WDB meeting and the desire of Board members to be aware of goals at the outset, staff have convened to establish quantitative goals for Board approved measures for PY 2019/2020 (please see *Attachment III.A.1.*). The goals have been established based on the following:

- Outcomes of measures from PY 2018/2019 carried over to PY 2019/2020;
- Outcomes of PY 2018/2019 measures that have been aggregated into PY 2019/2020 measures;
- A 10% increase of measures across the board based on last year’s performance;
- Consideration of limited capacity of BSU staff given the deductions in funding; and
- The absence of business performance measures and goals determined by the State.

The approved measures for PY 2019/2020 were developed to better tell the story of the overall impact of the BSU’s business engagement work and include much of the same performance information that was collected in PY 2018/2019. Performance will be provided to the Board in the semi-annual BSU Performance Indicator Report. The BSU also plans to develop a survey for businesses in PY 2019/2020 to gauge satisfaction and impact of services to help the team assess how well we are doing our work.

#### **ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE DISCUSSION:**

The OE Committee expressed appreciation for the work staff has done to develop goals for the approved measures and encouraged continued development and modification of the measures to reflect the impact the BSU’s work has on Alameda County businesses. Staff discussed its intention to create a customer service survey to track the quality of service to businesses as part of the Results Based Accountability process. The OE Committee approved the item unanimously.

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

**ATTACHMENT:**

V.A.1. – BSU Performance Measures & Goals PY 2019/2020

# BSU Performance Measures & Goals PY 2019/2020

PY 2019/2020 Performance Measures	PY 18/19 Outcomes	PY 19/20 Goals
1) Overall Businesses Served (e.g. through outreach at events, individual calls, meetings, Rapid Response events, services to new businesses)	339	372
2) Individualized Services to Small Businesses	22	24
3) Number of Events Attended*	20	22
4) Build local and regional collaboration with industry, trade, economic development and other business-oriented partners	Qualitative data	Qualitative data
5) Overall Business Referrals to Workforce System and Partners	50	55

\*Includes ACWDB sponsored events, such as employer panels for target populations, and BSU presentations at events



## **V.B. ITEM - ACTION / PUBLIC HEARING**

### **PROCUREMENT FOR REENTRY CAREER AND SUPPORT SERVICES**

#### **SYSTEM AND STRATEGIES (S&S) COMMITTEE RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB):

1. Authorize staff to release a Request for Proposal (RFP) for reentry career and support services under the Prison to Employment Initiative (P2E) grant funds;
2. Approve staff to enter into contracts with successful bidder(s) of the procurement process for a two-year cycle covering 2020-2022.

#### **BACKGROUND:**

The California Workforce Development Board (CWDB) released a Request for Applications for the P2E Initiative grant funds in November 2018. There were approximately \$34 million in State general funds available for the implementation of regional plans to serve the formerly incarcerated and other justice-involved individuals. In April 2019, the East Bay Regional Planning Unit (RPU) comprised of County of Alameda, County of Contra Costa, city of Oakland, and city of Richmond workforce boards was awarded \$2,307,284. ACWDB is the regional fiscal agent selected by the partners in the RPU. ACWDB's portion of the award is \$749,847. In mid-September 2019, ACWDB received notification from the State for contracting process to begin. In November 2019, the County of Alameda Board of Supervisors, as our Chief Elected Official, has approved an action to receive the P2E funding.

ACWDB staff will conduct one procurement process for services under the P2E funding streams – direct services / implementation and supportive services / earn and learn activities. The RFP process will identify organizations that can demonstrate the ability to provide reentry career and support services to compliment work experience/employment opportunities which can support the ACWDB P2E grant priorities. The ACWDB anticipates up to \$160,000 will be available from the P2E funds. The successful responder(s) will provide pre- and post-release engagement activities to support the justice-involved and formerly incarcerated individuals.

#### **SYSTEMS AND STRATEGIES (S&S) COMMITTEE DISCUSSION:**

The S&S Committee met and discussed the recommendation on November 13, 2019 and it was approved unanimously.

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).



**ITEM V.C. – ACTION / PUBLIC HEARING**

**PROCUREMENT AND CONTRACTS AUTHORIZATION FOR  
BIOTECH AND ADVANCED MANUFACTURING RAPID REEMPLOYMENT  
(BAMRR)**

**SYSTEM AND STRATEGIES (S&S) COMMITTEE RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB):

1. Authorize staff to enter into contracts with service providers after an initial competitive procurement process to expend the State award in alignment with BAMRR grant objectives.
  
2. Approve the award list of current successful submissions which includes:
  - A. Fremont Adult and Continuing Education
  - B. Chabot-Las Positas Community College District
  - C. Laney College
  - D. Ohlone Community College District
  - E. Rubicon Programs, Inc.
  
3. Authorize staff to negotiate and award additional contracts on an ongoing basis to meet BAMRR grant objectives and deliverables.

**BACKGROUND:**

In January 2019, the ACWDB was awarded a Governor’s Dislocated Worker Additional Assistance Grant in the amount of \$995,000. The application was based on a sharp increase in layoff activity in FY 2018/2019. Inclusive of this activity were several large-scale layoffs including 800 workers at Tesla. The primary goal of the grant is to make training and job placement available to an additional 200 dislocated workers.

Beginning in April of 2019, staff began the process of identifying implementation providers and partnership alignments. In May of 2019, staff conducted a competitive procurement process that resulted in several qualifying providers. The announcement was posted on the ACWDB website, as well as shared via social media channels and e-mailed to approximately 300 organizations and individuals. The process included an applicant information session that was held on May 30, 2019. In order to increase the collective capacity of the selected providers, staff continues to explore, partnerships, initiatives and programs to meet all BAMRR goals

**SYSTEMS AND STRATEGIES (S&S) COMMITTEE DISCUSSION:**

The System and Strategies Committee passed the recommended staff resolution by unanimous consent.

For more information kindly contact Carmelo San Mames, Sr. Strategic Partnership Coordinator at (510) 259-3828 or by email at [carmelo.san-mames@acgov.org](mailto:carmelo.san-mames@acgov.org).



## **ITEM VI.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2019/2020; 1<sup>st</sup> Quarter; 7/1/2019 through 9/30/2019**

#### **BACKGROUND:**

Local Area Performance is negotiated with the California Workforce Development Board biennially. PY 2018/2019 and 2019/2020 Local Area Performance goals were approved by the Alameda County Workforce Development Board (ACWDB) 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.

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

- 2<sup>nd</sup> Quarter Placement Rate for WIOA Adults (@ 108.4% of goal)
- 4<sup>th</sup> Quarter Placement Rate for Youth, WIOA Adults, and Dislocated Workers (@ 107.7%, 121.1%, and 101.3% of goals, respectively)
- Median Earnings for Adults and Dislocated Workers (@ 156.4% and 141.3%, respectively)

ACWDB service providers continue to struggle with credential attainment rates for Youth, WIOA Adults, and Dislocated Workers (@ 34.8%, 77.4%, and 86.2% of goals, respectively). ACWDB staff hope to see improvements in this area with newly implemented requirements.

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](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

VI.A.1. – Local Area Performance Report PY2019-20 Q1

**LOCAL AREA PERFORMANCE REPORTS**  
**ADULTS, DISLOCATED WORKERS AND YOUTH**  
 PY 2019/2020; Quarter 1 (7/1/2019 through 9/30/2019)

Performance Items	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
<b>SUMMARY INFORMATION</b>									
<b>Total Exitters</b> (Cohort Period: 4/1/2018 - 3/31/2019)	68			85			122		
<b>Total Participants Served</b> (Cohort Period: 7/1/2018 - 6/30/2019)	152	<b>100%</b>		216	<b>100%</b>		318	<b>100%</b>	
<b>BARRIERS TO EMPLOYMENT (Priority Populations)</b>	<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>	
Eligible Veterans	0	<b>0%</b>		5	<b>2%</b>		3	<b>1%</b>	
Individuals with a Disability	17	<b>11%</b>		27	<b>13%</b>		3	<b>1%</b>	
Low-income individuals	141	<b>93%</b>		128	<b>59%</b>		116	<b>36%</b>	
Ex-offenders	8	<b>5%</b>		9	<b>4%</b>		4	<b>1%</b>	
Homeless individuals or runaway youth	43	<b>28%</b>		14	<b>6%</b>		3	<b>1%</b>	
Current or former foster care youth	12	<b>8%</b>		0	<b>0%</b>		0	<b>0%</b>	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	47	<b>31%</b>		11	<b>5%</b>		5	<b>2%</b>	
Single parents (Including single pregnant women)	9	<b>6%</b>		32	<b>15%</b>		31	<b>10%</b>	
<b>CORE INDICATORS OF PERFORMANCE</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>
<b>Placement Rate 2nd Quarter Post Exit ①</b> (Cohort Period: 7/1/2018 - 9/30/2018)	54.4%	62.0%	<b>87.7%</b>	72.1%	66.5%	<b>108.4%</b>	68.8%	72.5%	<b>94.9%</b>
<b>Placement Rate @ 4th Quarter Post Exit ①</b> (Cohort Period: 1/1/2018 - 3/31/2018)	67.3%	62.5%	<b>107.7%</b>	79.3%	65.5%	<b>121.1%</b>	71.4%	70.5%	<b>101.3%</b>
<b>Median Earnings/Quarter</b> (Cohort Period: 7/1/2018 - 9/30/2018)	\$ 2,627.49	Baseline	<b>N/A</b>	\$ 8,916.50	\$5,700.00	<b>156.4%</b>	\$ 11,301.45	\$8,000.00	<b>141.3%</b>
<b>Credential Rate</b> (Cohort Period: 1/1/2018 - 3/31/2018)	18.8%	54.0%	<b>34.8%</b>	47.6%	61.5%	<b>77.4%</b>	50.0%	58.0%	<b>86.2%</b>
<b>Measurable Skill Gains ②</b> (Cohort Period: 7/1/2019 - 9/30/2019)	9.7%	31.27%	<b>31.0%</b>	7.2%	26.89%	<b>26.8%</b>	4.8%	19.09%	<b>25.1%</b>

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

② 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). RPU goal for PY 2019/2020: Youth = 31.27%; Adult = 26.89%; Dislocated Worker = 19.09%.

## ITEM VI.B.1. – REPORTS

### SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2019/2020; Quarter 1 (July 1, 2019 through September 30, 2019)

#### BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Sub-Regional Workforce Network of Career Service Providers (CSP) 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) funded programs, are commonly referred to as “Universal Customers”.

Job seekers register themselves into the State of California’s career networking system (CalJOBS) and then take advantage of services: workshops, computers, and other universal services that are offered through ACWDB’s workforce resource system.

ACWDB has recognized that these universal services take both staff time and resources, and should be tracked and reported 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’s CalJOBS system offers us the ability to report on the number of job seekers who reside within our Local Area and **who utilize the online CalJOBS system** to meet their job search and vocational training needs.

#### ANALYSIS OF REPORT:

The statistics in the attached report reflect that on average, ACWDB’s CSPs touched approximately 9.5% of the unemployed labor force in Alameda County during the first three months of this program year. This number represents nearly 2,400 individuals county-wide of the approximate 25,000 that are unemployed in this region.

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

#### ATTACHMENT:

VI.B.1.a. – Services to Unemployed PY19-20 Q1

**SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION**  
**WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA**  
**PY 2019/2020, Quarter 1; (07/01/2019 through 9/30/2019)**

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area <sup>1</sup>	101,800	286,500	295,100	118,400	801,800
Unemployment Number	3,000	8,200	10,200	3,700	25,100
Unemployment Rate	2.9%	2.9%	3.5%	3.1%	3.1%
TOTAL INDIVIDUALS RECEIVING SERVICES <sup>2</sup>	451	885	676	379	2,391
<b>% of Total Unemployed Labor Force Served<sup>3</sup></b>	15.0%	10.8%	6.6%	10.2%	9.5%

<sup>1</sup> Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2018 Benchmark; Published 7/19/2019  
Total Labor Force by Planning Area = the number individuals who are eligible for employment within the designated area.  
Cities within the One Stop service area are factored together to obtain unemployment number and rate by Planning 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.

NOTE: There were an additional 1100+ job seekers who utilized services in our Local Area during this period, but who reside outside our service delivery area, and are NOT accounted for in this report.

<sup>3</sup> % of Total Unemployed Labor Force Served = Total Individuals Receiving Services divided by Unemployment Number.

CalJOBS Report used: Detailed Reports / Individual Reports / Registered Individuals / by Local Area / Program Year to date

*Template Revised 09/19/2016*

## **ITEM VI.B.2. – REPORTS**

### **CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)** **ADULTS AND DISLOCATED WORKERS** **PY 2019/2020; Quarter 1; (7/1/2019 through 9/30/2019)**

#### **BACKGROUND:**

For PY 2019/2020, the Alameda County Workforce Development Board (ACWDB) continues to utilize the Industry Sector and Occupational Framework (ISOF) to measure the effectiveness of vocational training and sustainable employment opportunities relevant to this region of California. Effective July 1, 2019, the ACWDB approved the expansion of the ISOF to include the Government/Public industry sector.

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

During PY 2018/2019, some Career Service Providers (CSP), had not fully achieved their contract performance goals for enrollment numbers and number of OJTs. Those performance deficits triggered conditional funding for PY 2019/2020 and carried into this program year with the requirement that they be achieved before September 30, 2019. Report sheets for each individual CSP reflect notes indicating which providers have achieved those deficits by the deadline.

ACWDB's Adult and Dislocated Worker Career Service Providers (CSP) have:

- Enrolled more than 34% of their annual enrollment goals for this PY in both the Adult and Dislocated Worker funding streams;
- Engaged eight employers with the On-the-Job Training (OJT) program, hitting 21.6% of their annual goals for OJT enrollments; and
- Continued to exceed their goals for training opportunities within the ISOF (100% of WIOA-funded training this year falls within the ISOF).

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

#### **ATTACHMENTS:**

VI.B.2.a. – REPORT CPIR Ad DW PY19-20 Q1



## CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

### AGGREGATE OF ALL ACWDB-FUNDED CAREER SERVICE PROVIDERS

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	86	247	34.8%	115	333	34.5%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$73,115	\$118,853	61.5%	\$103,423	\$327,651	31.6%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	8	37	21.6%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	29	186	15.6%	44	250	17.6%
# OF JOB PLACEMENTS WITHIN ISOF*	21	93	22.6%	36	125	28.8%
% THAT ATTAINED CREDENTIAL (of participants in training)	30.0%	62.0%	48.4%	35.0%	62.0%	56.5%

<sup>①</sup> Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

<sup>②</sup> OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

#DIV/0! = Insufficient data available to perform the calculation.

Template Revised July, 2019

## CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

### RUBICON PROGRAMS - EDEN AREA AJCC - Comprehensive

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	27	91	29.7%	33	129	25.6%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$19,510	\$44,407	43.9%	\$27,362	\$127,784	21.4%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	3	12	25.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	8	68	11.8%	15	97	15.5%
# OF JOB PLACEMENTS WITHIN ISOF*	7	34	20.6%	11	48	22.9%
% THAT ATTAINED CREDENTIAL (of participants in training)	20.0%	62.0%	32.3%	100.0%	62.0%	161.3%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

② OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

#DIV/0! = Insufficient data available to perform the calculation.

Template Revised July, 2019

## CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

### PERALTA COMMUNITY COLLEGE - NORTH CITIES Sub-Regional Workforce Network (SWN)

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	15	62	24.2%	34	70	48.6%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$17,800	\$23,911	74.4%	\$32,247	\$68,807	46.9%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	2	7	28.6%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	0	47	0.0%	0	53	0.0%
# OF JOB PLACEMENTS WITHIN ISOF*	0	24	0.0%	0	27	0.0%
% THAT ATTAINED CREDENTIAL (of participants in training)	#DIV/0!	62.0%	#DIV/0!	#DIV/0!	62.0%	#DIV/0!

+ Peralta was under-enrolled for PY 18/19 by 13. This deficit carried into PY 19/20 with a requirement to achieve before 9/30/2019. Goal achieved

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

② OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

#DIV/0! = Insufficient data available to perform the calculation.

Template Revised July, 2019

## CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**OHLONE COLLEGE - TRI-CITIES Sub-Regional Workforce Network (SWN)**

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER			
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL	
<b>HOW MUCH DID WE DO?</b>							
# OF NEW ENROLLMENTS	27	61	44.3%	26	88	29.5%	+
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$15,272	\$29,604	51.6%	\$32,370	\$85,189	38.0%	
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	0	12	0.0%				+
<b>HOW WELL DID WE DO?</b>							
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%	
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	#DIV/0!	75.0%	#DIV/0!				
<b>IS ANYONE BETTER OFF?</b>							
# ENTERED EMPLOYMENT (of closed cases)	9	46	19.6%	13	65	20.0%	
# OF JOB PLACEMENTS WITHIN ISOF*	5	23	21.7%	10	33	30.3%	
% THAT ATTAINED CREDENTIAL (of participants in training)	0.0%	62.0%	0.0%	44.4%	62.0%	71.7%	

+ Ohlone's PY 18/19 OJT goal was missed by 4 and DW program was under-enrolled by 2. These deficits carried into PY 19/20 with a requirement to achieve these goals before 9/30/2019. The DW enrollment goal was met; but the OJT goal was not met.

<sup>①</sup> Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

<sup>②</sup> OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

#DIV/0! = Insufficient data available to perform the calculation.

Template Revised July, 2019

## CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**CHABOT/LAS POSITAS COMMUNITY COLLEGE - VALLEY Sub-Regional Workforce Network (SWN)**

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	17	33	51.5%	22	46	47.8%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$20,533	\$20,931	98.1%	\$11,444	\$45,871	24.9%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	3	6	50.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	12	25	48.0%	16	35	45.7%
# OF JOB PLACEMENTS WITHIN ISOF*	9	12	75.0%	15	17	88.2%
% THAT ATTAINED CREDENTIAL (of participants in training)	66.7%	62.0%	107.5%	60.0%	62.0%	96.8%

+ Chabot/LP's PY 18/19 OJT goal was missed by 2. This deficits carried into PY 19/20 with a requirement to achieve by 9/30/2019. Goal was achieved.

