

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)
SYSTEMS AND STRATEGIES (S&S) COMMITTEE**

MEETING NOTICE
Wednesday, November 14, 2018
9:00 – 11:00 A.M.
Eden Area Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Rooms A/B (#225/226)
Hayward, CA

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PUBLIC FORUM	
The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
III. PRESENTATION	
A. Artificial Intelligence, Machine Learning, and Our Future Workforce – Jeff Bowser	
IV. DISCUSSION ITEMS	
A. Regional and Local Plan Update	1
B. Prison-to-Employment Initiative	5
V. INFORMATION ITEMS	
A. East Bay Disability Employment Accelerator Grant Program	7
B. Re-Entry Employer Roundtable Event and Participant Survey Results	9
C. Certification of the Eden Area Comprehensive America’s Job Center of California – Update	15
D. Fourth Annual Advance Manufacturing Day at Chabot College	17
VI. MATTERS INITIATED BY COMMITTEE MEMBERS	
VII. ANNOUNCEMENTS	

COMMITTEE MEMBERS: Paul Reyes (Committee Chair); John Torok (Committee Vice-Chair), Tom Heinz; Tina Kapoor; Tony Lam; Darien Louie; Chudy Nnebe; Susie Passeggi; Kimberly Scrafano; Melissa Stoller.

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

ACWDB 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 S&S COMMITTEE MEETING IS WEDNESDAY, FEBRUARY 20, 2019

ITEM IV.A. – DISCUSSION

REGIONAL AND LOCAL PLAN UPDATE

BACKGROUND:

In alignment with the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Development Boards (LWDBs) are required to develop and submit a four-year Regional Plan and four-year Local Plan to the State Board (State). LWDBs are also required to conduct a two-year review of the plans, in order to modify the plans in accordance with the State. Generally, the four-year Regional Plan communicates information about regional initiatives and priorities of Regional Planning Units (RPU), while the four-year Local Plan reflects the unique features of programs and corresponding goals for a specific local area, in alignment with WIOA.

Regional and Local Plan 2016

In late 2016, Alameda County Workforce Development Board (ACWDB) staff worked closely with Public Consulting Group (PCG) to coordinate a local planning process. The effort included stakeholder planning sessions, program participant focus groups, and employer surveys. Additionally, ACWDB's Local Plan was influenced by the goals and ideas developed by ACWDB members at their retreat in November 2016.

The development of the Regional Plan was coordinated by the EASTBAY *Works* Coordinator and facilitated by PCG, in conjunction with the four LWDBs in the East Bay (Alameda County, Contra Costa County, Oakland and Richmond). In a similar fashion, the Regional Plan required planning sessions and capturing all the regional workforce development strategies and activities. The Regional and Local Plans went through a series of approvals:

1. ACWDB approved the Regional and Local Plans at their meeting in March 2017;
2. The Alameda County Board of Supervisors (BOS) approved both plans at their meeting in May 2017;
3. ACWDB's Local Plan received the maximum score and was approved by the State Board in May 2017;
4. The State Board approved the Regional Plan in June 2017.

Regional and Local Plan 2018

The State released a final directive in late July 2018, outlining new requirements to include in the two-year modification process. (See Attachment IV.A.1 for specific required modifications to the Regional and Local Plans).

LWDBs are required to include four new partnership agreements with specific agencies to address the workforce development needs of the following populations:

Target Population	Primary Partner Agency
1. CalFresh Employment & Training participants	Alameda County Social Services Agency
2. Child support participants	Department of Child Support Services
3. English Language Learners (ELL), foreign-born individuals, and Refugees	Alameda County Social Services Agency
4. People with intellectual or development disabilities	Department of Rehabilitation
5. Re-entry/justice-involved individuals*	California Prison Industry Authority and the Corrections and Community Partnerships administered by the Alameda County Probation Department

*A new partnership agreement to serve justice-involved individuals will be included in the modified Regional Plan.

The process to update the Regional and Local Plans also requires robust stakeholder engagement with the adult schools, community colleges, employers, community-based organizations, providers, and clients. Overall, the process is multi-layered and includes the following activities:

Phase 1 – Introductions

Facilitate formal introductions with new partners.

