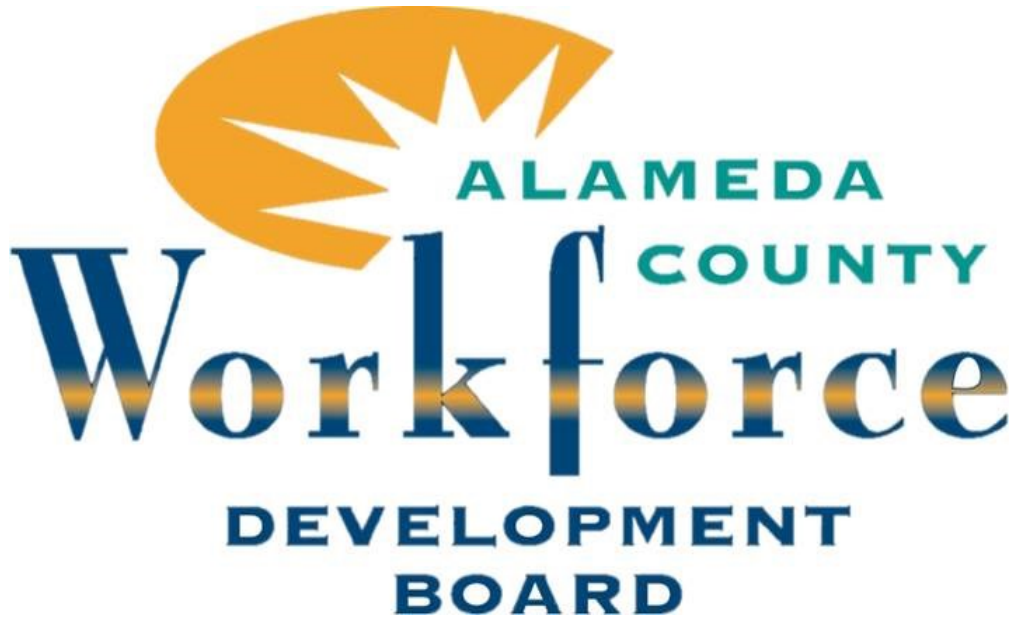


Organizational Effectiveness Committee



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

In partnership with the
BOARD OF SUPERVISORS

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

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

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

MEETING NOTICE
Wednesday, February 2, 2022
9:30 – 11:30 A.M.
Eden Area Multi-Service Center
The lobby of this building is closed due to COVID-19.

<https://us06web.zoom.us/j/83067628490?pwd=dUNNR3RXQVVvQ0RqN1U3R0NOYk9TZz09>

Passcode: 691912 | Meeting ID: 830 6762 8490 | + 1 669 900 6833 US (San Jose)

If you would like to make a public comment, please contact Board Secretary, Sheroza Haniff at Sheroza.Haniff@acgov.org to request a speaker card prior to the meeting.

AGENDA

		PAGE
I.	CALL TO ORDER AND ROLL CALL	
II.	PUBLIC FORUM	
	The public can address the Committee on issues other than those on the agenda, with a limit of three minutes per speaker. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
III.	PRESENTATION – Alameda County Workforce Development Board’s Workforce Innovation and Opportunity Act Performance Overview	1
IV.	ACTION ITEMS / PUBLIC HEARING	
	A. Proposed Diversity, Equity, and Inclusion Performance Measure	2
V.	DISCUSSION ITEMS	
	A. Quarterly Contract and Local Area Performance Reports	8
VI.	INFORMATION ITEMS	
	A. Conditional Funding Considerations for PY 2021/2022	9
VII.	REPORTS	
	A. Local Area Performance Reports	10
	B. Adult & Dislocated Worker Reports	
	B.1. Services to Unemployed Relative to Labor Force Participation Within the Local Area	12
	B.2. Contract Performance Indicators Reports – Adults & Dislocated Workers	14
	C. Youth Contract Performance Indicators Reports	21
	D. Financial Indicators Report – PY 2021/2022	28
	E. Rapid Response Report – PY 2021/2022	31
	F. Training Expenditures Report – PY 2021/2022	39

VIII. MATTERS INITIATED BY COMMITTEE MEMBERS

IX. ANNOUNCEMENTS

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

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

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

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

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

NEXT OE COMMITTEE MEETING: APRIL 13, 2022

ITEM III. – PRESENTATION

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD’S (ACWDB)
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
PERFORMANCE OVERVIEW**

BACKGROUND:

As a result of discussions during the last Organizational Effectiveness (OE) Committee meeting and issues being considered by the committee, staff wanted to provide a high-level overview of WIOA performance and provide some clarification regarding legislative requirements for tracking and reporting of WIOA performance.

The presentation will provide information that the OE Committee can then reference during future discussions regarding the presentation and content of WIOA reporting data.

Committee members will receive a copy of the PowerPoint presentation as a handout through email, prior to the meeting.

For further information, please contact Michele G. Garcia, MIS Administrator, at (510) 259-3802 or by email at Mggarcia@acgov.org.

ITEM IV.A. – ACTION / PUBLIC HEARING

PROPOSED DIVERSITY EQUITY AND INCLUSION PERFORMANCE MEASURE

RECOMMENDATION:

That the Alameda County Workforce Development Board’s (ACWDB) Organizational Effectiveness (OE) Committee approve the following diversity, equity, and inclusion performance measure for all local area Workforce Innovation and Opportunity Act (WIOA) service providers:

- Sixty percent (60%) of WIOA service provider outreach efforts occur within key zip codes with high levels of unemployment and/or poverty, and in collaboration with key community-based partner organizations to reach underrepresented job seekers (underserved ethnically diverse groups of people and WIOA priority populations).

BACKGROUND:

Prior to the ACWDB’s adoption of the Diversity, Equity, and Inclusion (DEI) Framework on September 16, 2021, the ACWDB established DEI-related policies and efforts that:

- Prioritize funding toward economically distressed communities within ACWDB’s local area;
- Emphasize services to priority populations in the WIOA Adult program;
- Establish policies that expand services to job seekers with disabilities and justice-involved individuals; and,
- Expand partnerships with safety net programs as expressed in ACWDB’s Two-Year Modified Local Plan.

These efforts confirm ACWDB’s diligence in creating avenues for equity-related work, while promoting and reinforcing DEI principles. ACWDB staff created a DEI Framework to function as a blueprint for local area workforce development equity-focused activities. The DEI Framework has several pillars that prompt our local area workforce system to acknowledge systemic and historical discrimination, continue to build awareness about Alameda County’s diverse populations, engage in data disaggregation efforts, course correct disparities within the scope of WIOA programs, and engage in continuous improvements efforts.

Working within the DEI Framework and in alignment with ACWDB’s 2021-2024 Local Plan, ACWDB staff launched the “Learning Together Presentation Series” to build awareness in the workforce system to highlight equity issues that are critical to the success of diverse labor market participants and that would otherwise not gain visibility. In the same vein, data disaggregation efforts facilitate awareness and insight into program and service gaps.

In alignment with ACWDB’s DEI Framework, staff engaged in WIOA data disaggregation efforts and analysis to further efforts and surface a new recommendation that aims to mitigate racial and target group disparities in programs and services.

ANALYSIS:

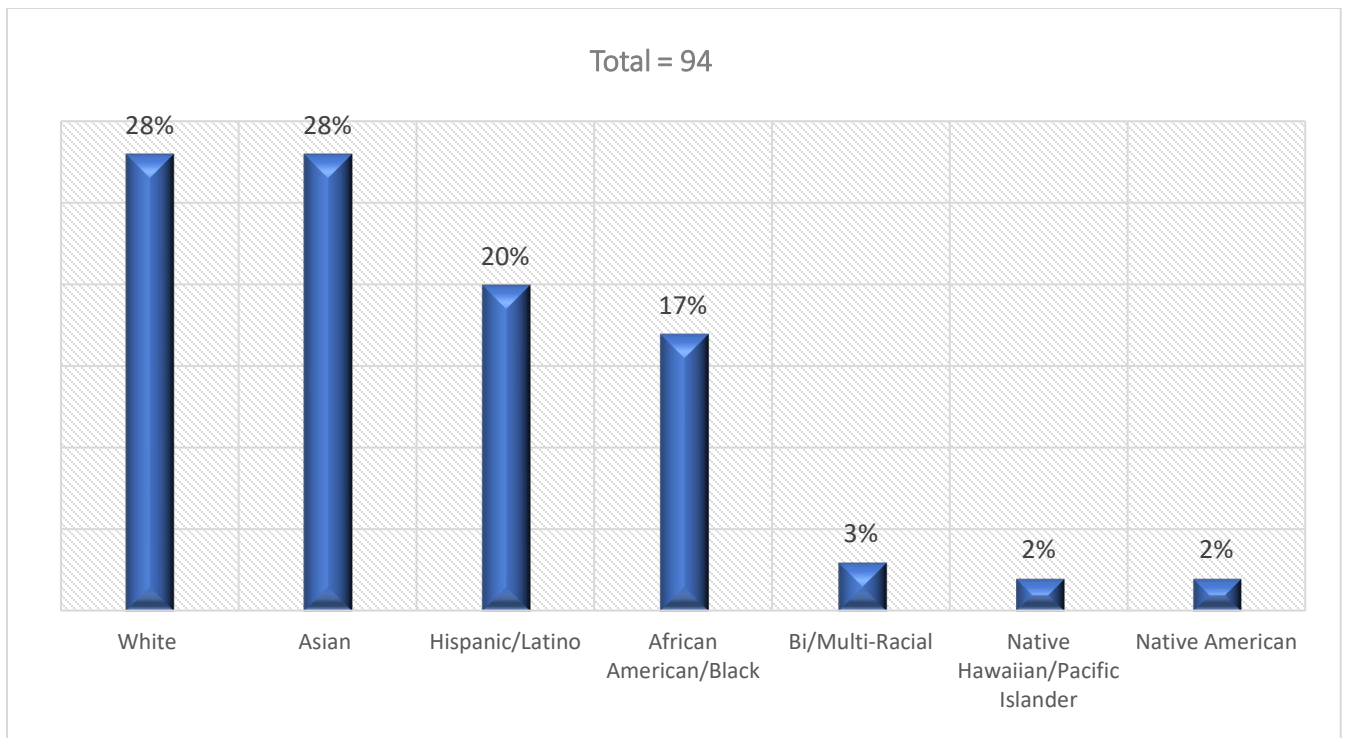
Program access unlocks services, new networks, and exposure to resources that can be transformative for job seekers. Access to WIOA programs and services, especially when enrolled, can create avenues to engage in high-value occupational training, mentorships, career coaching, first-hand connections to networked employers, supportive services, and a nurturing environment that helps to boost labor market confidence. In essence, job seekers are within proximity to a wealth of resources that can positively reshape their career prospects and economic outlook.

In staff’s analysis of WIOA program data (July 1, 2020, to June 30, 2021), there was underrepresentation of some groups in WIOA programs¹, especially given the disproportionate impact of the COVID-19 pandemic on communities of color and the persistently high unemployment rates of Black and Native American populations in Alameda County.

ACWDB has a vested interest in closing unemployment disparities of local labor market participants and inclusion and representation in WIOA programs and services to provide an equitable path forward for Alameda County’s diverse job seekers.

RACIAL REPRESENTATION AND ACCESS

Bar Graph 1. Percent Enrolled in WIOA Training by Race (Adult and Dislocated Workers)



¹ Underrepresentation in the context of this analysis is generally reflected as the percent of racial and target groups enrolled in WIOA programs compared to respective unemployment rates across racial groups and target groups in Alameda County.

Table 1. Adult and Dislocated Worker Participant Underrepresentation by Race and Service Location

AD/DW Programs	Racial Groups						
	Asian	Black/ African Americans	Native Americans	Hispanic/ Latino	Bi/Multi- Racial	Native Hawaiians/ Pacific Islanders	White
Tri Cities – Ohlone College	X			X	X		X
North Cities College of Alameda	X	X		X	X		X
Eden Area Rubicon Programs	X	X		X	X		X
Tri Valley Chabot-Las Positas CCD	X						X

*A blank highlighted box indicates racial underrepresentation by service location/service provider.