<sup>①</sup> Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

<sup>②</sup> OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

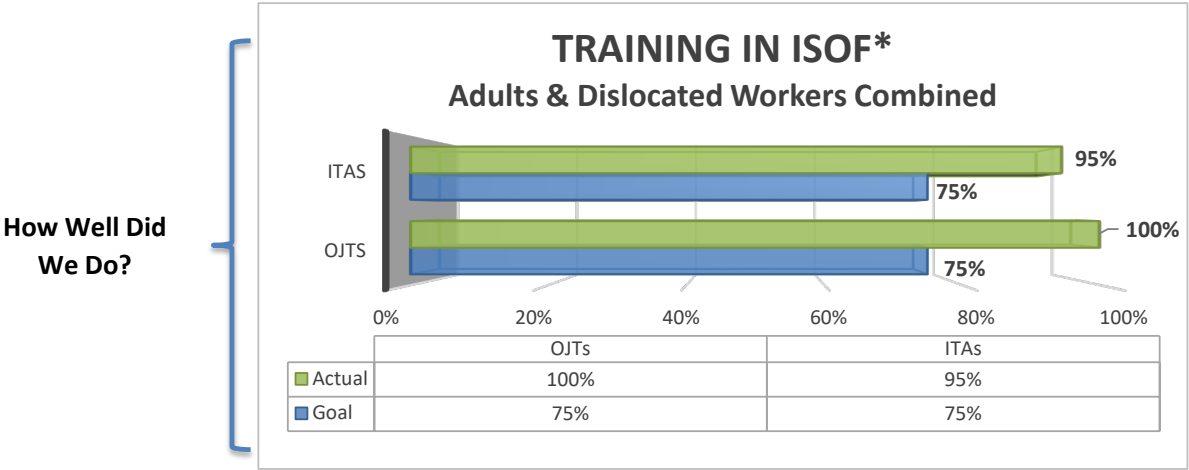
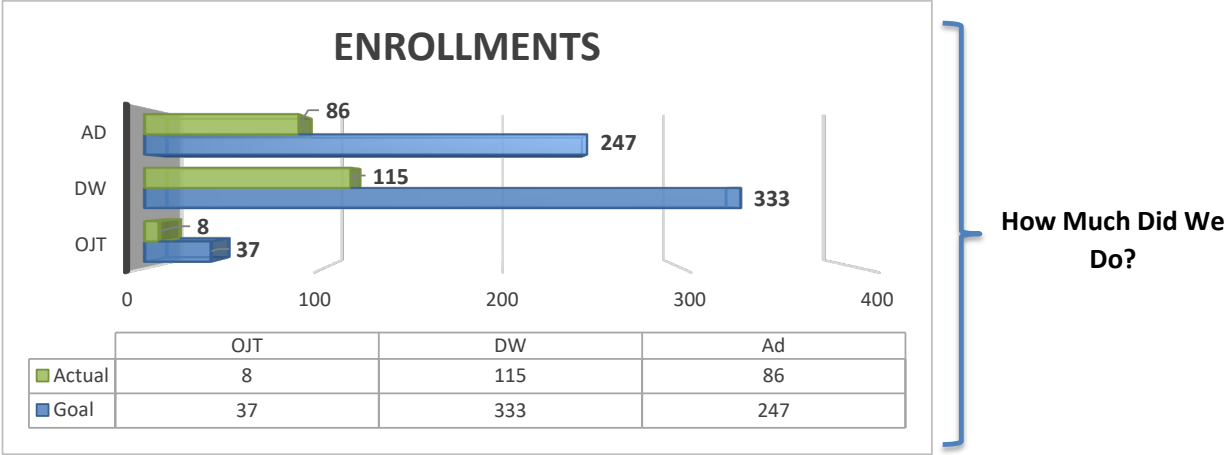
\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

#DIV/0! = Insufficient data available to perform the calculation.

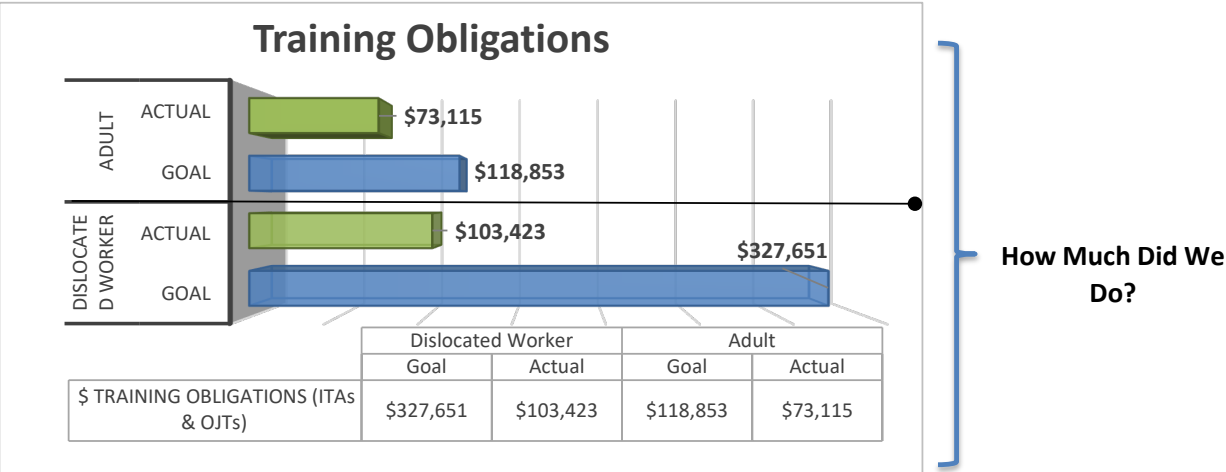
Template Revised July, 2019

**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)  
AGGREGATE DATA**

PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

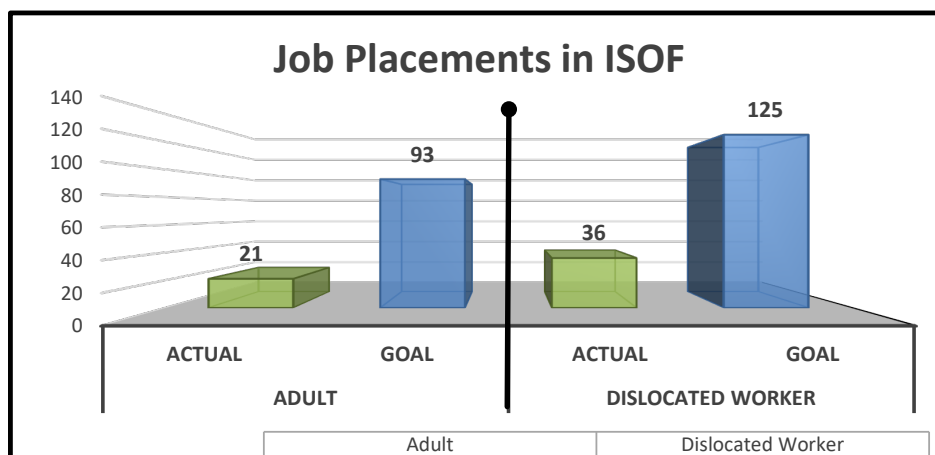
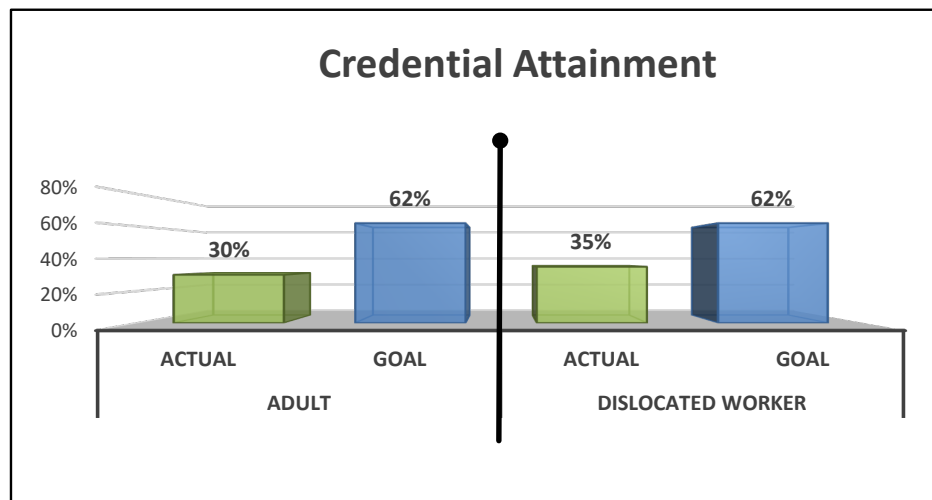
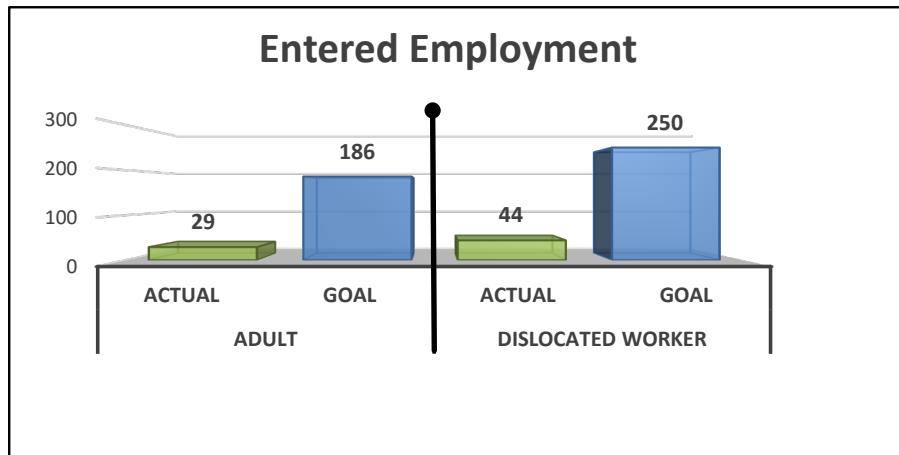


\* ISOF = ACWDB's Industry Sector and Occupational Framework



**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)**  
**AGGREGATE DATA**  
 PY 2019/20; 1st QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

**Is Anyone Better Off?**





## **ITEM VI.C. - REPORT**

### **YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS** **PY 2019/2020; Quarter 1; 7/1/2019 through 9/30/2019**

#### **BACKGROUND:**

Program year (PY) 2019/2020 represents the second year of a three-year cycle for the new Workforce Innovation and Opportunity Act (WIOA) Youth Innovation and Youth/Young Adult Future Force program designs. While the mandate for the allocation of WIOA Youth funds requires a minimum of 75% of funding towards out-of-school WIOA eligible youth, the Alameda County Workforce Development Board (ACWDB) has allocated Youth funds as follows:

1. Ninety percent (90%) of the funds are allocated for out-of-school Youth (not enrolled in school) to provide opportunities to reconnect with education, gain employment, improve basic skills in reading and math, and improve job skills by participation in career readiness, work experience, and internship activities depending on the assessment of need and the individual employment plan.
2. Ten percent (10%) of the funds are allocated for in-school Youth (attending any secondary or post-secondary school) to provide opportunities to remain in school and achieve their educational goals.

The quarterly contract performance reports provide the ACWDB, its committees and the youth program operators a way of monitoring performance at a contractual level during the fiscal year. The report is based on actual counts of customer enrollments and exit outcomes. This data is real time and not measured from the State's Base Wage Record system.

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

##### **Youth Innovation (In-School Youth):**

ACWDB's in-school Youth program suffered challenges early in the first program year of the new program design (PY2018/2019). With the loss of the service provider that had originally been selected for WIOA in-school Youth services, La Familia Counseling agreed to take on the project and serve a small number of participants for the second half of that first program year. Subsequently, La Familia enrolled 83.3% of their goal; attained 90% of their Work-Based Learning goals; and 10% of their Youth Placement goal.

Beginning this program year, ACWDB is working with the Eden Area Regional Occupation Program (ROP) to serve the regions in-school youth population. So far this year, they are off to a moderate start and have been actively recruiting and registering students since the school year started in September, 2019. To date, they have completed eligibility determination on approximately five (5) youth applicants – and those individuals will be reflected on second

quarter reports as they were not entered into CalJOBS until after the end of the first quarter of this program year.

Youth and Young Adult Future Force (Out-of-School Youth):

Only one of the out-of-school Youth Providers had deficits from PY 2018/2019 that rolled into PY 2019/2020. That provider was Berkeley Youth Alternatives (BYA), and they have succeeded in achieving their roll-over performance goals by the deadline of September 30, 2019.

The out-of-school Youth service providers are off to a strong start this program year. Reports indicate they are already nearly halfway to their annual enrollment goals – which they are expected to meet before the end of March, 2020.

Additionally, the out-of-school Youth providers have shown significant improvement in providing their participants with Work-Based Learning and Core Skills and Leadership Development Services.

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

**ATTACHMENT:**

VI.C.1. – REPORT CPIR Yth PY19-20 Q1

## YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

### AGGREGATE OF ALL ACWDB YOUTH PROVIDERS

PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
BENCHMARKS	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	0	40	0.0%	72	149	48.3%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0	10	0.0%	4	39	10.3%
<b>HOW WELL DID WE DO?</b>						
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	0	36	0.0%	33	134	24.6%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	0	36	0.0%	32	134	23.9%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT ③ (of closed cases)	#DIV/0!	62.0%	#DIV/0!	13.3%	62.0%	21.5%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	0	5	0.0%	3	17	17.6%

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

② Soft Skills/Leadership = Activity 410-Leadership Development Services

③ Youth Placement = Placement in Employment, Education, Advanced Training, or the Military

"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

## EDEN AREA REGIONAL OCCUPATION PROGRAM (ROP) - Youth Innovations (YIE)

PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	0	40	0.0%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0	10	0.0%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	0	36	0.0%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	0	36	0.0%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	#DIV/0!	62.0%	#DIV/0!
# OF CREDENTIALS ATTAINED (of those enrolled in training)	0	5	0.0%

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

② Soft Skills/Leadership = Activity 410-Leadership Development Services

③ Youth Placement = Placement in Employment, Education, Advanced Training, or the Military

"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**HAYWARD ADULT SCHOOL (HAS) - Future Force Career Program (YOE)**

PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	37	54	68.5%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	3	14	21.4%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	14	49	28.8%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	8	49	16.5%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	40.0%	62.0%	64.5%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	2	5	40.0%

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

② Soft Skills/Leadership = Activity 410-Leadership Development Services

③ Youth Placement = Placement in Employment, Education, Advanced Training, or the Military

"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

## BERKELEY YOUTH ALTERNATIVES (BYA) - Future Force Career Program (YON)

PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	9	46	19.6%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0	12	0.0%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	3	41	7.2%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	8	41	19.3%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	62.0%	0.0%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	0	6	0.0%

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

② Soft Skills/Leadership = Activity 410-Leadership Development Services

③ Youth Placement = Placement in Employment, Education, Advanced Training, or the Military

"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

+ BYA was under-enrolled by two (2) for PY 2018/2019. Those two enrollments carried into PY 2019/2020 and needed to be achieved by 9/30/2019. That goal was achieved.

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**LA FAMILIA - Future Force Career Program (YOT & YOY)**

PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL					
Sub Region:	Tri-Cities (YOT)			Valley (YOY)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	19	31	61.3%	7	18	38.9%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0	8	0.0%	1	5	20.0%
<b>HOW WELL DID WE DO?</b>						
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	12	28	43.0%	4	16	24.7%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	12	28	43.0%	4	16	24.7%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT ③ (of closed cases)	37.5%	62.0%	60.5%	60.0%	62.0%	96.8%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	1	4	25.0%	0	2	0.0%

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

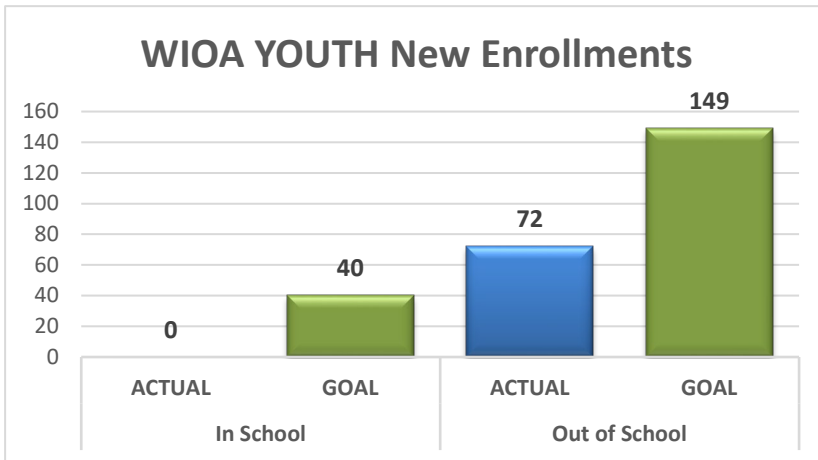
② Soft Skills/Leadership = Activity 410-Leadership Development Services

③ Youth Placement = Placement in Employment, Education, Advanced Training, or the Military

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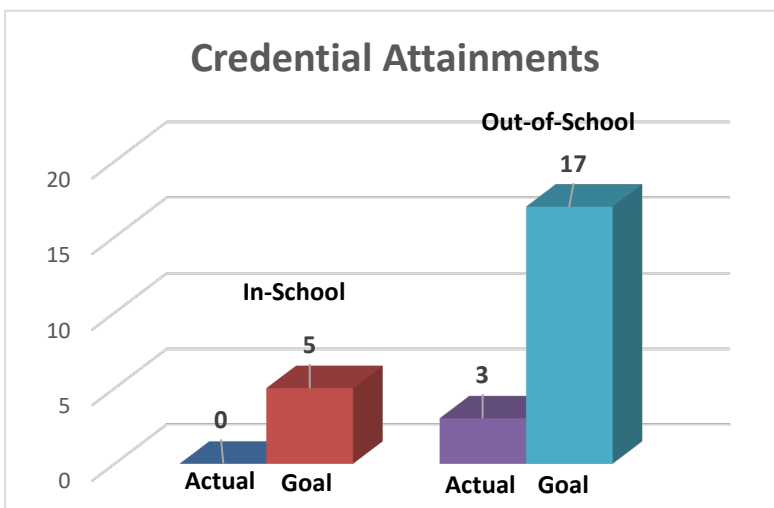
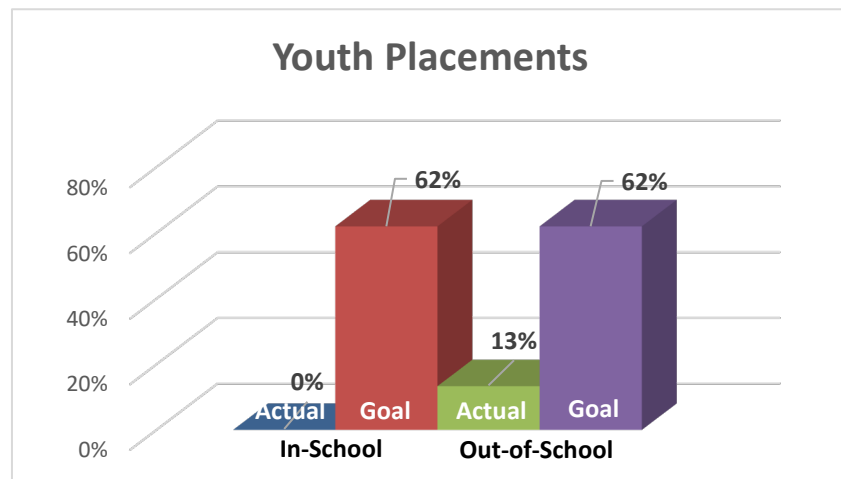
Template Revised August, 2018

**YOUTH CONTRACT PERFORMANCE INDICATORS REPORT**  
**AGGREGATE OF ALL ACWDB YOUTH PROVIDERS**  
 PY 2019/2020; 1ST QUARTER - JULY 01, 2019 THROUGH SEPTEMBER 30, 2019



**How much did we do?**

**How well did we do?**



**Is anyone better off?**

## **ITEM VI.D. – REPORT**

### **RAPID RESPONSE REPORT PY 2019/2020**

#### **BACKGROUND:**

As of November 18, 2019, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team has documented 15 layoff/closure events, affecting 1,146 laid off workers since July 1, 2019. Rapid Response activity is recorded based on the program year (PY) July 1, 2019 through June 30, 2020. Please refer to Attachment VI.D.1. for employer data.

