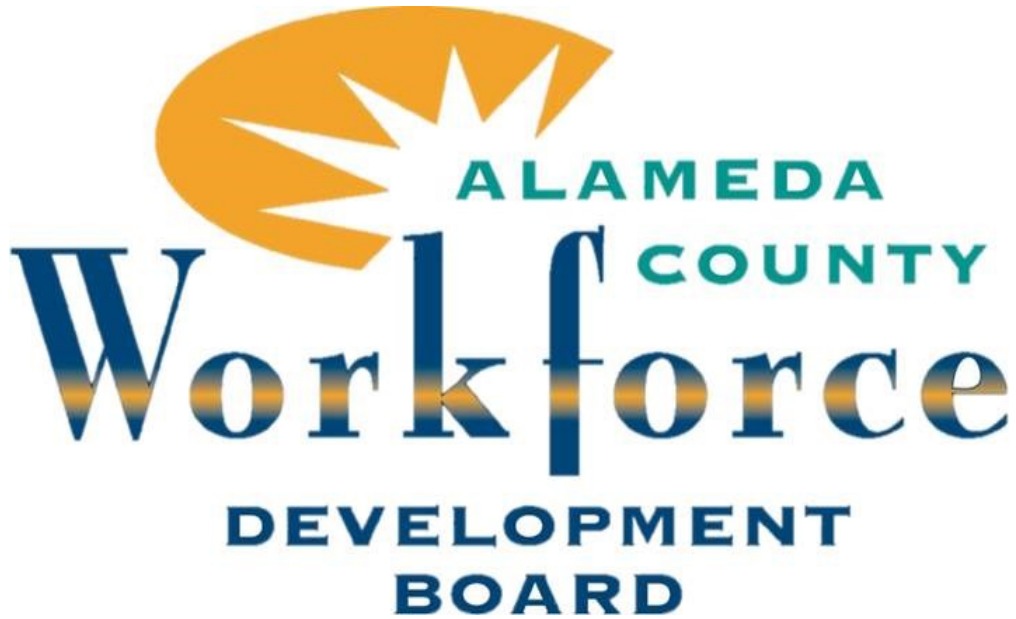


# QUARTERLY BOARD MEETING



(<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

**March 10, 2022**  
**9:00 A.M.**

# ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

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## MEETING NOTICE

Thursday, March 10, 2022  
9:00 AM – 12:00 Noon  
Eden Area Multi-Service Center  
The lobby of this building is closed due to COVID-19.

<https://us06web.zoom.us/j/85902207962?pwd=ekZ1SXhCT2tmdW92QVQ1NVNHdkRaZz09>

Passcode: 178494 | Meeting ID: 859 0220 7962 | +1 669 900 6833 US (San Jose)

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

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## AGENDA

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- D. Chair’s Report
- E. Committee Chairs’ Report
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### III. PUBLIC FORUM

The public can address the Board 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 Board on published issues should do so at the time the agenda item is being discussed.

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## **VII. MATTERS INITIATED BY BOARD MEMBERS**

## **VIII. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF**

**If you have questions on the agenda items or need additional information, please contact Rhonda Boykin, Interim Director, at 510-259-3844 or through email [RBoykin@acgov.org](mailto:RBoykin@acgov.org).**

Members of the public who wish to address the WDB may do so during the PUBLIC FORUM or at the time an Agenda item is discussed.

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

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

**NEXT WDB MEETING: MAY 12, 2022**

## **ITEM I.B. – ACTION**

### **FINDINGS TO CONTINUE MEETING BY TELECONFERENCE**

#### **RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB):

1. Reconsider the circumstances of the state of emergency issued by the Governor due to the COVID 19 pandemic.
2. Find that state or local officials continue to impose or recommend measures to promote social distancing.
3. Find that on September 28, 2021, the County Board of Supervisors (BOS or Board) adopted the Health Care Services Agency Director's recommendation that the BOS implement social distancing for its meetings.
4. Find that the same reasons stated by the BOS, the same rationale also applies for the meetings of the ACWDB and its committees.

#### **BACKGROUND:**

Since March 2020, social distancing measures were implemented for all meetings of the BOS and Board Committees, a compliance measure during the state of emergency to combat the spread of COVID-19. On September 28, 2021, based upon the recommendation from the Health Care Services Agency Director, the BOS took the appropriate action as required by Assembly Bill No. 361 (AB 361) which amended the Ralph M. Brown Act (Brown Act). This amendment relaxed the Brown Act's teleconferencing requirements to allow public meetings to convene virtually on the condition that the required findings be ratified every 30 days by the appropriate legislative body. With this action, the ACWDB and its committees may continue to do as follows:

- To meet virtually
- The members of the ACWDB/committees do not have to be physically in the County during the meeting
- Their locations do not have to be on the notice as a teleconference site
- A video or phone call in line needs to be identified on the agenda for the public to access and participate in public comment
- All actions taken by the ACWDB/committees must be done by roll-call voting

For more information please contact, Rhonda Boykin, Interim Director at (510) 259-3844 or through email at [rboykin@acgov.org](mailto:rboykin@acgov.org).

#### **ATTACHMENT:**

I.B.1. Alameda County Board of Supervisors Minute Order and Recommendation Letter from the Alameda County Health Care Services Agency

## ALAMEDA COUNTY BOARD OF SUPERVISORS MINUTE ORDER

*The following action was taken by the Alameda County Board of Supervisors on 09/28/2021*

Approved as Recommended  Other

Unanimous  Chan:  Haubert:  Miley:  Valle:  Carson:  -

Vote Key: N=No; A=Abstain; X=Excused

Documents accompanying this matter:

Documents to be signed by Agency/Purchasing Agent:

File No. \_\_\_\_\_  
Item No. 28.1

Copies sent to:

Special Notes:



I certify that the foregoing is a correct copy of a Minute Order adopted by the Board of Supervisors, Alameda County, State of California.

ATTEST:  
Clerk of the Board  
Board of Supervisors

By: *Awika Campbell-Beltin*  
Deputy

**HEALTH CARE SERVICES**

AGENCY

COLLEEN CHAWLA, Director



AGENDA \_\_\_September 28, 2021

**OFFICE OF THE AGENCY DIRECTOR**

1000 San Leandro Blvd., Suite 300

San Leandro, CA 94577

TEL (510) 618-3452

FAX (510) 351-1367

September 23, 2021

The Honorable Board of Supervisors  
County Administration Building  
1221 Oak Street  
Oakland, CA 94612

**SUBJECT: RECEIVE AND ACCEPT THE RECOMMENDATION OF THE HEALTH CARE SERVICES AGENCY DIRECTOR FOR CONTINUED SOCIAL DISTANCING AT ALL BOARD OF SUPERVISORS MEETINGS AND BOARD COMMITTEE MEETINGS**

Dear Board Members:

**RECOMMENDATION**

Receive and accept the recommendation of the Health Care Services Agency Director for continued social distancing at all meetings of the full Board of Supervisors and at all Board of Supervisors Committee meetings.

**DISCUSSION/SUMMARY**

In light of the continued state of emergency related to COVID-19, the Health Care Services Agency (HCSA) Director recommends that your Board continue to impose the social distancing measures that were initially adopted in March 2020 for all meetings of the Board of Supervisors and Board Committee meetings, until your Board – in consultation with the HCSA Director – concludes that such measures are no longer necessary. The HCSA Director makes this recommendation to comply with newly enacted urgency legislation establishing new requirements for teleconferenced (remote) meetings under the Ralph M. Brown Act.

This recommendation is based on the continued threat of COVID-19 to the community, the unique characteristics of public governmental meetings (such as the increased mixing associated with bringing together people from across the community, the need to enable those who are immunocompromised or unvaccinated to be able to safely continue to fully participate in public governmental meetings, and the challenges with fully ascertaining and ensuring compliance with vaccination and other safety recommendations at such meetings), and the continued increased safety protection that social distancing provides as one method to reduce the risk of COVID-19 transmission.

**BACKGROUND**

On March 4, 2020, Governor Newsom issued an Executive Order proclaiming a state of emergency in California as a result of the COVID-19 pandemic. This emergency declaration remains in effect. On March 17, 2020, Governor Newsom issued Executive Order N-29-20, which allowed local agencies subject to the Brown Act to hold their meetings remotely, without providing a physical location for

The Honorable Board of Supervisors  
 September 23, 2021  
 Page 2 of 2

members of the public to gather and participate, so long as there were telephonic means to allow public participation and protect citizens' statutory and constitutional rights. Your Board held its first telephonic meeting with no in-person public participation on April 21, 2020 and has continued the practice since. On June 11, 2021, Governor Newsom issued Executive Order N-08-21 which similarly governed the convening of public meetings and modified the permissions of Executive Order N-29-20 to allow for continued use of teleconferenced meetings by local agencies subject to the Brown Act.

On September 16, 2021, Governor Newsom signed into law Assembly Bill 361 (AB 361, Chapter 165, Statutes of 2021), which amended the Brown Act to allow for continued use of teleconferenced meetings by Brown Act bodies without providing a physical meeting location for the public through January 31, 2024, under certain conditions. The permitting conditions include factors such as a continued declaration of emergency, and a local official recommending measures for social distancing.

As HCSA and the Health Officer have reported to your Board, the highly transmissible SARS-CoV-2 B.1.617.2 (Delta) variant has been circulating in the County of Alameda since April 2021. While the risk for COVID-19 infection is highest among unvaccinated residents (and the vaccination rates in our County are relatively high) over one-third of COVID-19 infections are among fully vaccinated persons. Among vaccinated persons, older adults are at the highest risk for severe illness resulting from COVID-19 infection.

Accordingly, the HCSA Director recommends that social distancing measures adopted in the early days of the pandemic remain in place for meetings of your Board and Board Committees. This recommendation is consistent with the Division of Occupational Safety and Health of California's (Cal/OSHA) Emergency Temporary Standards, which require employers to train and instruct employees that the use of social distancing helps combat the spread of COVID-19 (8 Cal. Code Regs. 3205(c)(5)(D)). Under the requirements of AB 361, no later than 30 days after the September 28 meeting, and again every 30 days thereafter for as long as this recommendation remains in place, your Board will need to reconsider the state of emergency, and whether (a) the emergency directly impacts the ability of members to safely meet in person; or (b) social distancing measures are still recommended at Board and Board Committee meetings.

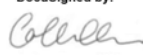
## **FINANCING**

Acceptance of this recommendation will have no impact on net County cost.

## **VISION 2026 GOAL**

Acceptance of this recommendation will prevent potential spread of COVID-19 in the Board's public meetings, and thus advances the 10X Vision 2026 Goal pathway of **Accessible Infrastructure** in support of our shared visions of a **Thriving & Resilient Population** and **Safe & Livable Communities**.

Sincerely,

DocuSigned by:  
  
 CB284AE84C50405...

Colleen Chawla, Director  
 Health Care Services Agency

**ITEM I.C. – ACTION**

**ALAMEDA COUNTY  
WORKFORCE DEVELOPMENT BOARD**

**QUARTERLY MINUTES OF DECEMBER 16, 2021  
CONDUCTED VIA ZOOM**

**MEMBERS PRESENT**

Tyler Abbott  
Stephen Baiter  
Prem Bajaj  
Eric Bishop  
Jeff Bowser  
Jennifer Cogley  
Kelly Johnson  
Doug Jones  
Tony Lam  
Bethany McCormick  
Kalpana Oberoi  
Jennifer Ong  
Bill Pelter  
Sara Walke  
Iris Wiangchanok

**MEMBERS ABSENT**

Alexandria Baker  
Eric Darby  
Alfred Fortier  
Matt Pawluk  
Paul Reyes  
Mario Wagner

**STAFF PRESENT**

Rhonda Boykin  
Javier Contreras  
David Dias  
Michele Garcia  
Sheroza Haniff  
Samantha Miller  
Jennifer Mitchell  
Deidra Perry  
Latoya Reed  
Carmelo San Mames  
Charles Turner

Chairperson McCormick called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:01 A.M. on Thursday, December 9, 2021. A quorum was present on the Zoom conference.

**ITEM I.B. – FINDINGS TO CONTINUE VIRTUAL MEETINGS.**

A motion to approve the recommendation was made by **Jones/Walke/carried.**

**ITEM I.C. – CHAIRPERSON’S REPORT** Bethany McCormick, Chair of the Executive Committee (EC), announced the EC meeting scheduled for November 18, 2021 was canceled due to a lack of substantial action items, and legislative update.

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

**Kelly Johnson, Chair of the Systems and Strategies (S&S) Committee**, reported the following from the November 17, 2021 meeting:

- An overview of the Career Services Collaborative Model, presented by Daniel Newell, Director of Career Services & Industry Relations at the Ohlone College Tri-Cities Career Center
- The Action Item regarding the:
  - S&S Committee calendar for 2022

- The Selection of the S&S Committee Vice-Chair, which was tabled until the February 2022 S&S Committee meeting
- The Information Items regarding the:
  - AJCC Certification
  - Reentry Program Update
  - Leisure and Hospitality Industry Update

**Eric Bishop, Chair of the Youth Committee (YC)**, reported the following

- An overview of the Boatworks 101 Marine Technician Apprenticeship, presented by Bruce Holladay, Co-Founder of Boatworks 101
- The Action item regarding the YC Calendar for 2022
- The Information Item regarding the Disrupting Disparities Project

**Michele Garcia, Staff Lead of the Organizational Effectiveness (OE)**, reported the following from the November 3, 2021 meeting:

- The Action Item regarding the:
  - OE Committee Calendar for 2022
  - America’s Job Center of California (AJCC) Certification
- The Discussion Item regarding the OE Committee Role and Function
- The Informational Items regarding the Prison to Employment Program Performance Update

\*\*All Committee meetings were conducted via Zoom.