Bar Graph 2. Percent Enrolled in WIOA In School and Out of School Youth Programs by Race

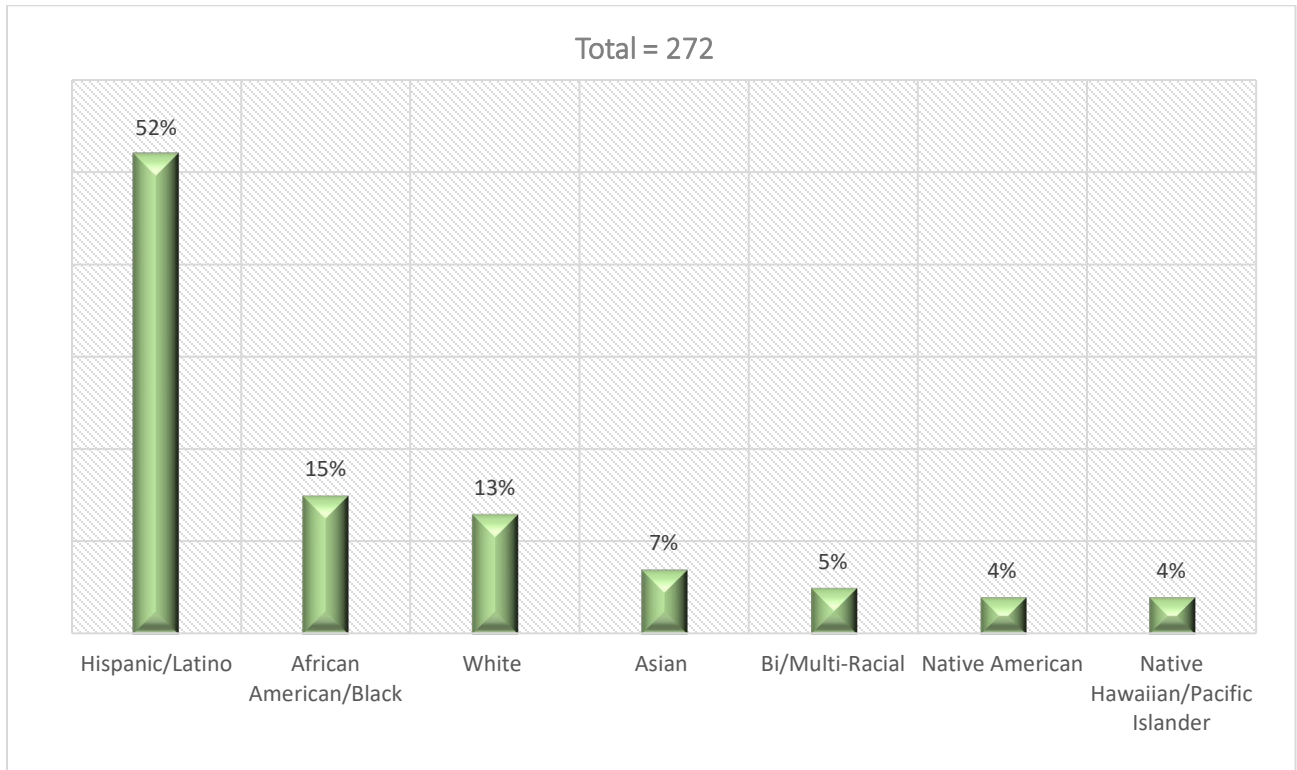


Table 2. WIOA In School and Out of School Youth Underrepresentation by Race and Service Location

ISY/OSY Programs	Racial Groups						
	Asian	Black/ African American	Native Americans	Hispanic/ Latino	Bi/Multi- racial	Native Hawaiian/ Pacific Islanders	White
ISY – Eden (Eden ROP)				X			
OSY – Eden Hayward Adult School				X			
OSY – Berkeley Youth Alternatives		X					
OSY – Tri Cities – La Familia	X			X			
OSY – Tri Valley – La Familia				X			X

Table 3. Unemployment in Alameda County by Race

Racial Groups	Total	Labor Force Participation Rate	Employment/ Population Ratio	Unemployment Rate
American Indian and Alaska Native alone	9,834	67.1%	61.1%	9.0%
Black or African American alone	148,687	61.9%	57.8%	6.5%
Two or more races	67,363	70.5%	66.1%	5.2%
Hispanic or Latino origin (of any race)	278,785	71.2%	68.1%	4.0%
White alone	442,717	67.3%	64.7%	3.6%
Some other race alone	145,648	70.9%	68.6%	3.2%
Asian alone	436,224	66.9%	64.7%	3.1%
Native Hawaiian and Other Pacific Islander alone	-	-	-	-

*American Community Survey – 2019 one-year estimates. (-) data is not available for the region.

LOCAL AREA PRIORITY POPULATION REPRESENTATION

Regarding ACWDB’s local area priority populations, eligible veterans and re-entry populations were underrepresented across all programs in the last program year. Individuals with disabilities were underserved in the WIOA Dislocated Worker programs, otherwise, the number of people with disabilities has steadily increased from previous years.

English Language Learners and people experiencing homelessness were underrepresented² in the WIOA Adult and Dislocated Workers programs. Current and former foster youth and young adults were also underrepresented in all programs. Foster care in California extends to age 21 and prospective participants that are 18+ could be served across all local area WIOA programs, which needs to be explored further by all WIOA service providers.

Table 4. Priority Population Percent Distribution Across WIOA Programs

Priority Populations	ISY/OSY	%	Adults	%	Dislocated Workers	%
Eligible veterans	0	0%	26	3%	31	2%
Individuals with a disability	110	23%	160	16%	36	2%
Low-income individuals	465	96%	596	59%	781	51%
Re-entry	10	2%	75	7%	33	2%
Homeless individuals or runaway youth	80	16%	57	6%	19	1%
Current or former foster care youth	14	3%	0	0%	0	0%
English language learners or people with basic skills deficiencies	232	48%	36	4%	31	2%
Single parents (including single pregnant women)	6	1%	197	20%	253	17%

PROPOSED DEI PERFORMANCE MEASURE

Access and Representation in WIOA Programs

Sixty percent (60%) of WIOA service provider outreach efforts should occur within key zip codes with high levels of unemployment and/or poverty, and in collaboration with key community-based partner organizations to reach underrepresented job seekers (underserved ethnically diverse groups of people and WIOA priority populations).

Other Notes

WIOA service providers should ensure that images of diverse job seekers are featured in brochures, and marketing materials, and should engage in re-branding if needed, to cultivate the

² Priority populations may not always self-disclose in the WIOA eligibility and enrollment process.

interest of underrepresented groups. Communities of color and underrepresented groups need to know that their career needs can be met at WIOA service locations and feel welcome in accessing services.

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

ITEM V.A. – DISCUSSION

QUARTERLY CONTRACT AND LOCAL AREA PERFORMANCE REPORTS

BACKGROUND:

At the November 3, 2021 meeting of the Organizational Effectiveness (OE) Committee, there was a discussion about the contents and presentation of Alameda County Workforce Development Board's (ACWDB) contract and local area performance reports.

The OE Committee wanted to have further discussions about the topic and to possibly make some suggestions about how the report items are presented and covered during the committee meetings.

To inform the discussion, staff will conduct a presentation to more fully explain the content and purpose of the reports that are generated and presented to the committee and to the full board.

Given the very specific nature of performance as it relates to the Workforce Innovation and Opportunity Act (WIOA) Title I programs, the performance presentation should serve to aid committee members in making a determination regarding suggestions for possible modifications.

Items for OE Committee Members to Consider:

1. Would committee members like a more involved presentation or a discussion item each quarter covering the reports?
 - a. Local Area Performance
 - b. Contract Performance
 - c. Labor Market Highlights
2. Would committee members like to see a different visual representation of the data?
 - a. More charts or graphs
 - b. Less grids containing numbers
3. Are committee members interested in the story behind the numbers?
 - a. More human interest or success stories

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

ITEM VI.A. – INFORMATION

CONDITIONAL FUNDING CONSIDERATIONS FOR PY 2021/2022

BACKGROUND:

At the November 17, 2021 Systems and Strategies (S&S) Committee meeting, a question was posed about the status of Alameda County Workforce Development Board's (ACWDB) intentions regarding enforcement of the Conditional Funding criteria as established in Career Service Provider (CSP) contracts for PY 2021/2022.

As a result, during the "Matters Initiated by Committee Members" section of the agenda, S&S Committee members asked staff to prepare for discussions on this topic.

ACWDB staff are actively in the process of evaluating a number of elements (i.e., contract performance attainments, the current status of the pandemic, the engagement levels of the local workforce, outreach efforts of CSPs, participation rates in Alameda and neighboring counties, and other factors).

While the question was raised during the S&S Committee meeting, staff will present an item to the Organizational Effectiveness (OE) Committee at their April 13, 2022 meeting. The OE Committee is the appropriate committee to engage this topic with staff.

For additional information, please contact Michele G. Garcia, MIS Administrator. You can reach Michele at (510) 259-3802 or through email at mggarcia@acgov.org.

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2021/2022; 2nd Quarter; 7/1/2021 through 12/31/2021**

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) negotiates Local Area Performance (LAP) with the California Workforce Development Board biennially. New LAP goals for Program Years (PY) 2020/2021 and 2021/2022 were negotiated on September 15, 2020.

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

ANALYSIS OF REPORTS:

Of the WIOA participants who exited from services during the designated quarters, on average, WIOA Youth, Adult, and Dislocated Worker participants fell into the following Priority Population categories:

- 51% came from low-income families
- 15.0% were English Language Learners
- 20% were people with disabilities
- 6% reported being unhoused or homeless

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

- Placement Rate (Youth only)
- Median Earnings @ 2nd Quarter Post Exit (for Youth, Adults, and Dislocated Workers)
- Credential Rate (Youth and Adults – although Dislocated Workers were at 94.7%)

Please review the performance attainments on the attached report (Attachment VII.A.1.) for a full representation of performance outcomes for PY 2021/2022 second quarter.

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

ATTACHMENT:

VII.A.1. – REPORT Local Area Performance PY21-22 Q2

LOCAL AREA PERFORMANCE REPORTS
ADULTS, DISLOCATED WORKERS AND YOUTH
 PY 2021/2022; Quarter 2 (7/1/2021 through 12/31/2021)

Performance Attainments	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters	135			167			188		
Total Participants Served	93	100%		393	100%		440	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)	Current Total	% of Total Served		Current Total	% of Total Served		Current Total	% of Total Served	
Eligible Veterans	0	0%		10	3%		9	2%	
Individuals with a Disability	36	39%		77	20%		16	4%	
Low-income individuals	90	97%		216	55%		236	54%	
Justice Involved	1	1%		32	8%		11	3%	
Homeless individuals or runaway youth	10	11%		23	6%		11	3%	
Current or former foster care youth	3	3%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	34	37%		32	8%		10	2%	
Single parents (Including single pregnant women)	0	0%		81	21%		80	18%	
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ①	66.5%	62.3%	106.7%	50.9%	67.0%	76.0%	55.0%	73.0%	75.3%
Placement Rate @ 4th Quarter Post Exit ①	56.3%	65.0%	86.6%	49.1%	67.0%	73.3%	55.1%	71.0%	77.6%
Median Earnings @ 2nd Quarter Post Exit	\$3,564.48	\$3,100.00	115.0%	\$7,025.97	\$6,800.00	103.3%	\$14,226.40	\$9,000.00	158.1%
Credential Rate	65.3%	54.1%	120.7%	67.1%	61.7%	108.8%	56.8%	60.0%	94.7%
Measurable Skill Gains	8.0%	43.0%	18.6%	10.8%	32.0%	33.8%	3.1%	40.0%	7.8%

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

ITEM VII.B.1. – REPORTS

SERVICES TO UNEMPLOYED RELATIVE TO LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2021/2022; Quarter 2 (July 1, 2021 through December 31, 2021)

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Career Services Collaborative 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’s career networking system (CalJOBS) and then may take advantage of services including workshops, computer labs, and other universal services that are offered through ACWDB’s workforce resource system. Recently, the COVID-19 pandemic has created barriers to in-person services. Career Service Providers have had to adapt to virtual services in order to ensure safety for both staff and customers.

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

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

ANALYSIS OF REPORTS:

The Participation Rate:

Based on the Monthly Labor Force Data published by California’s Employment Development Department (EDD) Labor Market Division the participation rate in Alameda County is approximately 31.93%. This means that of the unemployed individuals in Alameda County, just under 32% are seeking career and vocational training services through publicly funded programs and/or California’s CalJOBS system. Please review the attached report for additional information on these statistics.

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

ATTACHMENT:

VII.B.1.a. – REPORT Services to Unem PY21-22 Q2

SERVICES TO UNEMPLOYED RELATIVE TO LABOR FORCE PARTICIPATION
WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA
PY 2021/2022, Quarter 2; (07/01/2021 through 12/31/2021)

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	120,700	186,400	177,100	117,200	601,400
Unemployment Number	4,100	9,100	6,400	3,600	23,200
Unemployment Rate	3.40%	4.88%	3.61%	3.07%	3.74%
TOTAL INDIVIDUALS RECEIVING SERVICES ²	1,193	3,159	1,899	1,156	7,407
% of Total Unemployed Labor Force Served³	29.10%	34.71%	29.67%	32.11%	31.93%

¹ Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2020 Benchmark; Published 12/17/2021.

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 ²"NOTE".

² Customers who were registered in CalJOBS categorized by their City of residence.

NOTE: There were an additional 47 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. Of those 47; 25 were residents of the City of Oakland.

³ % 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

ITEM VII.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR) **ADULTS AND DISLOCATED WORKERS** **PY 2021/2022; Quarter 2; (7/1/2021 through 12/31/2021)**

BACKGROUND:

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

The Workforce Innovation and Opportunity Act (WIOA) has performance built into the framework of the legislation. Local areas throughout the country must strive to achieve performance goals established through negotiations with their states – and every state must meet performance as negotiated with the Department of Labor.