#### **Rapid Response Activities**

Excelitas Technologies is a global technology leader in Fremont and will be relocating to Batam, Indonesia. The company serving a vast array of applicants across biomedical, scientific, safety, security, consumer products, semiconductor, industrial manufacturing, defense and aerospace sectors, has begun to close its doors in September 30, 2019 to leave the Bay Area by 2020 displacing 155 workers. Two Rapid Response orientations were held on August 6, 2019 and October 7, 2019 with 24 employees in attendance.

Nestlé USA Inc. Closed its doors effective November 1, 2019. The layoffs in California are part of 4,000 nationwide cuts announced in May as the company closes its delivery network that distributes frozen food, including its pizza and ice cream brands to stores. The Swiss company has laid off 313 employees at four Southern California sites in mid-August, and 265 employees were let go in mid-October from eight other sites, including Oakland, San Leandro, Gilroy, and Sacramento. Most of the layoffs cover entire teams in which there are 83 employees who will lose their jobs in San Leandro including 18 delivery drivers, a few dozen sales reps, an auditor and others. One Rapid Response orientation was held on October 16, 2019 with 35 workers in attendance.

Staffmark Investment / Bank of America will be closing its doors effective December 2020 displacing 53 workers. The business entity located in Union City is registered with the City and County of San Francisco, Treasurer & Tax Collector's Office. The Treasurer & Tax Collector's Office collects this data through business registration applications, account update/closure forms, and taxpayer filings. The data is collected to help enforce the Business and Tax Regulations. One Rapid Response orientation was held on October 16, 2019 with 48 workers in attendance.

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:**

VI.D.1. - ACWDB Layoff and Closure PY 2019/2020

VI.D.1.a - Rapid Response Charts PY 2019/2020



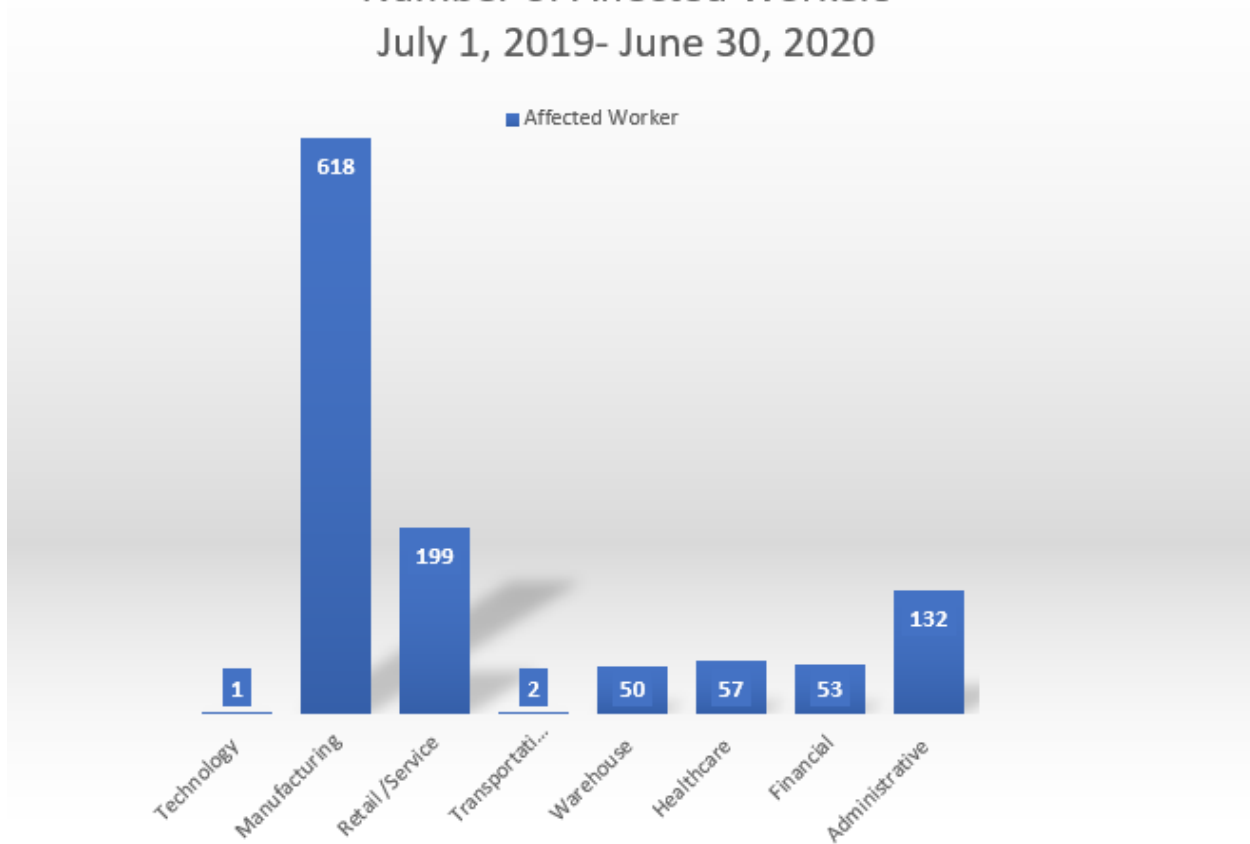
## ACWDB Layoff and Closure PY 2019/2020

<b>WARN</b>							
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.							
<b>Total Employers: 15 Total Affected Workers: 1,136</b>							
<b>Employer</b>	<b>Union</b>	<b>Location</b>	<b>Industry</b>	<b>Closure/ Layoff</b>	<b>Layoff Date</b>	<b>Affected Workers</b>	<b>TAA Status</b>
<b>NORTH CITIES RAPID RESPONSE EVENTS – Employer: 1 Total Workers: 1</b>							
Backflip Studios		Emeryville	Technology	Closure	12/23/2019	1	
<b>TRI CITIES RAPID RESPONSE EVENTS - Employers: 5 Total Workers 707</b>							
Excelitas Technologies		Fremont	Manufacturing	Closure	9/30/2019	155	
Raley's		Fremont	Retail	Closure	11/10/2019	6	
Jabil		Fremont	Manufacturing	Layoff	11/26/2019	300	
Bank of America		Union City	Financial	Closure	12/1/2020	53	
Albertsons (Plated)		Union City	Retail	Closure	11/12/2019	193	
<b>TRI VALLEY RAPID RESPONSE EVENTS - Employers: 3 Total Workers: 98</b>							
Jabil		Livermore	Manufacturing	Layoff	11/26/2019	80	
TechTran Transportation		Pleasanton	Transportation	Closure	11/30/2019	2	
Kaiser		Pleasanton	HealthCare	Layoff	10/30/2019	16	
<b>EDEN AREA RAPID RESPONSE EVENTS - Employers: 6 Total Workers: 330</b>							
Frist Coast Security		Hayward	Administrative_	Closure	8/15/2019	132	
Aryzta	x	San Leandro	Food	Closure	10/25/2019	6	
Coastline Support Inc		Castro Valley	Health Care	Closure	10/31/2019	57	
Nestle USA Inc.		San Leandro	Manufacturing	Layoff	11/1/2019	83	
Keeco, LLC		Hayward	Warehouse	Closure	12/31/2019	50	
Kaiser		San Leandro	HealthCare	Layoff	10/30/2019	2	
<b>Total Affected Workers:</b>						<b>1,136</b>	

RAPID RESPONSE REPORT CHARTS NUMBER OF AFFECTED WORKERS JULY 1, 2019- JUNE 30, 2020

Industry	Affected Worker
Technology	1
Manufacturing	618
Retail /Service	199
Transportation / Logistics	2
Warehouse	50
Healthcare	57
Financial	53
Administrative	132
Food	6

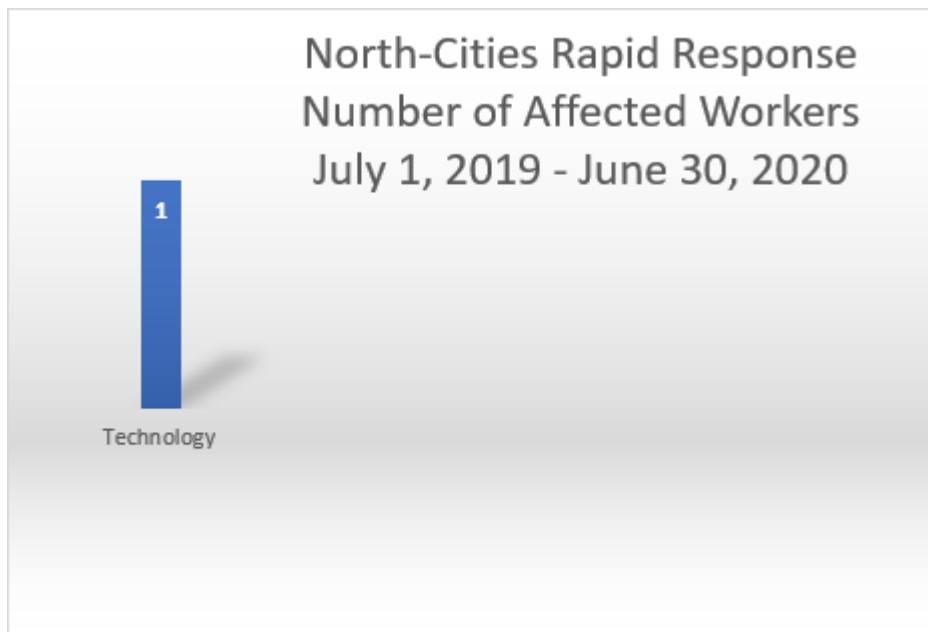
Rapid Response  
Number of Affected Workers  
July 1, 2019- June 30, 2020



RAPID RESPONSE REPORT NORTH- CITIES NUMBER OF AFFECTED WORKERS JULY 1, 2019- JUNE 30, 2020

## NORTH-CITIES RAPID RESPONSE

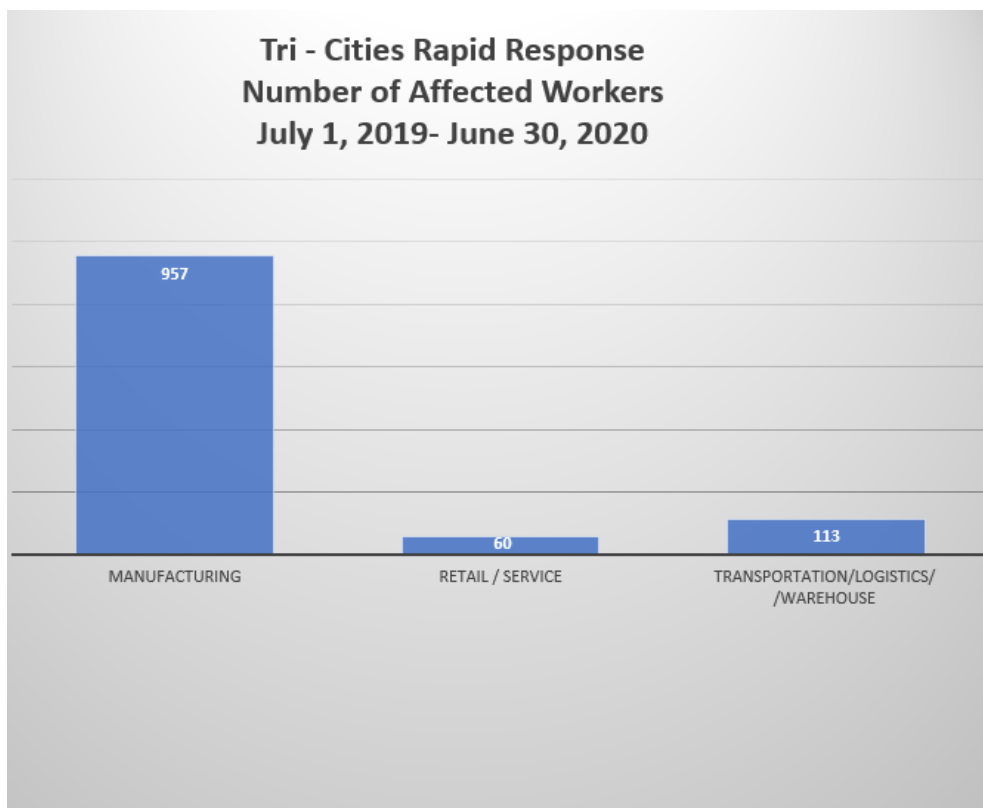
Industry	Affected Workers
Technology	1



**RAPID RESPONSE REPORT TRI- CITIES NUMBER OF AFFECTED WORKERS JULY 1, 2019- JUNE 30, 2020**

## TRI-CITIES RAPID RESPONSE

Industry	Affected Workers
Manufacturing	957
Retail / Service	60
Transportation/Logistics/ /Warehouse	113

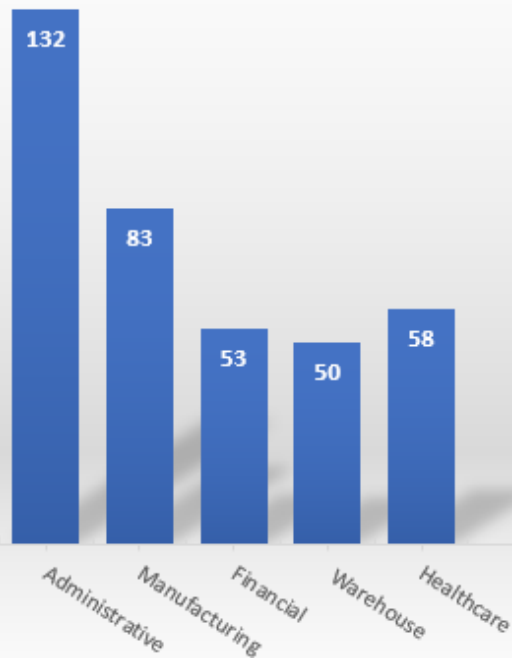


RAPID RESPONSE REPORT EDEN AREA NUMBER OF AFFECTED WORKERS JULY 1, 2019- JUNE 30, 2020

**EDEN AREA RAPID RESPONSE**

Industry	Affected Workers
Administrative	132
Manufacturing	83
Financial	53
Warehouse	50
Healthcare	58

Eden Area Rapid Response  
Number of Affected Workers  
July 1, 2019 - June 30, 2020

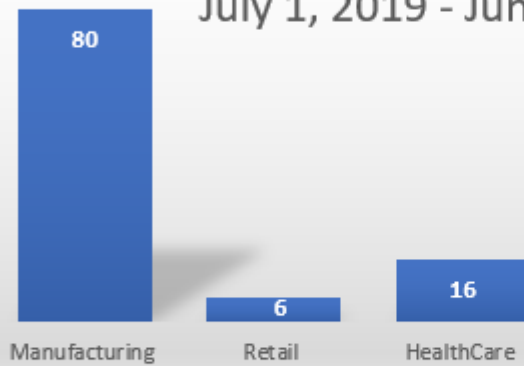


RAPID RESPONSE REPORT TRI- VALLEY NUMBER OF AFFECTED WORKERS JULY 1, 2019- JUNE 30, 2020

### TRI VALLEY RAPID RESPONSE

Industry	Affected Workers
Manufacturing	80
Retail	6
HealthCare	16

Tri Valley Rapid Response  
Number of Affected Workers  
July 1, 2019 - June 30, 2020



## **ITEM VI.E. – REPORTS**

### **FINANCIAL INDICATOR REPORTS – PY 2018/2019**

#### **BACKGROUND:**

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2018/2019. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Providers and Youth Providers as of June 30, 2019.

