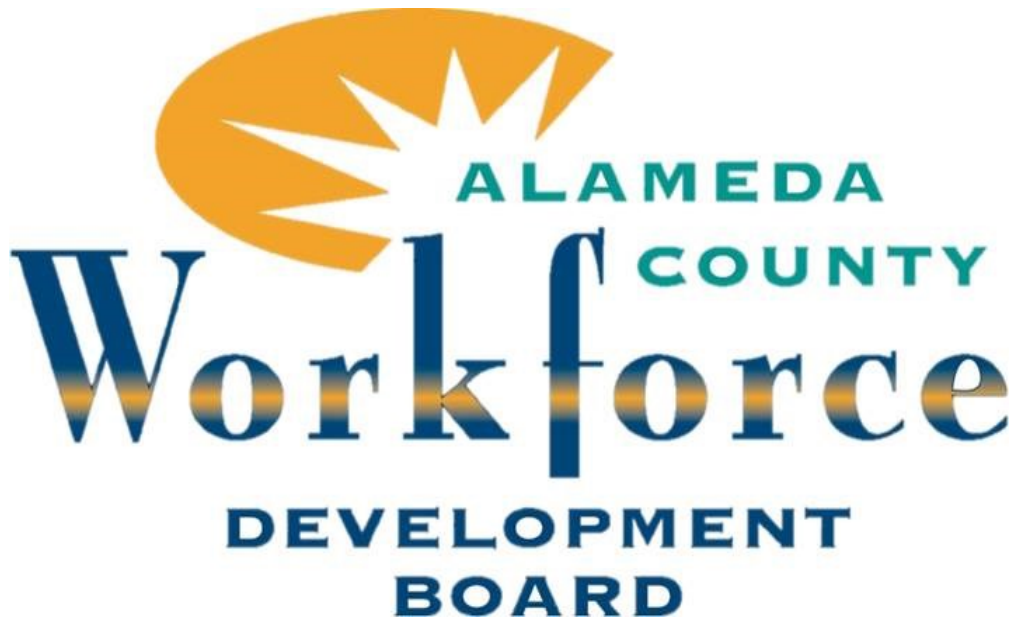


QUARTERLY BOARD MEETING



(<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

**September 16, 2021
9:00 A.M.**

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, September 16, 2021
9:00 AM – 12:00 Noon
Eden Area Multi-Service Center
The lobby of this building is closed due to the COVID-19.

<https://us06web.zoom.us/j/83584990544?pwd=Lys3ZXpYdGUzNGVBalFSRnNMaVU4QT09>

Passcode: 830710 | Meeting ID: 835 8499 0544 | +1 408 638 0968 US (San Jose)

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

AGENDA

PAGE

I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Minutes of May 13, 2021 – ACTION 1
- C. Chair's Report
- D. Committee Chairs' Report
- E. Director's Report

II. PRESENTATION - Marie Roberts De La Parra, Ed.D., Dr. RDLP 7

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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- A. Selection of Providers for the Youth Innovation Program and Future Force Career Program 9
- B. Diversity, Equity, and Inclusion Conceptual Framework 13
- C. Authorization to Initiate Solicitation for Proposals for COVID-19 Programming 19
- D. Approval of Alameda County Workforce Development Board Recommended Annual Budget - PY 2021/2022 21

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I. ACWDB Staff Roster	

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 email 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: DECEMBER 9, 2021

ITEM I.B. – ACTION

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

**QUARTERLY MINUTES OF MAY 13, 2021
CONDUCTED VIA ZOOM**

MEMBERS PRESENT

Tyler Abbott
Jeff Bowser
Jennifer Cogley
Kelly Johnson
Doug Jones
Tina Kapoor
Michael Keenan
Tony Lam
Bethany McCormick
Kathy Mello
Jennifer Ong
Bill Pelter
Christopher Rose
John Torok
Sara Walke

MEMBERS ABSENT

Stephen Baiter
Alexandria Baker
Eric Darby
Alfred Fortier
Kalpana Oberoi
Paul Reyes
Ronnie Rhoe
Mario Wagner
Carla Walter
Iris Wiangchanok

STAFF PRESENT

Rhonda Boykin
Tamia Brown
Javier Contreras
David Dias
Quinallison Dovey
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 9:04 A.M. on Thursday, May 13, 2021. A quorum was present on the Zoom conference.

ITEM I.B. – MINUTES OF ACWDB QUARTERLY MEETING FOR MARCH 11, 2021.

A motion to approve the minutes was made by **Lam/Keenan/carried.**

ITEM I.C. – CHAIRPERSON’S REPORT Beth McCormick, Chair of the Executive Committee (EC), announced the following:

- A Board Retreat is being planned
- Recognition of Kathy Mello, an outgoing Board member

Jennifer Cogley, Vice-Chair of the EC, announced the following:

- From the April 28, 2021 EC meeting:
 - The Action Items regarding the:
 - Workforce Innovation and Opportunity Act (WIOA) Formula Funding Allocation Methodology for PY 2021/2022

- Funding Recommendations for WIOA Service Providers for PY 2021/2022
- Approval of ACWDB Preliminary Annual Budget – PY 2021/2022
- The Discussion Item regarding the Legislative Update – Federal State Developments
- The Information Item regarding the Status of the Board and Committee Membership

ITEM I.D. – COMMITTEE CHAIRS’ REPORTS.

Jeff Bowser, Chair of the Organizational Effectiveness (OE) Committee reported the following from the April 14, 2021 meeting:

- The Action Item regarding Implementing Conditional Funding Actions
- The Discussion Item regarding the Committee Name Change

Christopher Rose, Chair of the Youth Committee (YC) reported the following from the April 12, 2021 meeting:

- The highlights from the Soapy Faith presentation
- The Action Items regarding the Service Delivery Strategies for New Procurement Cycle 2022-2024
- The Discussion Item regarding the Implementation of Board-Approved Conditional Funding Actions Regarding Contract Performance for PY 2020/2021

Kelly Johnson, Vice-Chair of the Systems and Strategies (S&S) Committee reported the following from the April 21, 2021 meeting:

- The Action Items regarding the:
 - Update to the Self-Sufficiency Wage Threshold Policy
 - Extension of Residency Exception Policy
- The Discussion Item regarding the Future of Work in California Report
- The Information Items regarding the:
 - Annual Monitoring Report
 - Story Behind the Numbers

**All Committee meetings were conducted via Zoom.

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

WDB Updates:

- Term reappointments need to be confirmed
- The approved Local Area Subsequent Designation Certification has been signed has been submitted to the State for final approval
- The recruitment for the Director position is in process
- The Project Account Support Clerk has been filled

Administrative Updates:

- The Surplus Service complaint has been submitted to a third party for review
- The fiscal and procurement monitoring desk review has been conducted for 2019/2020 – no financial citations
- A monitoring review for Equal Employment Opportunity was conducted – no findings
- Local and Regional plans were submitted to the State for approval of the plan

Program Updates:

- Youth, adult, and dislocated worker services are being provided for remotely and by appointment
- Contract negotiations for the new procurement cycle will begin July 1, 2021
- Earn and Learn Fremont (ELF) Pilot Program has ended
- Implementation of the HR hotline, with California Employer Association

ITEM II – PRESENTATION.

- Beli Acharya, Founder and Executive Director of Construction Trades Workforce Initiative

ITEM III. – PUBLIC FORUM.

Chairperson McCormick opened the Public Forum.

Chairperson McCormick closed the Public Forum.

ITEM IV.A. IMPLEMENTATION OF CONDITIONAL FUNDING ACTIONS REGARDING CONTRACT PERFORMANCE FOR PY 2020/2021.

Chairperson McCormick read the recommendation to authorize staff to implement conditional funding actions as prescribed in youth and career service provider (CSP) contracts for non-attainment of PY 2020/2021 contract performance goals. Michele Garcia provided background and welcomed comments.

Chairperson McCormick opened the public hearing.

Chairperson McCormick closed the public hearing.

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

Abstention: Abbott

ITEM IV.B. SELF SUFFICIENCY WAGE THRESHOLD POLICY UPDATE. Chairperson McCormick read the recommendation to increase to the ACWDB Self-Sufficiency age Threshold Policy from \$24.10 to \$35.11 per hour. Michele Garcia 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 Ong/Lam/carried.