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

ANALYSIS OF REPORTS:

During this second quarter of PY 2021/2022, ACWDB's Adult and Dislocated Worker Career Service Providers (CSP) have achieved reasonable progress toward meeting their contract performance goals in the following areas:

1. Enrollment of WIOA Adult participants (59.6% of annual goal)
2. Enrollment of participants into training courses and On-the-Job Training (OJT) opportunities that fall within ACWDB's Industry Sector and Occupational Framework (ISOF) (133.3% of annual goal)
3. Entered Employment
 - a. WIOA Adults are at 76.5% of annual goal
 - b. Dislocated Workers are at 57% of annual goal
4. Job placements within ACWDB's ISOF (160.9% of annual goal)
5. Credential Attainment for Dislocated Worker participants who enrolled in WIOA-funded training (94.4% of annual goal).

However, ACWDB's Adult and Dislocated Worker CSPs have struggled in the following areas:

1. Enrollment of Dislocated Worker participants (33.7% of annual goal)
2. Obligation of training dollars
 - a. Only 29.8% of Adult training dollars have been obligated
 - b. Only 23.9% of Dislocated Worker training dollars have been obligated
3. Enrollment of participants into OJT opportunities (15% of annual goal)

4. Recording Measurable Skill Gains (MSG) in CalJOBS
 - a. Adults are at 30.7% of annual goal
 - b. Dislocated Workers are at 8.1% of annual goal

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

ATTACHMENTS:

VII.B.2.a. REPORT – CPIR Ad DW PY21-22 Q2

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)

PY 2021/22; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	133	223	59.6%	98	291	33.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$76,082	\$255,121	29.8%	\$71,986	\$301,448	23.9%
# OJT ENROLLMENTS (Ad & DW) ^②	3	20	15.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	12.9%	42.0%	30.7%	3.4%	42.0%	8.1%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	57.4%	75.0%	76.5%	42.7%	75.0%	57.0%
# OF JOB PLACEMENTS WITHIN ISOF*	88.5%	55.0%	160.9%	91.4%	55.0%	166.1%
% THAT ATTAINED CREDENTIAL (of participants in training)	36.1%	65.0%	55.6%	61.3%	65.0%	94.4%

① Reflective of annual goals with anticipated full compliance by June 30, 2022.

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.

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 2021/22; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	56	87	64.4%	46	113	40.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$76,082	\$99,497	76.5%	\$71,986	\$117,565	61.2%
# OJT ENROLLMENTS (Ad & DW) ^②	2	8	25.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	19.4%	42.0%	46.1%	3.8%	42.0%	9.2%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	52.6%	75.0%	70.2%	30.8%	75.0%	41.0%
# OF JOB PLACEMENTS WITHIN ISOF*	90.0%	55.0%	163.6%	100.0%	55.0%	181.8%
% THAT ATTAINED CREDENTIAL (of participants in training)	22.2%	65.0%	34.2%	66.7%	65.0%	102.6%

① Reflective of annual goals with anticipated full compliance by June 30, 2022.

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.

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

OHLONE COLLEGE - Career Services Collaborative (CSC) Lead (North Cities, Tri-Cities, & Valley)

PY 2021/22; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	77	136	56.6%	52	178	29.2%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$0	\$155,624	0.0%	\$0	\$183,883	0.0%
# OJT ENROLLMENTS (Ad & DW) ^②	1	12	8.3%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	6.5%	42.0%	15.4%	2.9%	42.0%	7.0%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	62.2%	75.0%	82.9%	54.7%	75.0%	73.0%
# OF JOB PLACEMENTS WITHIN ISOF*	87.0%	55.0%	158.1%	82.8%	55.0%	150.5%
% THAT ATTAINED CREDENTIAL (of participants in training)	50.0%	65.0%	76.9%	56.0%	65.0%	86.2%

① Reflective of annual goals with anticipated full compliance by June 30, 2022.

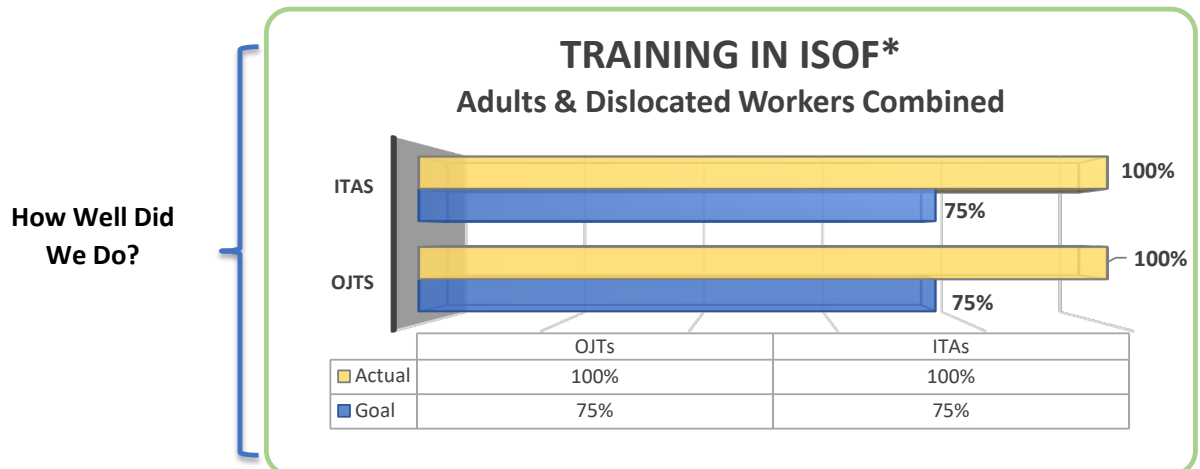
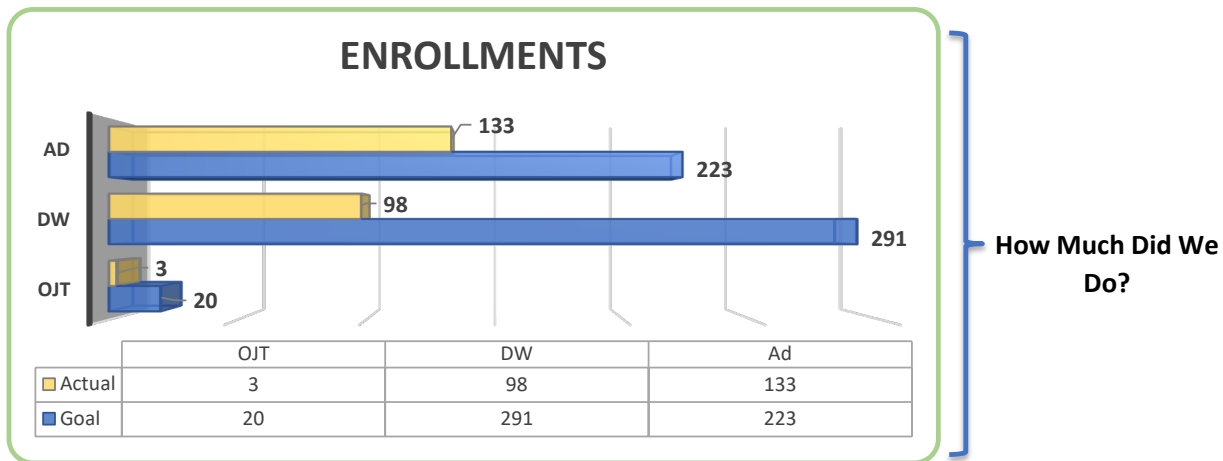
② OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

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

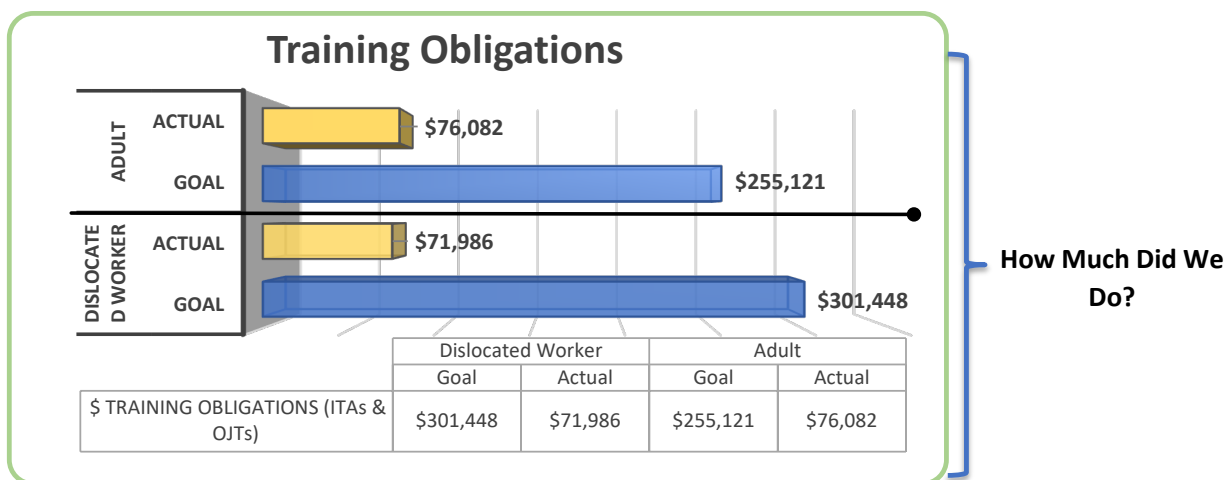
#DIV/0! = Insufficient data available to perform the calculation.

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

PY 2021/22; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021



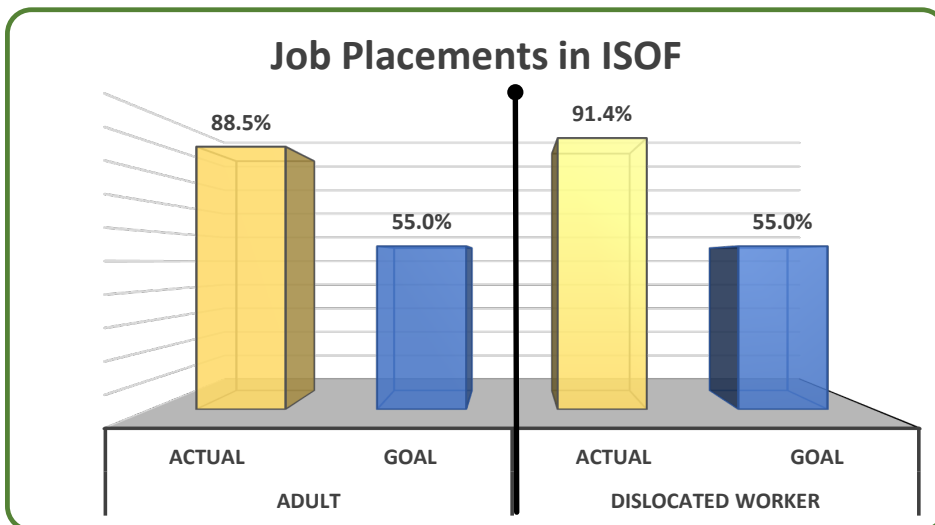
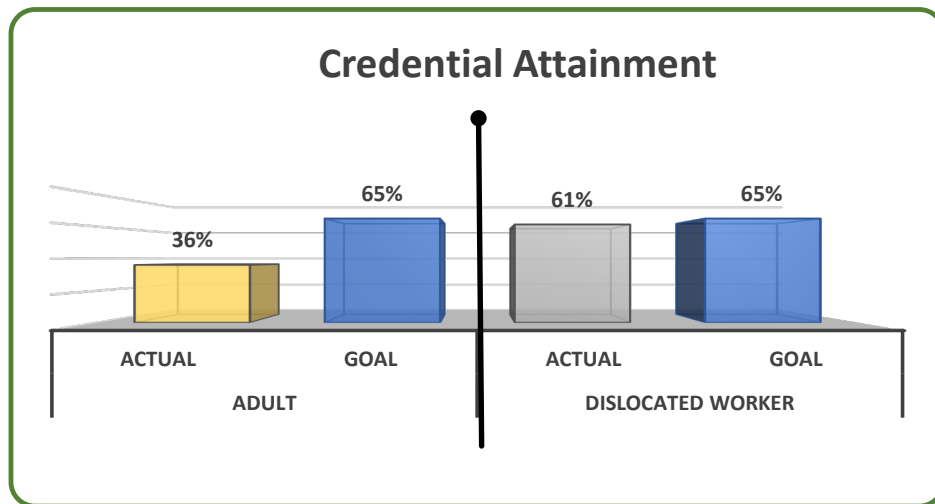
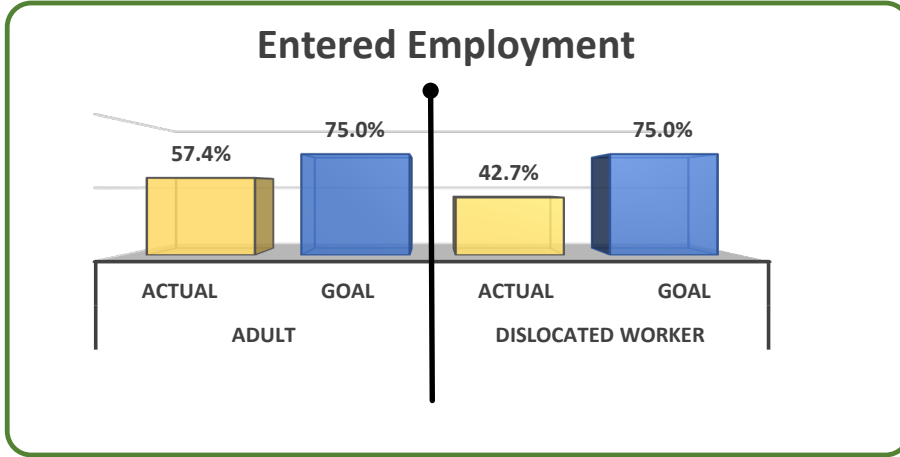
* ISOF = ACWDB's Industry Sector and Occupational Framework



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

PY 2021/22; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

Is Anyone Better Off?