Phase 2 - Regional and Local Planning Sessions

Plan, coordinate, and launch into planning sessions with new partners and various stakeholder groups, including program participants.

Phase 3 – Local Partnership Agreement Draft

Work closely with new partners to draft local agreements with the purpose of working collaboratively to serve new target groups.

Phase 4 – Public Comment Period

Plan, coordinate, and launch into a 30-day public comment period once agreements are drafted to garner and incorporate feedback from the public.

Phase 5 - Approvals

Plan and coordinate the approval processes. Regional and Local Plans must receive approval from ACWDB members, the BOS, and the State Board.

UPDATE:

To date, ACWDB staff has launched into the two-year modification process with a round of formal introductions with the new partners, followed by Regional and Local Planning (RLP) sessions across Alameda County, in partnership with the Oakland Workforce Development Board (OWDB) and the EASTBAY *Works* Coordinator. All four RLP sessions have taken place:

- RLP Session 1 – Castro Valley Library on October 26, 2018
- RLP Session 2 – Fremont Main Library on October 29, 2018
- RLP Session 3 – West Oakland Library on November 1, 2018
- RLP Session 4 – California Endowment on November 5, 2018

Next steps include conducting program participant surveys and/or focus groups. Information gathered from the planning phase will feed into the new partnership agreements.

ACWDB staff will keep committee members updated on progress made with new partners. For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at: latoya.reed@acgov.org.

ATTACHMENT:

IV.A.1. - Overview of the Regional and Local Plans Two-Year Modification Requirements

IV.A.1- Overview of the Regional and Local Plans Two-Year Modification Requirements

Regional Plan
<ol style="list-style-type: none">1. Corrections Workforce Partnership Agreement Describes how partners will work together to deliver seamless and integrated services to the formerly incarcerated, as well as develop a plan for employer engagement strategies and interfacing with sector partnerships.2. Multi-Craft Core Curriculum (MC3) pre-apprenticeships Partnership Agreement Describes how LWDBs will ensure coordination and partnership with local building trades council when pursuing pre-apprenticeship training pathways in the construction industry for disadvantaged populations.3. Regional Coordination Indices Indicators to be used as a self-assessment that measures progress on reaching regional goals and developing/advancing partnership on key strategies.4. Labor Market Update and Other Captures changes in the labor market/economic conditions (if there have been shifts), or other factors affecting implementation of the plan, including modifications to negotiated performance goals.
Local Plan
<ol style="list-style-type: none">1. CalFresh Employment and Training (E&T) Partnership Agreement Describes how LWDBs will work with partners to serve local CalFresh E&T populations and ensure that clients can benefit from sector partnerships in the region.2. Local Child Support Agency Partnership Agreement Describes how LWDBs will work with child support agencies and community-based organizations (CBOs), to provide coordinated services to child support clients, with a focus on retention in workforce training and education.3. English Language Learners (ELL), foreign-born individuals, and Refugees services Describes efforts to assess the needs of ELLs, the foreign-born, and Refugees while outlining strategies to address service gaps in conjunction with partners. The drafted agreement must also align with the existing Alameda County Plan to serve Refugees.4. Department of Rehabilitation Agreement Describes regional and local partnerships that serve individuals with intellectual disabilities or development disabilities, as well as efforts to implement Competitive Integrated Employment (CIE) plans and Local Partnership Agreements (LPAs).5. Labor Market Update and Other Captures changes in the labor market/economic conditions (if there have been shifts), or other factors affecting implementation of the plan, including modifications to negotiated performance goals.

IV. B. – DISCUSSION

PRISON TO EMPLOYMENT INITIATIVE

BACKGROUND:

In July 2018, the California Legislature approved \$36 million from the General Fund to resource the Prison to Employment Initiative (P2E) proposed by Governor Jerry Brown. Funding for the P2E initiative is intended to support regional planning efforts, fund regional plan implementation, and provide resources for direct service to the formerly incarcerated and other justice-involved individuals. It also sets aside specific resources for both supportive services and earn and learn activities. The California Workforce Development Board (State Board) and the California Employment Development Department (EDD) made available approximately \$1,750,000 in funding for collaboration and development of regional partnerships and planning activities to serve the formerly incarcerated and other justice-involved individuals in California.