**ITEM I.E. – DIRECTOR’S REPORT.** Rhonda Boykin announced the following:

WDB Updates:

- Board member Michael Keenan has exited the Board due to his retirement, his dedicated service and commitment is appreciated
- New Board member Debra Chaplan is taking over the vacant Labor seat
- Ann Stedler from the City of Newark has been nominated to fill the Economic Development seat
- Nancy Soto has been hired to provide program administrative support
- An overview of department vacancies

Administrative Updates:

- AJCC Certification Evaluation has been completed by staff

Grant Updates:

- A partnership has been formed with other Bay Area Boards to apply for the Good Jobs Challenge grant, a \$500 M Federal grant intended to get Americans back to work by strengthening training within regional systems
- The Employment Training Funds application has been approved, intended for biomedical training

Legislative Updates:

- The Infrastructure Investment and Job Act was signed into law, providing funding upgrades and training for various infrastructure projects
- A short-term budget has been approved for the Budget Act, thus avoiding any government shutdown
- The State has approved a Homeless Hiring Tax Credit for employers who hire individuals who are experiencing homelessness, a process and communication plan are in development

**ITEM II – PRESENTATION.**

- Kim Gusman, President/CEO of the California Employers Association presented Alameda County WDB HR Hotline Contract

**ITEM III. – PUBLIC FORUM.**

Chairperson McCormick opened the Public Forum.

Jeanette Freiberg of Coro Northern California made a public comment.

Chairperson McCormick closed the Public Forum.

**ITEM IV. CONSENT ITEMS.**

Chairperson McCormick read the Consent Items:

- A. Minutes of May 13, 2021
- B. Executive Committee Meeting Calendar for Calendar Year 2022
- C. 2022 Alameda County Workforce Development Board Meeting Dates, Time, and Place

Chairperson McCormick opened the public hearing.

Chairperson McCormick closed the public hearing.

A motion to approve the recommendations with was made by **Walke/Johnson/carried.**

**ITEM V.A. AMERICA’S JOB CENTER OF CALIFORNIA (AJCC) CERTIFICATION.**

Chairperson McCormick read the recommendation to approve the Certification of the Eden Area AJCC and authorize the Chair of the Board to sign the Comprehensive AJCC Certification. David Dias provided background of the item and welcomed comments.

Chairperson McCormick opened the public hearing.

Chairperson McCormick closed the public hearing.

A motion to approve the recommendations was made by **Bishop/Walke/carried.**

**ITEM V. REPORTS.**

**ITEM VI. INFORMATION ITEMS.**

**ITEM VII. MATTERS INITIATED BY BOARD MEMBERS.** No matters were initiated.

**ITEM VIII. ANNOUNCEMENTS.**

Sara Walke acknowledged staff attendance to the WIOA Youth Build Program.

Jennifer Cogley thanked those for their engagement with the expansion agreement between Bayer and the City of Berkeley.

Doug Jones stated SEIU United Workers West has accomplished agreements with various healthcare providers which has helped to create an attachment to Futuro Health, which provides relatively low-cost healthcare training.

Bill Pelter advocated for hiring persons with all levels of disabilities.

The meeting was adjourned at 10:23 A.M.

## **ITEM II. PRESENTATION**

### **MARGARET (MEG) VASEY** **EXECUTIVE DIRECTOR, TRADESWOMEN INC.**

Meg Vasey is the Executive Director of Tradeswomen, Inc. (TWI). Meg Vasey has been a construction electrician since 1979 and has served as TWI's Executive Director since 2009. She served her apprenticeship with the International Brotherhood of Electrical Workers (IBEW) Local Union 302, Martinez, California and represented Local 302's members as a retirement plan trustee for 30 years. Ms. Vasey worked with the tools as a journey-level electrician until 1998 when she enrolled at the University of California, Berkeley, School of Law, graduating and passing the California State Bar in 2001.

Since graduation, Ms. Vasey has used her legal and construction knowledge to increase the participation of women and other underserved populations and to promote apprenticeship and sustainable job opportunities in construction and related skilled trades. Ms. Vasey has worked with dynamic coalitions of local contractors, community groups, trade unions, apprenticeship professionals and public agency staff. TWI currently supports numerous construction pre-apprenticeship programs in the East Bay and throughout California as well as others serving mechanics, machinists, and utilities. At TWI, Meg has revitalized the organization's programs in direct services, technical assistance, and advocacy for women in the trades while expanding TWI's staff and overall capacity.

Meg Vasey serves on several state and community boards as well as the National Taskforce on Tradeswomen's Issues. She has been recognized as a Labor Visionary by the California AFL-CIO. In addition to her Juris Doctorate, she holds a Bachelor of Arts in Mathematics and Philosophy. As TWI's Executive Director and as a woman who fed her family working on construction sites, Meg is committed to furthering women's economic opportunities through careers in the skilled trades.

Meg Vasey, Esq.  
Executive Director, Tradeswomen, Inc.  
[mvasey@tradeswomen.org](mailto:mvasey@tradeswomen.org)  
337 17<sup>th</sup> Street Suite 204, Oakland, CA  
Direct Line: 510-207-0603

**ITEM IV.A. – ACTION / PUBLIC HEARING**  
**PROPOSED DIVERSITY EQUITY AND INCLUSION**  
**PERFORMANCE MEASURE**

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

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

- 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), under the condition that there is a hold harmless or baseline period in the next program year (PY 2022-2023) that will not have a negative bearing or impact on service provider contractual obligations or performance.

**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 and 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 AND METHOD:**

Program access provides a path to services, new networks, and exposure to resources that can be transformative for job seekers. Access to WIOA programs and services, especially when an individual is 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, or PY 20/21), there was underrepresentation of some groups in WIOA programs, especially given the disproportionate impact of the COVID-19 pandemic on communities of color and persistently high unemployment rates (U.E. Rate) of Black and Native American populations in Alameda County. Despite the current lower U.E. Rate for Hispanics/Latinos in Alameda County in 2019, the U.E. Rate for Hispanics/Latinos was relatively higher than Whites and Asians previous to 2019 and presumably high during the course and peak of the COVID-19 pandemic.

Staff's analysis is based on the general demographic skewness in WIOA program enrollment data during PY 20/21, compared to the unemployment rates across racial groups in Alameda County, which essentially highlights that those with the lowest unemployment rates are more represented in WIOA programs than those with the highest levels of unemployment.

The proposed DEI measure is intended to highlight demographic gaps in local area WIOA programs, to provide service providers more clarity on which groups may need to be targeted for services, and to offer supports to those who may otherwise remain underserved or underrepresented. The proposed DEI measure is not punitive in nature but illuminative; and will assist in the ACWDB's DEI efforts. The target of zip code areas for outreach efforts has surfaced in other programs as a promising technique for locating underserved populations. Real connections with community-based programs can also create an environment for identifying underrepresented groups.

Since the ACWDB has a vested interest in closing unemployment disparities of local labor market participants and ensuring inclusion within WIOA programs and services, it is important to ensure more equitable representation across all WIOA programs for Alameda County's diverse job seekers.

## Adult and Dislocated Workers - Program Year 2020/2021

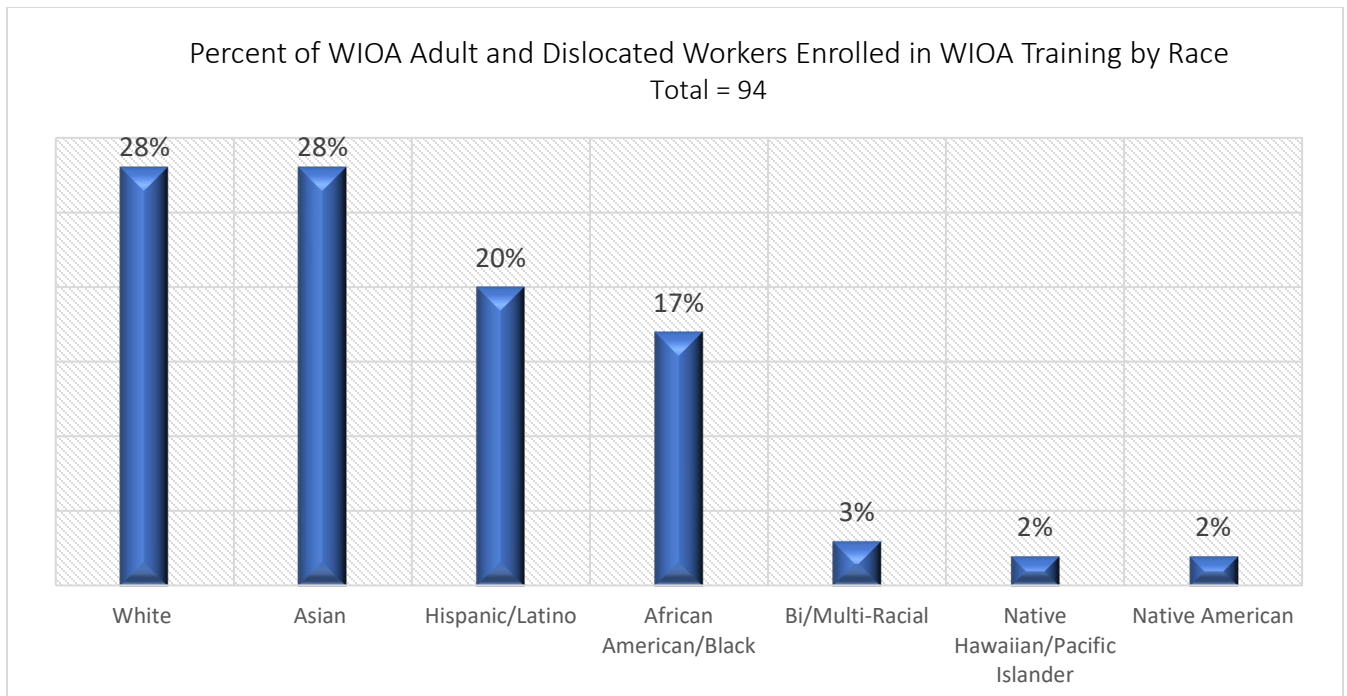


Table 1. Unemployment in Alameda County and Underserved by Race and WIOA Service Provider (Adults and Dislocated Workers)

Racial Groups	Total	Unemployment Rate	Tri Cities (Ohlone College)	North Cities (College of Alameda)	Eden (Rubicon Programs)	Tri Valley (Chabot-Las Positas CCD)
American Indian and Alaska Native alone	9,834	9.0%	x	x	x	x
Black or African American alone	148,687	6.5%	x			x
Two or more races	67,363	5.2%				x
Hispanic or Latino origin (of any race)	278,785	4.0%				x
White alone	442,717	3.6%				
Some other race alone	145,648	3.2%				x
Asian alone	436,224	3.1%				
Native Hawaiian and Other Pacific Islander alone	Not Available	Not Available	x	x	x	x

\*An “x” indicates population/demographic underrepresentation by service location/service provider driven by the data in the bar graph and individual service provider data. The unemployment rate is reflective of 2019 one-year estimate data from the American Community Survey.

## In School and Out of School Youth and Young Adults - Program Year 2020/2021

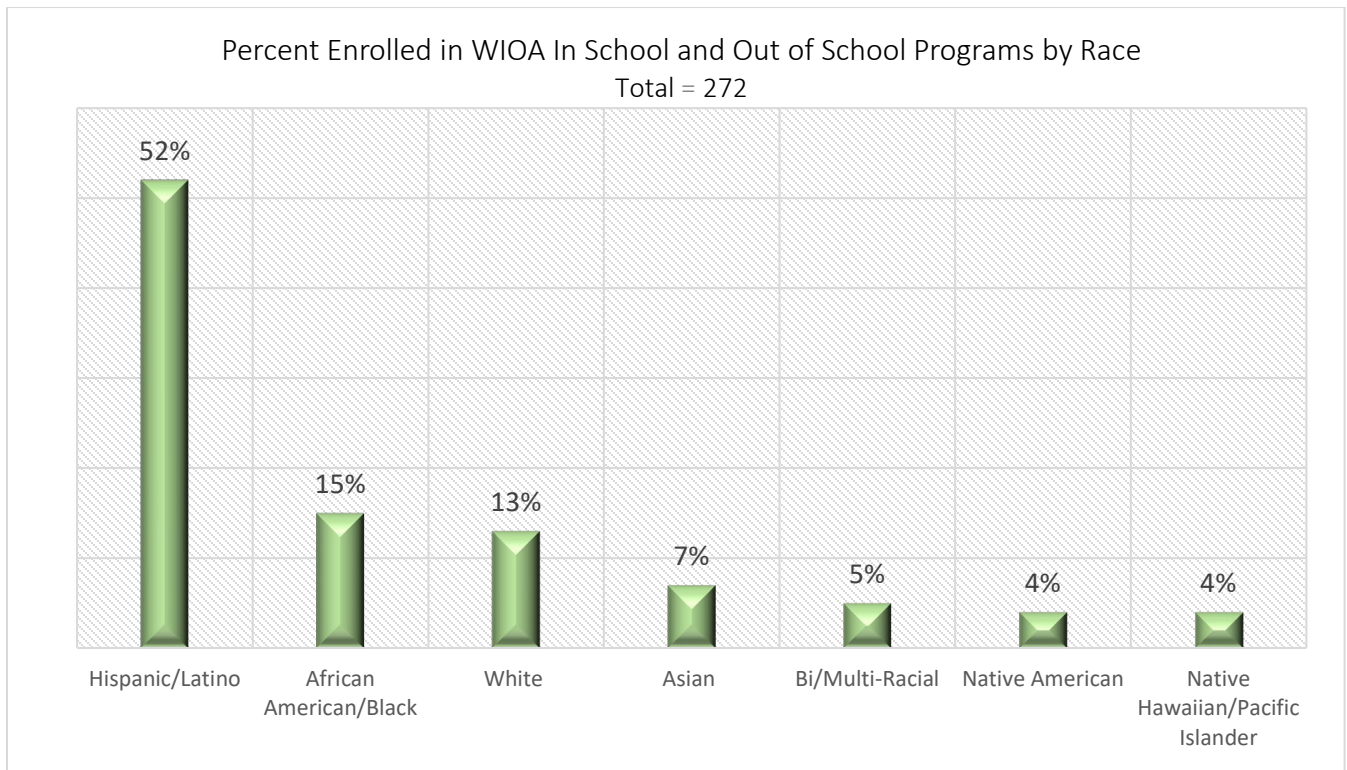


Table 2. Unemployment in Alameda County and Underserved by Race and WIOA Service Provider (In School and Out of School Youth)

Racial Groups	Total	Unemployment Rate	Eden (Eden Area ROP)	Eden (Hayward Adult School)	North Cities (Berkeley Youth Alternatives)	Tri Cities (La Familia)	Tri Valley (La Familia)
American Indian and Alaska Native alone	9,834	9%	x	x	x	x	x
Black or African American alone	148,687	6.5%	x	x		x	x
Two or more races	67,363	5.2%	x	x	x	x	x
Hispanic or Latino origin (of any race)	278,785	4%			x		x
White alone	442,717	3.6%	x	x	x	x	
Some other race alone	145,648	3.2%	x	x	x	x	x
Asian alone	436,224	3.1%	x	x	x		x
Native Hawaiian and Other Pacific Islander alone	Not Available	Not Available	x	x	x	x	x

## 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 underrepresented<sup>1</sup> 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 3. 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%

### **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 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.

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<sup>1</sup> Priority populations may not always self-disclose in the WIOA eligibility and enrollment process.