ITEM VII.C. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2021/2022; Quarter 2; 7/1/2021 through 12/31/2021**

BACKGROUND:

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

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

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

Beginning in PY 2019/2020 ACWDB included a requirement for contracted service providers to achieve 100% of their annual goals by the end of the third quarter (March 31). Failure to achieve the prescribed performance goals could result in conditional funding and/or withholding of a percentage of annual contract awards. This requirement does not apply to the In-School Youth program – since those providers are working within the confines of the academic school-year calendar.

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

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

ANALYSIS OF REPORTS:

In-School Youth Innovation Program:

Eden Area Regional Occupational Program (Eden ROP) has achieved 68% of their enrollment goal – which is a substantial improvement from 22% in the first quarter.

Additionally, enrollments into Work-Based Learning and Core Skills/Leadership development activities have increased from 0% (at quarter one) to 111.1% of goal.

The training enrollments are still at 0% of goal. However, the program design for In-School Youth services shouldn't yield attainments for training enrollments or credential attainments until the fourth quarter.

Out-of-School Youth and Young Adult Future Force Program:

Ohlone College is a new provider under the Out-of-School Youth program. While they have extensive experience working with our WIOA Adult and Dislocated Worker populations, Youth and Young Adult recruitment has proven a challenge for this provider.

Ohlone has achieved 10% of their annual enrollment goal for Out-of-School Youth – and are experiencing some challenges with:

1. Work-Based Learning enrollments
2. Measurable Skill Gains
3. Training enrollments, and
4. Credential attainments

Beginning with PY 21/22 third Quarter Reports:

Both La Familia Counseling Services, and Tri-Valley Regional Occupational Program (Tri-Valley ROP) initiated delivery of WIOA youth services effective January 1, 2022.

Third quarter reports will reflect performance attainments for these two new providers who will engage youth for only six-months (January 1, 2022 through June 30, 2022) of the 2021/2022 program year. ACWDB anticipates these providers will begin a full-year service delivery strategy in PY 2022-2023.

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

ATTACHMENT:

VII.C.1. – REPORT CPIR Yth PY21-22 Q2

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB YOUTH PROVIDERS

PY 2021/2022; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	34	50	68.0%	16	86	18.6%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0%	25.0%	0.0%	16.7%	25.0%	66.7%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	100%	90.0%	111.1%	62.5%	90.0%	69.4%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	100%	90.0%	111.1%	75.0%	90.0%	83.3%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	0.0%	45.0%	0.0%	16.7%	45.0%	37.0%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	65.0%	0.0%	25.0%	65.0%	38.5%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	55.0%	0.0%	16.7%	55.0%	30.3%

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-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ 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.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

EDEN AREA REGIONAL OCCUPATION PROGRAM - Youth Innovations

PY 2021/2022; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	IN - SCHOOL		
Sub Region:	Eden Area (YIE)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	34	50	68.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0.0%	25.0%	0.0%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	100.0%	90.0%	111.1%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	0.0%	45.0%	0.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	65.0%	0.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	55.0%	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-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ 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.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

BERKELEY YOUTH ALTERNATIVES (BYA) - Future Force Career Program

PY 2021/2022; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	OUT-OF-SCHOOL		
Sub Region:	North Cities (YON)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	12	46	26.1%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	33.3%	25.0%	133.3%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	100.0%	90.0%	111.1%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	33.3%	45.0%	74.1%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	65.0%	0.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	33.3%	55.0%	60.6%

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-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ 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.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

OHLONE COLLEGE - Future Force Career Program

PY 2021/2022; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

FUND SOURCE:	OUT-OF-SCHOOL		
Sub Region:	Tri-Cities (YOT)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	4	40	10.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0.0%	25.0%	0.0%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	25.0%	90.0%	27.8%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	50.0%	90.0%	55.6%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	0.0%	45.0%	0.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	50.0%	65.0%	76.9%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	55.0%	0.0%

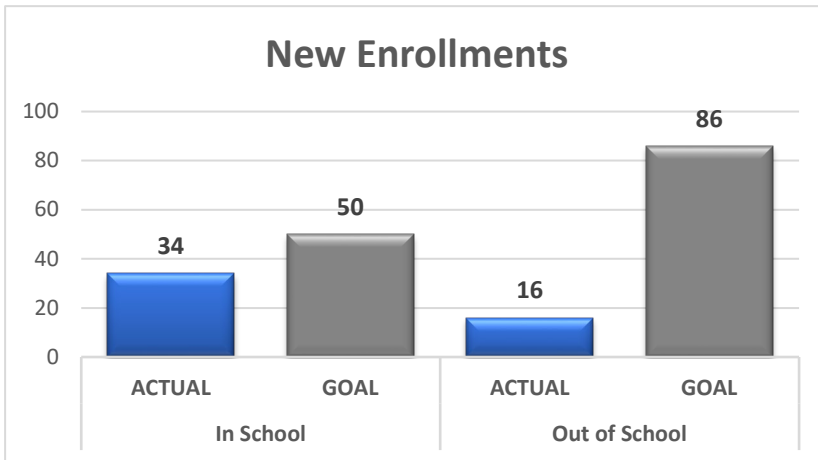
① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ Trng)

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

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

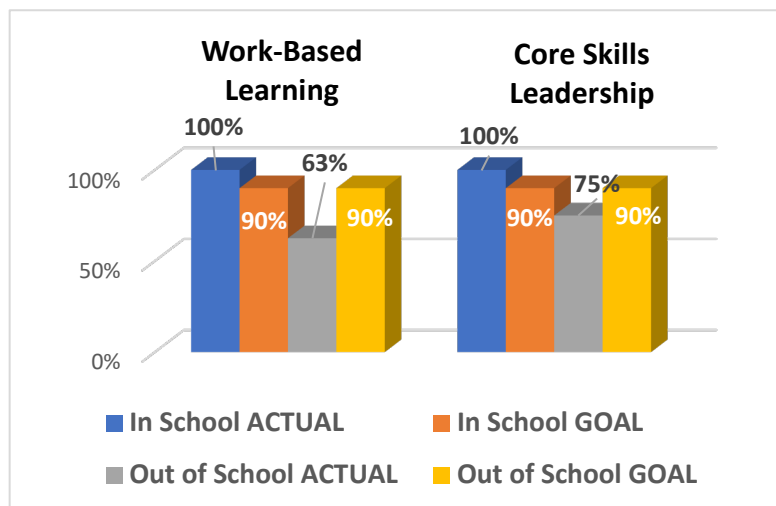
"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT
AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
 PY 2021/2022; 2nd QUARTER - JULY 01, 2021 THROUGH DECEMBER 31, 2021

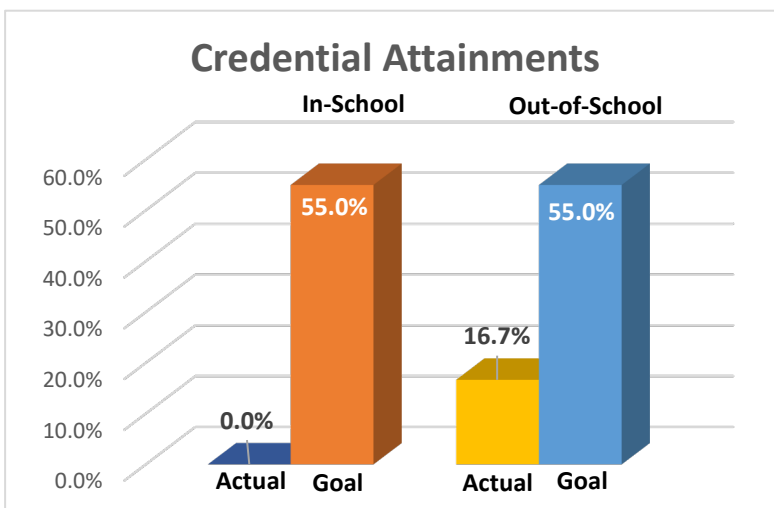


How much did we do?

How well did we do?



Is anyone better off?



ITEM VII.D. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2021/2022

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board’s (ACWDB) service providers for PY 2021/2022. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Collaborative Providers and Youth Providers for invoices approved and processed as of December 31, 2021.

Objectives of the Financial Indicator Report are to:

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

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

Invoices submitted by Rubicon Programs and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2021/2022. Please refer to Attachment VII.D.1.

Youth Providers - Status of Invoices & Expenditures:

Invoices submitted by Eden Area Regional Occupational Program, La Familia, Berkeley Youth Alternatives and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2021/2022. Please refer to Attachment VII.D.2.

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

ATTACHMENTS:

VII.D.1. - Financial Indicator Report – AJCC/Career Services Collaborative Providers PY 2021/22 Report

VII.D.2. - Financial Indicator Report – Youth Providers PY 2021/22 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
 FINANCIAL INDICATOR REPORT -
 AJCC/CAREER SERVICES COLLABORATIVE PROVIDERS
 REPORT DATES: 7-1-21 thru 12-31-21**

PROGRAM YEAR 2021-22 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,622,205		\$333,692	20.6%	\$1,288,513
Rubicon Programs	\$632,660	11/30/21	\$210,710	33.3%	\$421,950
Ohlone CCD	\$989,545	9/30/21	\$122,982	12.4%	\$866,563

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
YOUTH PROVIDERS
REPORT DATES: 7-1-20 thru 12-31-21

PROGRAM YEAR 2021-22 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$788,746		\$228,231	28.9%	\$560,515
Eden Area ROP	\$161,012	9/30/21	\$24,889	15.5%	\$136,123
BYA / Berkeley Youth Alternatives	\$282,845	10/31/21	\$71,728	25.4%	\$211,117
La Familia	\$153,284	10/31/21	\$105,517	68.8%	\$47,767
Ohlone CCD	\$191,605	9/30/21	\$26,097	13.6%	\$165,508

ITEM VII.E. – REPORT

RAPID RESPONSE REPORT FOR JULY 1, 2021 – DECEMBER 31, 2021

BACKGROUND:

For PY 2021-2022 the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 28 layoff/closure events, affecting 1,434 workers.

The attached Rapid Response Report (item VII.E.1.) covers the period that spans from July 1, 2021 through December 31, 2021 – and includes company closures, mass layoffs, and furloughs.

Rapid Response Activities

Adamas Pharmaceuticals, Inc. conducted a reduction in force. This layoff permanently displaced 60 workers on December 7, 2021. A Rapid Response orientation was held November 17, 2021 with 47 dislocated workers in attendance.

Wells Fargo Company permanently reduced its workforce which resulted in a mass layoff at its Fremont location. This layoff permanently displaced 65 workers on December 31, 2021. A Rapid Response orientation was held December 9, 2021 with 26 workers in attendances.

La Quinta Fremont had planned to permanently terminate its workforce which would have resulted in a mass layoff at its Fremont location. This layoff would have permanently displaced 24 workers on January 1, 2022. However, the new hotel management retained the current workforce.

COVID -19 Impacts

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

As a result of the COVID-19 pandemic and the current state of emergency, ACWDB staff are currently conducting all Rapid Response orientations virtually, using either webinars or teleconferencing. ACWDB's RRT has experienced challenges with convening presenters and displaced workers to meet virtually which has hindered the effective delivery of information.

An employer must provide written notice 60 days prior to a planned mass layoff or plant closure. Due to COVID-19 the notification period for WARN notices has been waived by the State. In many cases the employer has already laid off their workers before the WARN Notice has been filed. Consequently, the RRT cannot connect with the employees.

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

ATTACHMENT:

VII.E.1. - ACWDB Layoff and Closure 7/1/2021 – 12/31/2021

Month Ending: December 31, 2021

WARN

The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time. Due to the impact of COVID-19 and the evolving status of companies and their layoffs or closures, the information provided on this report is dynamic and subject to change. Please contact ACWDB with any specific questions.

New entries received within the specified timeframe have been bolded for your convenience

(A complete listing of COVID-related WARN notices occurring prior to 7/1/2021 may be located at our website acwdb.org.)