The State awarded the East Bay RPU \$95,000 for planning activities under P2E. The planning portion of the grant will span the next 11 months. The East Bay Regional Planning Unit (RPU) is comprised of four local workforce areas: Alameda County; the City of Oakland; Contra Costa County; and the City of Richmond. Of the four Local Areas, the Alameda County Workforce Development Board (ACWDB) will serve as the fiscal agent and lead workforce board for the P2E initiative. The implementation funding will be made available in 2019. Each local workforce board within the RPU is responsible for complying with the P2E planning as developed and agreed upon by the RPU.

The East Bay RPU has long been considered a leader in creating and implementing innovations in regional workforce development, with nationally recognized industry-sector partnerships and strong collaborations with education, labor, and community-based organizations. The region is excited to build upon this work and help those returning to the community from incarceration create new doorways and opportunities that will help them to fulfill the promise of the second chance that returning to the community offers.

The East Bay RPU will lead the charge, through stakeholder engagement, data analysis, customer experience feedback, collaborative planning, and articulated partnerships development. Additionally, the East Bay RPU partners will foster a regional system of coordinated service delivery and collaboration.

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

ITEM V.A. - INFORMATION

EAST BAY DISABILITY EMPLOYMENT ACCELERATOR GRANT PROGRAM

BACKGROUND:

The East Bay Disability Employment Accelerator (EBDEA) is a regional effort and grant program that accelerates competitive integrated employment (CIE) opportunities for 40 people with intellectual, developmental, and physical disabilities.¹ The EBDEA also targets college graduates and veterans with disabilities. Participants are prepared for placement within Health Care, Advanced Manufacturing, and Transportation/Logistics. The term of the grant is March 1, 2018 to December 31, 2019.

The Contra Costa County Workforce Development Board (CCCWDB) is leading the effort, in partnership with the other Workforce Development Boards (WDBs) in the East Bay Regional Planning Unit (EBRPU), and two community-based organizations (CBOs) – East Bay Innovations (EBI) in Alameda County and Futures Explored in Contra Costa County.

The grant program calls for EBI and Futures Explored to connect with the Regional Centers, One Stop Career Centers, adult schools, local colleges, and employers, in order to serve participants. Each CBO partner has assigned a Disability Resource Coordinator (DRC) to work directly with EBDEA participants, helping to equip participants with the tools to learn about job opportunities and prepare for employment that best suits them.

WDBs written into the grant are required to work with the CBOs in their counties and assist them in leveraging existing WIOA programs for EBDEA participants, as well as working collaboratively to host an employer forum to inform employers about the benefit of hiring people with disabilities.

UPDATE:

CCCWDB works with all the EBDEA grant partners, by giving partnership updates, facilitating meetings, and ensuring that CBO partners are trained in CalJOBS to properly account for the outcomes of EBDEA participants for State reporting.

Alameda County Workforce Development Board (ACWDB) staff also work to ensure that EBI has support in connecting with the other partners in ACWDB's local area and has facilitated meetings to discuss program updates and plan for the employer forum next year. EBI has served and enrolled 13 participants, in relation to the EBDEA grant program. Eleven of those

¹ Competitive Integrated Employment (CIE) is an end goal that enables people with intellectual disabilities and developmental disabilities the opportunity to be employed in integrated settings and at competitive wages consistent with the state's Employment First Policy and other federal and state laws. CIE also acts as a policy framework for driving program and partnership development, as seen in the California Competitive Integrated Employment (CIE) Blueprint. The CIE Blueprint is an agreement developed by the Department of Rehabilitation, Department of Education, and Department of Developmental Services, as well as a range of stakeholder groups, including Disability Rights of California (DRC) with leadership provided by the California Health and Human Services Agency (CHHSA).

participants are currently employed. EBI is now working to enroll college graduates and veterans to satisfy the other requirements of the grant.