## **ORGANIZATIONAL EFFECTIVENESS COMMITTEE DISCUSSION:**

OE Committee members had a robust discussion and follow up questions after staff's presentation. There were overall concerns about the possible burden the new proposed measure may impose on WIOA service providers and questions surfaced related to clarifying some of the data points.

OE Committee members also asked about the difficulty in collecting client zip data and inquired about the level of outreach that is already underway with service providers. ACWDB staff answered as many questions as time permitted and assured OE Committee members that technical details of implementing the new performance requirement would be delivered to WIOA service providers to facilitate successful implementation.

OE Committee members ultimately voted to accept staff's recommendation with the condition of not implementing the new measure until July 1, 2023 – June 30, 2024 (PY 2023/2024), which would allow staff to utilize the upcoming program year (July 1, 2022 – June 30, 2023, or PY 2022/2023) as a baseline year or hold harmless year to examine how providers' outreach efforts stack up against the proposed DEI measure. After a soft launch of the proposed DEI measure in PY 2022/2023, staff will then re-examine service provider outreach efforts and recalibrate the proposed DEI measure for contractual implementation in PY 2023/2024.

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

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

**UPDATE TO THE SUPPORTIVE SERVICES POLICY**

**SYSTEMS & STRATEGIES COMMITTEE RECOMMENDATION:**

That the Alameda County Workforce Development Board (ACWDB) approve the amended Supportive Service Policy and authorize staff to draft an Action Bulletin for the new policy to go into effect on Friday, April 1, 2022.

**BACKGROUND:**

In April 2020, in response to the COVID-19 pandemic, the Employment Development Department (EDD) issued an Information Notice (IN) 19-39 informing Local Workforce Development Areas of the availability of funds to provide Supportive Services to individuals impacted by the public shelter-in-place orders and the state of emergency.

The Alameda County Workforce Development Board (ACWDB) applied for and was awarded a grant which was titled, the COVID-19 Emergency Response Supportive Services (CERSS) Grant. Through this grant ACWDB offered \$153,000 to eligible participants to cover the costs of an expanded definition of Supportive Services. This grant prohibited Local Areas from restricting the provision of Supportive Services – and as a result, ACWDB and sub-contracted Career Service Providers (CSP) covered costs not normally allowed under ACWDB’s current Supportive Services policy (i.e., rent/mortgage reimbursements, assistance with covering utility bills, child/dependent care expenses, etc.).

ACWDB staff had been previously engaged in discussions about updating and expanding the current Supportive Service policy – and the CERSS grant highlighted additional ways in which the workforce system could support Workforce Innovation and Opportunity Act (WIOA)-eligible job seekers through their vocational training or career search activities.

The items listed below represent the categories of supportive services that ACWDB is proposing be made available to individual participants as they engage in career and training services funded through WIOA:

Currently Allowable:

1. Transportation Assistance
2. Work Related Clothing, Tools, Equipment, or Safety Items
3. Verification/Documentation (as needed to qualify for employment)

Proposed:

4. Training Related Clothing, Tools, Equipment, or Safety Items
5. Educational Testing Related to Certifications or Industry-Recognized Credentials
6. Training-Related Academic/Educational Materials (not covered through training providers)
7. Reimbursement for Utility Bill Expenses
8. Needs-Related Payments (for individuals enrolled in training)

Additionally, ACWDB is proposing that the definitions of some of these categories be expanded as follows:

- A. Transportation
  - a. Rideshare Vouchers (Uber, Lyft, etc.)
  - b. Vehicle Repair
- B. Verification/Documentation
  - a. Items required to demonstrate qualifications for training programs

**S&S COMMITTEE DISCUSSION:**

The S&S Committee members inquired about ACWDB's existing Supportive Services policy and about how the COVID-19 Emergency Response Supportive Services (CERSS) Grant was implemented for WIOA participants. Ultimately, with their questions answered, they overwhelmingly supported these amendments to ACWDB's existing Supportive Services policy.

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

## **ITEM IV.C. – ACTION / PUBLIC HEARING**

### **UPDATE TO THE TRAINING POLICY**

#### **SYSTEMS & STRATEGIES COMMITTEE RECOMMENDATION:**

That the Alameda County Workforce Development Board (ACWDB) approve the updated training policy to govern the provision of training services provided through Workforce Innovation and Opportunity Act (WIOA) training funds.

#### **BACKGROUND:**

As the organization responsible for administration of WIOA services throughout the Local Area, the Alameda County Workforce Development Board (ACWDB) has always adhered to a series of rules regarding the provision of training services funded through WIOA dollars.

The items listed below summarize the items that will be highlighted in the new Training Services Action Bulletin being proposed through this item:

1. **Funding of Last Resort**

Per WIOA regulations, funds spent for training must be the funding of last resort. The participant must exhaust training funds from other programs – or not be eligible for other grants before tapping WIOA funds for training.

2. **Timeliness of Training Request Submittals**

ACWDB staff are requesting that Career Service Provider (CSP) staff submit training requests a minimum of two weeks prior to the projected begin date of any training programs.

ACWDB offers a one-week turn-around on approval/denial of training requests. However, due to the number of errors on training request paperwork, the two-week period is intended to provide ample time to allow for corrections and resubmittals.

3. **Participant Suitability for Training Services**

ACWDB requires that participants be assessed for suitability for WIOA-funded training services. The assessment should include such elements as ensuring the participant:

- i. is not eligible for other sources of training funds
- ii. meets any prerequisites required by the training provider
- iii. understands the daily responsibilities of individuals employed in their field of interest

4. **Per Participant Training Cost Cap**

- i. ACWDB has established a training cost cap of \$5,000 per participant for a single training program leading to an industry-recognized certification or credential.
- ii. To encourage employer engagement, ACWDB allows a total of \$7,500 per participant when training programs are bundled with On-the-Job Training opportunities.

- iii. ACWDB will establish a process for requesting a cost cap waiver to exceed these spending limits in the event of extenuating circumstances.
- 5. Opportunities for Multiple Training Programs per Participant  
ACWDB allows an individual participant to request additional training programs when there is evidence to support the participant being unable to obtain or retain employment in their field of choice without additional skills or abilities that may be obtained through an additional training opportunity, and the total cost of the training programs does not exceed the per participant cap.
- 6. Co-Enrollment for Training  
ACWDB does allow participants to be enrolled in multiple grants or projects – especially when there are opportunities for specialized or cohort trainings through discretionary grants or programs.  
  
CSPs must ensure that the co-enrollment does not result in a duplication of effort on behalf of an individual participant.
- 7. Training Opportunities for Youth Participants  
ACWDB sometimes allows WIOA Adult training funds to be set aside for Youth and Young Adult participants who meet one of ACWDB’s priority population criteria.

**S&S COMMITTEE DISCUSSION:**

S&S Committee members engaged in brief discussions primarily covering the timelines for submittal and response of training requests, but ultimately unanimously approved this item to be forwarded for consideration from the full board.

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

## **IV.D. – ACTION / PUBLIC HEARING**

### **TEMPORARY MODIFICATION OF RESIDENCY POLICY**

#### **SYSTEMS & STRATEGIES COMMITTEE RECOMMENDATION:**

That the Alameda County Workforce Development Board (ACWDB) approve a temporary modification to the current residency policy as follows:

1. Increase the present cap on enrollment of participants into Workforce Innovation and Opportunity Act (WIOA) Title I-funded services who do not meet ACWDB's residency criteria from 10% to 25%;
2. Allow this increase to remain in place beginning on March 10, 2022 and continuing through the end of Program Year (PY) 2022/2023 (June 30, 2023);
3. Modify the residency criteria for youth participants to mirror the Adult and Dislocated Worker residency requirement in that youth service providers would be allowed to enroll any participant from within the Local Area without consideration of which sub-region the youth participant resides in.

#### **BACKGROUND:**

Since 2004, the Alameda County Workforce Investment Board (ACWIB); and subsequently, the Alameda County Workforce Development Board (ACWDB) has had in place, a policy which restricted enrollment of customers who resided outside the boundaries of the Local Area (Alameda County outside the city of Oakland). Originally the restriction capped at five percent (5%) – and over the course of the last few years has expanded to ten percent (10%). This policy is applicable only to Formula funded programs under Title I of WIOA (Adult, Dislocated Worker, and Youth).

The rationale for this policy stemmed from the fact that federal workforce dollars were (and remain) allocated based on a formula that includes factors attributed to each Local Area. For example, the:

- Size of the labor force within the specific Local Area;
- Poverty rate within the specific Local Area;
- Unemployment rate within the specific Local Area; etc.

It should also be noted that ACWDB's residency policy was expanded to include not only individuals who reside within the designated service area on the date of application, but also individuals who had been employed within the designated service area within six months of their application for WIOA services – and allowed a waiver of the residency requirement for individuals who were co-enrolled into any special grant that did not carry a residency policy.

#### **REGIONAL POLICIES:**

In preparation for this discussion, staff engaged in inquiries to our regional partners (Oakland Workforce Development Board/WDB, City of Richmond WDB, and the WDB of Contra Costa County) and discovered the following:

Local Area	Residency Restrictions
Alameda County	Yes
Contra Costa County	No
City of Oakland	Yes – Youth No – Adults No – Dislocated Workers
City of Richmond	Yes – Youth Yes – Adults No – Dislocated Workers

**ACWDB UTILIZATION OF THE RESIDENCY EXCEPTION:**

The chart below represents an approximation of the number of out-of-area enrollments experienced over the last few program years. These are approximations because they only represent the residency of enrolled participants and do not take into account whether the individuals may have worked within ACWDB’s designated service areas.

Program Year	In Area	Out of Area
PY 2018/2019	89%	11%
PY 2019/2020*	82%	18%
PY 2020/2021*	79%	21%
PY 2021/2022 (through 12/31/21)	88%	12%

\*During PYs 2019/2020 and 2020/2021, out of area enrollments were higher likely due to active discretionary grant programs where participants were allowed to co-enroll into WIOA Formula programs without having to meet ACWDB’s residency policy.

**SYSTEMS & STRATEGIES COMMITTEE DISCUSSION:**

Initially this item was brought to the S&S Committee as a discussion item that did not require the committee to take any action or make any recommendations for full board consideration. However, in light of Committee support for temporarily adjusting the residency requirement, and the urgency of the situation with regard to low enrollment numbers, staff elected to bring forth an item for full board consideration immediately.

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

## **ITEM IV.E. - ACTION/PUBLIC HEARING**

### **SELECTION OF CONTRACTING/VENDOR PAY AGENT AND EMPLOYER OF RECORD SERVICES PROVIDER**

#### **RECOMMENDATIONS:**

That the Alameda County Workforce Development Board approve the following recommendations:

1. Select Oakland Private Industry Council, Inc. as the Contracting/Vendor Pay Agent and Employer of Record Services Provider for the period July 1, 2022 through June 30, 2023; and,
2. Approve, based upon the Request for Proposal guidelines, contract renewals for up to three additional program years (July 1, 2023 through June 30, 2026) with Oakland Private Industry Council, Inc., if contract outcomes and deliverables are met and barring any significant legislative changes.

#### **BACKGROUND:**

Alameda County Workforce Development Board (ACWDB) staff implemented a procurement process to select one or more providers to provide pay agent and employer of record functions under the direction of the ACWDB Department. A Request for Proposal (RFP) was released on November 27, 2018. The procurement solicited proposals from provider(s) to act as ACWDB's agent for the following services:

1. Management of the Eligible Training Provider List (ETPL);
2. Contracting and Pay Agent for Individual Training Account (ITA) vendors who provide training to ACWDB's Workforce Innovation and Opportunity Act (WIOA) participants;
3. Contracting and Pay Agent for On-the-Job Training (OJT) activities with the employers who provide OJT positions for ACWDB's WIOA participants;
4. Employer of Record for positions authorized and filled by the ACWDB Department under discretionary WIOA grant projects; and,
5. Contracting and Pay Agent for systems functions that support the workforce system as part of the EASTBAY *Works* partnership.

These activities are part of the administration and program operations implemented by ACWDB within the approved Annual Budget for Department Operations, ITAs, OJTs, Customized Training, and Systems Support. ACWDB partners with the Workforce Boards in Contra Costa County, city of Oakland and city of Richmond to consolidate the services and activities in the delivery of the EASTBAY *Works* system in the two-county East Bay region. To ensure that an open and competitive process is used to secure the specified WIOA services and activities, a procurement process has been conducted in accordance with applicable Federal and State requirements.

RFP No. 2021-ACWDB-CVPER was released December 17, 2021 for a new procurement cycle utilizing WIOA funds. The RFP identified \$1,250,000 in annual funding. Additional year funding will be awarded dependent upon fund availability, the identified need for the continuation of these services, and satisfactory performance.

**SELECTION CRITERIA AND PROCESS:**

On December 17, 2021, the ACWDB conducted an open, competitive RFP process for procurement of Contracting/Vendor Pay Agent and Employer of Record Services. RFP No. 2021-ACWDB-CVPER was posted on the ACWDB and General Services Administration websites with mail distribution to 3,000 vendors. A virtual bidders’ conference was held and attended by vendors and interested parties. Two proposals were submitted by the January 21, 2022 deadline. Both proposals met the minimum submission and scoring requirements and were rated by an outside RFP Review Panel. Proposals were evaluated for Administrative/Organizational Capacity, Demonstrated Performance/Ability (including references), and Budget Proposal/Fiscal Management.

As specified in the RFP, recommendations for selecting providers are strictly based on the average scores of the Review Panel. The final maximum score for any bidder could be up to 100 points, with a minimum score of 75 points required to be considered for funding. The chart below represents the outcomes of the RFP Review Panel’s scoring.