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; and
- Be an indicator of the potential for the recapture of funds.

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

Invoices submitted by AJCC and Career Services Providers indicate compliance with the contract budget expenditure plans for PY 2018/2019. Chabot-Las Positas Community College District and Ohlone Community College District fully expended contract budgets as of 6/30/19; Rubicon Programs and Peralta Community College District did not. Please refer to Attachment VI.D.1.

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

The contract for the in-school Youth Innovation Program has been terminated. The provider, Soulciety, was not able to execute the contract requirements. ACWDB took action to approve the deobligation of funding at its March 2019 meeting. At the same time, ACWDB awarded \$30,000 to La Familia in order to ensure that services were provided to in-school Youth for PY 2018/2019.

Invoices submitted by out-of-school Youth Providers (Berkeley Youth Alternatives, La Familia, Hayward Unified School District) indicate compliance with the contract budget expenditure plans for PY 2018/2019. La Familia fully expended its contract budget as of 6/30/19; Berkeley Youth Alternatives and Hayward Unified School District did not. Please refer to Attachment VI.D.2.

This is the final PY 2018/2019 Financial Indicator Reports and includes total expenditures for each provider through 6/30/19. Most providers were within 90% of planned expenditures for the program year. Berkeley Youth Alternatives (79.6%) and Rubicon Programs (79.8%) experienced staffing issues that delayed expenditures. Unexpended PY 2018/2019 funds rolled to

PY 2019/2020 to cover current year obligations and help offset the reduction in Workforce Innovation and Opportunity Act (WIOA) Formula funding.

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:**

VI.E.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2018/19 Report

VI.E.2. - Financial Indicator Report – Youth Providers PY 2018/19 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**AJCC/CAREER SERVICES PROVIDERS**  
**REPORT DATES: 7-1-18 thru 6-30-19**

<b>PROGRAM YEAR 2018-19 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,877,536		\$1,698,250	90.5%	\$179,286.03
Peralta CCD	\$375,383	6/30/19	\$355,260	94.6%	\$20,122.57
Rubicon Programs	\$787,139	6/30/19	\$627,976	79.8%	\$159,163.46
Ohlone CCD	\$464,759	6/30/19	\$464,759	100.0%	\$0.00
Chabot Las Positas CCD	\$250,255	6/30/19	\$250,255	100.0%	\$0.00

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**YOUTH PROVIDERS**  
**REPORT DATES: 7-1-18 thru 6-30-19**

<b>PROGRAM YEAR 2018-19 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,170,957		\$984,813	84.1%	\$186,144.33
Soulciety	\$114,096	12/31/18	\$22,796	20.0%	\$91,300.41
BYA / Berkeley Youth Alternatives	\$318,327	6/30/19	\$253,297	79.6%	\$65,030.25
SACCCRMH / La Familia	\$368,864	6/30/19	\$368,864	100.0%	\$0.00
Hayward Unified School District	\$369,670	6/30/19	\$339,856	91.9%	\$29,813.67

## **ITEM VI.F. – REPORTS**

### **TRAINING EXPENDITURES REPORT – PY 2019/2020**

#### **BACKGROUND:**

This item presents the Training Expenditures Report for Alameda County Workforce Development Board (ACWDB) service providers for PY 2019/2020. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Formula funds and allowable leveraged training expenditures as of September 30, 2019.

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 2019/2020, California WIOA requires that each Local Board spend an amount that is at least 30% of the total WIOA Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the WIOA Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30% amount may be from other funds, including WIOA Discretionary funds and non-WIOA funds spent on training of participants. For PY 2019/2020, the 30% training requirement is \$953,355, of which at least \$635,570 (20%) must be WIOA Adult/Dislocated Worker Formula expenditures and no more than \$317,785 (10%) may be leveraged training funds from other sources.

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

As of September 30, 2019, total training expenditures and obligations, including leveraged training, amount to \$513,660 (15.8% of the required 30%). Please refer to Attachment VI.F.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.

#### **ATTACHMENTS:**

VI.F.1. – Training Expenditures Report – PY 2019/2020 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**TRAINING EXPENDITURES REPORT**  
**REPORT DATES: 7-1-19 thru 9-30-19**

<b>PROGRAM YEAR 2019-20</b>	Expenditure Requirement	Expenditures at Report Date	Unliquidated Obligations	Balance to Meet Requirement	% Expended
WIOA Adult/DW Training	\$635,570	\$200,119	\$227,000	\$208,451	5.8%
Leverage Training	\$317,785	\$31,125	\$286,660	\$0	10.0%
<b>Total (1)</b>	<b>\$953,355</b>	<b>\$231,244</b>	<b>\$513,660</b>	<b>\$208,451</b>	<b>15.8%</b>

- (1) A minimum of 20% (\$635,570) 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% (\$317,785) may be training dollars from other sources.

## **ITEM VII.A. - INFORMATION**

### **EVERYONE HOME PRESENTATION**

#### **BACKGROUND:**

Addressing homelessness is a growing concern in Alameda County and across the state generally. The cost of living in the Bay Area burdens many working poor, lower income and middle-income individuals, contributing to homelessness. Cost of living issues are further exacerbated by the high cost of child-care, health care, and other costs, as well as housing stock and affordable housing shortages.

Efforts to end homelessness doesn't happen overnight nor does it happen in a vacuum. It requires a comprehensive approach with multiple stakeholders, working collaboratively to respond to the various needs of homeless individuals and those at-risk for homelessness. The Housing and Urban Development (HUD) has released a directive, calling on Continuum of Care (CoC) organizations to align their efforts with local workforce development agencies to find collaborative solutions for homeless individuals.

On November 13, 2019, Laura Guzman – HUD CoC Director for EveryOne Home, presented to the Systems and Strategies Committee. EveryOne Home is a county-wide, multi-sector collective impact initiative, as well as the CoC lead organization on a mission to end homelessness in Alameda County.

As the lead staff for the HUD CoC Board, Laura directs the development of the CoC \$35 million federal funding application and plans, and also conducts the Alameda County biennial homeless point in time count. She is also a member of the Alameda County Health Care for the Homeless Commission.

Laura is the former founding Director of the Mission Neighborhood Resource Center in the Mission district of San Francisco, where she provided integrated survival and medical services to homeless single adults living in the street, Single Residency Occupancy (SRO) hotels, and in permanent supportive housing for over 16 years. She also co-directed San Francisco's first innovative Navigation Center in 2015.

Laura has 26 years of experience in California's non-profit sector, and 23 years of experience working with homeless communities and within grassroots and multi-sector collaborations providing advocacy and policy development in the areas of HIV/AIDS, health, housing, and homelessness. Born in Buenos Aires, Argentina, she migrated to the United States in 1985 and has lived in Alameda County since 1987.

## **PRESENTATION SUMMARY:**

Laura presented information about the homeless count that EveryOne Home conducts annually, sharing essential demographic points. The homeless population in Alameda County nearly doubled in 2019, over the past ten years, with the unsheltered representing 79% of population and those who are disproportionately represented (single adults, unaccompanied youth, and African Americans). Geographically, the City of Oakland and the City of Berkeley lead in the most number of unsheltered persons (3,210 and 813 respectively).

Other data points of interest are related to the primary causes of homelessness in Alameda County (from homeless individuals who were surveyed), with job loss, mental health, substance abuse, eviction, rent increase, and incarceration as top responses. Over 1600 people were homeless for the first time halfway through 2019.

Laura shared that some of the emphasis related to ending homelessness in Alameda County is placed on prevention, increased connection to income and benefits, establishing dedicated housing funding, expanding supportive services, and ensuring that people experiencing homelessness are safe and treated with dignity.

Lastly, there is a push to more closely partner with the workforce system. CoC agencies received a HUD Directive, calling on them to work closer with local workforce development agencies and employers to prioritize training and employment for those experiencing homelessness. ACWDB staff will be working to formalize a partnership with EveryOne Home as a CoC agency, focusing on efforts that align with EveryOne Home's Plan to End Homelessness in Alameda County. See attachment VII.A to view EveryOne Home's presentation.

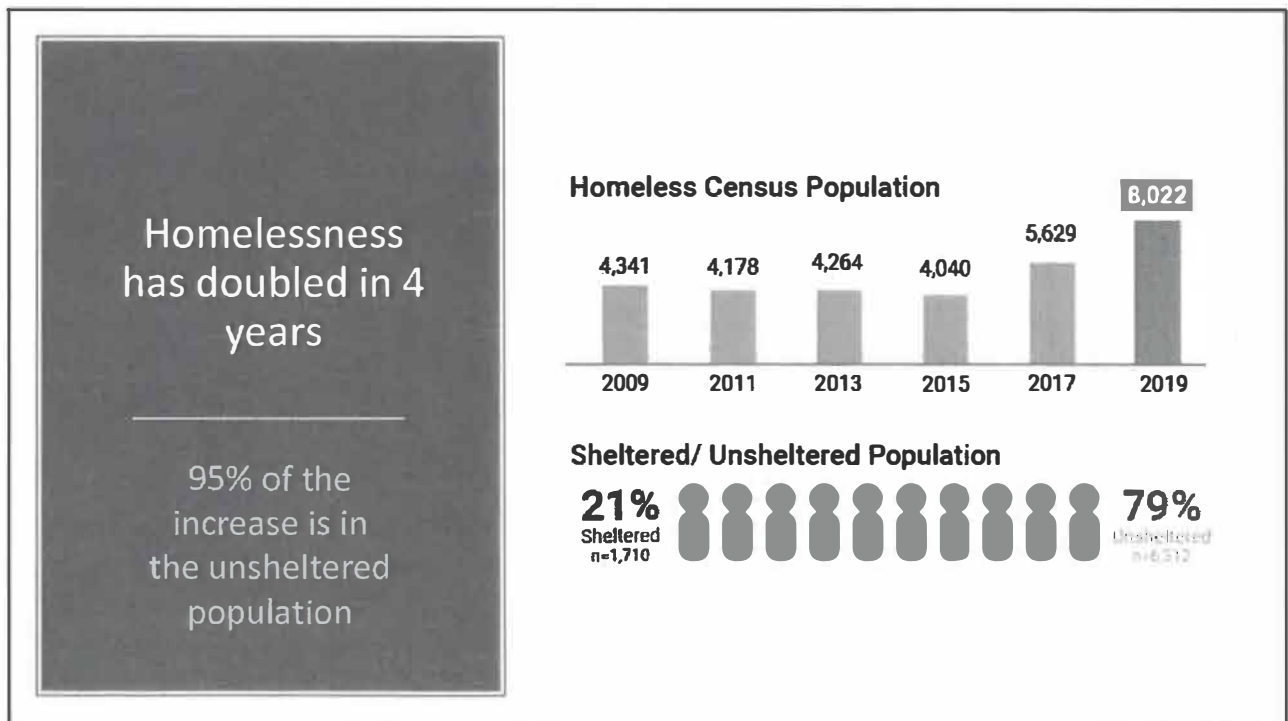
For further information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at [latoya.reed@acgov.org](mailto:latoya.reed@acgov.org).

## **ATTACHMENT:**

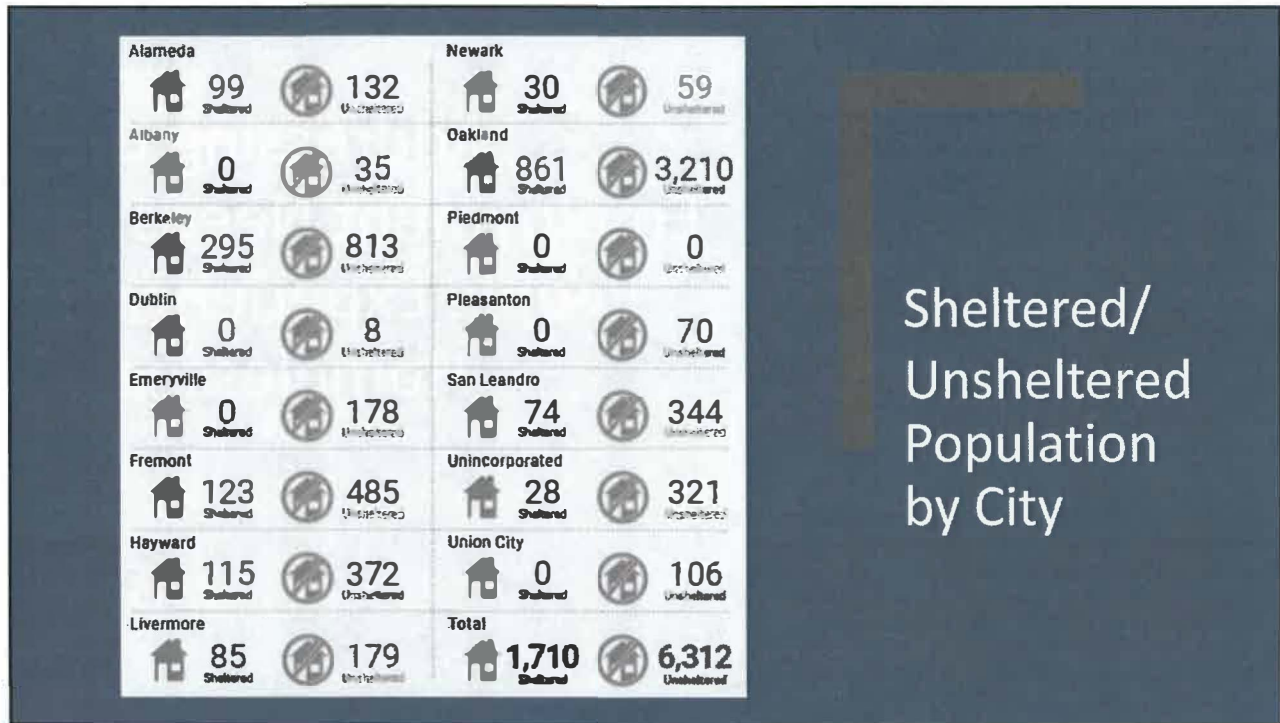
VII.A.1 - EveryOne Home Power Point Presentation