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

ITEM V.B. – INFORMATION

RE-ENTRY EMPLOYER ROUNDTABLE EVENT AND PARTICIPANT SURVEY RESULTS

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) hosted its first Re-Entry Employment Roundtable at the Eden Area Multi-Service Center in Hayward on September 20, 2018. The purpose of the Re-Entry Employer Roundtable was to allow employers who have hired re-entry individuals in the past to share their successes and obstacles and for the ACWDB to gather feedback from employers on how to better prepare re-entry individuals for employment.

The ACWDB assembled an employer panel consisting of the East Bay Economic Development Alliance, SAS Automotive, the Building and Trades Council, and the Youth Food Project. The panel was moderated by Corey Rennel of Core Foods. The event highlighted guest speaker Captain Marty Neideffer from the Alameda County Sheriff's Office and offered breakout sessions allowing employers to engage in one-on-one dialogue with table moderators. The event concluded with a presentation from Phil Hernandez of the National Employment Law Project.

Over 40 employers attended the Re-Entry Employer Roundtable. Participants were given the opportunity to provide event feedback to the ACWDB. The overall feedback from employers was very positive. Employers were presented a total of eight statements and asked to rate them from strongly agree to strongly disagree. The survey included four additional questions with fill-in responses, that consisted of the following:

1. What was the most/least relevant part of the roundtable for you?
 - Answers included sharing and hearing experiences of hiring re-entry employees and discussing those experiences with other employers.
2. What changes would you recommend for a more productive roundtable?
 - The most common reply was attendees felt the event wasn't long enough.
3. What topic/area did you want to have included that was not addressed?
 - Suggestions for additional topics for future events included discussing living wages and inviting other employers that are working with re-entry employees.
4. What three actions do you plan to take based on the information you learned today?
 - For this question, attendees wrote about their plans to share the information they received from the Re-Entry Employer Roundtable as well as networking with other employers hiring re-entry personnel.

See survey questions and results compiled on Attachment V.B.1.

The ACWDB will be hosting future Re-Entry Employer Roundtable events beginning in 2019. Additionally, Alameda County Human Resources will work with participating employers as part

of their re-entry efforts in collaboration with the Board of Supervisors’ “Alameda County Re-Entry Hiring Program”.

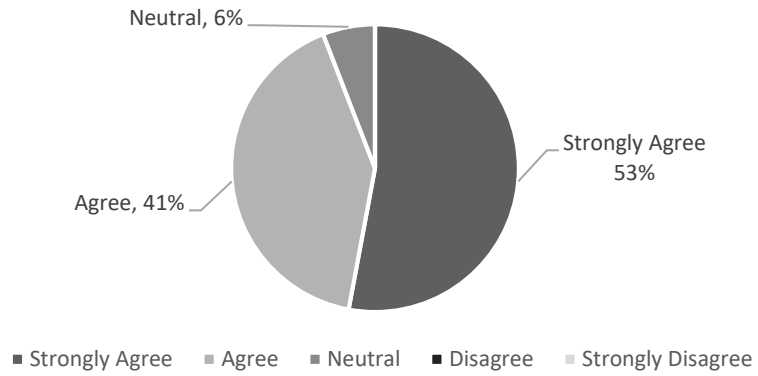
For more information, please contact David Dias, Program Financial Specialist at (510) 780-8768 or email at david.dias@acgov.org.

ATTACHMENT:

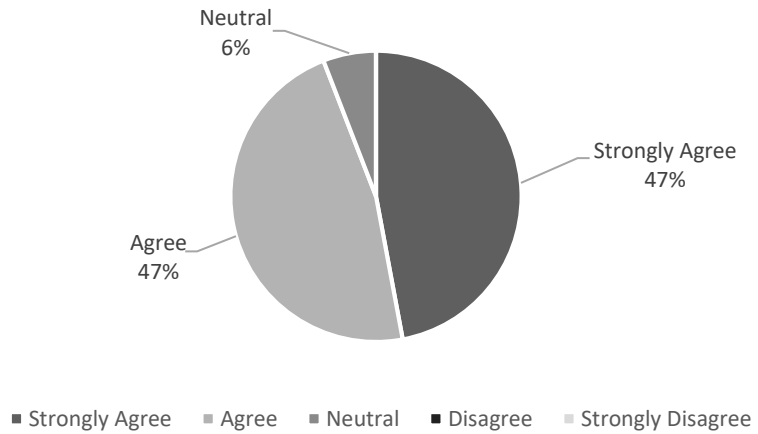
V.B.1 – Re-Entry Employer Roundtable Participant Survey Results