ITEM IV.C. EXTENSION OF THE RESIDENCY EXCEPTION POLICY. Chairperson McCormick read the recommendation to approve the extension of the Residency Exception Policy. Michele Garcia 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 Keenan/Johnson/carried.

ITEM IV.D. WIOA YOUTH AND YOUNG ADULT PROGRAMS SERVICE DELIVERY STRATEGIES FOR NEW PROCUREMENT CYCLE – 2022-2025. Chairperson McCormick read the recommendation to approve the Youth and Young Adult Program service delivery strategies, and procurement for a program cycle covering January 1, 2022 through June 30, 2025. Deidra Perry 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 Ong/Johnson/carried.

Abstention: Walke

ITEM IV.E. WIOA FORMULA FUNDING ALLOCATION METHODOLOGY FOR PY 2021/2022. Chairperson McCormick read the recommendation to approve the WIOA Formula Funding Allocation Methodology for PY 2021/2022. Jennifer Mitchell 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 Jones/Keenan/carried.

ITEM IV.F. FUNDING RECOMMENDATIONS FOR WIOA SERVICE PROVIDERS FOR PY 2021/2022. Chairperson McCormick read the recommendation to approve funding recommendations for contract maximums for WIOA service providers for PY 2021/2022; to allow additional funds from Discretionary/Special Projects to be added during the program year

with additional clients to serve and added performance but no additional match requirements; to share percentage reduction as needed; and to direct staff to initiate contracts and negotiate approved contract performance goals commencing July 1, 2021 using the final allocations from the State. Jennifer Mitchell 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 **Ong/Mello/carried.**

ITEM IV.G. APPROVAL OF ACWDB PRELIMINARY ANNUAL BUDGET – PY 2021/2022. Chairperson McCormick read the recommendation to approve funding recommendations to approve the preliminary Annual Budget for PY 2021/2022 for WIOA activities and services funded by the WIOA Formula Allocations and Discretionary Grants. Jennifer Mitchell 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 **Bowser/Walke/carried.**

ITEM V. REPORTS. Chairperson McCormick encouraged review of the reports.

ITEM VI. INFORMATION ITEMS. A brief video was presented about the ELF Pilot Program.

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

ITEM VIII. ANNOUNCEMENTS. John Torok stated his appreciation in the consistency of language used to discuss matters, particularly pertaining to “livable wage”, and suggested visiting the Facebook page *Oakland Livable Wage Assembly* for more information on the topic.

The meeting was adjourned at 11:35 A.M.



(510) 715-5659



marie@marierobertsdelaparra.com



<https://www.linkedin.com/in/marie-roberts-de-la-parra/>



ITEM II. PRESENTATION

MARIE ROBERTS DE LA PARRA, Ed.D., Dr. RDLP

Marie is an accomplished speaker, author, founder, consultant, and leadership expert with more than 25 years of success across finance, education, energy, sustainability, non-profit development, and environmental matters. Leveraging extensive expert knowledge in leadership, personal and professional development, education, business mentoring, and organizational design. She is an asset to establishments looking for core culture evolution, diversity and inclusion, a practicum of environmental, organizational awareness, innovative turnaround, and governance for high-performance aftereffects.

Her fields of expertise include entrepreneurship; emotional intelligence; powerfully-filled-people; self-regulation, personal-power, and self-control; differential instruction; teacher-training for student engagement and motivation; train-the-trainer development; curriculum design; the ADDIE Model; financial literacy/financial education; smart money management; business strategy; human resources and people development; business and leadership coaching; environmental industry; community and economic development; affordable housing; restructure, workforce innovation; strategic alliances; sustainable job creation, policy influence, and organizational development. Marie is one of the one-hundred co-authors of the Amazon bestselling leadership book *Ihabit™ 100 Habits from the Happiest Achievers of the Planet* and is the Amazon bestselling author of the book *50 Tips for Increasing Your Personal-Power™*. Additionally, she is a contributor to the academic book *Ethical Decision Making: Cases in Leadership and Organization* by Dr. Patricia Mitchell.

In her executive career, Marie has held leadership positions at Wait a Green Minute as the Chief Thought Officer (Founder, >13 years); Terra Green C.D.C. (Founder, >18 years) a tax-exempt certified microfinance lender entity; and B.M.B. Construction Properties (Founder, >23 years) sitting at the head of the socially responsible, environmentally friendly development company. Dr. RDLP has been responsible for successfully securing over \$500M for small business lending and assisting >4,500 small businesses with access to capital.

As a strategic sustainability master planner of community and economic development, she focuses on innovation in sustainable-practice building and workforce growth, developing and creating energy-efficient communities with economic goals to improve comprehensive community living, health, and wellbeing. Dr. RDLP is a loan committee member for 1(7) certified California Financial Development Corporations, Nor-Cal F.D.C., and maintains a member seat of the board table at the University of San Francisco B.A.S.E. (Black Achievement Success & Engagement). At the University of San Francisco, she also served as a "Project Success Coach". She has won >16 local, state, and national business and community honors, awards, and recognitions, including an appointment by the Obama Administration to the U.S. Environmental Protection Agency Environmental Finance Advisory Board, reappointed by the Trump Administration serving three terms a 6-year appointment, and an appointment by the Schwarzenegger Administration to the California Department of Consumer Affairs, Bureau of Private Post-Secondary Education Advisory Committee serving 7-years, while also earning Certificates of Special U.S. Congressional Recognition.

Marie earned an M.A. in Community Development Policy and Practice from the University of New Hampshire, Carsey School of Public Policy holding multiple credentials in various fields of knowledge. She has designed curriculum as an educator/ lecturer for the UC Berkeley Extension for such courses as, "Leadership: Power and Influence in Organizations." She is proficient at whiteboard animation, which she uses as a tool for scholarship learning and retention. She has received certifications in business management and operations from Northwestern University, Kellogg School of Management, and the U.C.L.A. Anderson School of Management, in addition to >20 other professional certifications and licenses.

She is passionate about work that empowers people, and their lives, a key reasoning for obtaining her doctorate from the University of San Francisco in Organization and Leadership with a minor in Learning and Instruction focused on cognitive development, and mental fortitude. Her research focus and topics include self-efficacy, self-influence, self-knowledge, thought-drivers, diversity and inclusion for developing pathways for unceasing deep-rooted strategies in leadership, education, and entrepreneurship for impactful change. Dr. RDLP has served on numerous boards to increase small business, and community, and economic sustainability for the long-term opportunities in underserved markets providing services in the United States; and within international markets that include Spain, the Canary Island, and West Africa. A highlight in her career has been in becoming a Fellow of the Global Citizen Alliance in Salzburg, Austria. She is always planning to do much more.

ITEM IV.A. – ACTION / PUBLIC HEARING

**SELECTION OF PROVIDERS FOR THE YOUTH INNOVATION PROGRAM AND
FUTURE FORCE CAREER PROGRAM**

**JOINT ORGANIZATIONAL EFFECTIVENESS (OE), SYSTEMS AND STRATEGIES (S&S),
AND YOUTH COMMITTEE (YC) RECOMMENDATIONS:**

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

1. Select Tri-Valley Regional Occupational Program as the provider for the Youth Innovation Program (in-school youth) in the Tri-Valley sub-region.
2. Select La Familia Counseling Services as the provider for the Future Force Career Program (out-of-school youth) in the Eden sub-region.
3. Direct staff to negotiate contracts effective January 1, 2022 through June 30, 2025.
Note: Contract execution is contingent upon successful negotiations of topics such as participant-to-case manager ratio, program management, staffing, curriculum selection, and enrollment goals.
4. Allow staff to negotiate contract renewal initially at six months and every 12 months thereafter based upon the Request for Proposal (RFP) guidelines for up to a three-year and six month program cycle (January 1, 2022 to June 30, 2025) provided contract outcomes and deliverables are met and barring any significant legislative changes and/or availability of WIOA Youth Formula funds.
5. Allow staff to apply Workforce Innovation and Opportunity Act (WIOA) Formula funding allocation methodology to establish contract maximums.