<b>Agency Name</b>	<b>Avg. Score</b>
Oakland Private Industry Council, Inc.	96.0
Rightsourcing, Inc.	76.3

For further information, please contact Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 or [jennifer.mitchell@acgov.org](mailto:jennifer.mitchell@acgov.org).

## **ITEM VI.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2021/2022; 2<sup>nd</sup> 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 @ 2<sup>nd</sup> 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 VI.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](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

VI.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		
<b>SUMMARY INFORMATION</b>									
Total Exitters	135			167			188		
Total Participants Served	93	100%		393	100%		440	100%	
<b>BARRIERS TO EMPLOYMENT (Priority Populations)</b>	<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>	
Eligible Veterans	0	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%	
<b>CORE INDICATORS OF PERFORMANCE</b>	<b>Total Current Period</b>	<b>PY 20/21 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 20/21 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 20/21 Goals</b>	<b>% of Goal</b>
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.

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## **ITEM VI.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](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

VI.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 <sup>1</sup>	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 <sup>2</sup>	1,193	3,159	1,899	1,156	7,407
<b>% of Total Unemployed Labor Force Served<sup>3</sup></b>	29.10%	34.71%	29.67%	32.11%	31.93%

<sup>1</sup> 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 <sup>2</sup>"NOTE".

<sup>2</sup> 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.

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

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

## **ITEM VI.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. Obligation of Training dollars
  - a. 45.2% of Adult training dollars have been obligated
  - b. 50.8% of Dislocated Worker training dollars have been obligated
3. 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)
4. Entered Employment
  - a. WIOA Adults are at 76.5% of annual goal
  - b. Dislocated Workers are at 57% of annual goal
5. Job placements within ACWDB's ISOF (160.9% of annual goal)
6. 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. Enrollment of participants into OJT opportunities (15% of annual goal)

3. 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](mailto:mggarcia@acgov.org).

**ATTACHMENTS:**

VI.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 <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	133	223	59.6%	98	291	33.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$115,323	\$255,121	45.2%	\$153,100	\$301,448	50.8%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	3	20	15.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	12.9%	42.0%	30.7%	3.4%	42.0%	8.1%
<b>IS ANYONE BETTER OFF?</b>						
# 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 <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# 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) <sup>②</sup>	2	8	25.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	19.4%	42.0%	46.1%	3.8%	42.0%	9.2%
<b>IS ANYONE BETTER OFF?</b>						
# 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 <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	77	136	56.6%	52	178	29.2%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$39,241	\$155,624	25.2%	\$81,114	\$183,883	44.1%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	1	12	8.3%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	6.5%	42.0%	15.4%	2.9%	42.0%	7.0%
<b>IS ANYONE BETTER OFF?</b>						
# 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.

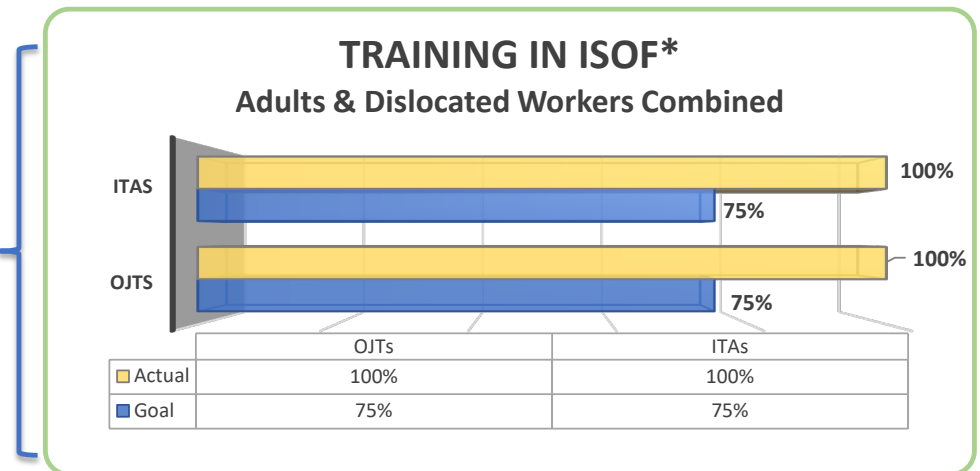
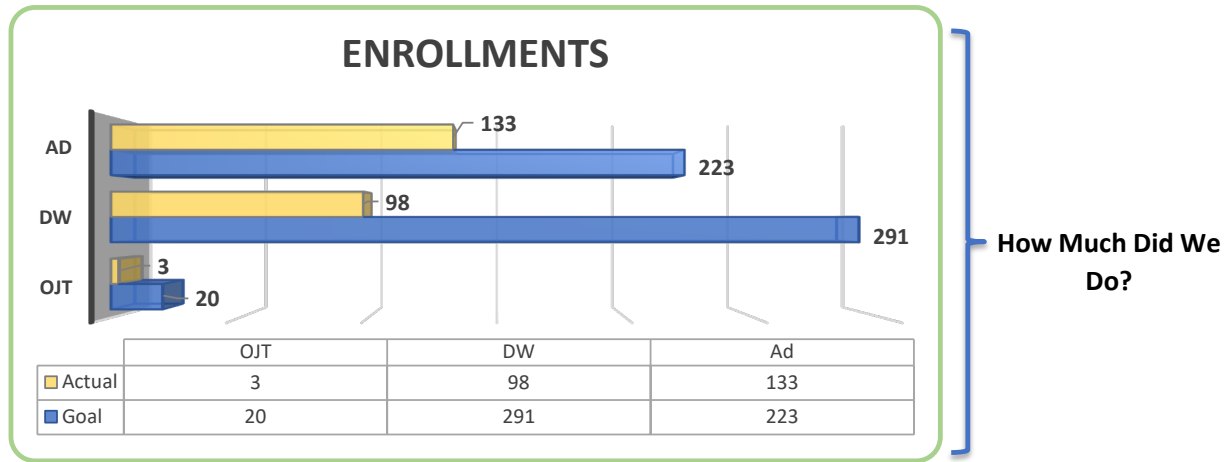
\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

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

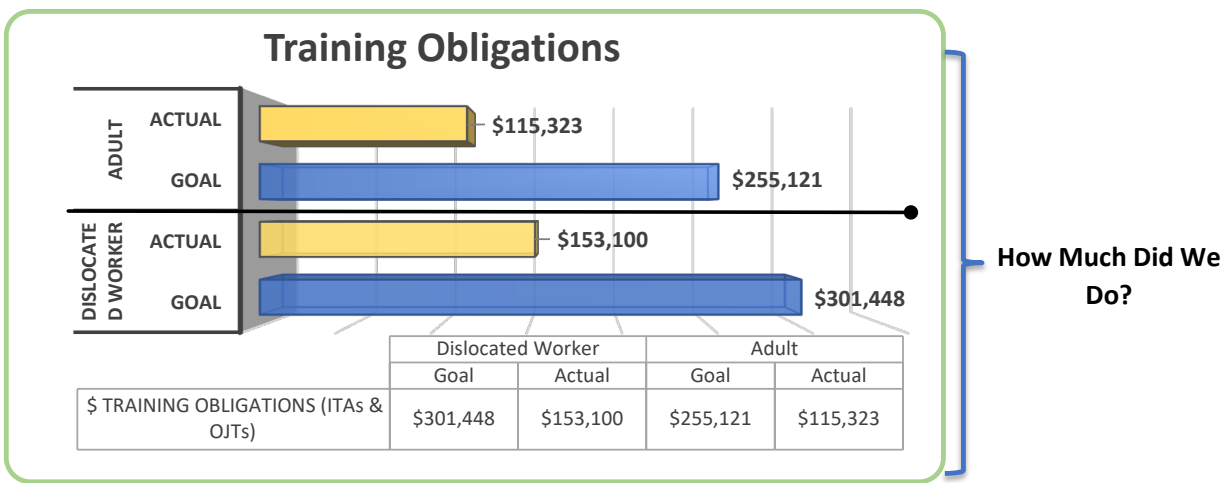
**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)**

**AGGREGATE DATA**

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



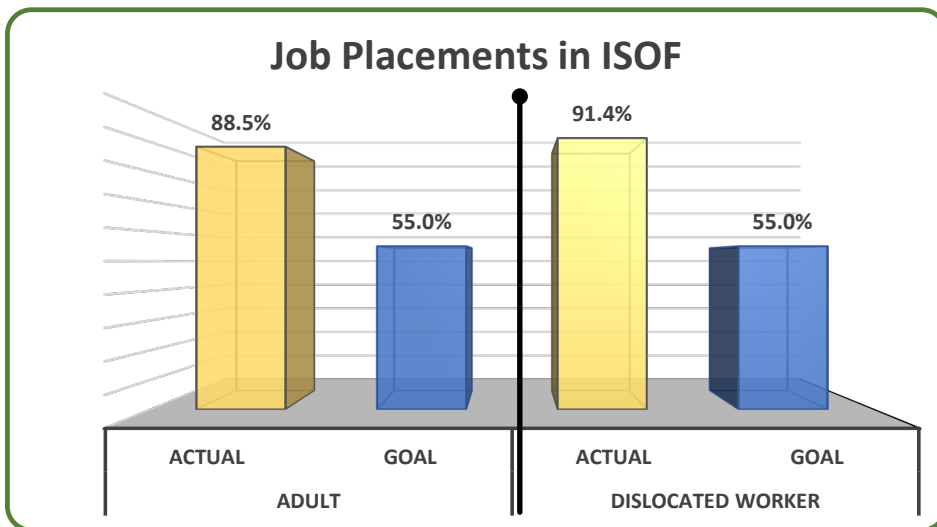
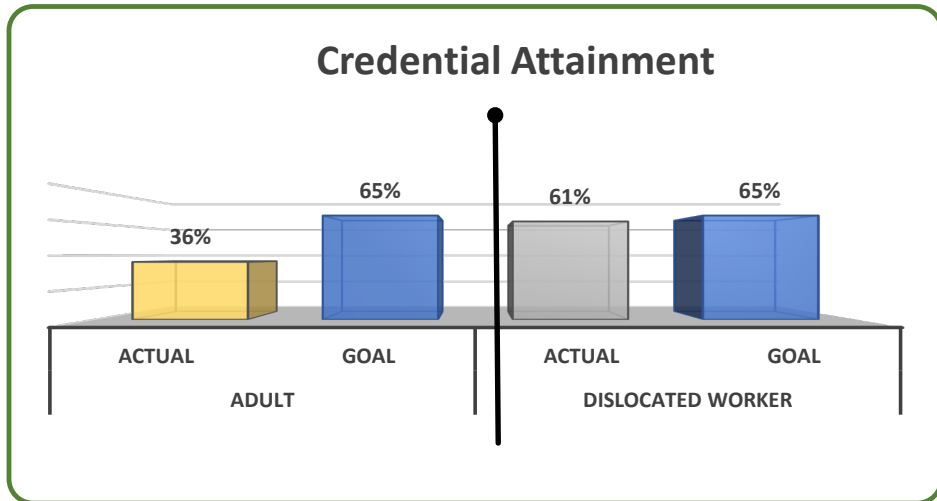
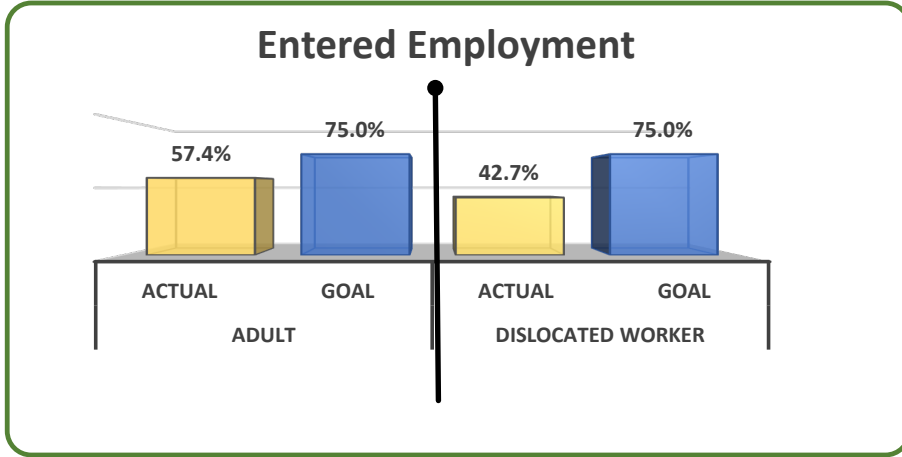
\* ISOF = ACWDB's Industry Sector and Occupational Framework



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

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

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](mailto:mggarcia@acgov.org).