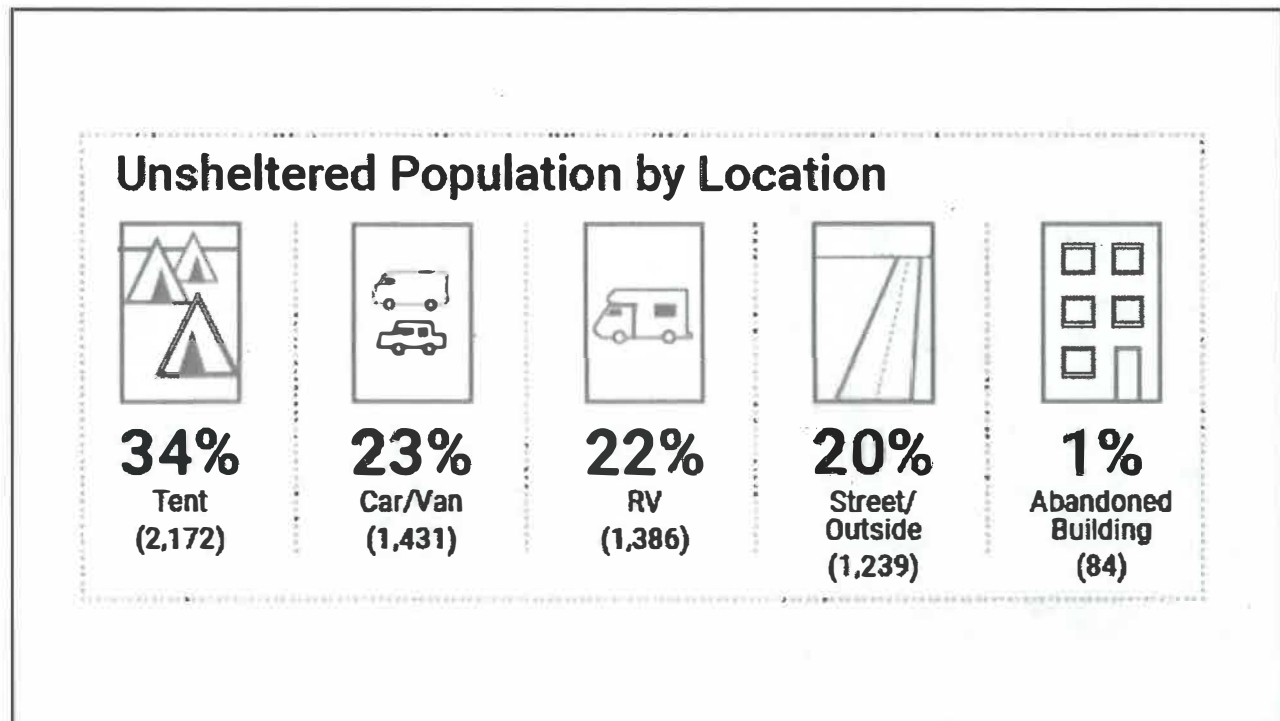
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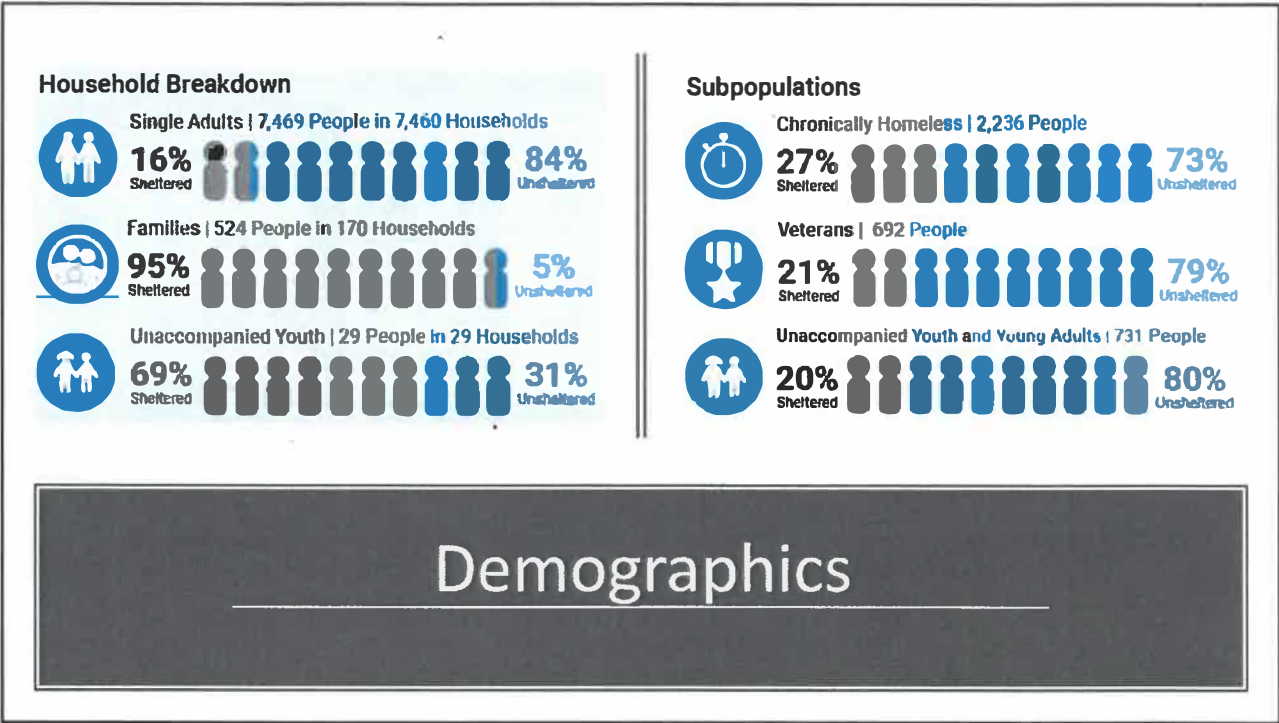
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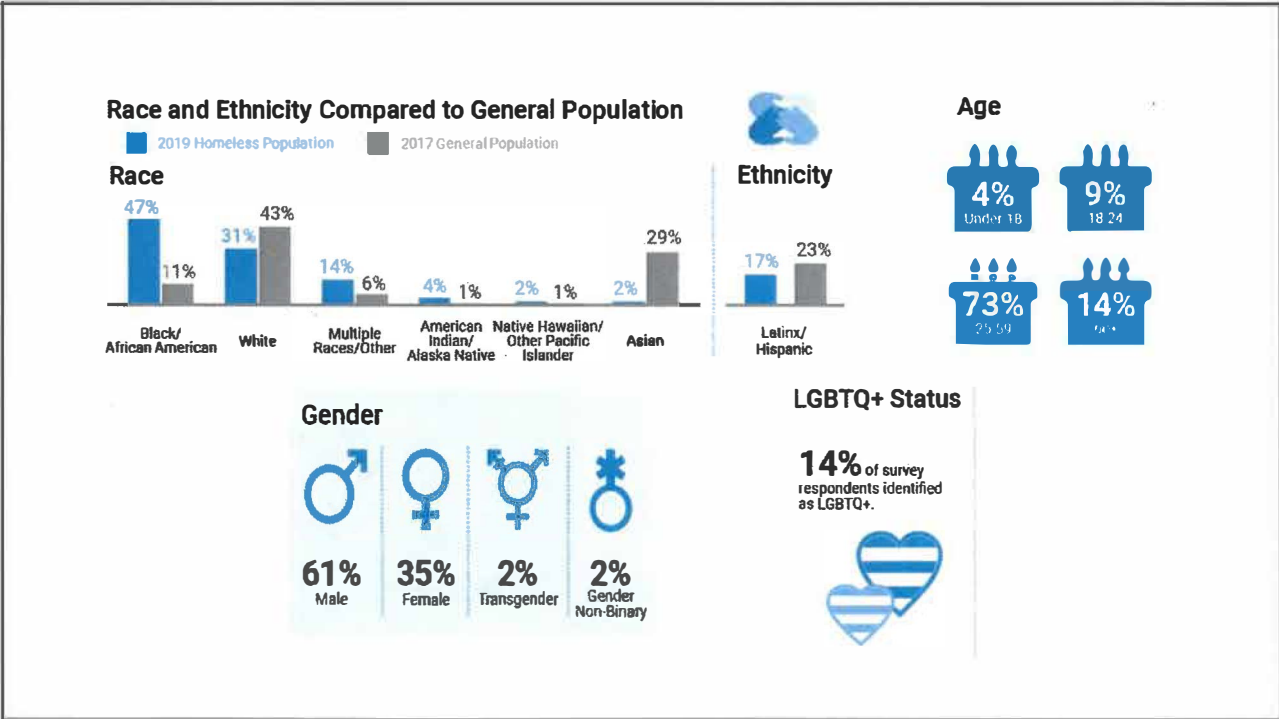
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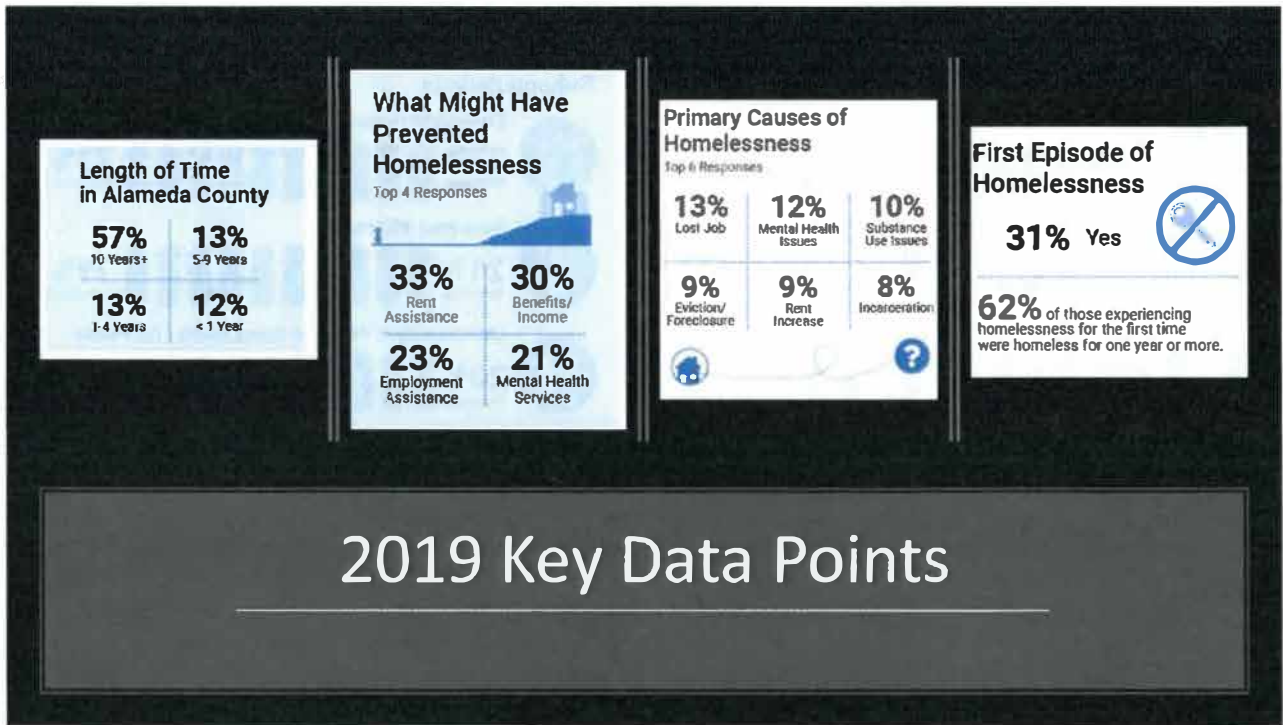
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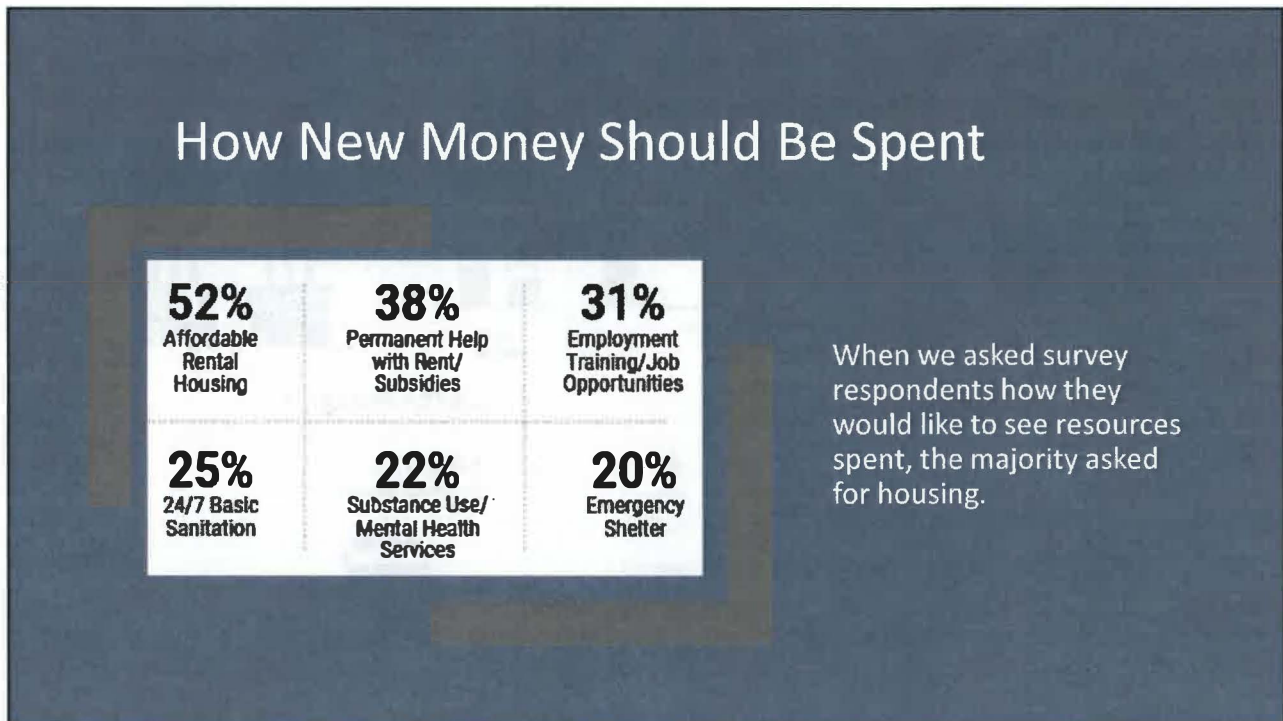
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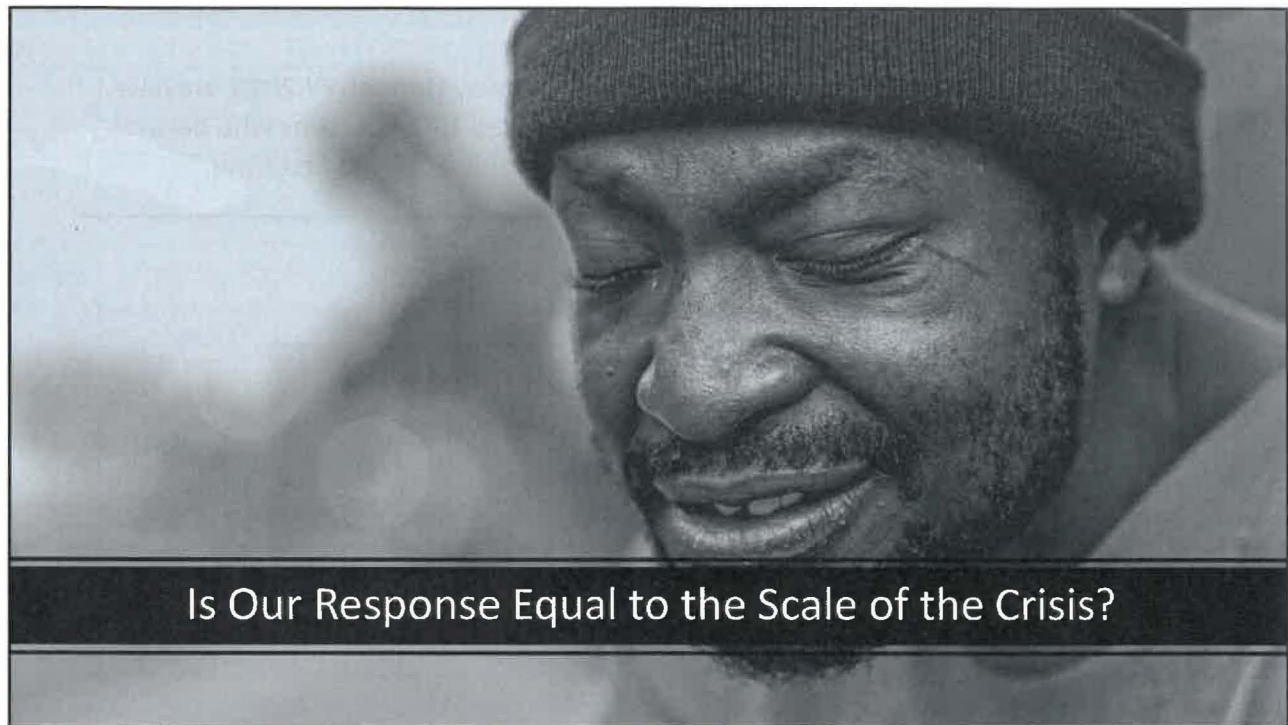
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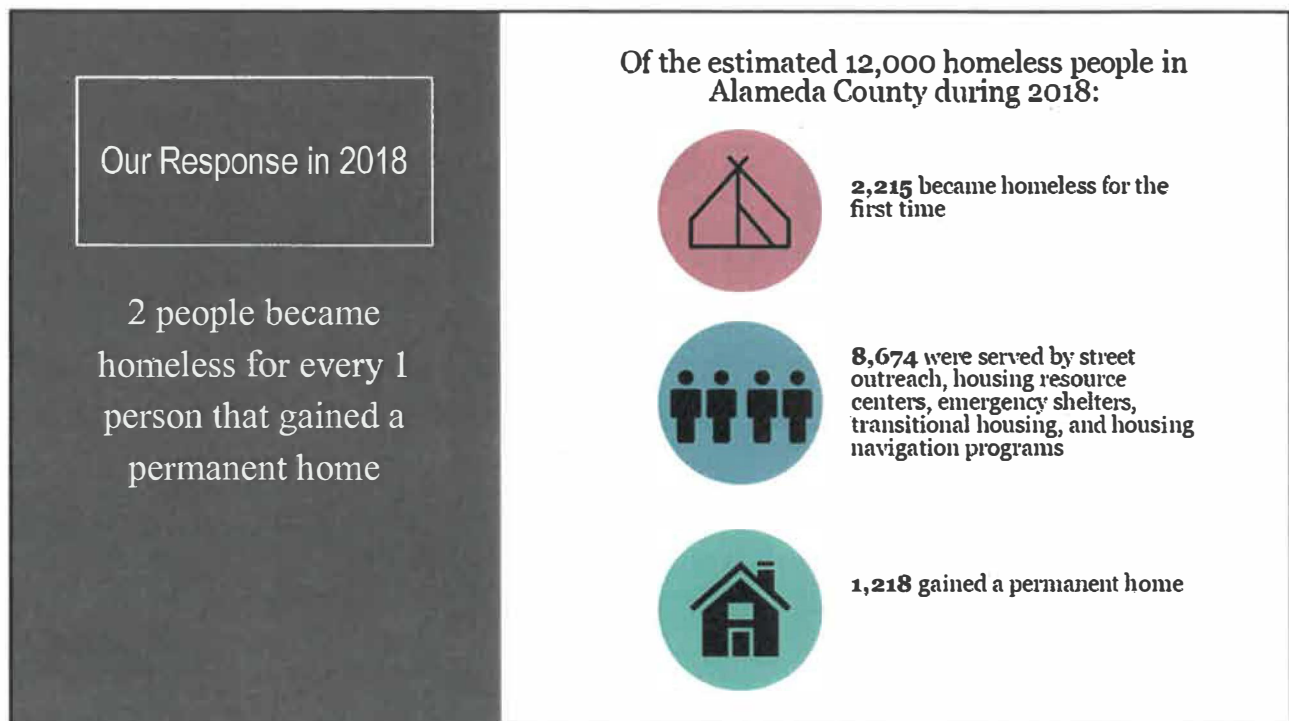
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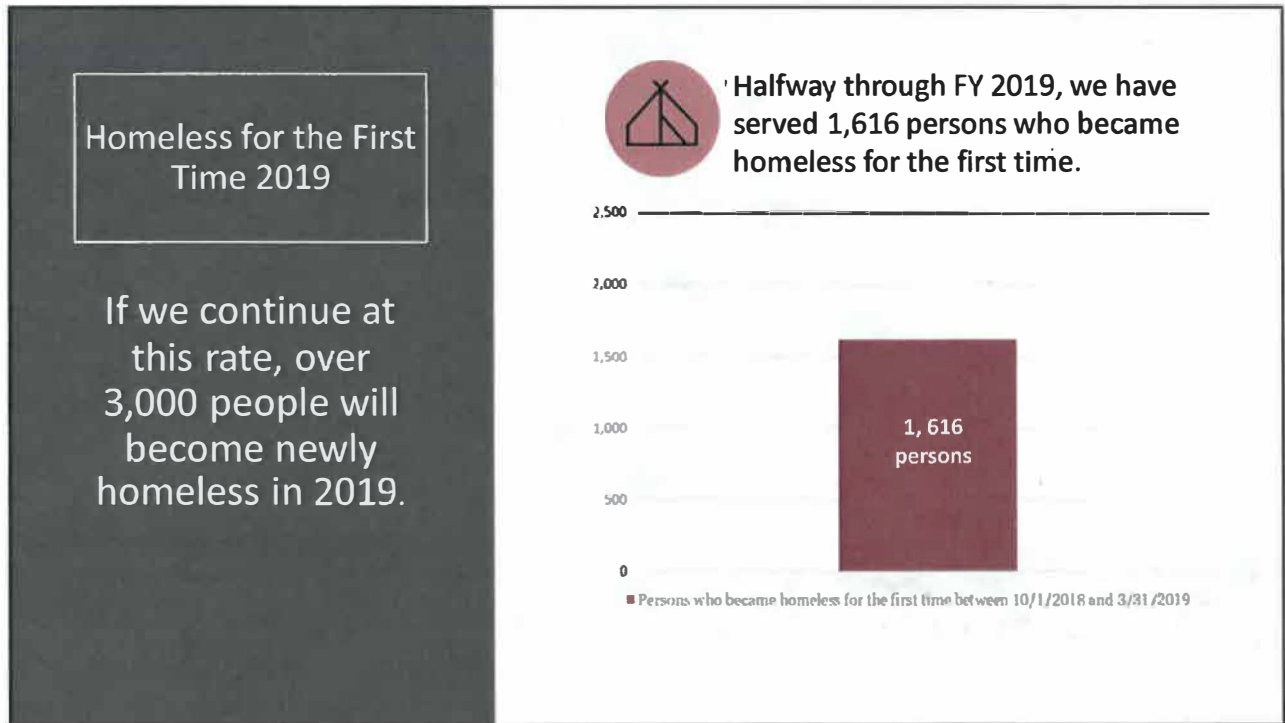
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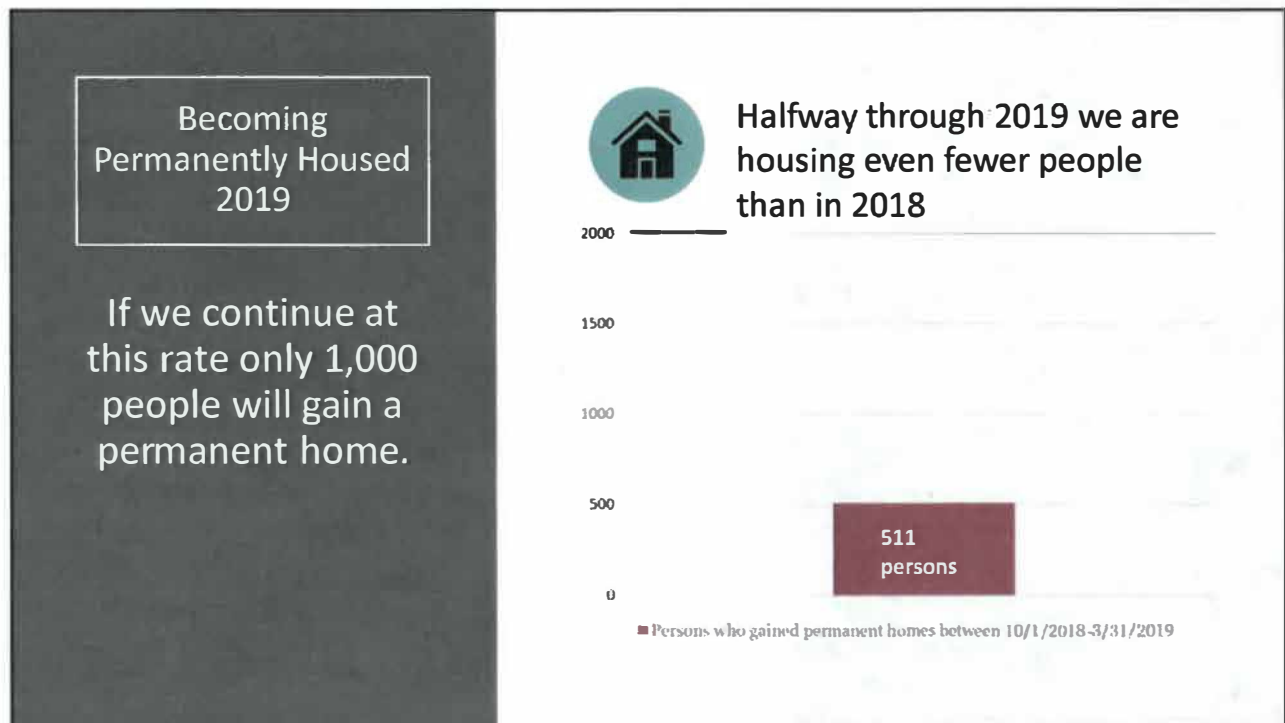
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12