BACKGROUND:

On March 11, 2021, the ACWDB approved the RFP for the Youth Innovation Program and the Future Force Career Program seeking organizations to provide eligible youth ages 16-24 with employment and training services. The RFP was released June 11, 2021.

The RFP announcement was posted in three local newspapers and distributed to over 3,000 organizations from a county-wide mailing list compiled from ACWDB and the General Services Agency. The announcement was also distributed to the County of Alameda Board of Supervisors offices and YC members. One virtual bidders' conference was conducted on June 15, 2021 in which five individuals, representing four organizations attended.

Bidders submitted separate proposals for the Youth Innovation Program and the Future Force Career Program. Three proposals were submitted by the July 2, 2021 deadline for the following programs and geographic sub-regions:

Youth Innovation Program - 1 proposal (Tri-Valley sub-region)

Future Force Career Program 2 proposals (Eden sub-region)

All three proposals met the minimum submission requirements and were rated by an outside Review Panel.

SELECTION PROCESS AND RANKING:

The Review Panel convened virtually on Friday, July 9, 2021 to review and rate the proposals on the following criteria: Statement of Need, Administrative/Organizational Capacity, Demonstrated Performance/Ability, Comprehensive Services and Strategies, Outcomes and Deliverables/Partnerships, Budget Proposal/Fiscal Management and References.

Bidders were directed to submit five references. Staff sent reference check forms to all of the references. Bidders received one point for each reference form that was returned completed.

Attachment IV.A.1. List of Bidders includes the outcomes of the Review Panel's rating of the proposals. Only those proposals that meet the minimum score of 75 are considered for funding.

JOINT ORGANIZATIONAL EFFECTIVENESS (OE), SYSTEMS AND STRATEGIES (S&S), AND YOUTH COMMITTEE (YC) RECOMMENDATIONS:

The joint OE, S&S and YC committees met and discussed the recommendations on August 18, 2021. Staff clarified that Berkeley Youth Alternatives provides employment and training services to out-of-school youth the North Cities sub-region.

The joint OE, S&S and YC committees voted and unanimously approved staff's recommendations.

For further information, please contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or by email at deperry@acgov.org.

ATTACHMENTS:

IV.A.1.- List of Bidders for RFP No. 2021-ACWDB-YP

IV.A.2.- Program Summary

List of Bidders for RFP-2021-ACWDB-YP

**Youth Innovation Program &
Future Force Career Program**

Youth Innovation Program

Organization Name	Sub-region to be served	Average Score
Tri-Valley Regional Occupational Program	Tri-Valley	95

Future Force Career Program

Eden	
Organization Name	Average Score
Five Keys Schools and Programs	81
La Familia Counseling Services	93

Program Summary

Youth Innovation Program (In-School)

Organization	Service Area	Funding Request/ # of participants to be served
Tri-Valley Regional Occupational Program (TVROP)	Tri-Valley	\$56,000/16 youth
<p>Program Summary – Youth Innovation Program will reconnect the Tri-Valley’s highest-need youth and provide them the skills needed to graduate self-sufficient and prepared to enter high-growth, middle-skilled occupations. TVROP will serve the Tri-Valley’s high-risk, in-school youth, targeting eligible students at the four alternative high schools. The Youth Innovation Program will build upon the high schools’ core academic programs/supports and provide participants with services aligned to the 14 WIOA mandated program design elements. Each participant will co-create and curate an Individual Service Strategy (ISS). Monthly cohort workshops will focus on developing the 21st Century workforce employability and occupational skills and deploying the newly acquired skills in the context of mentor relationships and individual work experiences. Member districts will offer in-house work experiences with their internal experts and/or departments (facilities, management operations, warehouse operations, healthcare/social services program(s) information/communications technology and bond construction). External partners will provide additional work experiences, including a summer Career Launch Academy and follow-up services.</p>		

Future Force Career Program (Out-of-School)

Organization	Service Area	Funding Request/ # of participants to be served
La Familia Counseling Services	Eden	\$168,000/30 youth
<p>Program Summary: La Familia will launch the Hayward Youth Jobs and Career Center, a dedicated youth-friendly space that will feature the area’s most dynamic Earn and Learn programming and help participants to re-engage in education and/or enroll in partner organizations in Career Technical Education. La Familia’s strategic partnerships with Chabot College, Castro Valley Adult School and the Construction Industry Workforce Initiative that will create Earn and Learn opportunities and a custom designed Entrepreneurship Academy with work-based learning at on-site microenterprises. A Business Services Representative will provide substantial job development.</p>		

ITEM IV.B. – ACTION / PUBLIC HEARING

DIVERSITY, EQUITY, AND INCLUSION CONCEPTUAL FRAMEWORK

ORGANIZATIONAL EFFECTIVENESS, SYSTEMS AND STRATEGIES, AND YOUTH COMMITTEES’ RECOMMENDATION:

That the Alameda County Workforce Development Board accept the following recommendations from the Organizational Effectiveness Committee, Systems and Strategies Committee, and Youth Committee:

1. Approve the Diversity, Equity, and Inclusion (DEI) conceptual framework as a starting point in DEI efforts.
2. Adopt Policy Link’s Equity Manifesto.

BACKGROUND:

The inequalities that have gained visibility today are centuries-old and structural (often manifesting in policies and regulations), which have led to and continue to perpetuate exclusion and discrimination in housing, employment, education, and other facets of life. Systemic discrimination continues to function as a roadblock in achieving equality and equity for the nation’s diverse populations. As the nation moves forward, ensuring diversity, inclusivity, and equity will require collective deep and impactful reflections, uncomfortable conversations at times, intentional systems re-design, boldness, and courage to take a stance on the side of our shared humanity.

Given the current state of our nation, whereby some parts of the country are attempting to reckon with the past for a brighter future and other parts are still mired in denying it, we are collectively confronted with ensuring that we act to make inclusive changes today. Workforce Development Boards (WDBs) in the state are contending with the multi-faceted nature of DEI to achieve deeper and more meaningful impacts among their diverse job seekers and business partners. WDBs are at varying degrees of engaging in DEI efforts, which are ever evolving as people are multi-dimensional and have various intersectional identities that require different interventions and strategies.

Considering the complex nature of human identity and the richly diverse population landscape in Alameda County, it is critically important for the Alameda County Workforce Development Board (ACWDB) and stakeholders to stay apprised and deeply engaged in DEI program policy, program development, and sustained DEI practice to ensure we move along the grain of inclusivity and not against it.

SUPPORTING EVIDENCE:

1. **“Racial economic exclusion hampers the region’s economic growth.** In 2018 alone, racial gaps in wages and employment for working-aged people cost the region \$348

billion in unrealized GDP [Gross Domestic Product]. With racial equity in income, the average income of Latinx workers would be 173 percent higher, while the average annual income of Black workers would more than double, and the region’s GDP would increase by 37 percent.”¹

2. **“The workforce remains deeply segregated.** Despite the diversity of the Bay Area workforce, workers of color are acutely crowded in lower paying and lower opportunity occupational groups, such as agriculture, cleaning and maintenance, health-care support, food preparation, and service jobs.”
3. **“The region has a shortfall of stable jobs that do not require a college degree.** Overall, about 47 percent of workers are in stable, automation-resilient jobs that pay family-sustaining wages. And the share drops to just 12 percent among workers in jobs that require no more than a high school diploma.”
4. **“Equity in higher educational attainment is essential, but insufficient, to achieve racial economic inclusion.** Higher education significantly narrows racial gaps in labor force participation, employment, and earnings, but does not equalize income across racial/ethnic groups with equivalent degrees. On average, White workers with only a high school diploma earn \$25/hour, the same as Latinx workers with an associate degree and even more than Black workers with an associate degree (\$24/hour). White workers with some college but no degree earn \$31/hour, about 24 to 30 percent more than Latinx and Black workers, respectively, with a two-year degree.”
5. **“Black and Latinx workers face a significant, disproportionate risk of automation-driven job displacement.** Black workers are about 36 percent more likely and Latinx workers 58 percent more likely than White workers to be in jobs that are susceptible to automation (based on the likelihood that the underlying tasks of the job will be computerized if current trends and business models continue).”
6. **Unemployment (U.E.) rates in Alameda County are still disproportionately askew.** The U.E. rates for Indigenous and Black people in Alameda County are 9 percent and 6.5 percent respectively, compared to 3.7 percent for White workers. U.E. rates also remain high for youth ages 16-19 (11.2 percent), young adults ages 20-24 (7.9 percent), and people with any kind of disability (10 percent).²

¹ **Items 1-5** in the supporting evidence section of this document were extracted from a publication - *Advancing Workforce Equity in the Bay Area – A Blueprint for Action Report*, produced by Policy Link and USC Equity Research Institute in partnership with ReWork the Bay, National Fund for Workforce Solutions and Burning Glass.