## **ATTACHMENT:**

VI.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
<b>HOW MUCH DID WE DO?</b>						
# 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%
<b>HOW WELL DID WE DO?</b>						
% 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%
<b>IS ANYONE BETTER OFF?</b>						
% 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
<b>HOW MUCH DID WE DO?</b>			
# 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%
<b>HOW WELL DID WE DO?</b>			
% 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%
<b>IS ANYONE BETTER OFF?</b>			
% 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
<b>HOW MUCH DID WE DO?</b>			
# 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%
<b>HOW WELL DID WE DO?</b>			
% 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%
<b>IS ANYONE BETTER OFF?</b>			
% 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
<b>HOW MUCH DID WE DO?</b>			
# 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%
<b>HOW WELL DID WE DO?</b>			
% 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%
<b>IS ANYONE BETTER OFF?</b>			
% 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%

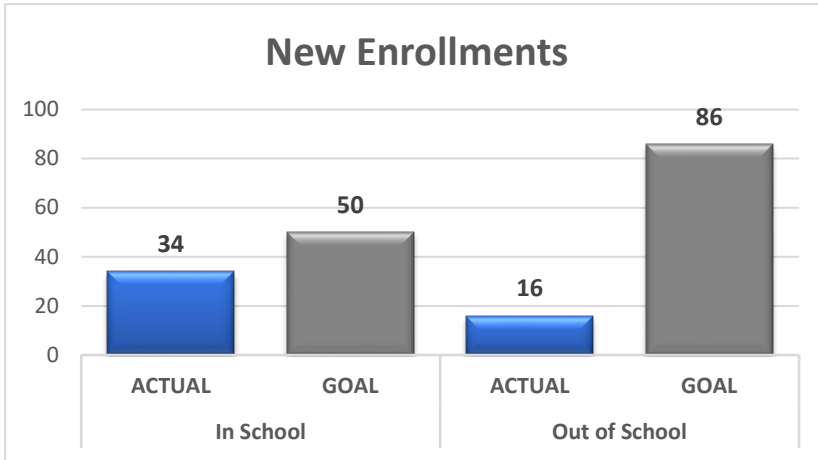
① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ Trng)

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

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

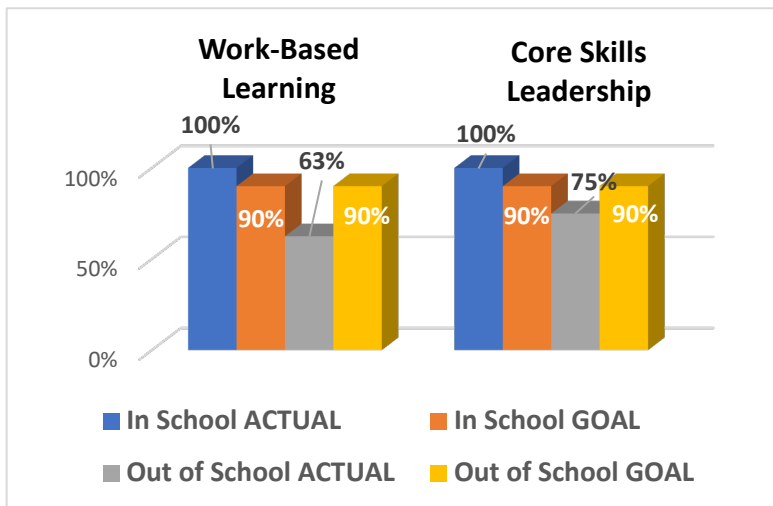
"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

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

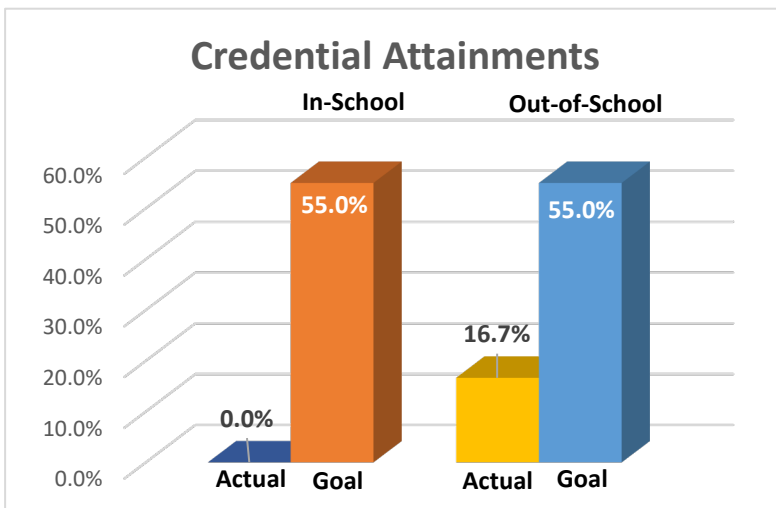


**How much did we do?**

**How well did we do?**



**Is anyone better off?**



## **ITEM VI.D. – 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 VI.D.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](mailto:Javier.Contreras@acgov.org).

#### **ATTACHMENT:**

VI.D.1. - ACWDB Layoff and Closure 7/1/2021 – 1/31/2022

Attachment VI.D. IACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022  
 Month Ending: January 31, 2022

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 - January 31, 2022									
EDEN RAPID RESPONSE		COVID 0	Total Employers 5		Total Workers 289				
NORTH CITIES RAPID RESPONSE		COVID 1	Total Employers 10		Total Workers 793				
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: 30		TOTAL: 1693				
		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 Service	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	
North Cities		Decathlon USA LLC		Emeryville	Retail	Closure	3/15/2022	21	
North Cities		Paula LeDuc Catering		Emeryville	Food Services	Closure	3/31/2022	237	
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	

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

**July 1, 2021 – June 30, 2022**

Attachment VI.D.1.

**Month Ending: January 31, 2022**

Page 2 of 7

Tri-Cities		Wells Fargo & Company		Fremont	Professional Services	Layoff	03/11/21	72	
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	

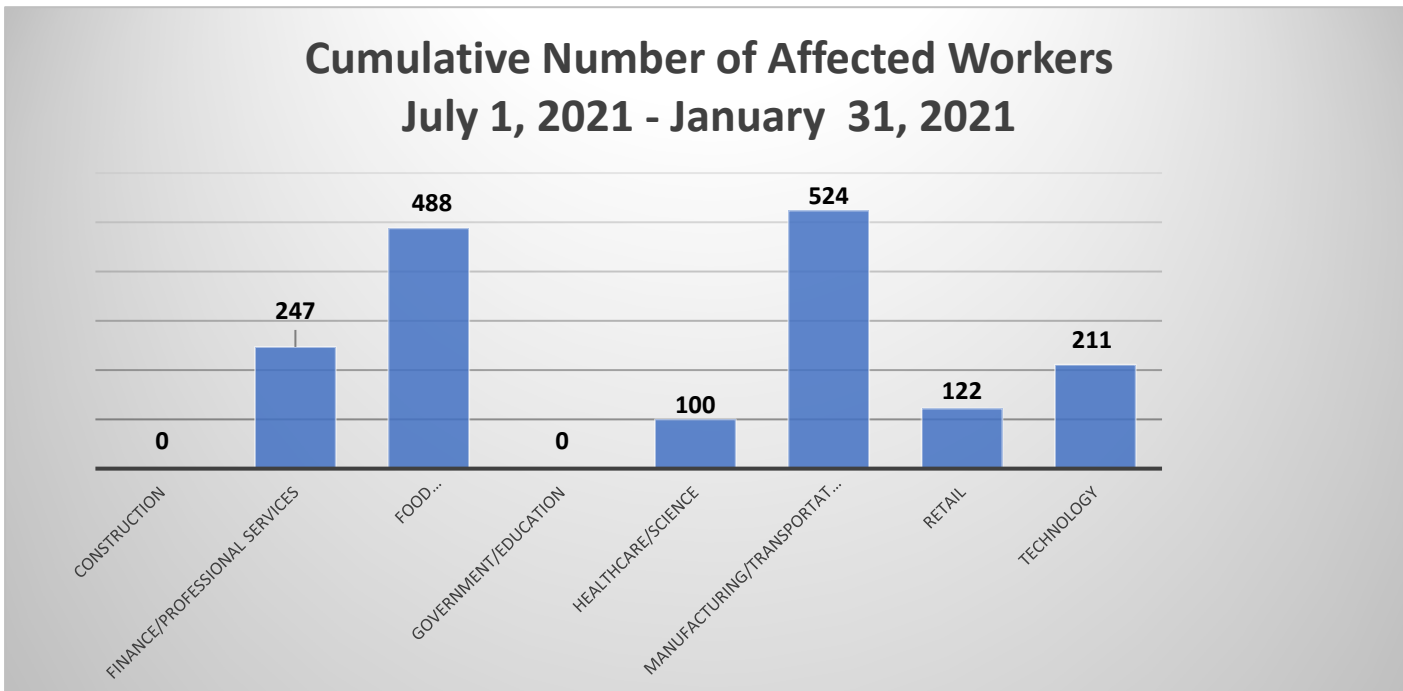
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022

Month Ending: January 31, 2021

Industry	Affected Workers
Construction	0
Finance/Professional Services	247
Food Services/Hospitality/Entertainment	488
Government/Education	0
Healthcare/Science	100
Manufacturing/Transportation/Warehouse	524
Retail	122
Technology	211
<b>Grand Total</b>	<b>1692</b>

45



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

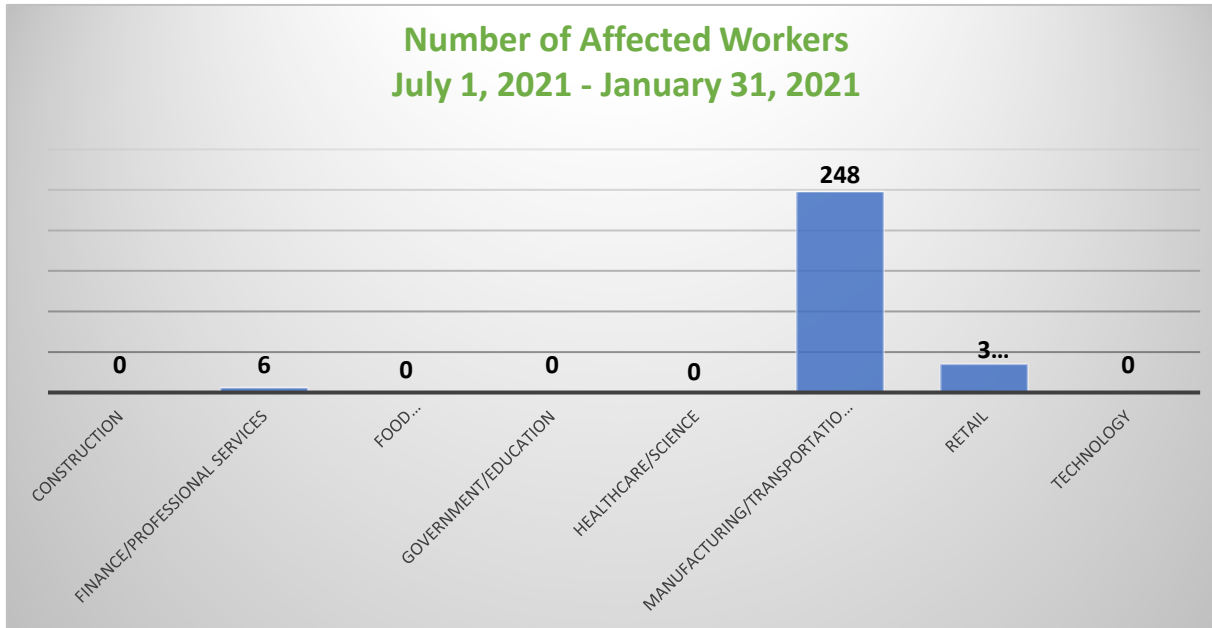
July 1, 2021 – June 30, 2022

Month Ending January 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
<b>Grand Total</b>	<b>289</b>

**Number of Affected Workers  
July 1, 2021 - January 31, 2021**

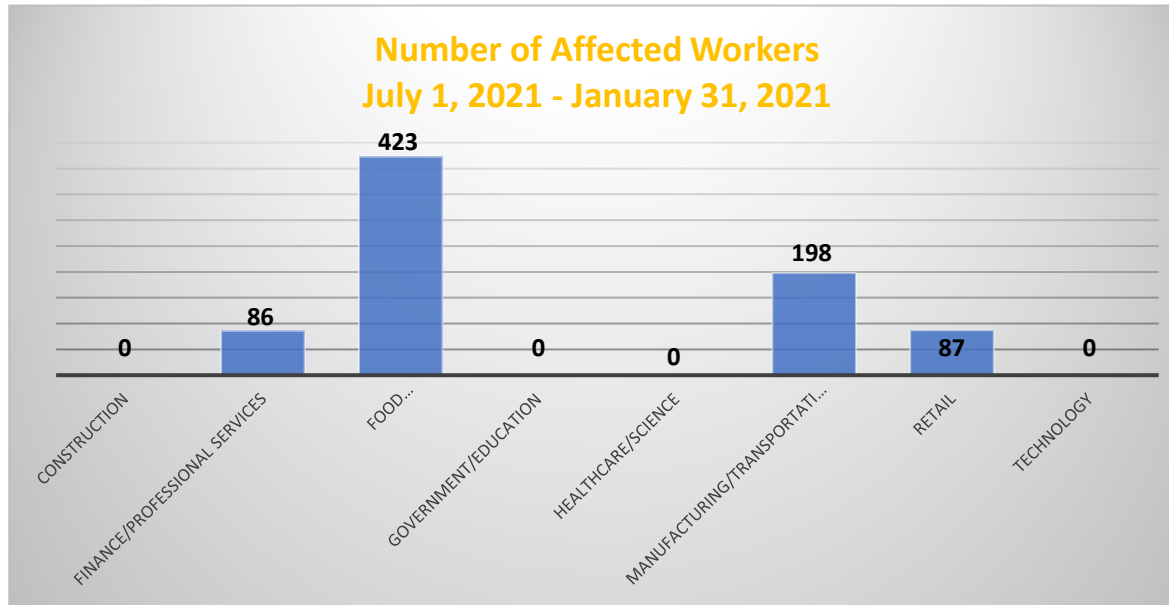


**ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)**  
**July 1, 2021 – June 30, 2022**  
**Month Ending: January 31, 2021**

**NORTH CITIES RAPID RESPONSE**

Industry	Affected Workers
<b>Construction</b>	<b>0</b>
<b>Finance/Professional Services</b>	<b>86</b>
<b>Food Services/Hospitality/Entertainment</b>	<b>423</b>
<b>Government/Education</b>	<b>0</b>
<b>Healthcare/Science</b>	<b>0</b>
<b>Manufacturing/Transportation/Warehouse</b>	<b>198</b>
<b>Retail</b>	<b>87</b>
<b>Technology</b>	<b>0</b>
<b>Grand Total</b>	<b>794</b>

47



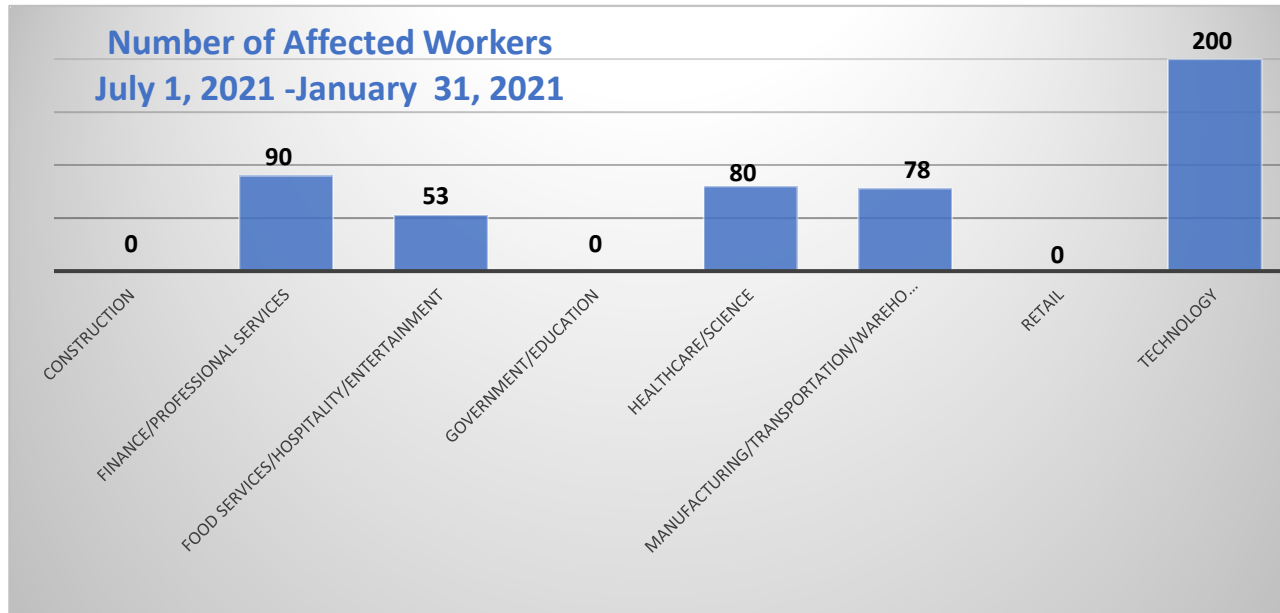
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2021 – June 30, 2022

Month Ending: January 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
<b>Grand Total</b>	<b>501</b>



**ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)**  
**July 1, 2021 - June 30, 2022**  
**Monthly Ending: January 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
<b>Grand Total</b>	<b>43</b>



## **ITEM VII.E. – 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.E.2.

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

#### **ATTACHMENTS:**

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

VII.E.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**

<b>PROGRAM YEAR 2021-22 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,622,205		\$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**

<b>PROGRAM YEAR 2021-22 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$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 VI.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](mailto:jennifer.mitchell@acgov.org) if you have any questions.