V.B.1 - RE-ENTRY EMPLOYER ROUNDTABLE PARTICIPANT SURVEY RESULTS

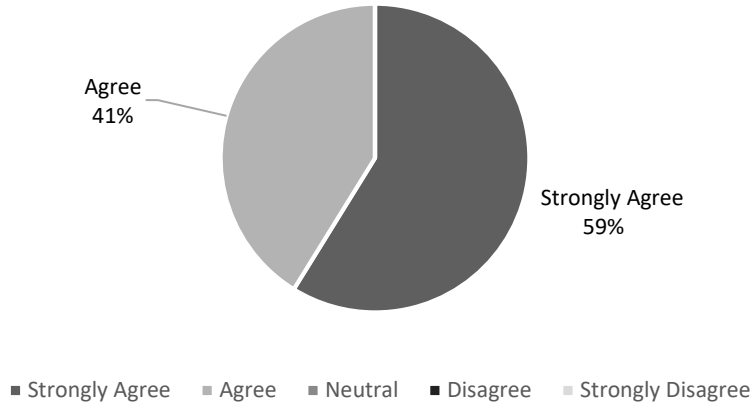
1. The purpose of the employer roundtable was clear:



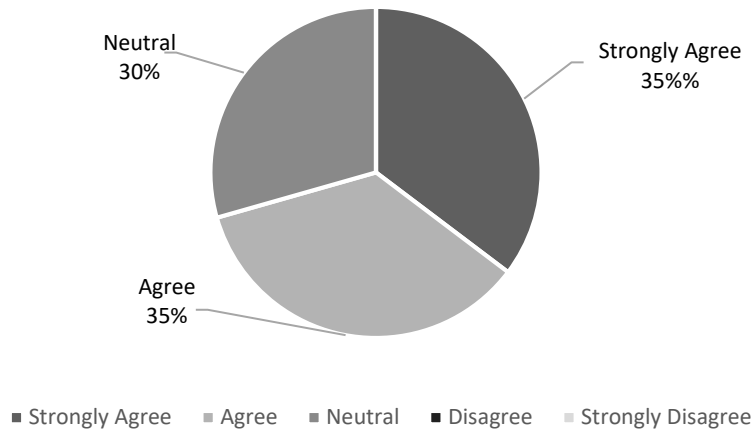
2. Agenda items were consistent with the presentation:



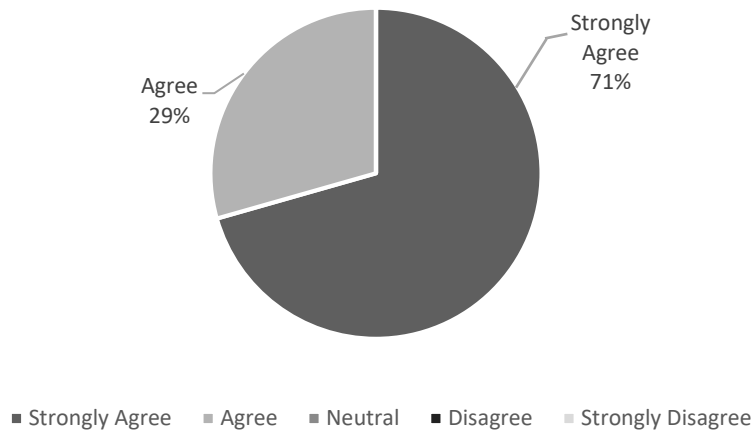
3. Presentation mode was stimulating and engaging:



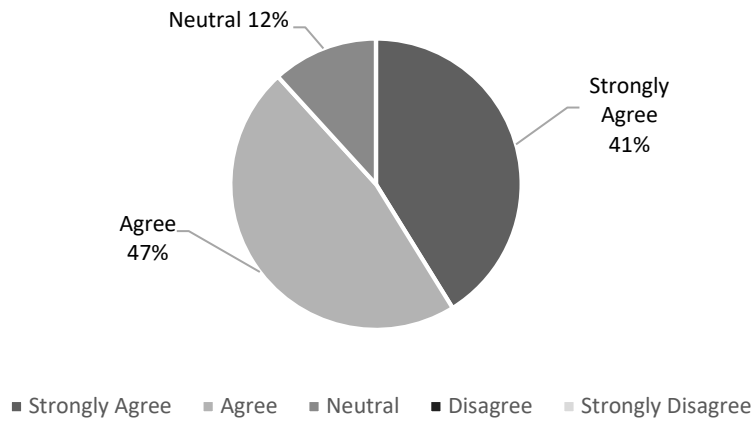
4. There were adequate opportunities to interact:



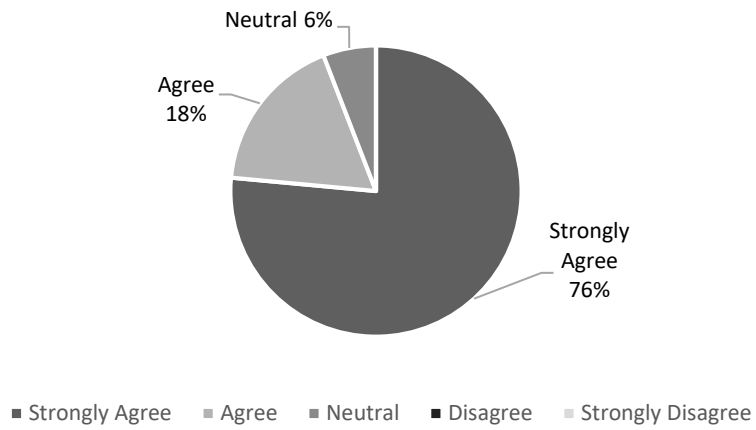
5. The seating was appropriate for the event:



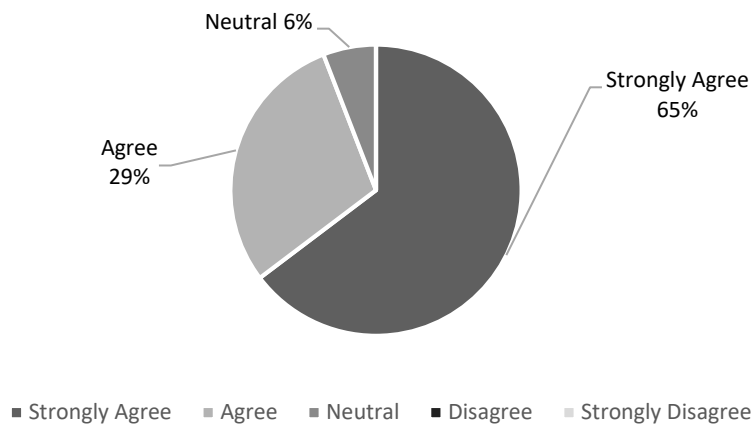
6. The material/presentation challenged your thinking:



7. Presenters were well-versed, energetic, interesting:



8. The topic provided new information to me and it was useful:



ITEM V.C. – INFORMATION

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

BACKGROUND:

On May 10, 2018, the Alameda County Workforce Development Board (ACWDB) approved the certification of the Eden Area Comprehensive America’s Job Center of California (AJCC). Under the Workforce Innovation and Opportunity Act (WIOA) local Boards are required to certify their Comprehensive AJCCs every three years, by conducting an independent and objective evaluation. ACWDB had retained a consultant to conduct the evaluation.

There are two levels of certification - Baseline and the Hallmarks of Excellence. The Baseline certification focused on compliance with WIOA statutes and regulations and was successfully submitted by ACWDB staff to the State in December 2017. Within the Hallmarks of Excellence, there are a total of eight measures concentrated on continuous improvement through identifying the Comprehensive AJCC’s strengths, as well as areas where improvements could be recommended. For a successful certification, the AJCC must receive a ranking of 3 or better on a scale of 1 to 5 in each hallmark.