² **Item 6** in the supporting evidence section reflects data extracted from the American Community Survey – 2019 one-year estimate.

DIVERSITY, EQUITY, AND INCLUSION CONCEPTUAL FRAMEWORK:

The literature and data present evidence for making sweeping and intentional paradigm shifts around centering equity. The DEI conceptual framework should function as a road map as the ACWDB works intentionally to close disparity gaps in programming and initiatives. The DEI conceptual framework will assist ACWDB members, staff, and stakeholders to continue to lead with an equity lens so that we achieve and sustain DEI efforts and outcomes, and it can be re-defined as new insights occur.

Upon approval from the full ACWDB, staff will utilize the DEI Conceptual Framework in the scope of WIOA programming to build awareness, disaggregate and analyze data, revise policies and/or performance measures, evaluate DEI efforts, and continuously improve and refine those efforts. See the DEI Conceptual Framework in Attachment IV.B.1. Policy Link's Equity Manifesto is a strong complement to DEI efforts, providing a concise yet compelling case for leading with equity. See Policy Link's Equity Manifesto in Attachment IV.B.2

JOINT COMMITTEE DISCUSSION:

The Organizational Effectiveness Committee, Systems and Strategies Committee, and Youth Committee, held a joint meeting on August 18, 2021, and committee members shared their perspectives about DEI. Committee members shared additional information for staff to consider in building DEI resources that could be leveraged. Resources referenced by committee members included the Human Rights Campaign Corporate Equality Index, open-source resources for DEI training and certification (which is chock-full of relevant and robust tools and information), and the Disability Equality Index. Staff expressed appreciation for the additional resources and shared plans to review and leverage these resources when possible.

One member shared the corporate definition of equity to illustrate that equity requires distribution of investments among shareholders and stated that the connection is poetic as we're trying to achieve equitable prosperity within the local workforce development system.

Another member asked about accountability in achieving DEI components referenced in staff's item and inquired about the types of processes that could be situated to meet DEI outcomes. Staff shared that committee and board approval of the DEI conceptual framework formally represents the initiation of DEI efforts that will then drive staff work in building more DEI awareness, engaging more in data disaggregation efforts, establishing indicators, and creating/enhancing WIOA program policies as they relate to DEI for contracted service providers. Staff mentioned that additional strategies may surface in the future.

The DEI Conceptual Framework passed unanimously by members in the joint committee meeting on August 18, 2021. For more information contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org.

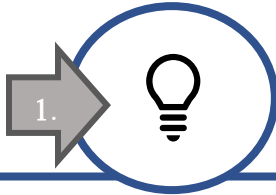
ATTACHMENTS:

IV.B.1 - Diversity, Equity, and Inclusion Conceptual Framework

IV.B.2 - Policy Link's Equity Manifesto



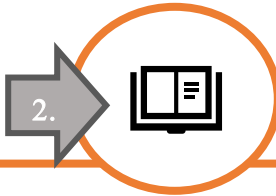
Diversity, Equity, and Inclusion Conceptual Framework



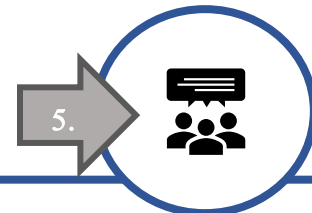
Acknowledge structural racism, institutional practices, and race-and-gender based power dynamics that function as an impasse for people of color, women, people with disabilities, justice-involved individuals, immigrants, and other underrepresented groups.



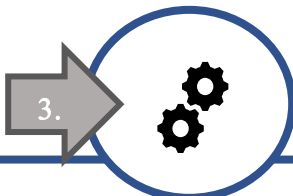
Change the workforce system, programs, policies, and the trajectory of marginalized job seekers and employers by incorporating DEI efforts to close disparity gaps and achieve equitable outcomes.



Build awareness and learn about diversity, equity, and inclusion (DEI) through community leaders and allies, organizations, businesses involved in DEI efforts, data, and literature.



Evaluate DEI outcomes based on change efforts and take stock of what works and what needs adjustment.



Position Workforce Innovation and Opportunity Act programs, partnerships, and initiatives, for DEI success through data disaggregation by demographics and establish a baseline for DEI measures to be tracked longitudinally, and reach diverse job seekers and employers in research methods (surveys, focus groups, etc.).



Reiterate and refine efforts and methodologies to continuously improve and close disparity gaps.

The Equity Manifesto

Lifting Up What Works®

It begins by joining together, believing in the potency of inclusion, and building from a common bond.

It embraces complexity as cause for collaboration, accepting that our fates are inextricable.

It recognizes local leaders as national leaders, nurturing the wisdom and creativity within every community as essential to solving the nation's problems.

It demands honesty and forthrightness, calling out racism and oppression, both overt and systemic.

It strives for the power to realize our goals while summoning the grace to sustain them.

It requires that we understand the past, without being trapped in it; embrace the present, without being constrained by it; and look to the future, guided by the hopes and courage of those who have fought before and beside us.

This is equity: just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. Unlocking the promise of the nation by unleashing the promise in us all.

ITEM IV.C. -ACTION/PUBLIC HEARING

AUTHORIZATION TO INITIATE SOLICITATION FOR PROPOSALS FOR COVID-19 PROGRAMING

RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) authorize staff to initiate a competitive solicitation process and award service contracts, pending successful negotiation, to maintain and enhance existing COVID-19 programing.

BACKGROUND:

Last year, ACWDB was successful in obtaining several supplemental funding awards during and throughout the COVID-19 pandemic. The awards helped fill year-over-year funding reductions as well as provide new funds for pandemic-specific enhancements. Some of these grants have now sunset and others will continue through March 2022. Collectively, the grants have benefited hundreds of additional dislocated workers and businesses.

ACWDB has remained proactive with our fund development activities. On August 11, 2021, the State of California's Employment Development Department announced that they would support our Back-to-Work funding application. This additional resource of \$988,500 will allow ACWDB to continue and expand COVID-19 relief programing. Although we have not yet finalized any specific programing, we intend to maximize the impact of these funds by applying an allocation framework that elevates the following goals:

- 50% Priority Populations
- Historically Underserved Areas
- Quality Jobs & High-Road Businesses

Whereas the duration and impact of the COVID-19 pandemic remain uncertain, ACWDB staff will continue to design and pursue additive workforce programing that seeks to not only mitigate the adverse impacts of the pandemic, but also position our local workforce area to be prepared for future local, state, and federal resources, should they become available.

For more information or questions please contact Carmelo San Mames, Sr. Strategic Partnership Coordinator. You can reach Carmelo at (510) 259-3828 or by email at Carmelo.sanmames@acgov.org.

ITEM IV.D. – ACTION / PUBLIC HEARING

**APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
RECOMMENDED ANNUAL BUDGET – PY 2021/2022**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the Recommended Annual Budget, as presented in Attachment IV.D.1-2, for program year (PY) 2021/2022 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants.

BACKGROUND:

Each year the ACWDB approves an annual budget for the activities and services implemented in the Local Workforce Development Area (Local Area). At a minimum, the annual budget includes WIOA Adult, Dislocated Worker, Rapid Response, and Youth Formula funding allocated to the Local Area. Where applicable, the annual budget shall include other revenues under the direction of ACWDB. The budget addresses grant-source revenues, and the projected ACWDB Department, and WIOA program expenditures for the full program year of July 1, 2021 through June 30, 2022, as presented in the attachments to this Item.

It is stated in the ACWDB Bylaws that the Executive Committee will review the annual budget and present recommendations to the full board.