## The 2019 Trajectory

3 people will become homeless  
for every 1 person that gains a  
permanent home

At this rate, homelessness could  
increase by 50% in 2021

13

1. Prevent People From Becoming Homeless
  - Do more to keep people housed and target prevention to people most likely to become homeless
  - Increase connection to income and benefits
2. House Extremely Low-Income People
  - Establish a dedicated revenue stream for housing operation and services
  - 42% of the adult population is on a fixed disability or retirement income. Extremely low-income people cannot afford permanent housing without deep subsidies.
  - Expand support services to help people stay housed
3. Safety and Dignity for People Experiencing Homelessness
  - Low barrier, short term interventions such as shelter, safe parking, outreach and hygiene stations protect the safety and dignity for people experiencing homelessness.

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## We Can Change the Trajectory

- With bold **coordinated** action we can increase investments and bring solutions to scale.
- **Align public policy:** Policymakers can advance policies to reduce homelessness, such as protecting renters, protecting the dignity, health and safety of those forced to live on the streets, and counteracting the disparate racial impacts of housing and economic policies.

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- Increasing Employment a HUD new policy priority
  - Continuums of Care (CoCs) and projects must work with local employment agencies and employers to prioritize training and employment opportunities for people experiencing homelessness
  - Formal partnerships between CoCs and state and local workforce development boards that includes access to employment or co-enrollment in workforce and homeless assistance programs for people experiencing homelessness

## CoCs and Employment Partnerships

16



## Promising Practices and Opportunities

- Alameda Point Collaborative, Alameda Point
  - A permanent supportive housing project with a strong focus on employment services
    - ❑ Long-standing workforce development programs
    - ❑ Multiple social enterprises: a wholesale plant nursery, an urban farm, a commercial kitchen, and a bike shop that provide work readiness, training and employment opportunities for residents
    - ❑ Over the last 2 years, an average of 30 residents a year have obtained/maintained employment at APC
- Targeting career and employment training to individuals and families enrolled in rapid rehousing programs for housing sustainability
- Developing career and employment opportunities for youth experiencing homelessness



## **ITEM VII.B. – INFORMATION**

### **LEGISLATIVE UPDATE**

#### **BACKGROUND:**

##### **Federal Update**

###### *College Affordability Act*

House Democrats proposed the College Affordability Act (CAA) in October 2019, which aims to overhaul federal higher education policy, by expanding student aid, lowering the cost of college, imposing new accountability measures on colleges and universities, and expanding access to more students. The proposal calls for federal investments that would make community college tuition-free nationwide, broadening the Pell Grant to cover a larger share of student costs and expenses like food and housing, as well expanding access to dual enrollment and early college high school programs.

The proposal also places emphasis on lowering the burden of student loans by eliminating hidden fees, simplifying the current loan repayment plans, and allowing borrowers enrolled in income-based repayment plans to automatically recertify their plans rather than renewing on an annual basis. Efforts to expand the Public Service Loan Forgiveness program and refinancing options are also proposed.

Along with the proposal is an effort to hold higher education institutions more accountable, by halting access to federal investments for institutions that have a record of student loan defaults and tightening accreditation standards to protect students from failing schools that close abruptly and cause academic disruption to students.

Lastly, the CAA proposes Title IX protections, encourages and invests in campus diversity in alignment with Title VI of the Civil Rights Act, expands the use of Pell Grants toward short-term programs aligned with high-growth pathways, provides investments toward student supportive services, and invests in Minority Serving Institutions. The CAA also proposes to lift the ban on incarcerated student's access to Pell Grants.

###### *Interoperable Learning Records*

In September 2019, the Data Transparency Working Group (DTWG) released a White Paper on Interoperable Learning Records. The DTWG is one of the four working groups associated with the American Workforce Policy Advisory Board (Advisory Board), established by the President's Executive Order (EO) 13845 on July 17, 2018. The EO also first established the National Council for the American Worker (NCAW), which is responsible for developing a national workforce strategy to address the needs of American workers.

The Advisory Board is comprised of 25 members who represent four corresponding work groups that are responsible for developing action-oriented recommendations for the NCAW.

The DTWG's White Paper recommends an Interoperable Learning Record (ILR) system, that would enable American workers, education and training institutions, and employers to easily and reliably communicate workers' acquired skills. The ILR system ideally would go beyond a standard resume or cover letter, allowing for an accurate and comprehensive reporting mechanism of workers' skills, factoring in all learned experiences (formal and informal), classroom courses, certificates, and workplace tasks that is then accessible to employers. This would allow employers to get a much wider and comprehensive perspective on worker competence and skill and contribute to career progression. See Attachment VII.B.1 for a hypothetical example of the ILR in practice.

## **State Update**

### *Legislative Priorities*

The California Workforce Association (CWA) surveyed its Legislative Committee to gauge legislative priorities to advance in the 2019/2020 session. Representing ACWDB, staff participated in the survey sharing some local priorities, placing emphasis on funding specifically, declining Workforce Innovation and Opportunity Act (WIOA) Title I funds, and a need to revamp the state's WIOA formula allocation methodology to more fully reflect the nuances of the unemployment rate.

Several participating workforce development boards (WDBs) also brought to light the inflexibility of the WIOA training requirement established by SB 734 (statues of 2011), which mandated WDBs to set-aside 30% of its WIOA Title I funds for job seeker training. The requirement is inflexible and doesn't account for the reality of local labor markets in California today, post Great Recession and in an improved labor market with ample employment opportunities. Many WDBs expressed concern about being able to serve individuals with barriers to employment, with a stronger need for flexible supportive service resources and not solely training.

CWA plans to leverage the survey results to develop its legislative priorities for the upcoming legislative session.

### *State Bills*

**AB 593** was signed by Governor Newsom and chaptered into law on October 8, 2019. It changes the Unemployment Insurance Code (UIC), allowing WDB's access to quarterly base wage data for the purpose of program evaluation. Under the previous law, only state entities (Employment Development Department and California Workforce Development Board) had access to the base wage data. The EDD will be responsible for developing an application to facilitate requests made by local workforce boards.

**AB 23** was vetoed by Governor Newsom. AB 23 would have established a Business Workforce Coordination Unit within the Governor's Office of Business and Economic Development to work with industry on alignment and awareness of workforce development opportunities in the state.

The Governor stated that AB 23 would have been a duplication of existing California Workforce Development Board responsibilities, and that it would have been premature in light of the Future of Work Commission (whose work and recommendations are still in progress), initiated by Governor Newsom on August 14, 2019.

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

**ATTACHMENT:**

VII.B.1 – Interoperable Learning Record Excerpt and Example

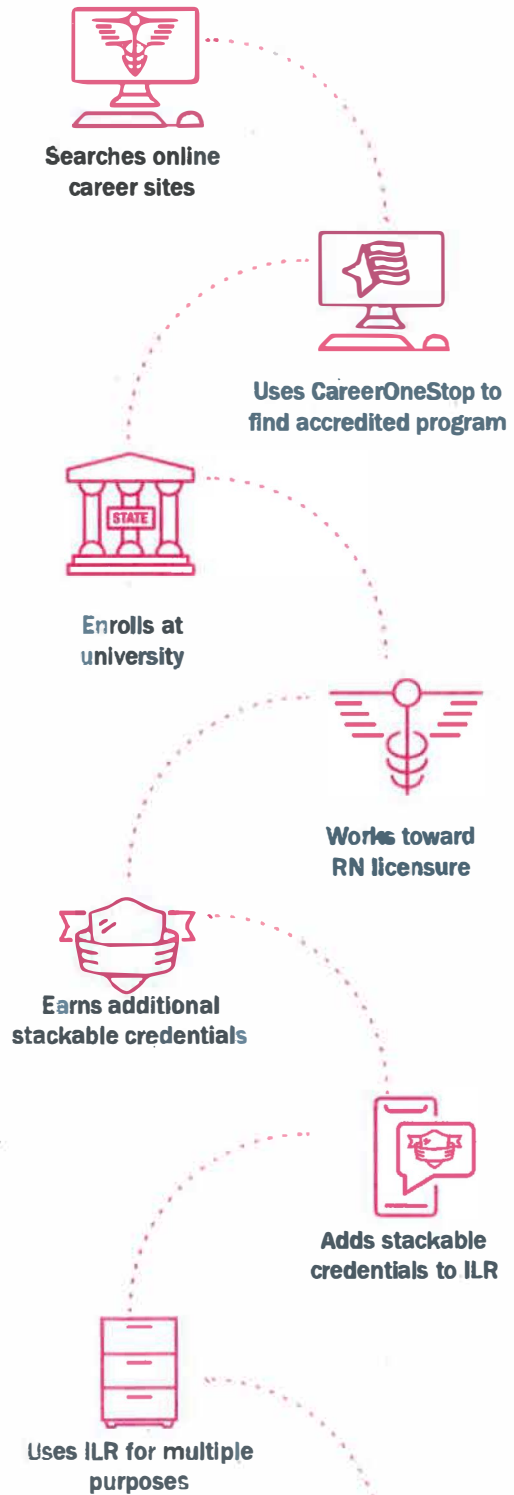


## What is an Interoperable Learning Record?

To begin the discussion on ILRs, it is useful to consider Olivia Hafez and a near-future scenario.<sup>9</sup> Olivia wants a secure job with opportunities for advancement. Looking at career sites online, she discovers that the field of registered nursing has strong employment prospects, excellent earnings potential, and pathways for promotion near where she lives. She uses CareerOneStop<sup>10</sup> to find an accredited nursing program that best meets her needs and is endorsed by the Commission on the Collegiate Nursing Education (CCNE) and/or the Accreditation Commission for Education in Nursing (ACEN), which is required for credential eligibility for employment as a Registered Nurse (RN). She enrolls in the program at State University.

During the program, Olivia not only works toward RN-licensure eligibility, she also earns stackable professional, verified credentials along the way for part-time employment in the health sciences. More specifically, in addition to prescribed skills and procedures required for Certified Nursing Assistant (CNA) practice, she has also learned safety protocols, electronic records keeping, and communicating with people under stressful conditions that satisfy eligibility requirements for credentialing as a Certified Medical Administration Assistant (CMAA). Olivia can now gain access to entry-level employment in the clinical and administrative support aspects of her chosen profession, which reduces her need for federal financial aid.

As Olivia earns the stackable health science credentials, she adds them to her ILR, which is a private and secure digital application or interface available on her devices, analogous to a file cabinet, where she can manage all her data and records and also authorize sharing. Olivia uses her ILR for multiple purposes as a permanent, verifiable set of records.



<sup>9</sup> The persons and institutions named in this scenario are fictitious.

<sup>10</sup> <https://www.careeronestop.org/Credentials/default.aspx>

Olivia gives permission to make selected records available to others on her social media professional networking site, where employers' systems use industry-standard terms and credentials that allow them to search across multiple platforms for candidates with specific skills and proficiencies. Very early in her RN degree program, Olivia is a candidate for a position at a local hospital.

In her job interview she is proud to talk about her relevant skills, including the work she did to achieve her CNA and CMAA credentials and all the relevant badges that required skills such as communication, safety protocols, and electronic records systems. This sets her apart from other candidates, and she accepts a position at Declan Hospital where her new manager is impressed by her strong clinical and administrative skills documented in the curated ILR she presented.

Olivia's Director of HR has read research by SHRM that shows offering employees career mobility can result in better retention and less turnover.<sup>11</sup> Because of this, Olivia's manager offers her a promotion pathway building on Olivia's goals and strengths, including a scholarship program for completion of her RN degree and license. Olivia now has the ability to focus even more diligently on her RN degree plan. Upon completion of her accredited RN program, the registrar will issue Olivia a digital academic credential that can be validated for RN licensure examination, which she completes successfully to become a state-licensed RN. Olivia is transferred to an administrative leadership position of a clinical unit (employing her CNA & CMAA credentials and experience).

During her next performance review, the hospital provides digital, verifiable information to Olivia about the skills she has learned and demonstrated on the job, including her recent work in an Emergency Department setting. Olivia's ILR gives her control over verified records of her achievements across contexts and pathways to her future career advancement goals to the benefit of her employer and patients.



<sup>11</sup> <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/employees-stay-career-mobility-pay-raises-culture.aspx>

## **ITEM VII.C. - INFORMATION**

### **CONSTRUCTION PRE-APPRENTICESHIP PIPELINE FOR EX-OFFENDERS PILOT PROJECT - UPDATE**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) was awarded \$250K from the California Workforce Development Board (CWDB) for the Construction Pre-Apprenticeship (CPA) Pipeline for Ex-Offenders Pilot. The CPA Pipeline Pilot is a demonstration grant that serves the probation or parole populations and justice-involved individuals. This project is aimed to develop the program infrastructure for greater access to trades jobs for the targeted populations and underrepresented communities. ACWDB also set an objective to implement the Multi-Craft Core Curriculum (MC3)<sup>1</sup> construction pre-apprenticeship training at Santa Rita Jail Job Center (SRJ). It is a pre-release model of service to enhance and expand the career services provided at SRJ.

The coordination among California Department of Corrections and Rehabilitation (CDCR) and/or California Prison Authority (CALPIA), the trades and Alameda County Probation was an emphasis for this project. Also, a State directive required the close alignment with the local Building Trades and the trade's joint apprenticeship programs. The grant priorities include: 1) improve program capacity with Building Trades; 2) build sustainable partnerships to coordinate among the trades industry employers; and 3) align the trades with reentry programs and connect MC3 program participants with apprenticeship slots in the construction industry.

The demonstration project term is July 2018 through December 2019, and the grant is funded to serve a minimum of 20 participants.