COVID-19 layoff date : (July1, 2021- June, 30 2022) Total Employers 5 Total Workers: 106

All employers and workers impacted: July 1, 2021 - December 31, 2021

EDEN RAPID RESPONSE	COVID 0	Total Employers 5	Total Workers 289
NORTH CITIES RAPID RESPONSE	COVID 1	Total Employers 8	Total Workers 536
TRI-CITIES RAPID RESPONSE	COVID 2	Total Employers 10	Total Workers 501
TRI-VALLEY RAPID RESPONSE	COVID 2	Total Employers 5	Total Workers 43
TOTAL: 5		TOTAL: 28	TOTAL: 1434
TOTAL COVID-19 AFFECTED WORKERS: 5			

Region	COVID-19 Affected Employers	Employer	Union	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers	TAA Status
Eden		Raley's dba Food Source		Hayward	Retail	Closure	06/05/21	35	
Eden		Berber Foods Manufacturing Inc. dba Mi Rancho		San Leandro	Manufacturing	Layoff	05/28/21	51	
Eden		The Whole Cart, LLC		Hayward	Transportation	Layoff	04/23/21	33	
Eden		Gallo Sales Company Inc		Hayward	Transportation	Layoff	09/11/21	91	
Eden		Med-Legal LLC		Hayward	Professional Services	Layoff	02/15/22	6	
North Cities	x	Courtyard Management Corporation		Emeryville	Hospitality	Layoff	03/01/21	85	
North Cities		Clif Bar & Company		Emeryville	Food Services	Layoff	04/23/21	101	
North Cities		MobiTV Inc.		Emeryville	Technology	Layoff	5/2/2021	86	
North Cities		S&C Electric Company	x	Alameda	Manufacturing	Closure	10/29/2021	31	
North Cities		Zymergen Inc		Emeryville	Manufacturing	Layoff	11/22/2021	106	
North Cities		Adamas Pharmaceuticals Inc		Emeryville	Manufacturing	Layoff	12/27/2021	60	
North Cities		Albany Subaru		Emeryville	Retail	Closure	11/16/2021	66	
North Cities		Rodan & Fields LLC		Berkeley	Manufacturing	Layoff	2/4/2022	1	
Tri-Cities		Corning Optical Communications LLC		Union City	Technology	Layoff	01/01/21	196	
Tri-Cities		Ichor Systems, Inc.		Union City	Manufacturing	Layoff	03/21/21	78	
Tri-Cities		Spectranetics LLC		Fremont	Healthcare	Layoff	03/31/21	56	
Tri-Cities	x	Smiths Detection, Inc.		Newark	Technology	Layoff	04/30/21	4	
Tri-Cities	x	All about Parking, Inc		Fremont	Professional Services	Layoff	3/11/2021	5	
Tri-Cities		Wells Fargo & Company		Fremont	Professional Services	Layoff	03/11/21	72	

Attachment VII.E.1. ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

Page 2 of 7

July 1, 2021 – June 30, 2022

Month Ending: December 31, 2021

Tri -Cities		The Double Tree Hotel		Newark	Hospitality	Layoff	06/30/21	53	
Tri Cities		MetroStar Express LLC		Fremont	Transportation	Closure	07/07/21	73	
Tri- Cities		Wells Fargo & Company		Fremont	Professional Services	Layoff	12/31/21	65	
Tri- Cities		La Quinta Fremont		Fremont	Professional Services	Closure	02/15/22	13	
Tri-Valley		Saba, a Subsidiary of Cornerstone OnDemand - Dublin Office		Dublin	Technology	Layoff	01/05/21	11	
Tri-Valley	x	Godiva Chocolatier, Inc.		Pleasanton	Food Services	Layoff	03/26/21	4	
Tri-Valley	x	Godiva Chocolatier, Inc.		Livermore	Food Services	Layoff	03/26/21	8	
Tri-Valley		Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.		Pleasanton	Healthcare	Layoff	05/30/21	20	
Tri-Valley		Webster Orthopedics		Dublin	Healthcare	Layoff	12/31/21	24	

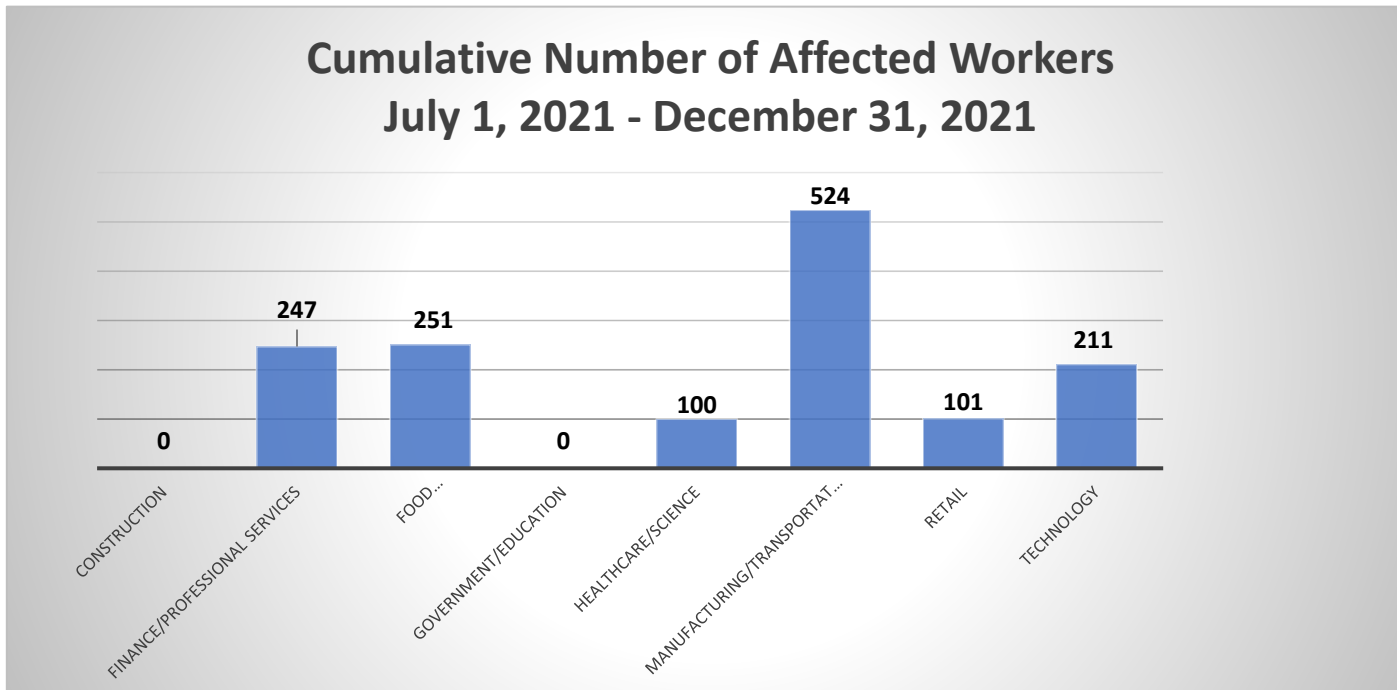
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022

Month Ending: December 31, 2021

Industry	Affected Workers
Construction	0
Finance/Professional Services	247
Food Services/Hospitality/Entertainment	251
Government/Education	0
Healthcare/Science	100
Manufacturing/Transportation/Warehouse	524
Retail	101
Technology	211
Grand Total	1434

34



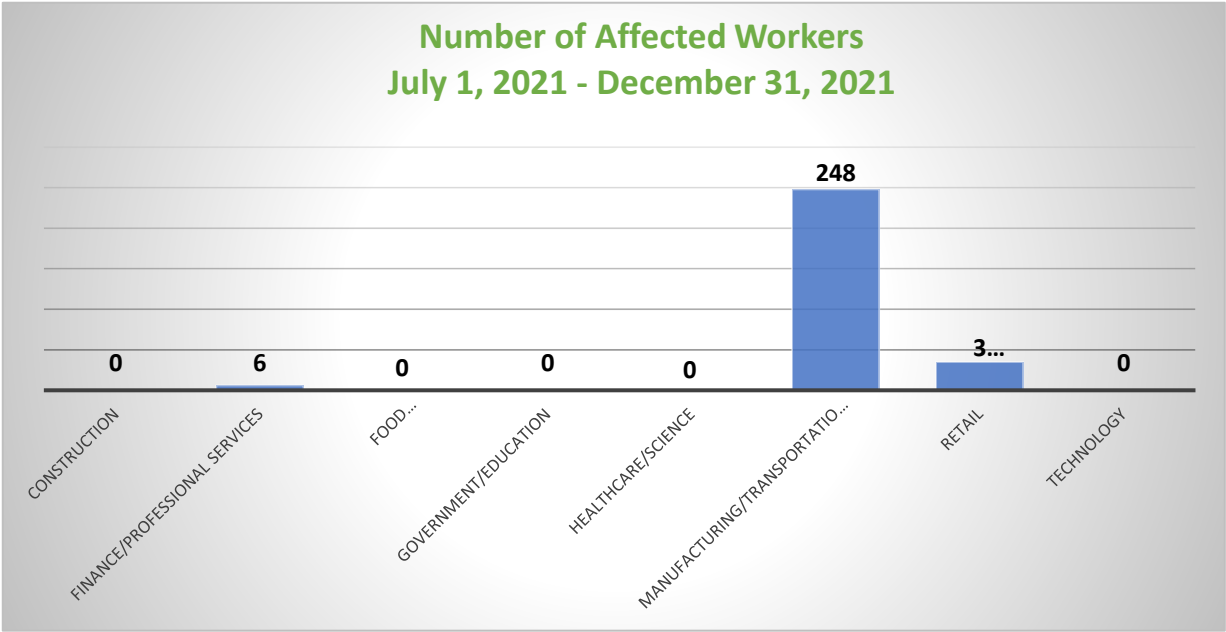
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022

Month Ending: December 31, 2021

EDEN RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	6
Food Services/Hospitality/Entertainment	0
Government/Education	0
Healthcare/Science	0
Manufacturing/Transportation/Warehouse	248
Retail	35
Technology	0
Grand Total	289



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

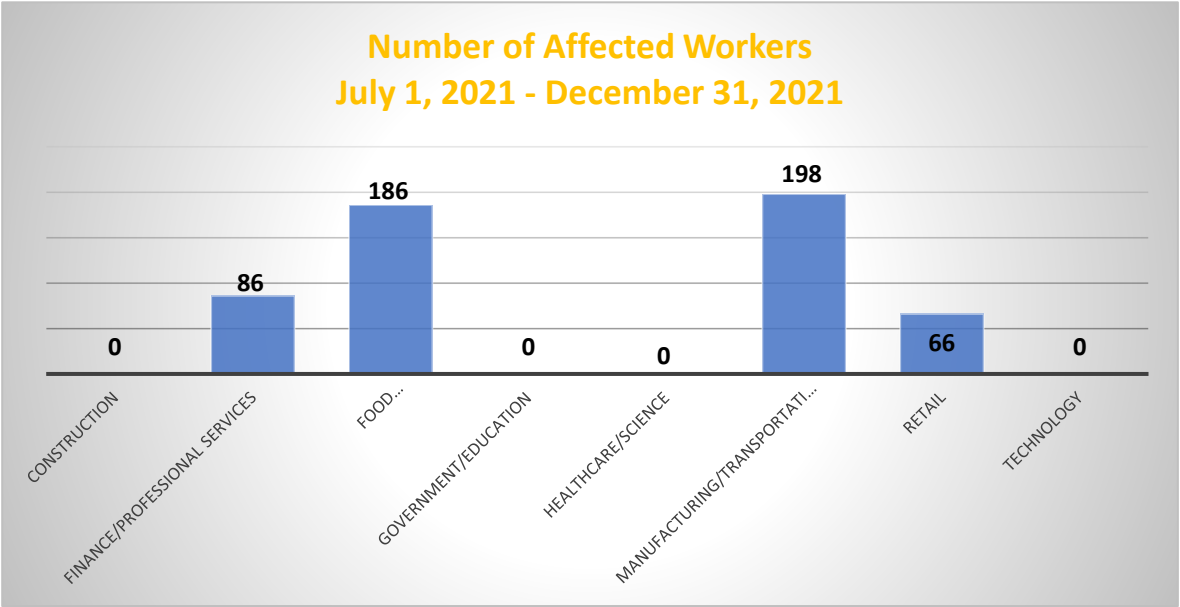
July 1, 2021 – June 30, 2022

Month Ending: December 31, 2021

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	86
Food Services/Hospitality/Entertainment	186
Government/Education	0
Healthcare/Science	0
Manufacturing/Transportation/Warehouse	198
Retail	66
Technology	0
Grand Total	536