BUDGET CONSIDERATIONS:

Revenue for PY 2021/2022

WIOA Formula Grants – State Allocations

PY 2021/2022 WIOA Adult, Dislocated Worker, and Youth Formula allocations were issued by the State of California on May 14, 2021. PY 2021/2022 WIOA Rapid Response and Rapid Response Layoff Aversion funding allocations were issued on July 26, 2021, and are included in this recommended budget. Overall, ACWDB received a net increase of \$361,366 (7.4%) from PY 2020/2021 WIOA Formula funding.

WIOA Adult, Dislocated Worker and Youth funding increased by \$175,694 (13%), \$112,524 (6.4%) and 147,583 (10.3%), respectively. Unfortunately, Rapid Response and Rapid Response Layoff Aversion funding decreased: Rapid Response funding decreased by \$70,916 (24.7%), and Rapid Response Layoff Aversion funding decreased by \$3,519 (5.2%).

Training Set-Aside

For PY 2021/2022, California WIOA requires that each Local Board spend an amount that is at least 30% of the total WIOA Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the

WIOA Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30% amount may be from other funds, including WIOA Discretionary funds and non-WIOA funds spent on training of participants. The 20% is a minimum requirement and is therefore taken off the top of each allocation for Adults and Dislocated Workers.

Discretionary Grants

ACWDB staff have been proactive in applying for and winning several discretionary grant awards over the past several years. Funds from discretionary grants can be used to support current programs, but typically allow for an expanded range of services and strategies for a variety of target groups. Discretionary funds supplement the WIOA Formula allocation and enhance services as well as offset administrative costs for special projects.

Two ACWDB discretionary grant programs ended during PY 2020/2021: Underserved COVID-19 Impacted Individuals Grant and COVID-19 In This Together Grant projects completed services with full expenditure of grant funding as of June 30, 2021. The Prison-to-Employment Implementation Grant, the Second Chance Smart Re-Entry Project and the COVID-19 Disaster Recovery National Dislocated Worker Grant will continue in PY 2021/2022 with planned, combined revenue of \$2,175,399.

On August 4, 2021, ACWDB received an award of \$988,500 for the COVID-19 Back to Work project. Funds will be used to provide training and supportive services to 100 dislocated workers, provide business services to 100 businesses, and conduct community partnership building. The project will run from July 1, 2021 through June 30, 2022.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on August 25, 2021. Discussion focused on the decrease to Rapid Response funding and the methodology for allocation of Rapid Response funding to local workforce boards in California. Further discussion focused on the budget implications of pending federal legislation. The item passed unanimously.

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

ATTACHMENTS:

- IV.D.1. - WIOA Formula and Discretionary Grant Revenues – July 1, 2021 through June 30, 2022
- IV.D.2. - Planned Expenditures of ACWDB Revenues – July 1, 2021 through June 30, 2022

ANNUAL BUDGET - PY 2021/2022
WIOA FORMULA and DISCRETIONARY REVENUES

GRANT / FUNDING SOURCE		AVAILABLE REVENUE		
		Approved PY 2020/2021	Preliminary PY 2021/2022	Recommended PY 2021/2022
WIOA Formula Funds		September 2020	May 2021	August 2021
1.	WIOA ADULT PROGRAMS	\$1,349,911	\$1,349,911	\$1,525,605
2.	WIOA DISLOCATED WORKERS	\$1,769,714	\$1,769,714	\$1,882,238
3.	WIOA YOUTH PROGRAMS	\$1,431,220	\$1,431,220	\$1,578,803
4.	WIOA RAPID RESPONSE	\$287,103	\$287,103	\$216,187
5.	WIOA RAPID RESPONSE / Layoff Aversion	\$68,149	\$68,149	\$64,630
6.	TOTAL WIOA FORMULA ALLOCATIONS (1)	\$4,906,097	\$4,906,097	\$5,267,463
Discretionary Funds				
7.	Second Chance Act Smart Re-Entry Program (2)	\$85,991		\$64,394
8.	Prison-to-Employment Regional Implementation Grant (3)	\$1,384,370	\$1,639,950	\$1,869,514
9.	Underserved COVID-19 Impacted Individuals Grant (4)	\$134,102		
10.	COVID-19 In This Together Grant (5)	\$300,000		
11.	COVID-19 Disaster Recovery - Nat'l Dislocated Worker Grant (6)	\$400,000	\$173,720	\$241,491
12.	COVID-19 Back to Work Project - 25% Additional Assistance Grant (7)			\$988,500
13.	TOTAL DISCRETIONARY FUNDING	\$2,304,463	\$1,813,670	\$3,163,899
14.	TOTAL AVAILABILITY for PROGRAM YEAR	\$7,210,560	\$6,719,767	\$8,431,362

NOTES:

- (1) Includes final PY 2021/2022 WIOA allocations for Adult, Dislocated Worker, Youth, Rapid Response and Rapid Response Layoff Aversion. Total WIOA Formula Allocations increased 7.4% from PY 2020/2021 to PY 2021/2022.
- (2) ACWDB awarded \$502,400 for 10/1/17 through 9/30/20. No direct grant funding for first year (planning year, 2017-18). Grant funding for ACWDB began 10/1/18, with implementation funding of \$209,782 each year for two years. Adjusted for actuals in PY 18/19, PY19/20 and PY 20/21.
- (3) ACWDB awarded \$2,307,294 for Prison-to-Employment Regional Implementation Grant for 12/12/2019 through 6/30/22. ACWDB will serve as fiscal agent this regional project, with \$789,286 allocated for services in Alameda County and the remaining \$1,639,432 allocated for services provided by East Bay RPU workforce partners.
- (4) ACWDB awarded \$153,000 for Underserved COVID-19 Impacted Individuals grant for 3/1/20 through 6/30/21 to provide supportive services to individuals impacted by COVID-19.
- (5) ACWDB awarded \$300,000 for COVID-19 In This Together grant for 4/1/20 through 3/31/21 to provide services to 75 individuals and at least 100 businesses impacted by COVID-19.
- (6) ACWDB awarded \$400,000 for COVID-19 Disaster Recovery National Dislocated Worker grant for 4/10/20 through 3/31/22 to provide temporary jobs for individuals impacted by COVID-19.
- (7) ACWDB awarded \$988,500 for COVID-19 Back to Work project grant for 7/1/21 through 6/30/22 to provide training and supportive services to 100 dislocated workers, and business services to 100 businesses and conduct community partnership building.

ANNUAL BUDGET - PY 2021/2022

PLANNED EXPENDITURES -- PY 2021/2022WIOA FORMULA ALLOCATIONS & DISCRETIONARY GRANTS

For Period of: July 1, 2021 thru June 30, 2022	WIOA Formula Funds (1)	Discretionary Funds	Approved PY 2020/2021 BUDGET - SEPT 2020	Preliminary PY 2021/2022 BUDGET - MAY 2021	Recommended PY 2021/2022 BUDGET - AUG 2021
Planned Expenditures:					
A. WIB Dept - Planning/Fiscal/Board Support	\$748,148	\$375,600	\$1,031,726	\$832,893	\$ 1,123,748
B. MIS Reporting - Tracking/Eligibility	\$405,609	\$125,800	\$479,019	\$446,775	\$ 531,409
C. Business Services	\$476,609	\$455,000	\$539,531	\$508,145	\$ 931,609
D. Systems Support	\$259,908	\$171,300	\$238,476	\$253,240	\$ 431,208
E. ITAs-OJTs / Employer / Customized Training Projects (2)	\$681,569 (20%)	\$540,785 (10+%)	\$957,211	\$698,925	\$ 1,222,354 (30+%)
F. WIOA Comprehensive AJCC & Career Services (3)	\$1,622,205		\$1,622,205	\$1,497,420	\$ 1,622,205
H. WIOA Youth Services & Strategies (3)	\$1,073,415		\$1,073,415	\$1,012,449	\$ 1,073,415
I. Discretionary Project Service Providers (4)		\$1,495,414	\$1,268,977	\$1,469,920	\$ 1,495,414
J. Total Planned Expenditures	\$5,267,463	\$3,163,899	\$7,210,560	\$6,719,767	\$ 8,431,362
Total Revenue - Attachment A	\$5,267,463	\$3,163,899			\$8,431,362
Total under / (over) allocation	0	0			0

NOTES:

- (1) Includes final PY 2021/2022 WIOA allocations for Adult, Dislocated Worker, Youth, Rapid Response and Rapid Response Layoff Aversion. Total WIOA Formula Allocations increased 7.4% from PY 2020/2021 to PY 2021/2022.
- (2) 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, including employer contributions from OJT and Customized training.
- (3) Includes funding for contracts with WIOA service providers for PY 2021/2022.
- (4) Includes discretionary project funding to existing WIOA Career Service Providers, WIOA Youth Providers and awards to newly procured providers.