#### **HIGHLIGHTS:**

##### **MC3 at SRJ**

The strong collaborative relationship with the Alameda County Sheriff's Office (ACSO) provided the opportunity to expand services in SRJ by offering the CPA training program to participants. ACSO played an integral role in the planning and implementation of the CPA training program. ACSO actively participated in convenings with the jail's education provider, Five Keys Charter Schools and Programs, Inc and it was instrumental in certifying instructors and delivering the MC3 curriculum for the CPA training program. To date, 90 students have enrolled; one student completed the certification while incarcerated and an additional 12 participants are on track to complete the program by December 2019.

##### **Collaboration with Construction Trades Workforce Initiative**

ACWDB contracted with Construction Trades Workforce Initiative (CWTI) to build sustainable partnerships with organizations and further develop the workforce pipeline into the building trades industry. CTWI convened stakeholders (Apprenticeship Coordinators, Contractors, MC3

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<sup>1</sup> *The Multi-Craft Core Curriculum is a comprehensive pre-apprenticeship training, developed and approved by the Building Trades National Apprenticeship and Training Committee in 2008*

training providers, Project Labor Agreement administrators and Building Trades Council leaders) to discuss the pipeline development which included sharing the implementation of the CPA training program at SRJ, the value of the MC3 curriculum, and encouraging employer and union recruiters to put emphasis on preferential treatment for graduates of the MC3 certification program. A major emphasis called attention to MC3 as a key tool that training partners use to adequately prepare community members to become successful union apprentices.

#### Cypress Mandela Pre-Apprentice/Apprentice Programs

Cypress Mandela Training Center, Inc., a contracted training provider for ACWDB, offers a 16-week construction trade pre-apprenticeship program for men and women over 18 years of age. Training is both hands on and in classroom. Cypress Mandela is one of few providers certified to deliver the MC3 curriculum in the region, known to prepare students for skilled trades jobs relevant to today's construction industry. A cohort of nine students enrolled and completed the 16-week training program in late September 2019. Thus far, one student has successfully entered the Carpenters Apprentice program.

#### Reentry Expo

ACWDB's Reentry Services staff worked diligently with ACSO, to participate in the Reentry Expo. The Reentry Expo is an annual event held at the SRJ; the Inmate Services Unit hosts this event inside the Transition Center. The goal is to create a bridge to reentry services and resources for those inmates who are soon to be released from custody. The event is unique because it allows reentry program providers pre-release access to more than 400 potential clients. The participants will use services to assist them as they make plans for a successful transition back to their families and communities. Staff worked closely with CWTI to ensure the Alameda County Building Trades Council (BTCA) brought supporters from the trades, which included the Sheet Metal workers local 104, Plumbers, Steamfitters, refrigeration and pipeline Local Union 342, Iron Workers Union Local 378, Union of Painters and Allied Trades, and the Operating Engineers Journeymen. The event was well attended by numerous employer's representing other industries.

ACWDB is on track to meet the performance requirements for the demonstration of the CPA Pipeline Pilot. A solid infrastructure was developed and implemented with grant funds, now systems are in place to continue working with trainers, partners, and stakeholders to maintain an adequately trained pipeline for individuals entering the building trades industry. The CPA training at the SRJ will continue well beyond the grant term ending December 2019.

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

**ITEM VII.D. - INFORMATION**

**INNOVATIONS IN REENTRY INITIATIVE**  
**SECOND CHANCE ACT SMART REENTRY PROGRAM - UPDATE**

**BACKGROUND:**

The Santa Rita Jail Job Center (SRJ) initiated career services to inmates in May of 2016, seeded by the Department of Labor’s Linking Employment Activities to Pre-Release (LEAP) grant. The partnership between Alameda County Workforce Development Board (ACWDB) and the Alameda County Sheriff’s Office (ACSO) has focused on system integration of workforce development and public safety.

In October 2018, ACSO was awarded a three-year Second Chance Act Grant from the U.S. Department of Justice - Innovations in Reentry Initiative: Focused on evidence-based strategies for successful reentry from incarceration to the community. The grant proposed to expand ACSO’s Operation My HomeTown (OMHTx) services and foster the development of the SRJ career services. OMHTx services aim to reduce recidivism and promote job readiness utilizing the evidence based “Integrated Reentry and Employment Strategy”. This integrated tool links the science of reducing risk for criminal activity with promising strategies for improving outcomes for hard to employ populations.

Under the OMHTx project, ACSO is the lead County agency in partnership with ACWDB and Probation. ACWDB’s role is to build capacity and scale up the SRJ career services model utilizing evidence-based practices on integrated reentry and employment strategies, as well as engage with employers for employment opportunities. Some of the SRJ services include case management services, risk assessment, individual employment reentry plan, basic career services, Metrix Learning online training, and Construction Pre-Apprenticeship training.

OMHTx project will serve up to 160 clients in the federal program years October 2018 through September 2020.

**HIGHLIGHTS:**

**OMHTx**

The first year of performance for the OMHTx ended September 30, 2019 and is as follows:

Number of Individual Enrollments	55
Number of Individuals Successful Pre-Release Services	35
Number of Individuals in Post-Release Services	17
Number of Individuals Successful Post-Release Exits	11
Number of Individuals Exits	33
Lack of Engagement	9

One of the key strategies for the grant program is the expansion of the career services in the jail, representing a shift that builds pre-release engagement from within the jail in hopes of improving reentry and employment outcomes for the participants. The partners are deliberate in following the fidelity of the grant, even if it means the number of individuals served is less than the goal. ACSO and ACWDB are committed to analyzing gaps and bottlenecks and developing a plan to address gaps and enhance coordination.

SRJ Basic Career Services

Some individuals that are at a lower risk of future criminal activity, but notably different levels of job readiness may not be eligible for the OMHTx services, these individuals may receive programing that prepares them for employment under SRJ basic career services.

Transition Center at SRJ

In early July, ACSO began to renovate the Transition Center at SRJ, the space staff and partners occupy to provide services. ACSO, is renovating the transition center space to improve movement and participant access to services. The newly renovated space will have flexible cubical designed to allow for staff to conduct one-one interviews and easily transfer space for group activities. The renovation is scheduled to end in late November.

Reentry Initiatives Summary

The chart below shows activities provided at SRJ under all grant categories:

**ACWDB Reentry Initiatives Summary Report**

*Reporting Range: October 1st 2018 - September 30th 2019*

**Summary Report**

<b># of Enrolled Individuals:</b>	<b>114</b>
<b># of Unique Individuals Served:</b>	<b>113</b>
<b>Total # of Services Provided:</b>	<b>873</b>
<b># Services Provided through OMHTx:</b>	<b>332</b>
<b># Services Provided through SRJ Basic:</b>	<b>521</b>
<b># Services Provided through CPA:</b>	<b>19</b>

*Reports ran on 10/04/2019*

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

## **ITEM VII.E. - INFORMATION**

### **METRIX LEARNING ONLINE TOOL ANNUAL REPORT**

#### **BACKGROUND:**

The Metrix Learning online portal services are provided by NY Wired. NY Wired was established to provide state and local governments, not-for-profits agencies, and corporations with innovative and affordable training programs and technology solutions. The training course content is provided by Skillsoft, Amatrol, MedcomTrainex, and ProveIT. This workforce training tool is flexible and easy to use online. The Alameda County Workforce Development (ACWDB) career services providers are able to deploy online learning that successfully delivers clear and measurable results.

Metrix Learning uses the “Career Pathways Portal” (Portal). The Portal is designed to aggregate community resources, address skills gaps, and align training with industry demands. Based on a learning assessment, individuals are placed in a targeted pathway and receive a comprehensive training plan. Pathways are customized based on the individual needs and employers’ input. Training is divided into four skill levels: Foundation, Industry, Sector, and Occupation. The career pathways address skills gaps with automatic remediation, provide clear training milestones through progressive badging and dynamically display skill transferability.

The Portal acts as virtual skill repository by seamlessly integrating online training, external training, formal education, and prior work experience. For recruitment and efforts to boost usage, the career services providers may offer targeted workshops to include work readiness tips, certification programs, as part of the online learning orientations, for Metrix. Individuals are awarded customized badges as they advance through training. Employers are able to search and recruit skilled workers from the portal talent database. Furthermore, it provides opportunities for employers to participant in the skill gains necessary to join industry. They can assist in the skill-pipeline by agreeing to period internships, apprenticeships; or on-the-job training opportunities for clients who successfully pass the training milestones.

#### **STRATEGIC HIGHLIGHTS:**

##### **Santa Rita Jail (SRJ) Launch**

In February 2019, a collaboration between ACWDB and the Alameda County Sheriff’s Department (ACSO) launched its first internet based online training program through Metrix Learning. This much anticipated launch was realized through much patience and persistence by ACWDB reentry services staff. The Metrix Learning tool at SRJ Job Center, provides inmates access to gain new skills. This is groundbreaking for NY Wired! This is the first County jail nationwide to approve Metrix Learning Online Tool for inmates. NY Wired has also worked with staff to set up custom programs for the SRJ population. These programs are designed with custom curriculum tracks in different sectors i.e. entry level workplace skills, computer skills, food service, transportation and logistics, human resources, and construction. Staff work closely

with participants to provide mentoring and guidance in career pathways and soft skills. Originally over 30 applicants requested to attend the orientation, however, after careful screening by the Sheriff Deputy, only 13 appropriate students were chosen to participate in the training class. The training class capacity is 12 to 1, for deputy supervision and safety. Currently there's a waiting list of participants to be screened for the training class. Interest has increased at SRJ!

### **Microsoft Office Specialist Certification**

In April 2019, the workforce system providers recruited customers interested in attaining a Microsoft Office Specialist Certification. The certification process is fully automated minimizing staff involvement with behavioral emails and notifications to keep clients on task. administrative reports allow staff to track certification progress with ease. The system's screening component enables customers only move forward in the program if they are deemed 'ready' for certification training. Otherwise, they are encouraged to take remediation courses through Metrix before joining the certification process.

### **Presentation: High-Impact Community Engagement through New Virtual Services California Workforce Association Annual Conference Meeting of Minds, Monterey, CA**

In September 2019, Workforce Development Specialist, ACWDB; Executive Director, Pacific Gateway Long Beach WDB; and Director, work2future WDB, all presented their local area service delivery utilizing the Metrix Learning online tool. In a panel discussion format, these innovative workforce leaders shared their creative solutions in implementing virtual services, building partnerships, reaching various populations, such as public assistance recipients, reentry persons, and extending service access throughout their communities.

### **OPERATING HIGHLIGHTS FOR ACWDB:**

#### **ACWDB's System-wide Performance**

#### **Usage Activity**

		1/1/19- 3/31/19	4/1/19- 6/30/19	7/1/19- 9/30/19	10/1/30- 12/31/19	ANNUAL TOTALS
1	<b>User Summary</b>					
2	Accounts Registered	76	29	72	57	234
3	Clients with 1+ Accesses	125	70	117	96	408
4	Clients with 1+ Completions	78	37	66	66	247
5	<b>Training Summary</b>					
6						
7	Avg Completions per active client	10	5.3	8	8.9	32.2
8	Avg hours per active client	23.3	12.9	23.3	17.8	77.3
9	Total training time (hours)	1814.3	476.8	1536.4	1173.1	5000.6
10	Total Completions	780	197	528	585	2090

## Content Summary

		1/1/19- 3/31/19	4/1/19- 6/30/19	7/1/19- 9/30/19	10/1/30- 12/31/19	ANNUAL TOTALS
13	Amatrol Completions	3	0	0	2	5
14	Medcom/Trainex Completions	31	3	45	14	93
15	ProveIT Completions	42	4	8	28	82
16	SkillSoft Completions	704	190	475	541	1910

Amatrol's eLearning program offers an extensive eLearning library, which contains more than 400 courses. These courses fall into categories such as automation, electrical, fluid power, green energy, industry fundamentals, lean manufacturing, machining, manufacturing processes, materials, measurement and gauging, mechanical, prints and drawings, structural engineering, surveying, thermal and process control, quality, safety, workplace effectiveness, CNC machining operation and programming, and many others.

Medcom/Trainex is a leading producer and distributor of healthcare education in a wide range of formats, and proprietary internet-based learning for healthcare professionals.

ProveIT offered by Kenexa/IBM, provides assessments in a variety of different fields and skill sets. Assessments range from basic to advanced levels and include topics in accounting, behavioral, call center, clerical, financial, healthcare, industrial, legal, software, and technical environment.

Skillsoft provides cloud-based learning solutions for customers worldwide, who range from global enterprises, government and education customers to mid-sized and small businesses. Over 165,000+ courses, videos and books in 160 countries and 29 languages, 100% cloud access, are available anytime, anywhere.

## **LOOKING AHEAD:**

### **Virtual Registration Launch**

In January 2020, ACWDB will launch **Skill Up Alameda** the virtual registration via the website. NY Wired integrated with eight California WDB's for virtual registration via websites. Metrix Learning usage increased by 425% with virtual registrations. Several of workforce development board's Career Centers that previously never used Metrix have now started using the system. This increase comes with no staff involvement. Metrix Learning delivers the newest version to all end users, it provides access to the Career Pathways Tools (10 industries, 200+ occupations). Users have the advantage to determine their skill gaps by skill assessments and get customized course recommendations. Metrix Learning training will help users close the skills gaps and improve their job opportunities that lead to a career.

## Employment Development Department Pilot

NY Wired has managed to successfully partner with Geographic Solutions the CalJOBS systems provider. With the approval of the Governance Council of Employment Development Department, the partnership anticipates a launch in early 2020; a pilot project that will enable end users to access Metrix Learning through the CalJOBS portal. In addition, several workforce development board systems across the state (work2future (San Jose) Contra Costa, Monterey, SETA (Sacramento) and Long Beach) will be teaming up to pilot and test this new integration and the virtual access to all users of the CalJOBS system. ACWDB will be participating in the test integration with the expectation this will increase industry certifications at an affordable cost.

### Platform Features

- Virtual career service, limited staff involvement
- Fixed cost, serve unlimited number of clients
- 10 career pathways, 200+ in-demand occupations
- Skill gap analysis with automated course recommendations
- **900+ IBM Kenexa ProveIT skill assessments**
- Over 5000 courses
  - Workplace skills/soft skills
  - Leadership
  - Management
  - IT/software/development
  - Sales
  - Customer service
- **186 industry-recognized certifications**
  - **Cisco, CompTIA, Microsoft, Oracle, Project Management, Six Sigma, etc.**
- 300 digital badges
- Certificate of completion (PDF file) for each passed course
- Applications for youth, re-entry, public assistance, and business services
- Detailed reporting (registrations, logins, accesses, training hours, course completions, badges earned)
- CalJOBS Metrix integration – seamless reports

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

**VII. F. - INFORMATION**

**PRISON TO EMPLOYMENT (P2E) INITIATIVE REGIONAL IMPLEMENTATION**

**BACKGROUND:**

**P2E Planning Grant**

The EASTBAY *Works* / East Bay Regional Planning Unit (EBRPU) comprised of the Workforce Development Boards (WDBs) of the cities of Richmond and Oakland, and counties of Contra Costa and Alameda was awarded \$95,000 by the California Workforce Development Board (CWDB) for the P2E Planning Grant. The Alameda County Workforce Development Board (ACWDB) is the administrative, fiscal, and performance lead for the region for the P2E Initiative grant awards. The planning grant term is October 2018 through March 2020. The region will build upon its strong collaboration with education, labor, and community-based organizations serving individuals returning from incarceration. The region will have two sub-regional teams representing Alameda County and Contra Costa County comprised of the four WDBs. The planning process will consist of four phases: 1) launch the initiative to stakeholders in each sub-region and provide a series of mini-training sessions for the workforce development members to build capacity to have better reentry workforce systems; 2) research and discovery to collect data on existing reentry investments in the local areas; 3) synthesis of findings; and 4) service solicitations to scale up services, strengthen sub-regional networks, and support innovations in reentry. The region will develop partnerships with key reentry system partners including the California Department of Corrections and Rehabilitation (CDCR).

**P2E Implementation Grants**

The CWDB released a request for applications in November 2018. Approximately \$34M in state general funds were available for the implementation of regional plans to serve the formerly incarcerated and other justice involved individuals. The EBRPU prepared one regional application. In April 2019, the EBRPU was awarded \$2,307,284, with two funding streams:

<b>Program Year</b>	<b>PY 18-19</b>	<b>PY 19-20</b>
Direct Service/Implementation	\$474,730	\$474,730
Supportive Service/Earn and Learn	\$678,912	\$678,912

The regional goals set by the CWDB:

- Align workforce development activities and resources with larger regional economic development areas;
- Implement sector strategies and career pathways;
- Lower cost and increase effectiveness of service delivery to businesses that span more than one Local Area within region;
- Support job seekers through the coordination of services, processes, and operations.

## **REGIONAL IMPLEMENTATION:**

The EBRPU will utilize existing monthly Regional Planning Unit Directors' meetings to facilitate information-sharing among partners. Quarterly EBRPU Coordination Team meetings facilitated by ACWDB Project Manager and the EBRPU's Regional Organizer, will also serve as a forum for information sharing and coordination. The regional meetings will support the WDBs' ongoing evaluation of the service needs of the region's justice-involved population relative to P2E strategies. Further, these meetings will complement existing and planned local WDB efforts to bring P2E partners together to analyze data, troubleshoot, and share best practices and resources.

The EBRPU will leverage the existing reentry workforce development efforts of its regional industry sector partnerships, work with regional economic development partners to explore opportunities for partnership with their member businesses, and leverage the local WDBs' strong networks of industry employers to support opportunities for work-based learning, training, and successful employment outcomes. Through regular information sharing, EBRPU will also look for opportunities to expand local employer partnerships across the region and prioritize reentry-friendly industries such as the construction trades, manufacturing, hospitality, and the food preparation industry for targeted cultivation.

The EBRPU has identified three priorities for the P2E grants (1) paid training and work experience; (2) wrap-around and supportive services; and (3) increased coordination among Parole and Probation, community-based organizations (CBOs), reentry employers, and workforce partners.