36



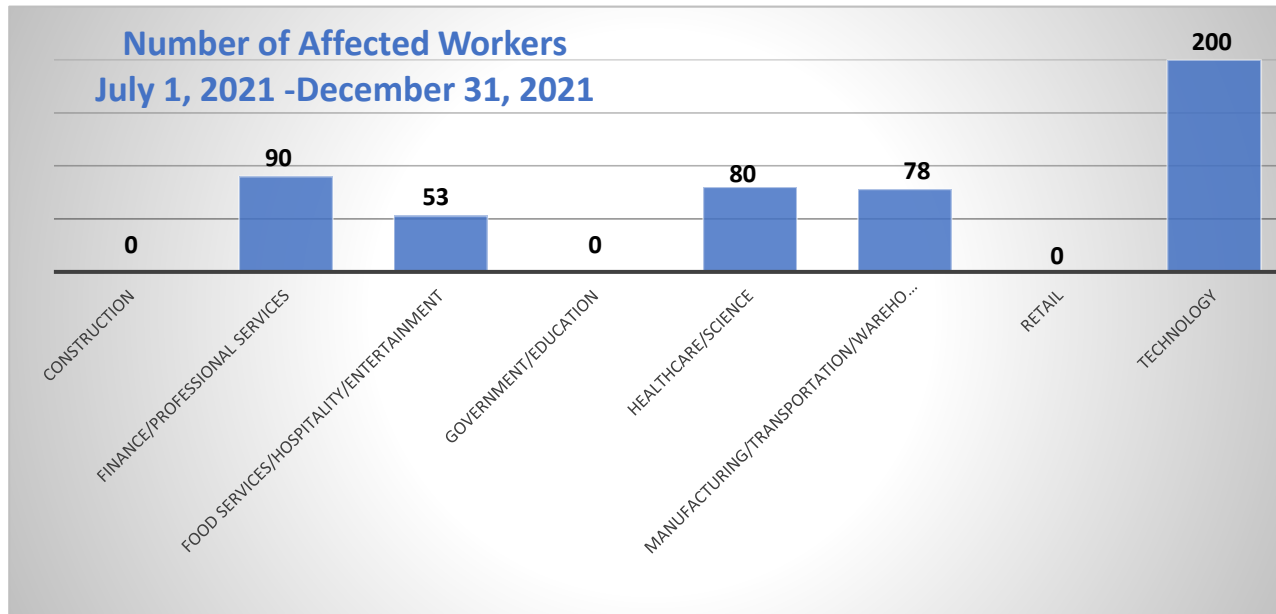
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022

Month Ending: December 31, 2021

TRI-CITIES RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	90
Food Services/Hospitality/Entertainment	53
Government/Education	0
Healthcare/Science	80
Manufacturing/Transportation/Warehouse	78
Retail	0
Technology	200
Grand Total	501



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

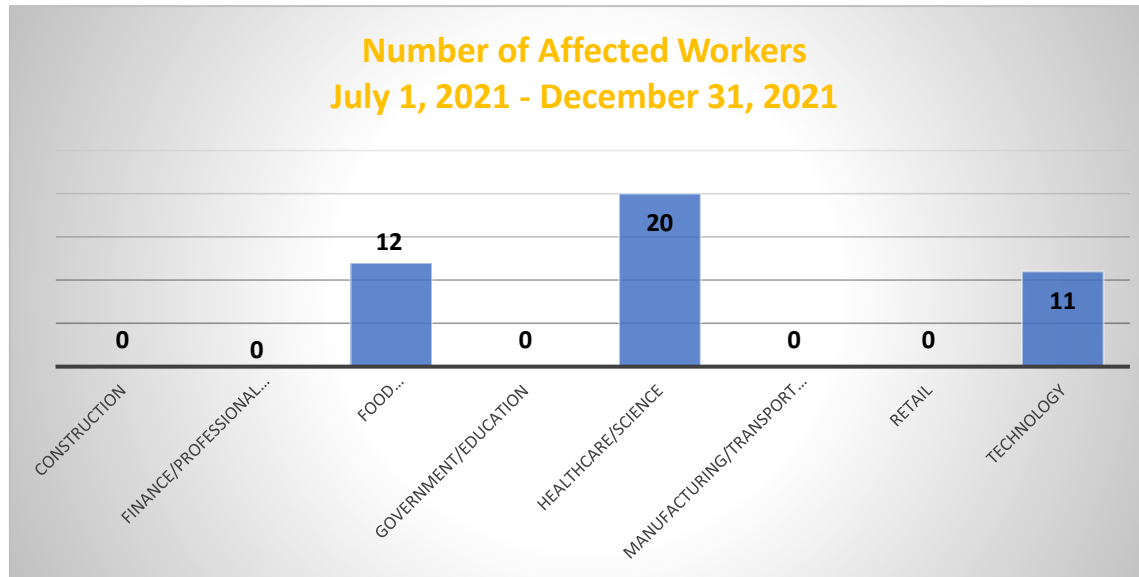
July 1, 2021 - June 30, 2022

Monthly Ending: Decemeber 31, 2021

TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	0
Food Services/Hospitality/Entertainment	12
Government/Education	0
Healthcare/Science	20
Manufacturing/Transportation/Warehouse	0
Retail	0
Technology	11
Grand Total	43

Number of Affected Workers
July 1, 2021 - December 31, 2021



ITEM VII.F. – REPORTS

TRAINING EXPENDITURES REPORT – PY 2021/2022

BACKGROUND:

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2021/2022. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds and allowable leveraged training expenditures as of December 31, 2021. The activity reflects training expenditures from services provided by the WIOA America's Job Center of California (AJCC), Career Services Collaborative (CSC) Providers and the ACWDB's Business Services Unit.

Objectives of the Training Expenditures Report are to:

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

For PY 2021/2022, California requires that each Local Board spend an amount equal to 30% of their WIOA Formula Adult and Dislocated Worker funding allocations on training. Of that 30%, 20% must come out of those Formula allocations – and up to 10% may be from other leveraged sources of funding.

For PY 2021/2022, the 30% training expenditure requirement totals \$1,022,354. Twenty percent of that amount (\$681,569) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$340,785) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

As of December 31, 2021, total training expenditures, including training obligations and leveraged training, amount to \$444,992 (13% of the required 30%). Please refer to Attachment VII.F.1.

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

ATTACHMENT:

VII.F.1. – Training Expenditures Report – PY 2021/2022 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-21 thru 12-31-21

PROGRAM YEAR 2020-21	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$681,569	\$288,082	\$156,910	\$236,577
Leverage Training	\$340,785	\$0	\$0	\$340,785
Total (1)	\$1,022,354	\$288,082	\$156,910	\$577,362

- (1) A minimum of 20% (\$681,569) 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% (\$340,785) may be training dollars from other sources.

ITEM VII.G. - INFORMATION
NOVEMBER 2021 LABOR MARKET HIGHLIGHTS REPORT

BACKGROUND:

On a monthly basis, staff prepares a report that highlights specific data points in the local and East Bay Regional labor markets. The Labor Market Highlights (LMH) report is intended to assist Workforce Innovation and Opportunity Act service providers gain insights into the labor market to direct and recalibrate services and strategies if needed. The LMH report is developed with data provided from the California Employment Development Department (EDD), which is released at the end of the month and reflects labor market activities from the previous month (i.e. EDD data disbursement in December reflects labor market activities in November).

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

NOVEMBER 2021 LMH REPORT SUMMARY:

In November 2021, labor force participation (those who are employed and those who are not employed but actively looking), ticked up from the previous month in Alameda County and has generally significantly increased since the beginning of the calendar year. The unemployment rate has also declined to 4.3 percent.

Within the East Bay, sector employment in the Professional, Scientific, and Technical Services and Retail industries had strong growth from the previous month, while drastic declines occurred in the Construction, Administrative, Support, and Waste Services industries from the previous month.

The jobs with the most advertisements across the two-county East Bay region were a mix of entry-level occupations (Retail Salespersons and Customer Service Representatives) to mid-level occupations (First-Line Supervisors of Retail Sales Workers and Heavy and Tractor-Trailer Truck Drivers), to advanced-level occupations (Registered Nurses, Managers, and Software Developers of Applications). The top cities driving open job advertisements in November 2021 were Oakland, Fremont, and Hayward.

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

ATTACHMENT:

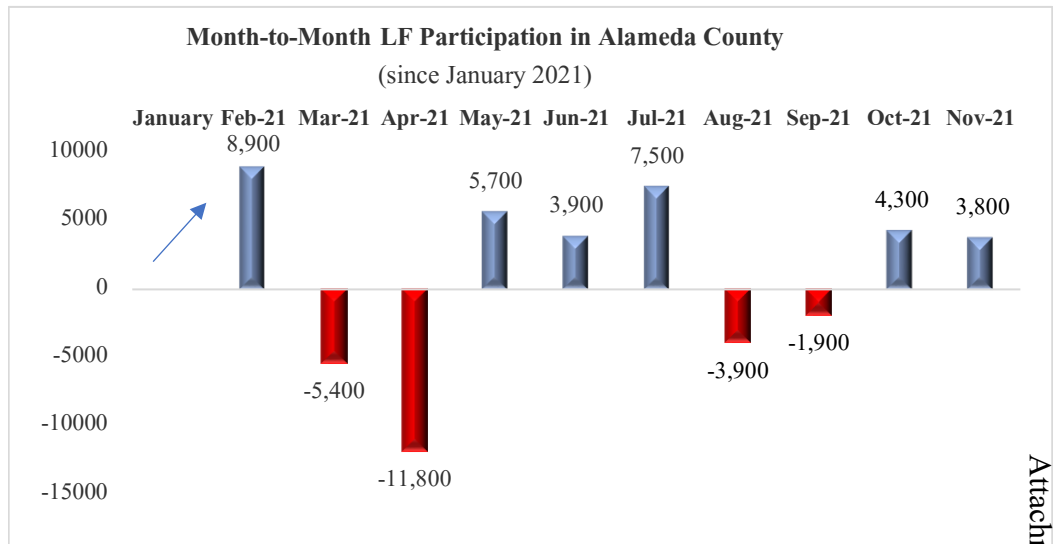
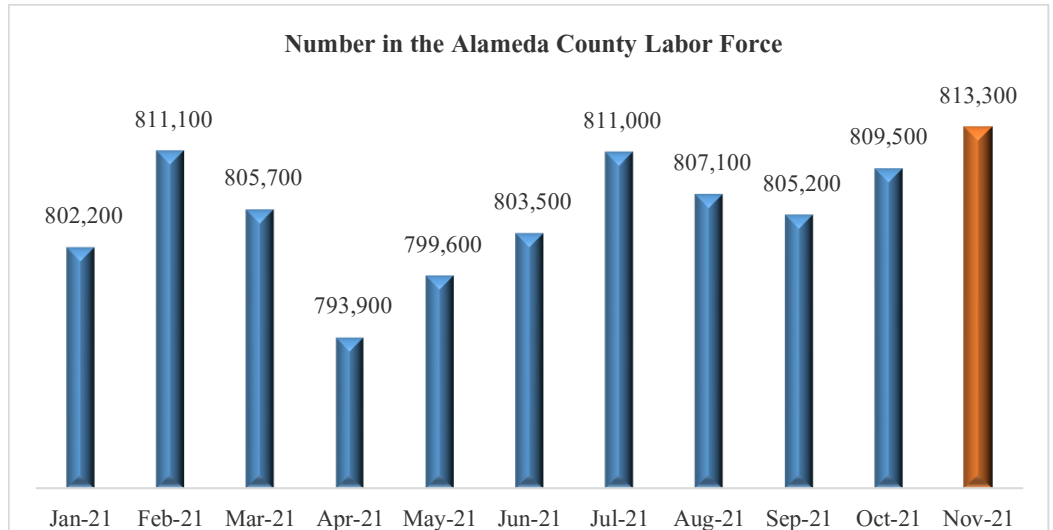
VII.G.1 - November 2021 Labor Market Highlights



November 2021 – Labor Market Highlights in Alameda County and East Bay

Labor force (LF) participation in Alameda County increased in November 2021 by 3,800 individuals, with the largest gain of workers and job seekers in Oakland and Fremont.