ITEM V.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2020/2021; 4th Quarter; 7/1/2020 through 6/30/2021**

BACKGROUND:

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

The Local Area Performance measures, goals, and actual 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 PY 2020/2021, we can see that on average, WIOA Youth, Adult, and Dislocated Worker participants fell into the following Priority Population categories:

- 69% came from low-income families
- 18% were English Language Learners
- 14% were individuals with disabilities

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

- Median Earnings @ 2nd Quarter Post Exit (for Youth, Adults, and Dislocated Workers)

Performance attainments improved from second quarter outcomes in the following areas:

- Credential Attainment Rate by 4th Quarter Post Exit (Youth increased from 32.7% to 85.8% of goal; WIOA Adults increased from 94.0% to 112.50% of goal; and Dislocated Workers increased from 93.0% to 97.5% of goal)
- Measurable Skill Gains (increased from 20.8% to 31.5% for Youth, from 13.9% to 23.1% for WIOA Adults, and from 18.9% to 20.9% for Dislocated Workers).

Please review the performance attainments on the attached report (Attachment V.A.1.) for a full representation of Local Area Performance outcomes.

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

ATTACHMENT:

V.A.1. – REPORT Local Area Performance PY20-21 Q4

LOCAL AREA PERFORMANCE REPORTS
ADULTS, DISLOCATED WORKERS AND YOUTH
 PY 2020/2021; Quarter 4 (7/1/2020 through 6/30/2021)

Performance Attainments	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters	180			212			328		
Total Participants Served	485	100%		1002	100%		1523	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)	Current Total	% of Total Served		Current Total	% of Total Served		Current Total	% of Total Served	
Eligible Veterans	0	0%		26	3%		31	2%	
Individuals with a Disability	110	23%		160	16%		36	2%	
Low-income individuals	465	96%		596	59%		781	51%	
Ex-offenders	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, individuals with low levels of literacy or facing substantial cultural barriers	232	48%		36	4%		31	2%	
Single parents (Including single pregnant women)	6	1%		197	20%		253	17%	
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ①	53.1%	62.3%	85.2%	55.8%	67.0%	83.3%	58.8%	73.0%	80.5%
Placement Rate @ 4th Quarter Post Exit ①	51.1%	65.0%	78.6%	64.3%	67.0%	96.0%	69.1%	71.0%	97.3%
Median Earnings @ 2nd Quarter Post Exit	\$4,983.45	\$3,100.00	160.8%	\$8,868.00	\$6,800.00	130.4%	\$13,431.36	\$9,000.00	149.2%
Credential Rate	46.4%	54.1%	85.8%	69.4%	61.7%	112.5%	58.5%	60.0%	97.5%
Measurable Skill Gains	31.5%	43.0%	73.3%	23.1%	32.0%	72.2%	20.9%	40.0%	52.3%

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

ITEM V.B.1. – REPORTS

SERVICES TO UNEMPLOYED RELATIVE TO LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2020/2021; Quarter 4 (July 1, 2020 through June 30, 2021)

BACKGROUND:

The Alameda County Workforce Development Board's (ACWDB) America's Job Center of California (AJCC) and Sub-Regional Network of Career Service Providers 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 take advantage of services including workshops, computer labs, and other universal services that are offered through ACWDB's workforce resource system.

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

The State 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 resulting public order to "Shelter-In-Place" (SIP).

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 32%. This means that of the unemployed individuals in Alameda County, approximately 32% are seeking career and vocational training services through publicly funded programs and/or California's CalJOBS system. Please review the attached report (V.B.1.a.) for additional information on these statistics.

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

ATTACHMENT:

V.B.1.a. – REPORT Services to Unem PY20-21 Q4

SERVICES TO UNEMPLOYED RELATIVE TO LABOR FORCE PARTICIPATION
WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA
PY 2020/2021, Quarter 4; (07/01/2020 through 6/30/2021)

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	118,400	184,100	173,700	115,000	591,200
Unemployment Number	5,800	12,800	9,000	5,200	32,800
Unemployment Rate	4.90%	6.95%	5.18%	4.52%	5.39%
TOTAL INDIVIDUALS RECEIVING SERVICES ²	2,117	3,893	2,827	1,766	10,603
% of Total Unemployed Labor Force Served³	36.50%	30.41%	31.41%	33.96%	32.33%

¹ Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2019 Benchmark; Published 12/18/2020

Total Labor Force by Planning Area = the number individuals who are eligible for employment within the designated area.

Cities within the One Stop service area are factored together to obtain unemployment number and rate by Planning Area.

Unemployment Number = the number of employment eligible individuals that are unemployed

Unemployment Rate = the Unemployment Number divided by the Total Labor Force number.

Statistics for the City of Oakland are excluded from this data - but are included in comment ²"NOTE".

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

NOTE: There were an additional 4,597 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 4,597 - 4,563 were residents of the City of Oakland.

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

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

ITEM V.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR) **ADULTS AND DISLOCATED WORKERS** **PY 2020/2021; Quarter 4; (7/1/2020 through 6/30/2021)**

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 the contract performance goals that are written into each of ACWDB's service provider contracts.

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

ANALYSIS OF REPORTS:

During PY 2020/2021, ACWDB's system of Career Service Providers (CSP) achieved or exceeded their performance goals in the following areas:

- New Enrollments for Adults and Dislocated Workers
- Obligation of training dollars within the Dislocated Worker funding stream
- Training enrollments that fell within ACWDB's Industry Sector and Occupational Framework (ISOF)
- Job Placements within ACWDB's ISOF
- Credential attainment for Adult and Dislocated Worker participants who attended training

All but one of the CSPs failed to achieve the On-the-Job Training enrollment goal – Peralta College was the only CSP to reach 100% of their OJT goal.

With the exception of Peralta College, (ACWDB's North Cities CSP), all Adult/Dislocated Worker providers suffered some loss of funding due to inability to fully attain specific contract performance goals. (See Information item VI.C. - Outcomes of Conditional Funding).

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

ATTACHMENTS:

V.B.2.a. REPORT – CPIR Ad DW PY20-21 Q4

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB-FUNDED CAREER SERVICE PROVIDERS

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	265	223	118.8%	319	291	109.6%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$210,844	\$219,981	95.8%	\$280,493	\$280,493	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	10	20	50.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	45.5%	75.0%	60.6%	34.2%	75.0%	45.6%
# OF JOB PLACEMENTS WITHIN ISOF*	72.8%	50.0%	145.6%	79.4%	50.0%	158.7%
% THAT ATTAINED CREDENTIAL (of participants in training)	72.5%	65.0%	111.5%	66.6%	65.0%	102.4%

^① Reflective of annual goals with anticipated full compliance by June 30, 2021.

^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 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	94	87	108.0%	124	113	109.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$85,425	\$85,793	99.6%	\$108,788	\$108,788	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	0	8	0.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	0.0%	75.0%	0.0%			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	23.4%	75.0%	31.2%	19.2%	75.0%	25.6%
# OF JOB PLACEMENTS WITHIN ISOF*	77.3%	50.0%	154.5%	87.0%	50.0%	173.9%
% THAT ATTAINED CREDENTIAL (of participants in training)	73.9%	65.0%	113.7%	56.7%	65.0%	87.2%

① Reflective of annual goals with anticipated full compliance by June 30, 2021.

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)

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

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	66	47	140.4%	73	61	119.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$46,196	\$46,196	100.0%	\$58,578	\$58,578	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	4	4	100.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	3%	75%	4.2%	5%	75%	6.9%
# OF JOB PLACEMENTS WITHIN ISOF*	50%	50%	100.0%	50%	50%	100.0%
% THAT ATTAINED CREDENTIAL (of participants in training)	42.9%	65.0%	65.9%	33.3%	65.0%	51.3%

① Reflective of annual goals with anticipated full compliance by June 30, 2021.