## **REGIONAL IMPACT:**

### **Regional Implementation and Direct Services (IDS) Grant**

EBRPU intends to utilize IDS funds to: increase WDB staff capacity to coordinate existing P2E partners, cultivate more expansive reentry employer networks, oversee administration of the grant, and, in one case, directly provide case management; and address the costs associated with the in-house provision of assessment and training for P2E participants. Both uses will improve workforce development outcomes for the region's justice-involved population.

### **Regional Supportive Service / Earn and Learn Grant (SSEL)**

The EBRPU has identified common barriers to successful participation in and completion of workforce education and training and, subsequently, successful employment among the region's justice-involved individuals. Overall, these barriers can be understood in terms of (1) immediate/crisis needs in early reentry stages and (2) longer-term needs that support job retention. Commonly cited immediate needs included housing, transportation, and food, as well as access to income as early as possible upon release (to address these pressing concerns). Frequently mentioned longer-term needs included sustained case management, substance use and behavioral health services, and document recovery.

P2E participants will be connected to a range of wrap-around and supportive services needed to reduce barriers and bolster individual success. The provision of earn and learn opportunities and paid on-the-job training will furnish participants with critical resources in the early post-release stages, leading to increased stability and enhancing their ability to successfully complete training.

**REGIONAL GOALS:**

	<b>IDS</b>	<b>SSEL</b>
1. Participants to be Served	218	204
2. Enrollment in Training	93	105
3. Completion of Training	68	80
4. Attained Industry-Valued Certificate, Credential or Degree	55	64
5. Placement in Postsecondary Education	6	15
6. Placement in State-Approved Apprenticeship	11	27
7. Placement in Industry Sector Employment	67	127
Industry Type: Construction/Maintenance	24	44
Industry Type: Hospitality/Food Service	10	25
Industry Type: Manufacturing/Transportation/Logistics	20	32
Industry Type: Warehouse/Production	4	5
Industry Type: Public Sector	9	12
Industry Type: Office Support/customer service, other	9	9
8. Placement in Temporary/Other Employment	42	44
9. Retention in Employment	0	55

**ACWDB LOCAL AREA:**

ACWDB will make the most of the strong existing collaborative relationship with the Alameda County Sheriff’s Office (ACSO), Alameda County Probation (ACPD) and CDCR. Santa Rita Jail (SRJ) Job Center Career Services staff will engage participants in pre-release planning and work proactively to familiarize participants with post-release staff, transfer participant information from SRJ to the community-based America’s Job Center of California for training and job placement, and transfer participant information from SRJ to one of their existing service providers for case management. These case managers will work to identify participants’ immediate and longer-term needs and connect them to appropriate direct and supportive services within ACWDB’s reentry network. Staff has developed specialized recruitment events and business engagement forums, as well as in-house job readiness training. Overall, these activities will serve an anticipated 75 participants funded by the direct services and implementation grant. ACWDB will utilize Supportive Service/Earn and Learn (SSEL) funds to address whole person needs through contracted case management partners, 75 participants will be connected to SSEL-

funded pre-release training and planning, wrap-around and supportive services (which are not currently part of ACWDB's delivery of services), paid internships, support while in training, and subsidized work opportunities.

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

## **ITEM VII.G. - INFORMATION**

### **CERTIFICATION OF THE EDEN AREA COMPREHENSIVE AMERICA'S JOB CENTER OF CALIFORNIA (AJCC) - UPDATE**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) approved the certification of the Eden Area Comprehensive America's Job Center of California (AJCC) in May 2018. The certification process encompassed a third-party evaluation to assess the quality of services and effectiveness of the AJCC through the eight Hallmarks of Excellence, which also included a plan of continuous improvement goals for the three-year certification period.

ACWDB staff provides updates to the Committees and Board on the progress of Eden Area Comprehensive AJCC/Rubicon Programs, and the ACWDB staff are making towards accomplishing the 19 improvement goals highlighted in the plan. The last update provided to the Board focused on the status of continuous improvement goals through April 2019, and the roll-out on the next set of goals pending completion by July 1, 2019.

#### **UPDATE:**

To date the Eden Area AJCC and the Department have completed 17 of the 19 goals outlined in the certification's continuous improvement plan (see V.G.1. Status Report on Hallmarks of Excellence Continuous Improvement Goals).

Regarding the "in progress" status of improvement goal, No. 11, for the Eden Area AJCC collaborative referral tracking mechanism, Rubicon Programs and ACWDB staff are exploring implementing CommunityPro Suite. It is a referral tracking system utilized by local adult school partners. The Mid-Alameda County Consortium (MACC) is still addressing the technical issues with the system and will notify Rubicon Programs when CommunityPro Suite is ready for pilot implementation. Improvement goal No. 19, the exploration of parking vouchers, is pending with a due date of July 1, 2020.

For more information please contact, David Dias, Career Center Coordinator at (510) 780-8768 or by email at [david.dias@acgov.org](mailto:david.dias@acgov.org).

#### **ATTACHMENT:**

VII.G.1. – Status Report on Hallmarks of Excellence Continuous Improvement Goals



Eden Area Comprehensive America's Job Center of California (AJCC) Certification

Hallmarks of Excellence  
Status on Continuous Improvement Goals 2018-2021

	Hallmark	Action	Agency	Due Date	Status
1.	6	Expand access to business publications and industry resources.	AJCC	October 31, 2018	Done
2.	3	Update the partner services inventory and review or update quarterly.	AJCC	October 31, 2018	Done
3.	4	Update their organizational chart to include colocated partners.	AJCC	December 31, 2018	Done
4.	4	Update client flow chart to include partner services.	AJCC	December 31, 2018	Done
5.	3	Utilize the partner service inventory to update Eden Area AJCC collaborative outreach collateral.	AJCC	December 31, 2018	Done
6.	1	Ensure addition of Eden Area AJCC signage on the third floor.	ACWDB	December 31, 2018	Done
7.	2	Make the Limited English Proficiency Plan available in Alameda County threshold languages.	ACWDB & AJCC	December 31, 2018	Done
8.	7	Ensure that partner services eligibility trainings are conducted.	AJCC	December 31, 2018	Done
9.	2	Enhance Eden Area AJCC website to include additional virtual resources	AJCC	March 31, 2019	Done
10.	6	Expand the advanced manufacturing and banking sector symposium series to include health care and construction sectors.	AJCC	March 31, 2019	Done
11.	3	Complete research into a collaborative referral tracking mechanism to enhance referral outcomes.	ACWDB & AJCC	March 31, 2019	In progress
12.	1	Explore Wi-Fi to better support job seekers and employers who utilize their own web-enabled devices while at the Eden Area AJCC.	ACWDB	July 1, 2019	Done
13.	5	Perform a client flow assessment to identify service impediments that limit skill attainment of industry-recognized credentials	ACWDB & AJCC	July 1, 2019	Done
14.	8	Dedicate time as needed to review and manage social media and other feedback platforms	AJCC	July 1, 2019	Done

	Hallmark	Action	Agency	Due Date	Status
15.	5	Continue to seek strategic partnerships to maximize supportive services resources for Eden Area AJCC clients.	AJCC	July 1, 2019	Done
16.	7	Implement a training tracking mechanism that documents partner capacity building participation.	AJCC	July 1, 2019	Done
17.	8	Complete research into a data capture mechanism to more easily track client usage data.	AJCC	July 1, 2019	Done
18.	2	Ensure that all staff receive additional human-centered design resources.	ACWDB & AJCC	December 31, 2019	Done
19.	1	Explore parking vouchers or an alternative parking cost offset mechanism.	ACWDB	July 1, 2020	Pending

### Hallmark Definitions and Summary of Eden Area Comprehensive AJCC Rankings

The Hallmarks of Excellence	Ranking
1. The AJCC’s physical location and facility enhances the customer experience	4
2. The AJCC ensures universal access with an emphasis on individuals with barriers to employment	4
3. The AJCC actively supports the One-Stop system through effective partnerships	4
4. The AJCC provides integrated, customer-centered services	3
5. The AJCC is an on-ramp for skill development and attainment of industry-recognized credentials which meet the needs of targeted regional sectors and pathways	4
6. The AJCC actively engages industry and labor and supports regional sector strategies through an integrated business service strategy that focuses on quality jobs	4
7. The AJCC has high-quality, well-informed, cross-trained staffing	3
8. The AJCC achieves business results through data-driven continuous improvement	4
Total Ranking for Hallmarks of Excellence:	4

**ITEM VII.H. – INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**PROPOSED 2020 MEETING CALENDAR \***

**FEBRUARY 2020**

- 5 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 10 Youth Committee (1:00 – 3:00 PM, California Poppy Room, 2<sup>nd</sup> Floor)
- 19 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 26 Executive Committee (9:30 – 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)

**MARCH 2020**

- 12 Workforce Development Board (9:00 AM – 12 Noon, California Poppy Room, 2<sup>nd</sup> Floor)

**APRIL 2020**

- 8 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 13 Youth Committee (1:00 – 3:00 PM, California Poppy Room, 2<sup>nd</sup> Floor)
- 15 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 22 Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)

**MAY 2020**

- 14 Workforce Development Board (9:00 AM – 12 Noon, California Poppy Room, 2<sup>nd</sup> Floor)

**AUGUST 2020**

- 5 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 10 Youth Committee (1:00 – 3:00 PM, California Poppy Room, 2<sup>nd</sup> Floor)
- 19 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2<sup>nd</sup> Floor)
- 26 Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)

**SEPTEMBER 2020**

10 Workforce Development Board (9:00 AM – 12 Noon, California Poppy Room, 2<sup>nd</sup> Floor)

**NOVEMBER 2020**

4 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)

9 Youth Committee (1:00-3:00 PM, California Poppy Room, 2<sup>nd</sup> Floor)

18 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2<sup>nd</sup> Floor)

19\* Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2<sup>nd</sup> Floor)

**DECEMBER 2020**

10 Workforce Development Board (9:00 AM – 12 Noon, California Poppy Room, 2<sup>nd</sup> Floor)

**NOTE:** All meetings are located at the Eden Area Multi Service Center, 24100 Amador Street, Hayward.

**\*Due to the Thanksgiving holiday, the Executive Committee has been rescheduled to November 19, 2020.**

10/21/19

**ITEM VII.I. - INFORMATION**

**ALAMEDA COUNTY**  
**WORKFORCE DEVELOPMENT BOARD (WDB)**  
**MEMBER LIST**

**BUSINESS (51%)**

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**Alexandria Baker**, South Bay Manager,  
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**VICE-CHAIRPERSON –**  
**BETHANY MCCORMICK**

**Bethany McCormick**, Engineering  
Recruitment and Diversity Manager  
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**Melissa Stoller**, Customer Success Manager  
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**VACANT (3)**

**EDUCATION**

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**Brad Frazier, Principal**

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**GOVERNMENT**

**State Employment Service**

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Northern Division, Workforce Services Branch  
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**State Department of Rehabilitation**

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**Economic Development**

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**Tina Kapoor, Economic Development**

Manager  
City of Fremont  
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Fremont, CA 94538  
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E-Mail: TKapoor@fremont.gov

**WORKFORCE REPRESENTATIVES**

**(20%)**

**Labor (15%)**

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**Alfred Fortier, Assistant Business Manager**

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**Tony Lam, Building Trades Apprentice**

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**WORKFORCE REPRESENTATIVES**  
**(Continued)**

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**VACANT (1)**

**Community - Based Organization**

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Rev. 11.1.19

**WDB COMMITTEES**

**Executive Committee**

Jennifer Ong, WDB Chair  
Bethany McCormick, WDB Vice-Chair  
Paul Reyes, Systems and Strategies Committee Chair  
Brian Salem, Organizational Effectiveness Committee Chair  
Alexandria Baker, Youth Committee Chair

**Systems and Strategies Committee**

Paul Reyes, Chair  
John Torok, Vice-Chair  
Tina Kapoor  
Tony Lam  
Kalpana Oberoi  
Susie Passeggi  
Dr. Regina Stanback Stroud  
Melissa Stoller

**Organizational Effectiveness Committee**

Brian Salem, Chair  
Christopher Rose, Vice-Chair  
Tyler Abbott  
Jennifer Cogley  
Brad Frazier  
James Paxson

**Youth Committee**

Alexandria Baker, Chair  
Lisa Meza, Vice-Chair  
Faith Battles  
Jeff Bowser  
Eric Darby  
Gana Eason  
Linda Evans  
Elizabeth Lockerbie  
Kathy Mello  
Bill Pelter  
Raquel Ramsey-Shelton  
Mario Wagner

**ITEM VII.J. - INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
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**Career Center System**

**America's Job Centers of California (AJCC)**

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**Sub-Regional Workforce Networks**

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Berkeley, CA 94702

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**OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK**

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**Youth/Young Adult Program Operators – PY 2019/20**

**Young Adult Future Force Career Program - Out-of-School Youth Services**

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**EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)**

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**TRI-CITIES (Fremont, Newark, Union City)**

**East Bay Community Services dba La Familia Counseling Services**

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**VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)**

**East Bay Community Services dba La Familia Counseling Services**

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**VII.K. – INFORMATION**

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## COMMONLY USED ACRONYMS

<b>ABE</b> Adult Basic Education	<b>ISS</b> Individual Services Strategies
<b>ACBG</b> Alameda County “Beyond the Gates” Project	<b>ITA</b> Individual Training Account
<b>ACCESS</b> Alameda County Career & Employment Services System	<b>JPA</b> Joint Powers Agreement
<b>ACWDB</b> Alameda County Workforce Development Board	<b>LEA</b> Local Education Agency
<b>AEBG</b> Adult Education Block Grant	<b>LEAP</b> Linking to Employment Activities Pre-Release (DOL Returning Citizens Program)
<b>AJCC</b> America’s Job Center of California	<b>LEO</b> Local Elected Official
<b>ARRA</b> American Recovery and Reinvestment Act	<b>LEP</b> Limited English Proficient
<b>BAP</b> Business Assistance Program	<b>LMI</b> Labor Market Information
<b>BOS</b> Board of Supervisors (Alameda County)	<b>LTU</b> Long-Term Unemployed
<b>BSD</b> Basic Skills Deficient (scores below 9 <sup>th</sup> grade level – math/reading)	<b>LWDA</b> Local Workforce Development Area
<b>BSR</b> Business Services Representative	<b>MACC</b> Mid-Alameda County Consortium
<b>BSU</b> Business Services Unit	<b>MIS</b> Management Information Systems
<b>CAO</b> County Administrator Office	<b>MOU</b> Memorandum of Understanding
<b>CAB</b> Community Action Board	<b>NACAE</b> Northern Alameda County Consortium for Adult Education
<b>CALED</b> California Association of Local Economic Development	<b>NACO</b> National Association of Counties
<b>CalJOBS</b> State’s Case Management and Performance Tracking Online System	<b>NAWB</b> National Association of Workforce Boards
<b>CalWORKs</b> California Work Opportunity and Responsibility to Kids	<b>NGA</b> National Governors’ Association
<b>CBO</b> Community-Based Organization	<b>OJT</b> On-the-Job Training
<b>CCCC</b> California Community College Chancellor’s Office	<b>OMHT</b> Operation My Home Town
<b>CDE</b> California Department of Education	<b>O*NET</b> Occupational Information Network
<b>CEO</b> Chief Elected Official	<b>OPIC</b> Oakland Private Industry Council
<b>COVCA</b> Covered California – Affordable Care Act	<b>PAL</b> Personnel, Administration & Legislation Committee
<b>CPT</b> Career Pathways Trust	<b>RFI</b> Request For Information
<b>CSBG</b> Community Services Block Grant	<b>RPU</b> Regional Planning Unit
<b>CWA</b> California Workforce Association	<b>RFP</b> Request For Proposal
<b>CWDA</b> County Welfare Director’s Association	<b>RFQ</b> Request For Qualifications
<b>CWDB</b> California Workforce Development Board	<b>RFQ</b> Request For Quotation
<b>DOL</b> Department of Labor	<b>ROP/C</b> Regional Occupational Program/Center
<b>DOR</b> Department of Rehabilitation	<b>RR</b> Rapid Response
<b>DW</b> Dislocated Worker	<b>RTW</b> Ready-to-Work
<b>EBEDA</b> East Bay Economic Development Alliance	<b>SACC</b> Southern Alameda County Consortium
<b>EBW</b> EASTBAY <i>WORKS</i>	<b>SDE</b> State Department of Education
<b>EDA</b> Economic Development Agency	<b>SSA</b> Social Services Agency
<b>EDD</b> Employment Development Department	<b>TANF</b> Temporary Assistance for Needy Families
<b>EFL</b> Educational Functioning Level	<b>TAA</b> Trade Assistance Act
<b>ELL</b> English Language Learner	<b>TEGL</b> Training & Employment Guidance Letter
<b>ESL</b> English-As-A-Second Language	<b>TRA</b> Trade Readjustment Allowances
<b>ESR</b> Employer Services Representative	<b>UI</b> Unemployment Insurance
<b>ETA</b> Employment Training Admin. (Dept of Labor)	<b>VESL</b> Vocational English-As-A-Second Language
<b>ETP</b> Employment Training Panel	<b>VOS</b> Virtual One Stop
<b>ETPL</b> Eligible Training Provider List	<b>WARN</b> Worker Adjustment and Retraining Notification
<b>EXC</b> Executive Committee (Board’s)	<b>WBA</b> Workforce & Benefits Administration
<b>FBO</b> Faith-Based Organization	<b>WBL</b> Work-Based Learning
<b>GA</b> General Assistance	<b>WFB</b> Workforce Development Board
<b>HUD</b> Federal Department of Housing and Urban Dev.	<b>WIOA</b> Workforce Innovation and Opportunity Act
<b>IEP</b> Individual Employment Plan	<b>WSD</b> Workforce Services Division (State EDD)
<b>ISOF</b> Industry-Sector Occupational Framework	<b>WSST</b> Workforce Services Support Team
	<b>WTW</b> Welfare-to-Work
	<b>YC</b> Youth Committee