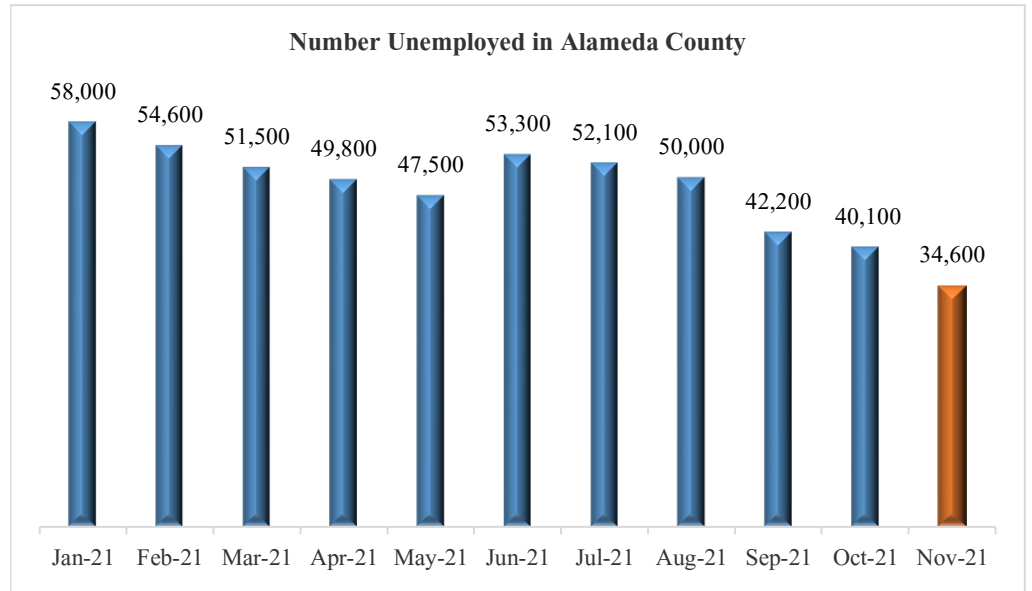
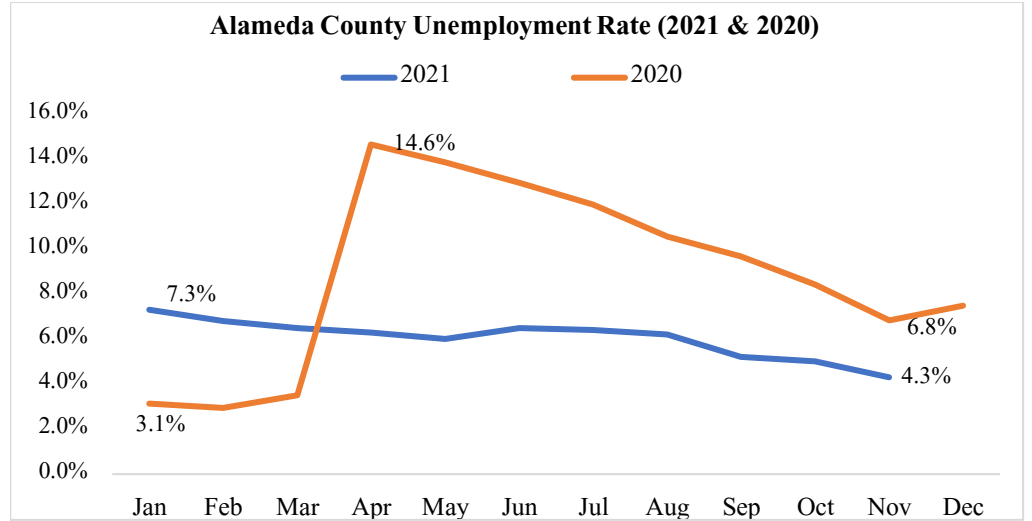
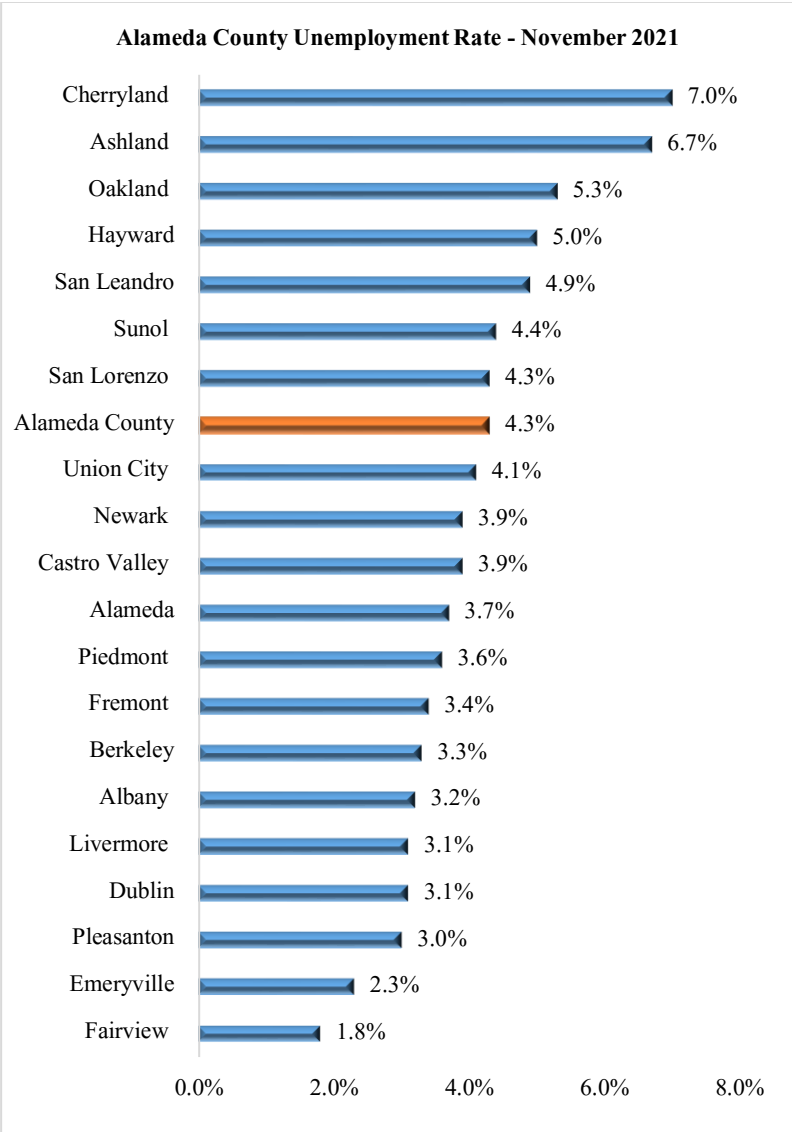
City/Place	November 2021 Labor Force	October 2021 Labor Force	Monthly Change
Alameda County	813,300	809,500	3,800
Oakland	209,900	209,000	900
Fremont	117,100	116,300	800
Hayward	75,100	75,000	100
Berkeley	59,700	59,300	400
Livermore	46,200	45,800	400
San Leandro	44,500	44,400	100
Alameda	39,200	39,100	100
Pleasanton	38,900	38,700	200
Union City	35,300	35,200	100
Dublin	31,700	31,500	200
Castro Valley	30,300	30,200	100
Newark	24,700	24,600	100
San Lorenzo	12,200	12,100	100
Ashland	11,800	11,800	0
Albany	9,400	9,400	0
Emeryville	7,300	7,200	100
Cherryland	7,100	7,100	0
Fairview	5,400	5,400	0
Piedmont	5,100	5,100	0
Sunol	400	400	0



*February's number is represented as the numerical change in LF participants from January 2021

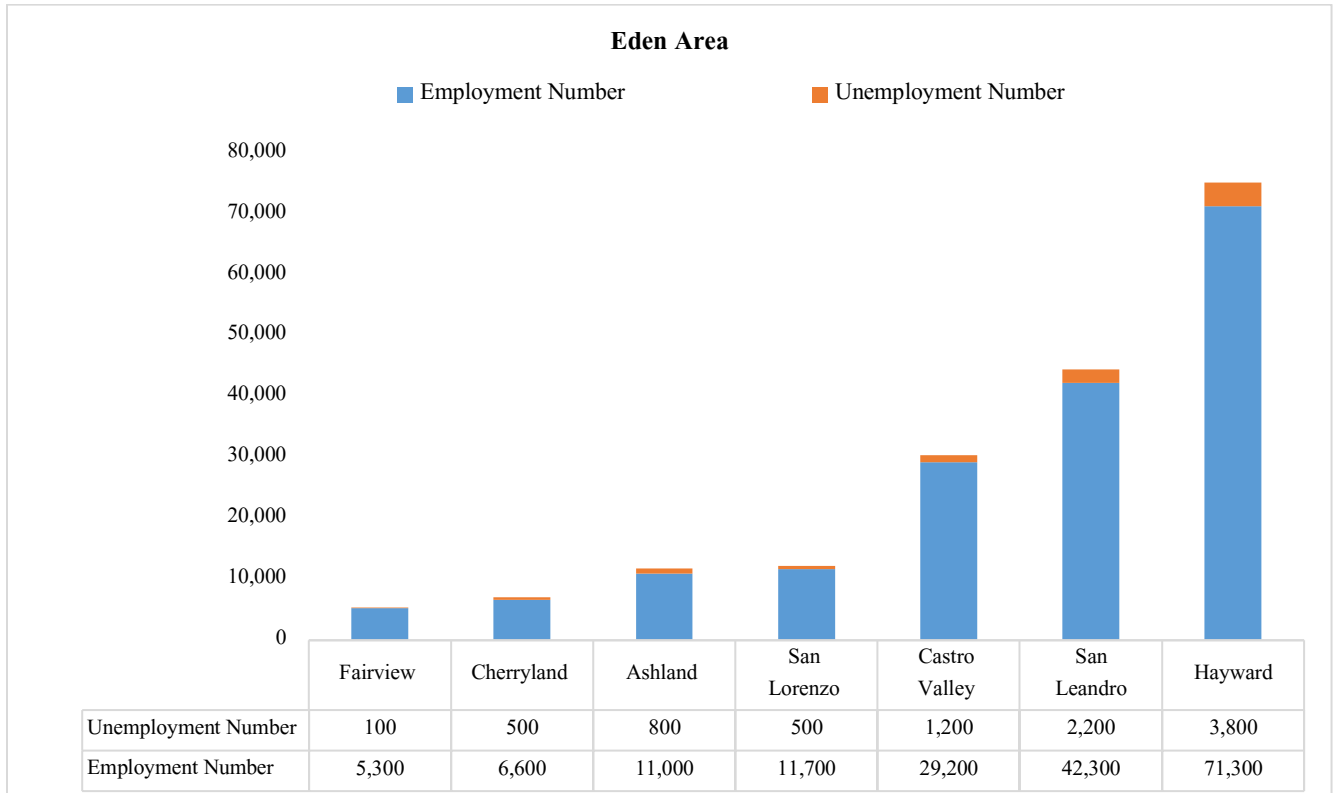


November 2021 – Labor Market Highlights in Alameda County and East Bay



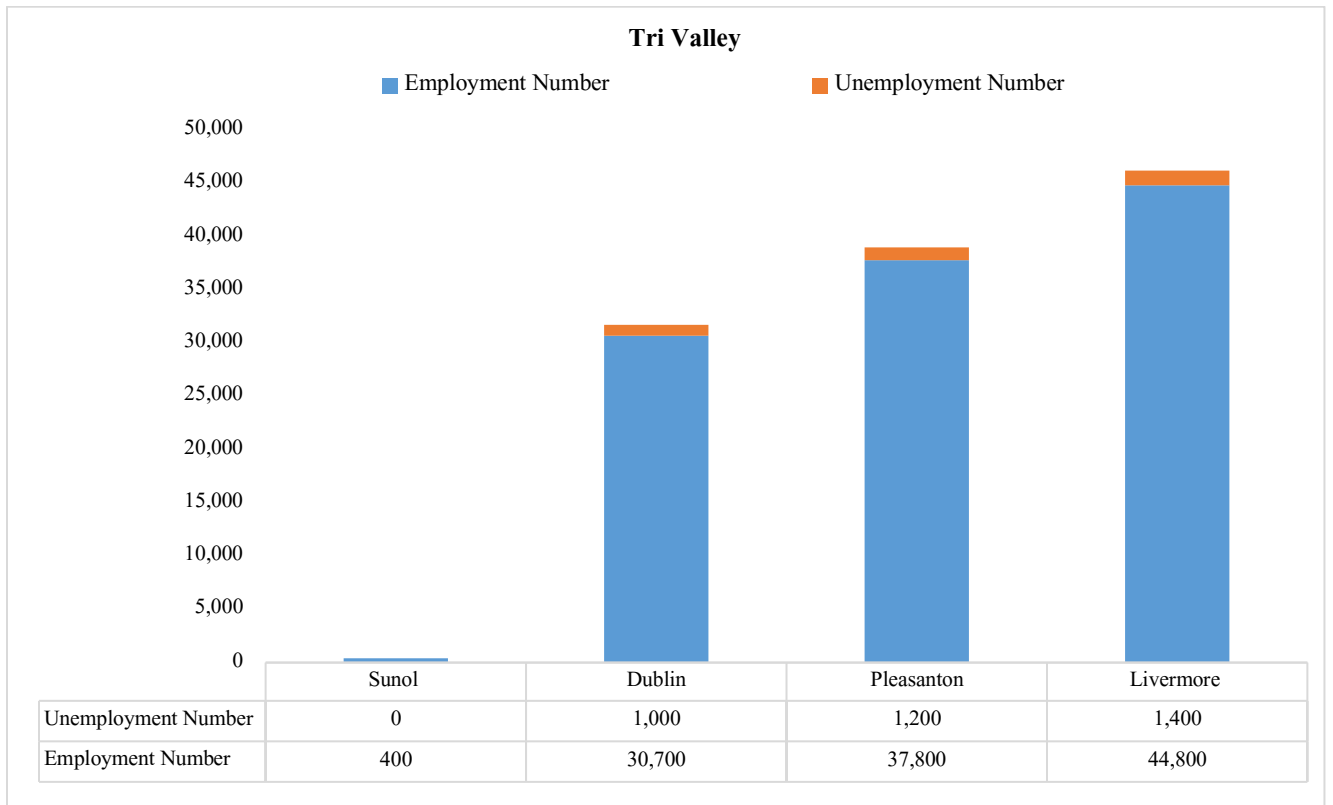
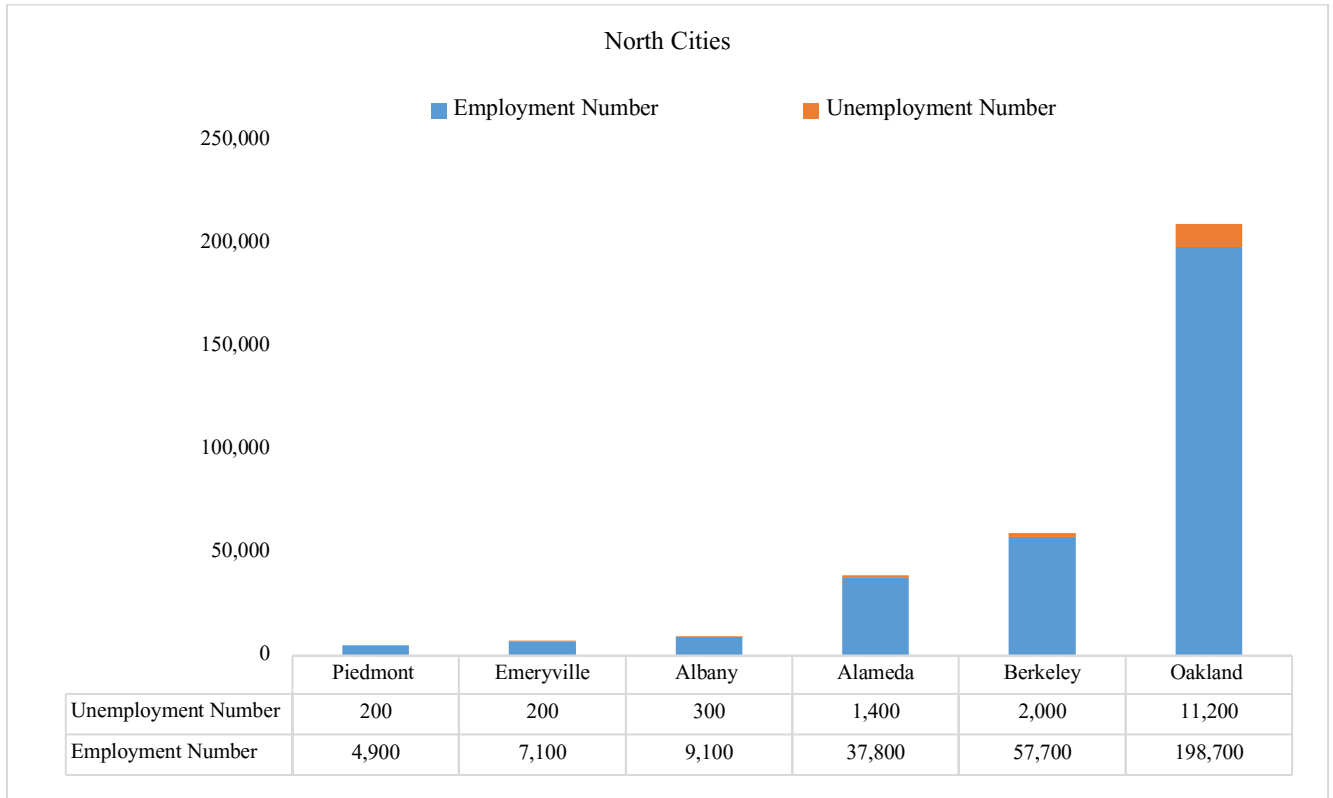
November 2021 – Labor Market Highlights in Alameda County and East Bay