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 - TRI-CITIES Sub-Regional Workforce Network (SWN)

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	68	58	117.2%	78	76	102.6%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$51,308	\$57,195	89.7%	\$72,525	\$72,525	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	4	5	80.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	64.0%	75.0%	85.3%	45.8%	75.0%	61.1%
# OF JOB PLACEMENTS WITHIN ISOF*	78.1%	50.0%	156.3%	90.9%	50.0%	181.8%
% THAT ATTAINED CREDENTIAL (of participants in training)	87.5%	65.0%	134.6%	82.9%	65.0%	127.5%

① Reflective of annual goals with anticipated full compliance by June 30, 2021.

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)

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

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	37	31	119.4%	44	41	107.3%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$27,915	\$30,797	90.6%	\$40,602	\$40,602	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	2	3	66.7%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	91.3%	75.0%	121.7%	66.7%	75.0%	88.9%
# OF JOB PLACEMENTS WITHIN ISOF*	85.7%	50.0%	171.4%	89.6%	50.0%	179.2%
% THAT ATTAINED CREDENTIAL (of participants in training)	85.7%	65.0%	131.9%	93.5%	65.0%	143.8%

① Reflective of annual goals with anticipated full compliance by June 30, 2021.

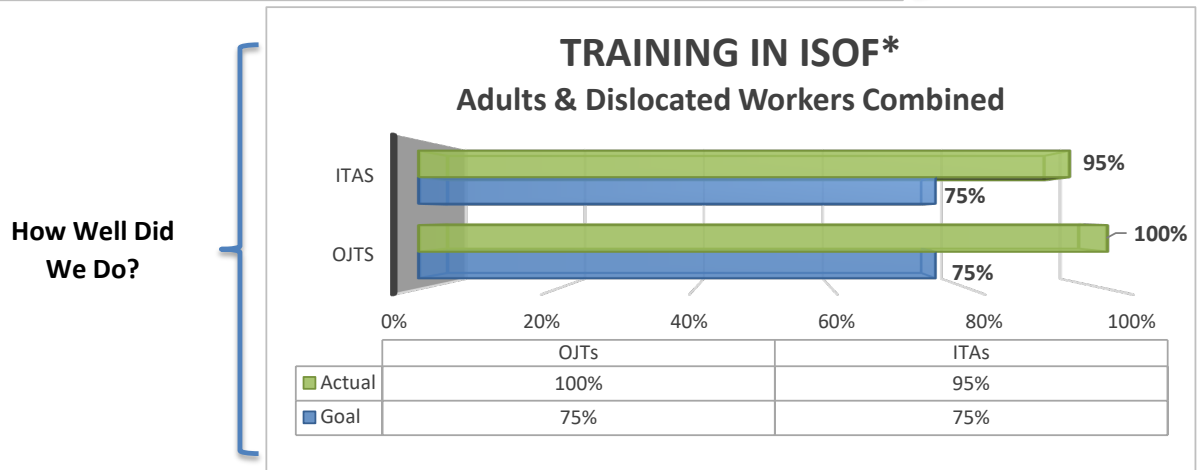
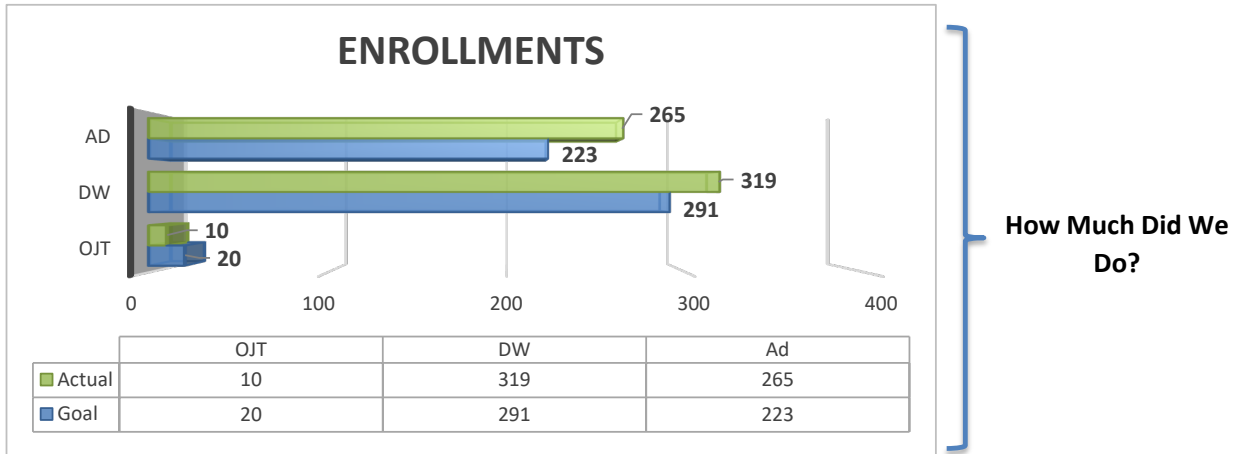
② OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

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

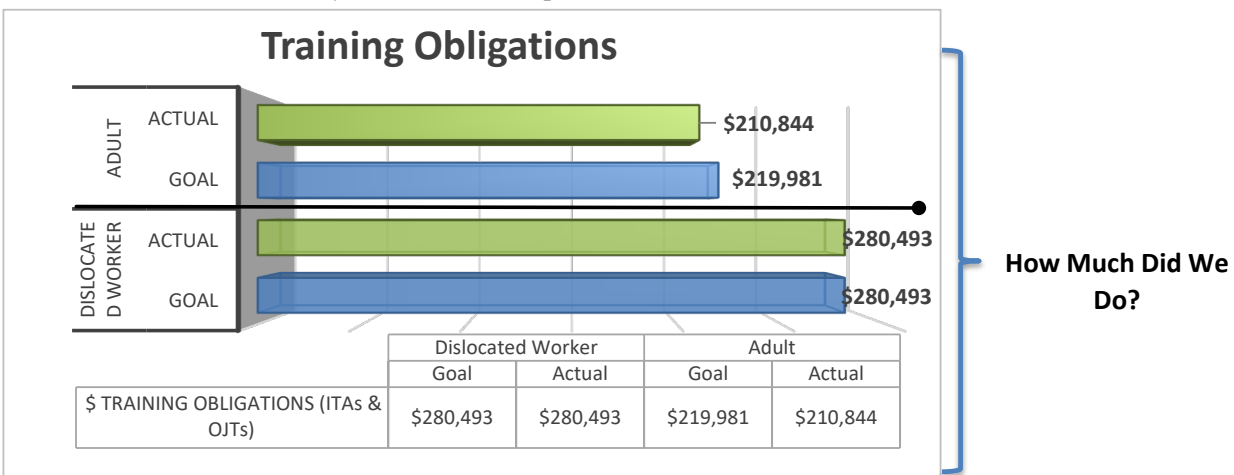
#DIV/0! = Insufficient data available to perform the calculation.