#### **ATTACHMENT:**

VI.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**

<b>PROGRAM YEAR 2020-21</b>	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
<b>Total (1)</b>	<b>\$1,022,354</b>	<b>\$288,082</b>	<b>\$156,910</b>	<b>\$577,362</b>

- (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 VI.G. – REPORTS**  
**NOVEMBER 2021 LABOR MARKET HIGHLIGHTS**

**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](mailto:latoya.reed@acgov.org).

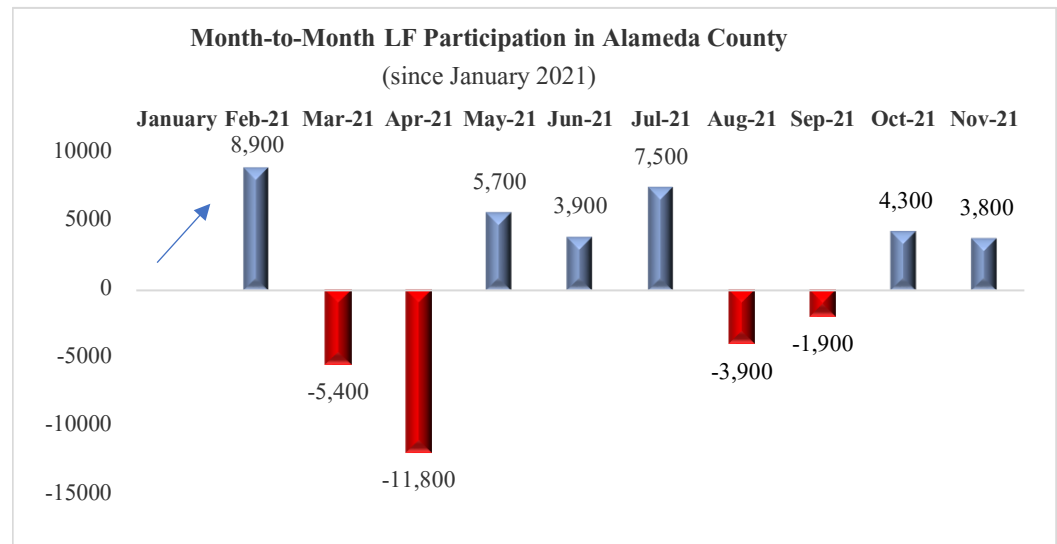
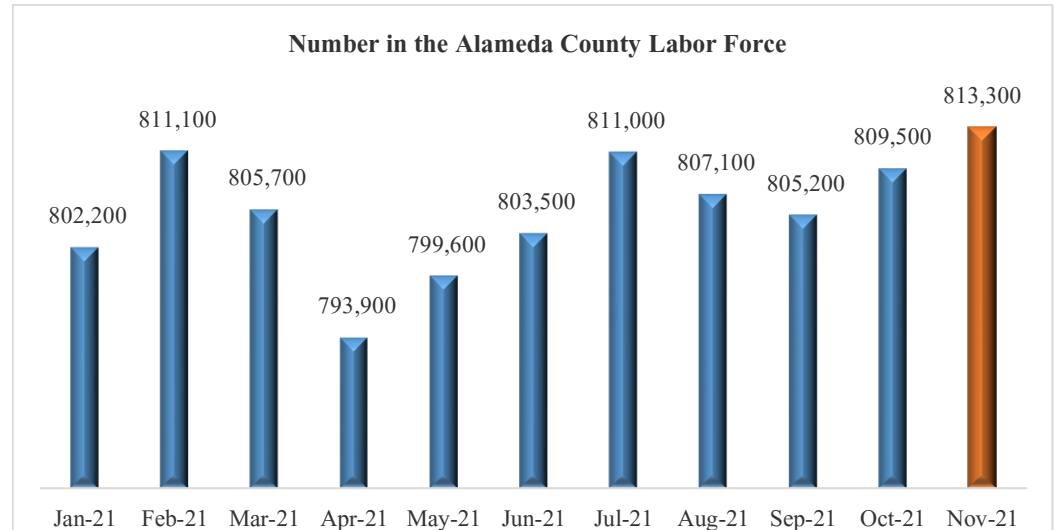
**ATTACHMENT:**

VI.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.

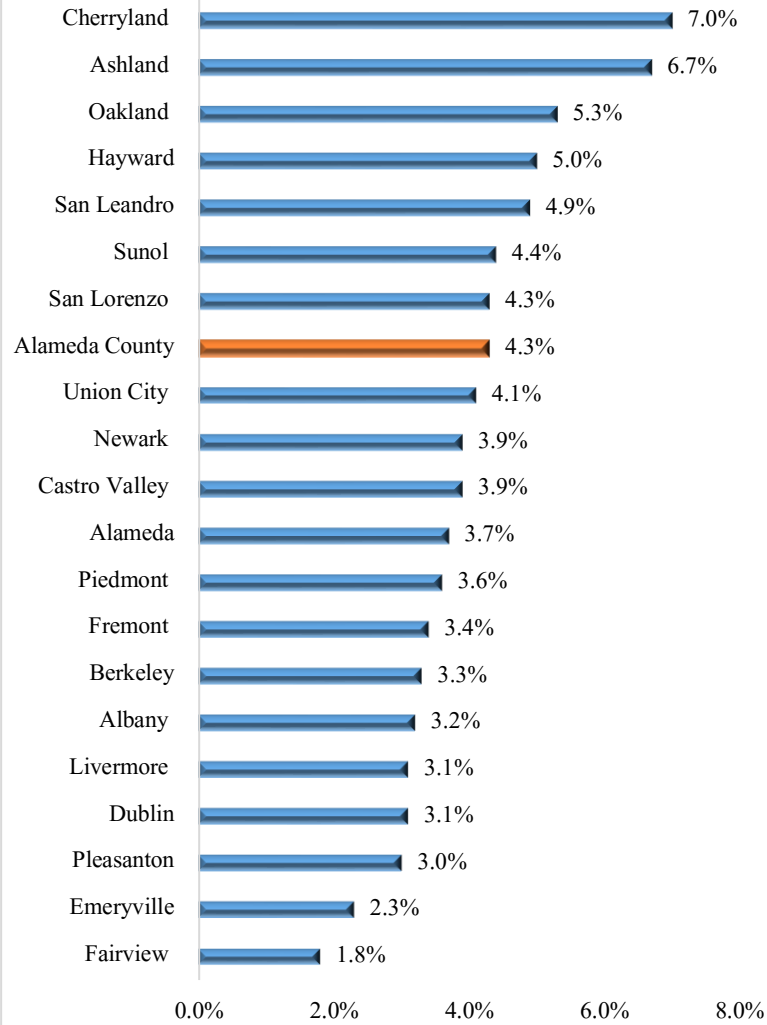
City/Place	November 2021 Labor Force	October 2021 Labor Force	Monthly Change
<b>Alameda County</b>	813,300	809,500	3,800
<b>Oakland</b>	209,900	209,000	900
<b>Fremont</b>	117,100	116,300	800
<b>Hayward</b>	75,100	75,000	100
<b>Berkeley</b>	59,700	59,300	400
<b>Livermore</b>	46,200	45,800	400
<b>San Leandro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



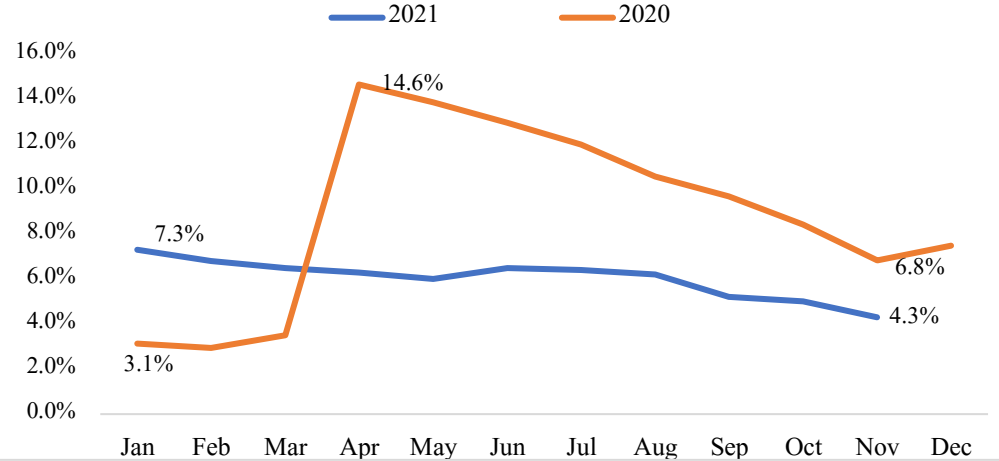
\*February's number is represented as the numerical change in LF participants from January 2021

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

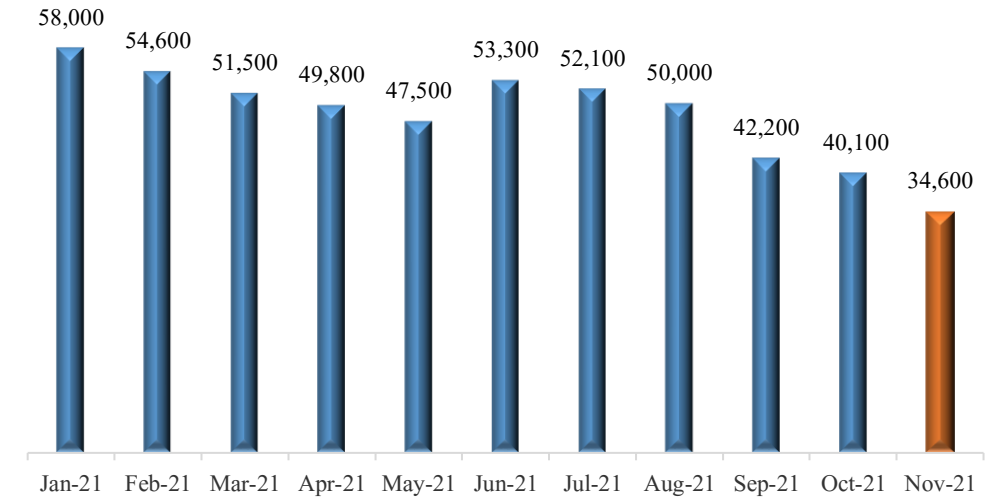
**Alameda County Unemployment Rate - November 2021**