Employment and Unemployment by Sub-Regions in Alameda County





November 2021 – Labor Market Highlights in Alameda County and East Bay



November 2021 – Labor Market Highlights in Alameda County and East Bay

Sector Growth and Decline in the East Bay

In November 2021, growth in the Professional, Scientific and Technical Services industry was prominent in the two-county East Bay region with 4,300 additional jobs, expanding by 4 percent from the previous month and 12 percent from the previous year. Growth in Retail and Health Care and Social Assistance was also promising, adding 2,900 and 2,300 jobs respectively. Employment drastically declined in the Construction and Administrative, Support, and Waste Services sectors in November 2021, with 3,400 and 2,600 less jobs respectively in the East Bay.

Sectors	Nov 21	Oct 21	Nov 20	Numerical Change Month	Numerical Change Year	Percent Change Month	Percent Change Year
Professional, Scientific & Technical Services	111,800	107,500	99,800	4,300	12,000	4.0%	12.0%
Retail Trade	103,500	100,600	104,500	2,900	-1,000	2.9%	-1.0%
Health Care & Social Assistance	177,100	174,800	171,500	2,300	5,600	1.3%	3.3%
Government	161,700	159,800	165,000	1,900	-3,300	1.2%	-2.0%
Transportation & Warehousing	43,300	41,500	41,800	1,800	1,500	4.3%	3.6%
Wholesale Trade	41,000	40,700	41,400	300	-400	0.7%	-1.0%
Manufacturing	97,500	97,300	98,100	200	-600	0.2%	-0.6%
Accommodation & Food Services	77,400	77,400	68,000	0	9,400	0.0%	13.8%
Mining and Logging	200	200	200	0	0	0.0%	0.0%
Construction	71,000	74,400	71,900	-3,400	-900	-4.6%	-1.3%
Administrative & Support & Waste Services	64,200	66,800	61,400	-2,600	2,800	-3.9%	4.6%
Leisure & Hospitality	88,900	89,200	76,800	-300	12,100	-0.3%	15.8%
Arts, Entertainment & Recreation	11,500	11,800	8,800	-300	2,700	-2.5%	30.7%



November 2021 – Labor Market Highlights in Alameda County and East Bay

Monthly Industry Growth in the East Bay

Industries	Nov 2021	Oct 2021	Nov 2020	Numerical Change Month	Numerical Change Year	Percent Change Month	Percent Change Year
Couriers & Messengers	13,000	11,300	13,300	1,700	(300)	15.0%	-2.3%
General Merchandise Stores	19,600	18,100	19,000	1,500	600	8.3%	3.2%
State Government Education	27,100	25,800	26,100	1,300	1,000	5.0%	3.8%
Ambulatory Health Care Services	72,300	71,000	69,500	1,300	2,800	1.8%	4.0%
Clothing & Clothing Accessories Stores	10,500	9,800	9,400	700	1,100	7.1%	11.7%
Computer Systems Design & Related Services	24,900	24,200	22,600	700	2,300	2.9%	10.2%
Social Assistance	61,600	61,000	56,900	600	4,700	1.0%	8.3%
Local Government Education	52,400	51,900	54,800	500	(2,400)	1.0%	-4.4%
Food & Beverage Stores	26,000	25,500	26,100	500	(100)	2.0%	-0.4%
Hospitals	23,000	22,600	24,000	400	(1,000)	1.8%	-4.2%
Health & Personal Care Stores	6,600	6,300	6,200	300	400	4.8%	6.5%
Sporting Goods, Hobby, Book & Music Stores	3,800	3,500	3,600	300	200	8.6%	5.6%
Educational Services	21,500	21,200	20,000	300	1,500	1.4%	7.5%
Local Government Excluding Education	57,300	57,100	58,100	200	(800)	0.4%	-1.4%
Management of Companies & Enterprises	24,200	24,000	23,600	200	600	0.8%	2.5%
Motor Vehicle & Parts Dealer	11,600	11,500	11,500	100	100	0.9%	0.9%
Truck Transportation	9,200	9,100	9,000	100	200	1.1%	2.2%
Architectural, Engineering & Related Services	18,700	18,600	17,400	100	1,300	0.5%	7.5%
Other Services	34,300	34,200	31,000	100	3,300	0.3%	10.6%
Repair & Maintenance	10,900	10,800	9,800	100	1,100	0.9%	11.2%
Religious, Grants, Civic, Professional & Like Organizations	14,700	14,600	13,900	100	800	0.7%	5.8%
County	25,500	25,400	25,600	100	(100)	0.4%	-0.4%
Special Districts plus Indian Tribes	15,900	15,800	16,400	100	(500)	0.6%	-3.0%

November 2021 – Labor Market Highlights in Alameda County and East Bay

Monthly Industry Decline in the East Bay

Industries	Nov 2021	Oct 2021	Nov 2020	Numerical Change Month	Numerical Change Year	Percent Change Month	Percent Change Year
Specialty Trade Contractors	47,500	50,400	48,200	(2,900)	(700)	-5.8%	-1.5%
Administrative & Support Services	58,100	60,000	54,700	(1,900)	3,400	-3.2%	6.2%
Building Foundation & Exterior Contractors	9,300	9,700	8,800	(400)	500	-4.1%	5.7%
Employment Services	23,600	24,000	21,000	(400)	2,600	-1.7%	12.4%
Investigation & Security Services	9,600	10,000	9,300	(400)	300	-4.0%	3.2%
Services to Buildings & Dwellings	16,300	16,700	15,700	(400)	600	-2.4%	3.8%
Heavy & Civil Engineering Construction	7,300	7,600	7,700	(300)	(400)	-3.9%	-5.2%
Construction of Buildings	16,200	16,400	16,000	(200)	200	-1.2%	1.3%
Residential Building Construction	11,000	11,200	10,600	(200)	400	-1.8%	3.8%
Finance & Insurance	34,700	34,900	35,500	(200)	(800)	-0.6%	-2.3%
Federal Government	13,100	13,200	13,700	(100)	(600)	-0.8%	-4.4%
Computer & Electronic Product Manufacturing	20,400	20,500	20,100	(100)	300	-0.5%	1.5%
Credit Intermediation & Related Activities	14,600	14,700	15,200	(100)	(600)	-0.7%	-3.9%
Personal & Laundry Services	8,700	8,800	7,300	(100)	1,400	-1.1%	19.2%
Federal Government excluding Department of Defense	12,700	12,800	13,300	(100)	(600)	-0.8%	-4.5%



November 2021 – Labor Market Highlights in Alameda County and East Bay

No Monthly Industry Change in the East Bay

Industries	Nov 2021	Oct 2021	Nov 2020	Numerical Change Month	Numerical Change Year	Percent Change Month	Percent Change Year
Warehousing & Storage	8,700	8,700	8,500	-	200	0.0%	2.4%
Real Estate	13,600	13,600	13,400	-	200	0.0%	1.5%
Accommodation	6,200	6,200	4,900	-	1,300	0.0%	26.5%
State Government Excluding Education	11,800	11,800	12,300	-	(500)	0.0%	-4.1%
Nonresidential Building Construction	5,200	5,200	5,400	-	(200)	0.0%	-3.7%
Building Equipment Contractors	23,600	23,600	22,400	-	1,200	0.0%	5.4%
Information	25,600	25,600	25,100	-	500	0.0%	2.0%
Publishing Industries (except Internet)	7,500	7,500	7,600	-	(100)	0.0%	-1.3%
Telecommunications	4,300	4,300	4,500	-	(200)	0.0%	-4.4%
Insurance Carriers & Related	16,000	16,000	15,900	-	100	0.0%	0.6%
Real Estate & Rental & Leasing	16,700	16,700	16,900	-	(200)	0.0%	-1.2%
Nursing & Residential Care Facilities	20,200	20,200	21,100	-	(900)	0.0%	-4.3%
Food Services & Drinking Places	71,200	71,200	63,100	-	8,100	0.0%	12.8%
Department of Defense	400	400	400	-	-	0.0%	0.0%
City	15,900	15,900	16,100	-	(200)	0.0%	-1.2%

November 2021 – Labor Market Highlights in Alameda County and East Bay



Recent Job Ads
Oakland-Hayward-Berkeley MD
November 2021



Oakland-Hayward-Berkeley MD

Not Seasonally Adjusted

Top Occupations	Job Ads	Month-Over Change
Retail Salespersons	3,119	305
Managers, All Other	2,392	61
Registered Nurses	2,377	132
Heavy and Tractor-Trailer Truck Drivers	1,905	259
Software Developers, Applications	1,875	69
Computer Occupations, All Other	1,872	9
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,840	68
First-Line Supervisors of Retail Sales Workers	1,840	12
Customer Service Representatives	1,688	40
Laborers and Freight, Stock, and Material Movers, Hand	1,249	-6
Top Cities and Census Designated Places	Job Ads	Month-Over Change
Oakland	12,588	305
Fremont	8,328	243
Pleasanton	5,696	-247
Hayward	4,839	170
Concord	4,731	73
Walnut Creek	4,300	-184
Berkeley	4,158	48
Livermore	3,699	-229
San Leandro	2,801	-105
San Ramon	2,614	69
Top Employment Sectors	Job Ads	Month-Over Change
Health Care and Social Assistance	12,636	148
Retail Trade	9,411	174
Professional, Scientific, and Technical Services	5,779	-234
Manufacturing	5,666	148
Accommodation and Food Services	4,805	67
Finance and Insurance	4,136	158
Educational Services	3,982	-480
Administrative and Support and Waste Management and Remediation Services	3,115	242
Transportation and Warehousing	2,955	209
Real Estate and Rental and Leasing	1,813	-13
Top Employers	Job Ads	Month-Over Change
Pacific Gas and Electric Company	936	706
Lucid Motors Inc	929	-124
Kaiser Permanente	900	5
Allied Universal	786	-124
University of California, Berkeley	715	71
Amazon	715	-121
Whole Foods Market, Inc.	622	-39
Oakland Unified School District	542	170
Alameda Health System	531	-128
Lawrence Livermore National Laboratory	468	-110

Data source for bar graphs and charts in this report: California Employment Development Department (CA EDD)

Data source for the job posting analytics in this report: Burning Glass Technologies provided by the CA EDD

For questions about this report, please contact Latoya Reed Management Analyst at the Alameda County Workforce Development Board at (510) 259-3833 or by email at latoya.reed@acgov.org.