At the Organizational Effective (OE) Committee meeting in April 2018, the ACWDB consultant presented the results of the evaluation. The Comprehensive AJCC met the standards for Hallmarks of Excellence in each category with a score of 3 or better. The ranking definitions are as follows:

- 3 – Have a satisfactory amount of the hallmark in place for the majority of the time.
- 4 – Significantly meeting the hallmark with room for improvement.
- 5 – Achieving and excelling at the hallmark.

Below is a summary of the rankings:

Eden Area Comprehensive AJCC Summary of 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

UPDATE:

The certification process also included a continuous improvement plan of over 18 goals covering program years 2018 through 2020. The ACWDB staff is meeting with Rubicon the operator of the Comprehensive AJCC on a quarterly basis to review goals and discuss progress. Currently, efforts are underway to complete this year's goals by December 31, 2018.

Below are the following goals with the corresponding hallmark through December 2018:

Hallmark	Action	Agency	Due Date
2	Make the Limited English Proficiency Plan available in Alameda County threshold languages.	ACWDB & AJCC	December 31, 2018
3	Update the partner services inventory and review or update quarterly.	AJCC	October 31, 2018
3	Utilize the partner service inventory to update Eden Area AJCC collaborative outreach collateral.	AJCC	December 31, 2018
4	Update their organizational chart to include collocated partners.	AJCC	December 31, 2018
4	Update client flow chart to include partner services.	AJCC	December 31, 2018
6	Expand Access to business publications and industry resources.	AJCC	October 31, 2018
7	Ensure that partner services eligibility trainings are conducted.	AJCC	December 31, 2018
1	Ensure addition of Eden Area AJCC signage on the third floor.	ACWDB	December 31, 2018

The certification process and updates reside with the OE Committee, but the Systems and Strategies (S&S) Committee will also be informed of the continuous progress the Comprehensive AJCC makes in accomplishing improvement goals.

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

ITEM V.D. – INFORMATION
FOURTH ANNUAL ADVANCED MANUFACTURING DAY
AT CHABOT COLLEGE

BACKGROUND:

National Manufacturing Day (MFG Day) was observed during the first week of October and is a nation-wide effort to expose youth to the various opportunities in manufacturing. Due to its rapidly growing effort, MFG Day, also referred to as Advanced Manufacturing Day, has been extended throughout the month of October and November.

In support of MFG Day, many companies open their doors to its communities and local schools, allowing them to tour facilities and learn about production, design and operations. Local workforce boards, educational agencies, and economic development agencies hosted events or coordinated efforts with employers and organizations to create new energy around manufacturing introducing advanced manufacturing to inspire the next generation of makers.

The Alameda County Workforce Development Board (ACWDB) has been an active participant in MFG Day for the past four years, hosting MFG Day events in Hayward in partnership with Alameda County Office of Education (ACOE), at the Hayward City Hall and partnering with Ohlone College for their “Night of Science”.

The 2018 MFG Day included partnership with several schools, including our continuation schools, Eden ROP, Hayward, San Leandro and San Lorenzo Unified School Districts as well as the Chambers for each city and Chabot College. After students’ tour of a manufacturing company, they were bused to Chabot College to receive an overview of advanced manufacturing, treated to lunch, then given tours of two different Career Technical Education labs.

Unique to this year’s effort was the inclusion of our local continuation/alternative education students from Lincoln, Royal Sunset and Brenkwitz schools all in the Eden Area.

Manufacturing employers opened their doors to these students to provide tours of their facilities and a firsthand experience on how modern manufacturing functions today.

These companies were:

- Northwood Design Partner – Union City
- McIntyre – San Leandro
- Santini Foods – San Lorenzo

Developing relationships with these companies will allow for continued outreach to provide ongoing experiences to these students such as:

- Guest speakers in the classroom
- Participation in Job/Career Fairs
- Workshops such as Interviewing Techniques
- Internships

MFG Day was held on Thursday, October 25th at Chabot College in Hayward. The entire event went from 8:30 a.m. – 2:00 p.m. and provided work-based learning experiences for an estimated 300 students from our local school districts.

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