**Alameda County Unemployment Rate (2021 & 2020)**

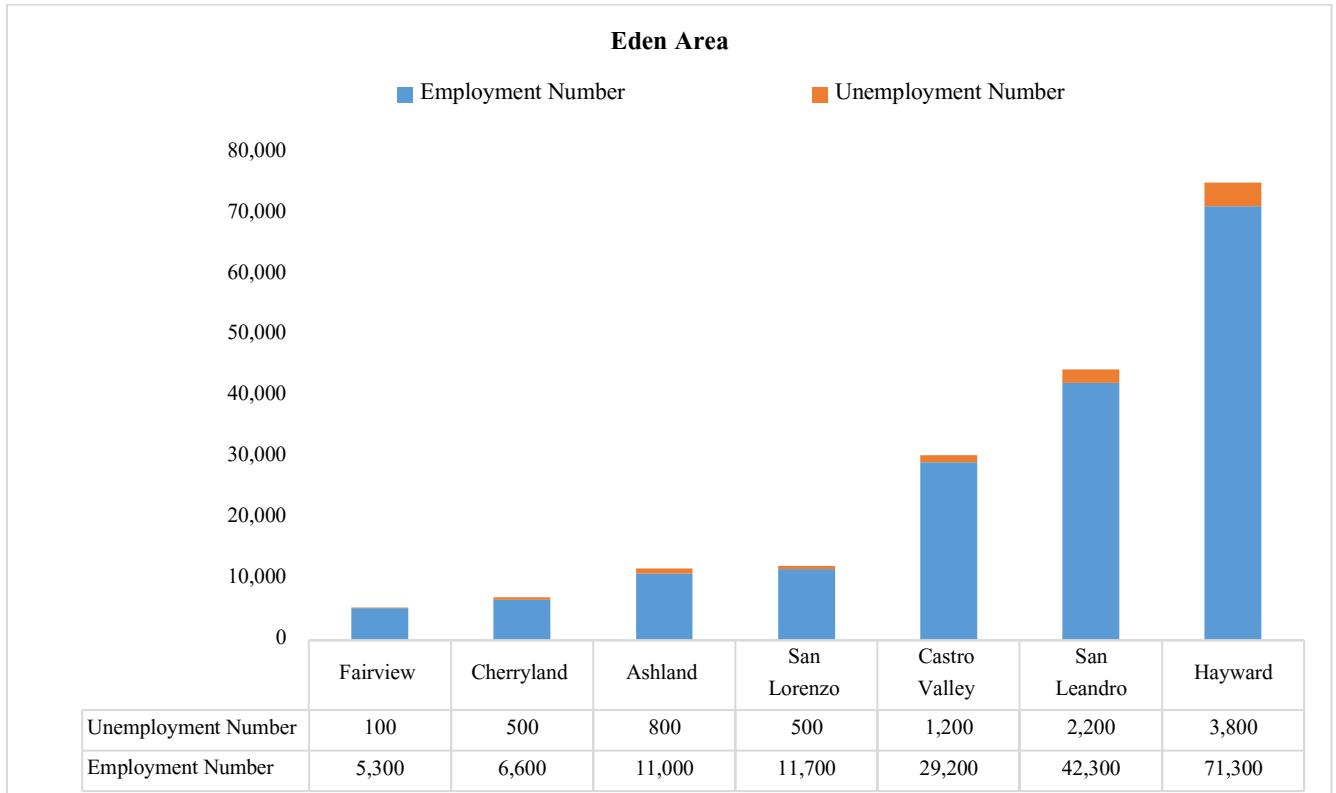


**Number Unemployed in Alameda County**



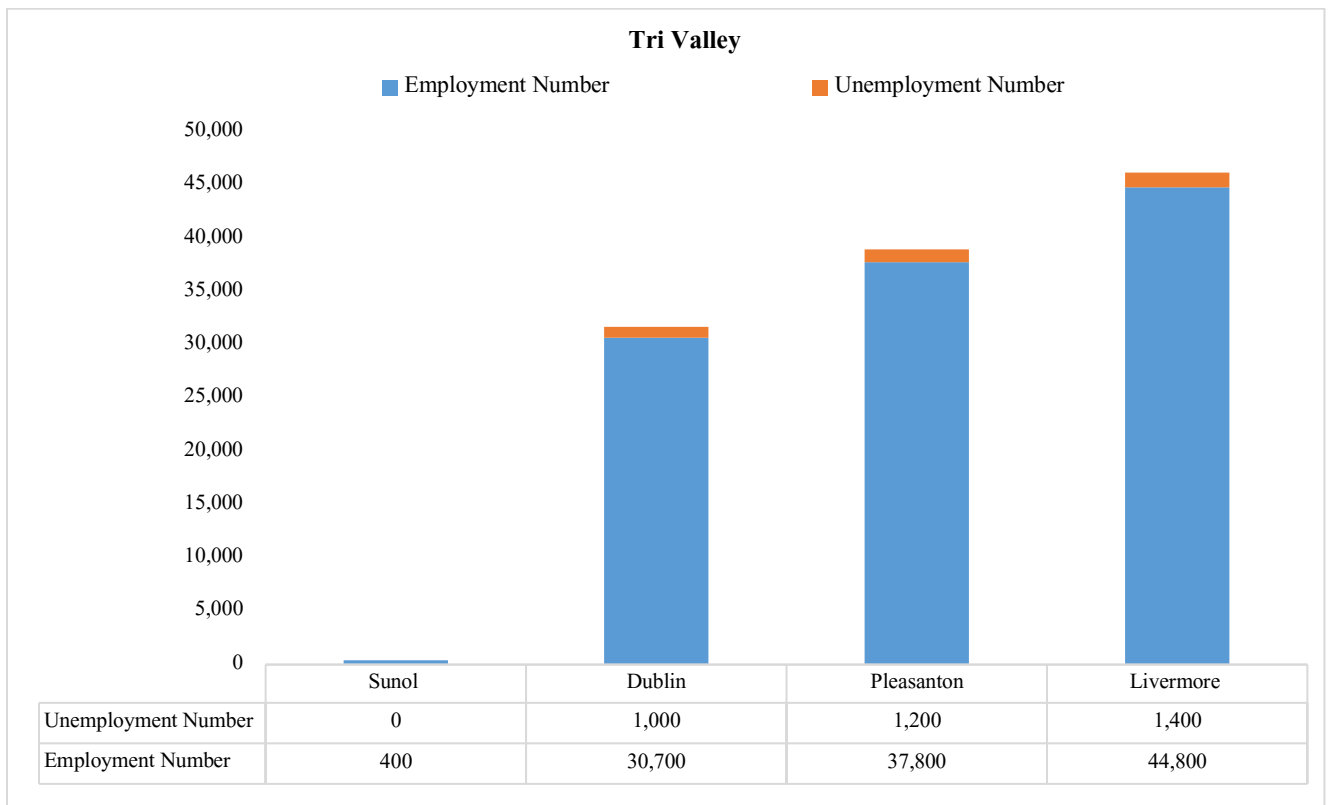
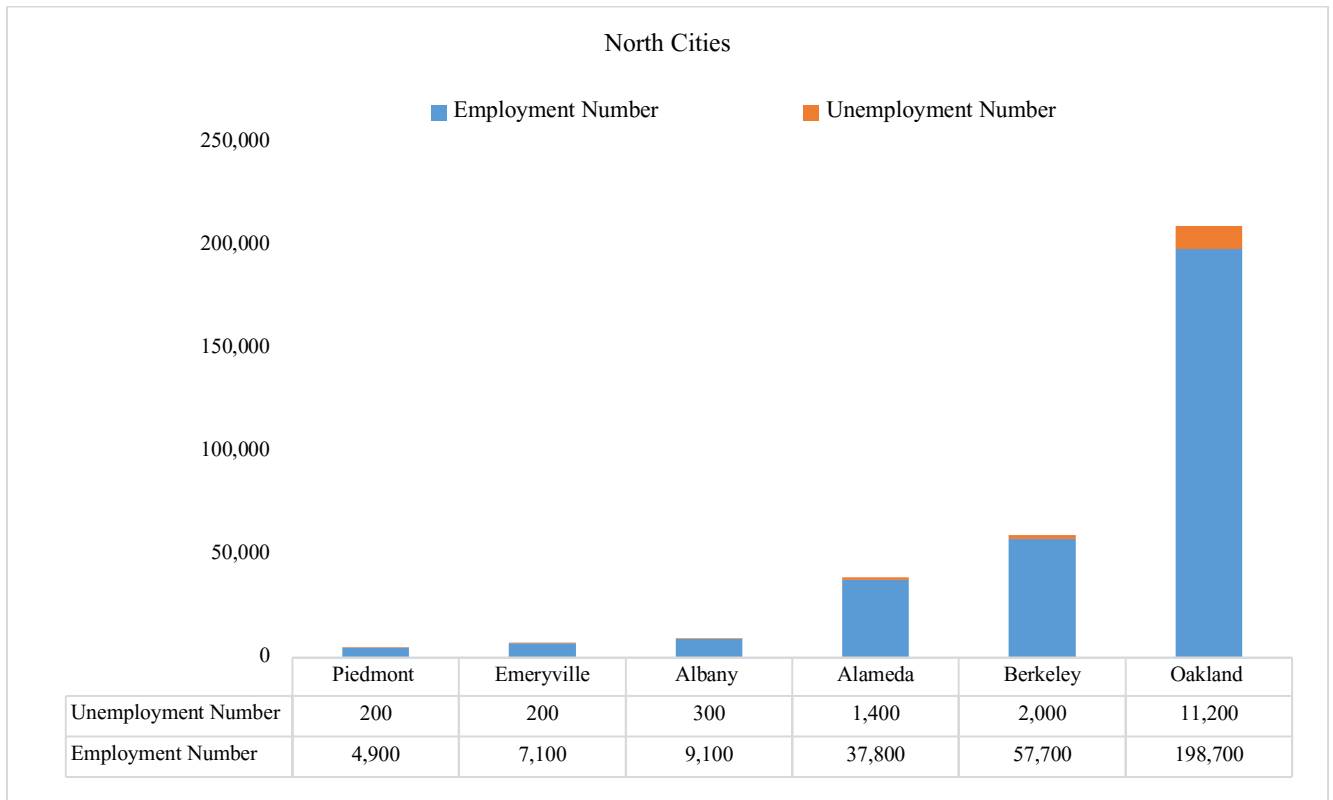
November 2021 – Labor Market Highlights in Alameda County and East Bay

**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%



**No Monthly Industry Change in the East Bay**

<b>Industries</b>	<b>Nov 2021</b>	<b>Oct 2021</b>	<b>Nov 2020</b>	<b>Numerical Change Month</b>	<b>Numerical Change Year</b>	<b>Percent Change Month</b>	<b>Percent Change Year</b>
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](mailto:latoya.reed@acgov.org).

**ITEM VI.A. – INFORMATION**

**ADDITIONAL ASSISTANCE GRANT  
BACK TO WORK (B2W) PROJECT OVERVIEW**

**BACKGROUND:**

At the September 16, 2021 meeting of the Alameda County Workforce Development Board (ACWDB), the board passed an item authorizing staff to solicit, negotiate, and award emergency Additional Assistance grant resources that had been granted from the State of California’s Employment Development Department (EDD). The grant proposes to serve 100 dislocated workers and 100 businesses affected by the pandemic. The additional resources allow staff to extend and expand existing services (i.e., employer webinars, and the employer human resources hotline).

The grant also affords the board the opportunity to allocate additional resources to vocational skills training and job placement services in alignment with our Industry Sector and Occupational Framework (ISOF) priority sectors.

The purpose of this item is to provide an update with respect to the procurement process and implementation of services under this grant.

On October 22, 2021, staff held a pre-applicant informational session to facilitate questions and encourage applicant submissions. Subsequently, staff received eight bids and a review panel selected the top five proposals. The cumulative amount for all five contracts is \$548,803. Below is a list of the awarded applicants, the sectors they propose to serve, and the number of participants that each provider plans to enroll.

**RESULTS:**

<b>Applicant Organization</b>	<b>Sector</b>	<b>Type of Training</b>	<b>Number Served</b>
Ohlone College	Manufacturing	SMTech	42
Chabot-Las Positas CCD	Transportation (TDL)	Prologis & ACSM Warehouse & Distribution Certificate	23
* International Rescue Committee	Healthcare & Transportation	Class A DL/ CNAs	20
Rubicon	Healthcare & Transportation	Class A Driver License/ Med Assist	25
* Love Never Fails	Info Tech	CISCO, A+, Cyber, Python etc.	25
<b>Totals</b>			<b>135</b>

\* Denotes a new workforce development system provider

For additional information, please contact Carmelo San Mames, Senior Strategic Partnerships Coordinator. You can reach Carmelo at (510) 259-3828 or through email at [carmelo.sanmames@acgov.org](mailto:carmelo.sanmames@acgov.org).

## **ITEM VI.B. – 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](mailto:mggarcia@acgov.org).

**VLC. INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**2022 MEETING CALENDAR**

**FEBRUARY 2022**

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

**MARCH 2022**

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

**APRIL 2022**

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

**MAY 2022**

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

**AUGUST 2022**

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

**SEPTEMBER 2022**

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

**NOVEMBER 2022**

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

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

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

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

**DECEMBER 2022**

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

**NOTE:** All meetings are virtual until further notice.

11.12.2021

**ITEM VI.D. – INFORMATION**

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

**BUSINESS (51%)**

**CHAIRPERSON – Bethany McCormick**

**Bethany McCormick**, Director Strategic Workforce Development  
Engineering Directorate  
Lawrence Livermore National Laboratory  
7000 East Avenue, Building 131  
Livermore, CA 94551  
Tel: 925-423-0174  
E-Mail: McCormick11@llnl.gov

**Tyler Abbott**, CEO, Santini Foods, Inc.  
Santini Foods, Inc.  
16505 Worthley Drive  
San Lorenzo, CA 94580  
Tel: 415-786-3560  
E-Mail: tyler@abbottfamily.org

**Prem Bajaj**, Supervisor of Workforce Development  
SF Bay Area Rapid Transit District  
2150 Webster St.  
Oakland, CA 94612  
Tel: 510-421-9027  
E-Mail: PBajaj@bart.gov

**Alexandria Baker**, South Bay Manager,  
Power Pathway  
PG&E  
245 Market, N4R  
San Francisco, CA 94105  
Tel: 925-246-3875  
E-Mail: A2Bs@pge.com

**Jeff Bowser**, Global Solutions Sales  
Vodafone Americas  
2426 Tapestry Way  
Pleasanton, CA 94566  
Tel: 925-765-9228  
E-Mail: jeff.bowser@vodafone.com

**VICE-CHAIRPERSON – Jennifer Cogley**

**Jennifer Cogley**, Deputy Director of Community Relations  
Bayer  
800 Dwight Way, B64/R316  
Berkeley, CA 94710  
Tel: 510-705-6965  
E-Mail: jennifer.cogley@bayer.com

**Krystal James**, Co-Founder  
Soapy Faith, Corp.  
3401 Investment Blvd. Ste. 6  
Hayward, CA 94545  
Tel: 510-827-7599  
E-Mail: SoapyFaith@gmail.com

**Kelly Johnson**, Talent Outreach Program Manager  
Lawrence Berkeley National Lab  
1 Cyclotron Rd. M.S 090-1140G  
Berkeley, CA 94720  
Tel: 510-486-4825  
E-Mail: KNJohnson@lbl.gov

**Jennifer Ong**, Owner & Dr of Optometry  
Family Eye Care  
2223 Santa Clara Avenue, Suite A  
Alameda, CA 94501  
Tel: 510-521-0551  
E-Mail: drjenniferong@gmail.com

**Matt Pawluk**, Senior Director of Operations  
Evolve Manufacturing  
47300 Bayside Parkway  
Fremont, CA 94538  
Tel: 510-690-8959  
E-Mail: Matt.Pawluk@EvolveMGF.com

**BUSINESS**

**(Continued)**

**Paul Reyes**, Sales Manager, Northern California  
Manpower Engineering  
345 California Street, Suite 350  
San Francisco, CA 94104  
Tel: 925-828-5421  
E-Mail: paul.reyes@manpowerengineering.com

**Mario Wagner**, CEO  
RF Contractors  
8055 Collins Drive  
Oakland, CA 94621  
Tel: 510-228-2994  
E-Mail: mwagner@rfcontractors.com

**VACANT (2)**

**EDUCATION**

**Eric Bishop**, Superintendent/President  
Ohlone Community College District  
43600 Mission Blvd.  
Fremont, CA 94539-0390  
Tel: 510-659-6200  
E-Mail: ebishop@ohlone.edu

**WIOA Title II – Adult & Literacy**

**Sara Walke**, Livermore Adult Education  
Coordinator / Vice Principal Vineyard School  
Livermore Adult Education and Vineyard  
Alternative School  
1401 Almond Avenue  
Livermore, CA 94550  
Tel: 925-606-4722  
E-Mail: swalke@lvjUSD.org

**GOVERNMENT**

**State Employment Service**

**Kalpana Oberoi**, Cluster Manager  
Northern Division, Workforce Services Branch  
State of California  
Employment Development Department  
7677 Oakport Street, Suite 350  
Oakland, CA 94621  
Tel: 510-564-0521  
E-Mail: Kalpana.oberoi@edd.ca.gov

**State Department of Rehabilitation**

**Iris Wiangchanok**, Staff Services Manager I  
California State Department of Rehabilitation  
1515 Clay Street, Suite 119  
Oakland, CA 94612  
Tel: 510-622-2791  
E-Mail: iwiangch@dor.ca.gov

**Economic Development**

**Stephen Baiter**, Executive Director  
East Bay Economic Development Alliance  
1221 Oak Street, Ste. 555  
Oakland, CA 94612  
Tel: 510-272-3874  
E-Mail: stephen@EastBayEDA.org

**VACANT (1)**

**WORKFORCE REPRESENTATIVES**

**(20%)**

**Labor (15%)**

**Debra Chaplan**, Directions of  
Communications and Programs  
Teamsters Local 853  
7750 Pardee Lane  
Oakland, CA 94621  
Tel: 510-895-6853  
E-Mail: dchaplan@teamsters853.org

**WORKFORCE REPRESENTATIVES**

**(Continued)**

**Eric Darby**, Heavy Duty Journey Level Mech  
A C Transit – ATU 192  
8460 Enterprise Way  
Oakland, CA 94621  
Tel: 510-635-0192  
E-Mail: edarby@atu192.org

**Alfred Fortier**, Assistant Business Manager  
IBEW LU 1245  
30 Orange Tree Circle  
Vacaville CA 95687  
Tel: 510-230-3188  
E-Mail: AWF2@IBEW1245.com

**Doug Jones**, Political Organizer  
SEIU United Healthcare Workers-West  
560 Thomas Berkley Way  
Oakland, CA 94612  
Tel: 510-251-1250  
E-Mail: djones@seiu-uhw.org

**Tony Lam**, Building Trades Apprentice  
SMWIA 104  
1720 Marina Blvd.  
San Leandro, CA 94577  
Tel: 510-378-5134  
E-Mail: [vubalam@hotmail.com](mailto:vubalam@hotmail.com)

**Community - Based Organization**

**Bill Pelter**, Program Development Consultant  
Ability Now Bay Area  
4500 Lincoln Avenue  
Oakland, CA 94602  
Tel: 510-531-3323 x21  
E-Mail: bpelter@abilitynowba.org

**VACANT (1)**

**WDB COMMITTEES**

**Executive Committee**

Bethany McCormick, WDB Chair  
Jennifer Cogley, WDB Vice-Chair  
Jeff Bowser, Organizational Effectiveness Committee Chair  
Kelly Johnson, Systems and Strategies Committee Chair  
Eric Bishop Youth Committee Chair

**Systems and Strategies Committee**

Kelly Johnson, Chair  
Vacant, Vice-Chair  
Debra Chaplan  
Doug Jones  
Tony Lam  
Kalpana Oberoi  
Jennifer Ong  
Paul Reyes

**Organizational Effectiveness Committee**

Jeff Bowser, Chair  
Sara Walke, Vice-Chair  
Tyler Abbott  
Jennifer Cogley  
Mathew Pawluk  
Iris Wiangchanok

**Youth Committee**

Eric Bishop, Chair  
Lisa Meza, Vice-Chair  
Prem Bajaj  
Jeff Bowser  
Eric Darby  
Gana Eason  
Linda Evans  
Kathy Mello  
Bill Pelter  
Raquel Ramsey-Shelton  
Mario Wagner

**ITEM VI.E. - INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
PY 2021/2022 SERVICE PROVIDER LIST**

**Business Services Unit Contacts**

**Javier Contreras, Rapid Response Coordinator**  
PH: (510) 259-3831  
E-MAIL: [javier.contreras@acgov.org](mailto:javier.contreras@acgov.org)

**Carmelo San Mames, Strategic Training Partnerships  
Coordinator**  
PH: (510) 259-3828  
E-MAIL: [Carmelo.SanMames@acgov.org](mailto:Carmelo.SanMames@acgov.org)

**Career Center System**

**AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)**

**EDEN AREA COMPREHENSIVE CAREER CENTER**

24100 Amador Street, 3<sup>rd</sup> Floor  
Hayward, CA 94544  
PH: (510) 670-5700

**Vi Ngo, Site Manager**  
PH: (510) 265-8376  
E-MAIL: [vin@rubiconprograms.org](mailto:vin@rubiconprograms.org)

**FREMONT EDD**

39155 Liberty Street, Suite B200  
Fremont, CA 94538-1516  
PH: (510) 794-3667

**Kalpana Oberoi, Cluster EDD Manager**  
PH: (510) 564-0521  
E-MAIL: [kalpana.oberoi@edd.ca.gov](mailto:kalpana.oberoi@edd.ca.gov)

**Career Service Collaborative – Lead Agency**

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

**Ohlone College Campus**  
39399 Cherry Street, Room 1211  
Newark, CA 94560  
PH: (510) 742-2323

**Daniel Newell, Director, Career Services & Industry  
Relations**  
PH: (510) 742-2320  
E-MAIL: [dnewell@ohlone.edu](mailto:dnewell@ohlone.edu)

**Kelsey Bensky, Career Services Supervisor**  
PH: 510.742.2321  
E-MAIL: [kbensky@ohlone.edu](mailto:kbensky@ohlone.edu)

**Binh Nguyen, Executive Director**  
PH: (510) 659-6441  
E-MAIL: [bnguyen@ohlone.edu](mailto:bnguyen@ohlone.edu)

**Career Service Collaborative – Subcontractors**

**COLLEGE OF ALAMEDA CAREER AND EMPLOYMENT CENTER**

555 Ralph Appezato Memorial Parkway, Portable P  
Alameda, CA 94501  
PH: (510) 748-2208

**Stefanie Bradshaw, Site Manager**  
PH: (510) 748-2399  
E-Mail: [sbradshaw@peralta.edu](mailto:sbradshaw@peralta.edu)

**TRI-VALLEY CAREER CENTER**

Tri-Valley Career Center  
5860 Owens Drive, 3<sup>rd</sup> Floor  
Pleasanton, CA 94588  
PH: (925) 416-5100

**Alcian Lindo, Program Manager**  
PH: (925) 416-5108  
E-MAIL: [alindo@clpccd.org](mailto:alindo@clpccd.org)

**SANTA RITA JAIL CAREER CENTER**

Santa Rita Jail  
5325 Broder Blvd,  
Dublin, CA 94568

**Stefanie Bradshaw, Site Manager**  
PH: (510) 748-2399  
E-Mail: [sbradshaw@peralta.edu](mailto:sbradshaw@peralta.edu)

**Charles Turner, Re-Entry Services**  
PH: (510) 507-6591  
E-MAIL: [Charles.turner@acgov.org](mailto:Charles.turner@acgov.org)

**CAL STATE EAST BAY**

25800 Carlos Bee Blvd, VBT 132, 1st Floor  
Hayward, CA 94542  
PH: (510) 885-2275

**Kathryn Palmieri, Executive Director, AACE**  
PH: (510) 885-3621  
E-MAIL: [kathryn.palmieri@csueastbay.edu](mailto:kathryn.palmieri@csueastbay.edu)

**PREMIER CAREER SERVICES**

39833 Paseo Padre Parkway, Suite A  
Fremont, CA 94538  
PH: (510) 248-4955

**Danny Navarette, Chief Executive Officer**  
PH: (510) 248-4955  
E-MAIL: [Danny@premierecareers.com](mailto:Danny@premierecareers.com)

**INTERNATIONAL RESCUE COMMITTEE**

440 Grand Ave, Suite 500  
Oakland, CA 94610  
PH: (510) 452-8222

**Mitchell Margolis, Economic Empowerment Manager**  
PH: (510) 458-0185  
E-MAIL: [Mitchell.Margolis@rescue.org](mailto:Mitchell.Margolis@rescue.org)

**Youth/Young Adult Program Operators – PY 2021/22**

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

**NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)**

**Berkeley Youth Alternatives**  
1255 Allston Way  
Berkeley, CA 94702

**Niculia Williams, Executive Director**  
PH: (510) 845-9010 Ext. 204  
E-MAIL: [nwilliams@byaonline.org](mailto:nwilliams@byaonline.org)

**Kevin Williams, Assistant Director**  
PH: (510) 845-9010 Ext. 205  
E-MAIL: [kwilliams@byaonline.org](mailto:kwilliams@byaonline.org)

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

**Alliance for Community Wellness dba La Familia Counseling Services**

**Administrative Office:**  
24301 Southland Drive, Suite 300  
Hayward, CA 94545

**Aaron Ortiz, Executive Director**  
PH: (510) 300-3500  
E-MAIL: [aortiz@lafamiliacounseling.org](mailto:aortiz@lafamiliacounseling.org)

**Program Office:**  
22366 Fuller Avenue  
Hayward, CA 94541

**Jason Toro, Program Manager**  
PH: (510) 432-4157  
E-MAIL: [JToro@lafamiliacounseling.org](mailto:JToro@lafamiliacounseling.org)

**Juan Carlos Carmona, Program Supervisor**  
PH: (510) 935-2643  
E-MAIL: [jcarmona@lafamiliacounseling.org](mailto:jcarmona@lafamiliacounseling.org)

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

**Ohlone Community College District**  
39399 Cherry Street, Room 1211  
Newark, CA 94560

**Daniel Newell, Director, Career Services & Industry Relations**  
PH: (510) 742-2320  
E-MAIL: [dnewell@ohlone.edu](mailto:dnewell@ohlone.edu)

**Kelsey Bensky, Career Services Supervisor**  
PH: (510) 742-2321  
E-MAIL: [kbensky@ohlone.edu](mailto:kbensky@ohlone.edu)

**Youth Innovation Program – In-School Youth**

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

**Eden Area Regional Occupational Program**  
26316 Hesperian Boulevard  
Hayward, CA 94545

**Linda Granger, Superintendent**  
PH: (510) 293-8595  
E-MAIL: [lgranger@edenrop.org](mailto:lgranger@edenrop.org)

**Elaine Alvite, Program Manager**  
PH: (510) 293-8595  
E-MAIL: [EAlvite@edenrop.org](mailto:EAlvite@edenrop.org)

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

**Tri-Valley Regional Occupational Program**  
1040 Florence Road  
Livermore, CA 94550

**Amy Robbins, Program Manager**  
PH: (925) 766-2115  
E-MAIL: [arobbins@tвроp.org](mailto:arobbins@tвроp.org)

**Joelle Glushenko, Program Supervisor**  
PH: (925) 487-4153  
E-MAIL: [jglushenko@tвроp.org](mailto:jglushenko@tвроp.org)

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**VI.F. – INFORMATION**

**WORKFORCE DEVELOPMENT BOARD STAFF ROSTER**

**Director’s Office/Admin**

- Rhonda Boykin**, Interim Director.....510.259.3844  
E-Mail: [rboykin@acgov.org](mailto:rboykin@acgov.org)
- Sheroza Haniff**, Board Secretary.....510.259.3842  
E-Mail: [sheroza.haniff@acgov.org](mailto:sheroza.haniff@acgov.org)
- Latoya Reed**, Management Analyst.....510.259.3833  
E-Mail: [latoya.reed@acgov.org](mailto:latoya.reed@acgov.org)
- Jennifer Mitchell**, Program Financial Specialist.....510.259.3829  
E-Mail: [jennifer.mitchell@acgov.org](mailto:jennifer.mitchell@acgov.org)

**Workforce Systems Coordination**

**Business Services**

- Javier Contreras**, Rapid Response Coordinator.....510.259.3831  
E-Mail: [javier.contreras@acgov.org](mailto:javier.contreras@acgov.org)
- Carmelo San Mames**, Senior Strategic Partnerships Coordinator...510-259-3828  
E-Mail: [carmelo.sanmames@acgov.org](mailto:carmelo.sanmames@acgov.org)

**Workforce Services**

- Deidra Perry**, Program Financial Specialist.....510.259.3827  
E-Mail: [deperry@acgov.org](mailto:deperry@acgov.org)
- David Dias**, Career Center Coordinator/System Planner.....510.259.6232  
E-Mail: [David.dias@acgov.org](mailto:David.dias@acgov.org)
- Nancy Soto**, Project Assistant.....510.259.3839  
E-Mail: [Nancy.Soto@acgov.org](mailto:Nancy.Soto@acgov.org)
- Charles Turner**, Reentry Specialist,.....510.670.6132  
E-Mail: [charles.turner@acgov.org](mailto:charles.turner@acgov.org)

**Workforce Systems Support**

**Michele Garcia**, Workforce Board System Administrator.....510.259.3802

E-Mail: [mggarcia@acgov.org](mailto:mggarcia@acgov.org)

**Victoria Casaray**, Workforce Services Technician.....510.259.3579

E-Mail: [vcasaray@acgov.org](mailto:vcasaray@acgov.org)

**Kate Laws**, Account Support Clerk.....510.259.3895

E-Mail: [kate.laws@acgov.org](mailto:kate.laws@acgov.org)

**Jennifer Victorica**, Workforce Services Specialist.....510.259.3841

E-Mail: [jennifer.victorica@acgov.org](mailto:jennifer.victorica@acgov.org)

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## COMMONLY USED ACRONYMS

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