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

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021



* ISOF = ACWDB's Industry Sector and Occupational Framework

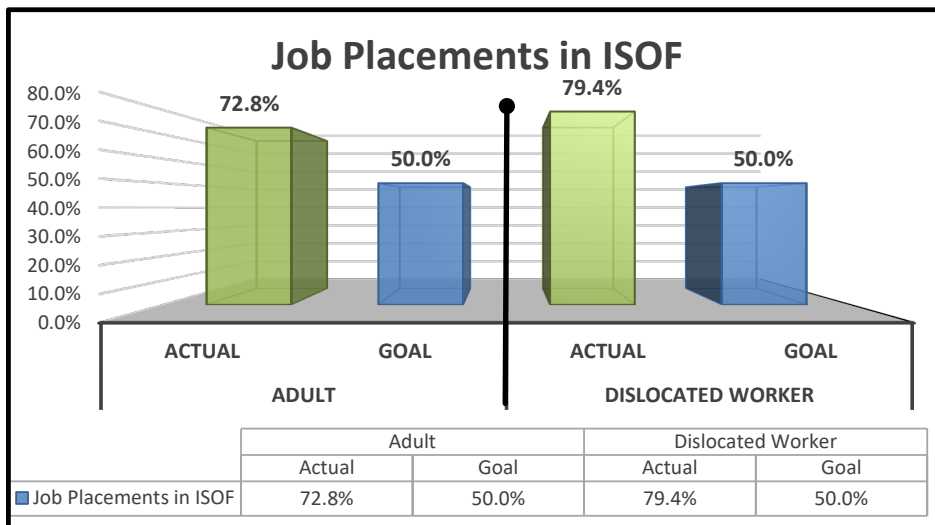
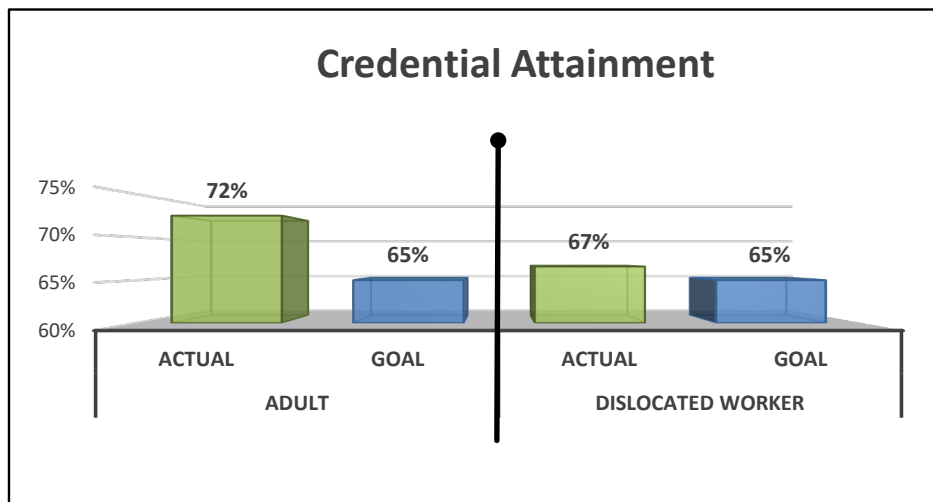
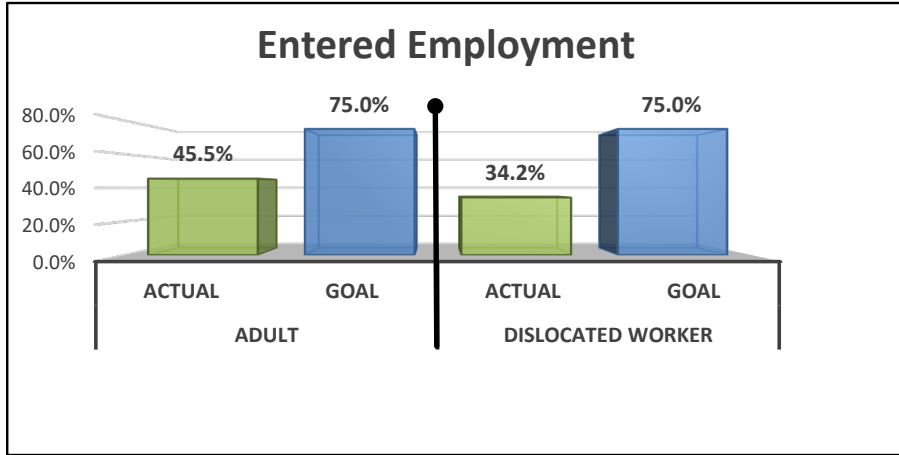


CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

AGGREGATE DATA

PY 2020/21; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

Is Anyone Better Off?



ITEM V.C. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2020/2021; Quarter 4; 7/1/2020 through 6/30/2021**

BACKGROUND:

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

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

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

Beginning in PY 2019/2020 ACWDB included a requirement for contracted service providers to achieve 100% of their annual goals by the end of the third quarter (March 31). Failure to achieve the prescribed performance goals could result in conditional funding and/or withholding of a percentage of annual contracts. See information item (VI.C. Outcomes of Conditional Funding) for further information.

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. Credential Attainments
4. Youth Placements reported at case closure

ANALYSIS OF REPORTS:

In-School Youth Innovation Program:

The Eden Area Regional Occupation Program (Eden ROP) has achieved their enrollment goal for this program year. Additionally, they have met 100% of their Work-Based Learning enrollment goals – and 94.2% of their Core Skills/Leadership goal. This service provider

continues to exceed goals (178.7%) for credential attainment which help greatly to improve ACWDB's overall credential attainment rates. However, they achieved only 21.4% of their Youth Placement goal.

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

As a system, ACWDB's Out-of-School service providers (Hayward Adult School, Berkeley Youth Alternatives, and La Familia Counseling) have exceeded their enrollment goals for this program year.

Youth Placement and Credential Attainment continue to reflect the challenges faced throughout this procurement cycle. Staff continues to work with Youth service providers – and develop new and innovative approaches toward higher achievement in this area.

Please refer to attachment V.C.1. for a complete summary of performance outcomes for program year 2020/2021.

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

ATTACHMENT:

V.C.1. – REPORT CPIR Yth PY20-21 Q4

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB YOUTH PROVIDERS

PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
BENCHMARKS	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	59	53	111.3%	153	149	102.7%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	88.1%	25.0%	352.5%	40.4%	25.0%	161.6%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	96.6%	90.0%	107.3%	98.9%	90.0%	109.9%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	84.7%	90.0%	94.2%	97.1%	90.0%	107.8%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	13.9%	65.0%	21.4%	19.7%	65.0%	30.4%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	98.3%	55.0%	178.7%	26.3%	55.0%	47.9%

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.

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YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	59	53	111.3%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	88.1%	25.0%	352.5%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	96.6%	90.0%	107.3%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	84.7%	90.0%	94.2%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	13.9%	65.0%	21.4%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	98.3%	55.0%	178.7%

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)

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

PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	54	54	100.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	82.6%	25.0%	330.4%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	95.7%	90.0%	106.3%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	93.5%	90.0%	103.9%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	24.5%	65.0%	37.7%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	27.7%	55.0%	50.3%

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.

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YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	49	46	106.5%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	50.0%	25.0%	200.0%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	100.0%	90.0%	111.1%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	18.5%	65.0%	28.5%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	7.7%	55.0%	14.0%

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)

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

PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

FUND SOURCE:	OUT-OF-SCHOOL					
Sub Region:	Tri-Cities (YOT)			Valley (YOY)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	31	31	100.0%	19	18	105.6%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	29.0%	25.0%	116.1%	0.0%	25.0%	0.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	100.0%	90.0%	111.1%	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	100.0%	90.0%	111.1%	94.7%	90.0%	105.3%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	30.0%	65.0%	46.2%	5.9%	65.0%	9.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	70.0%	55.0%	127.3%	0.0%	55.0%	0.0%

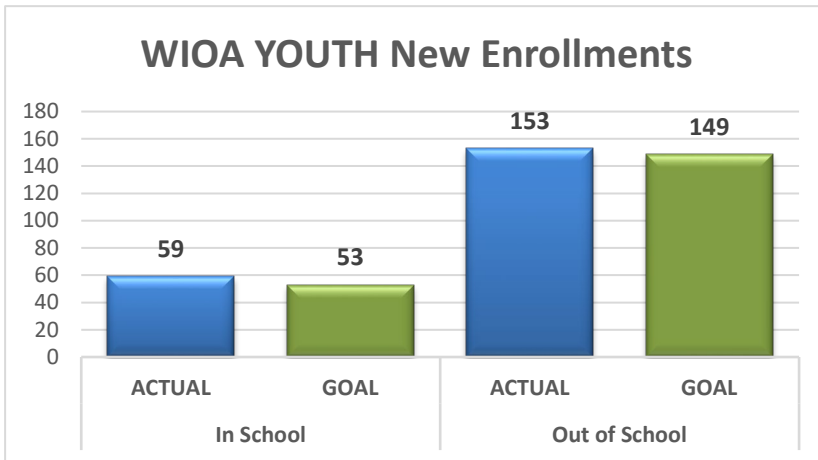
① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ Trng)

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

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

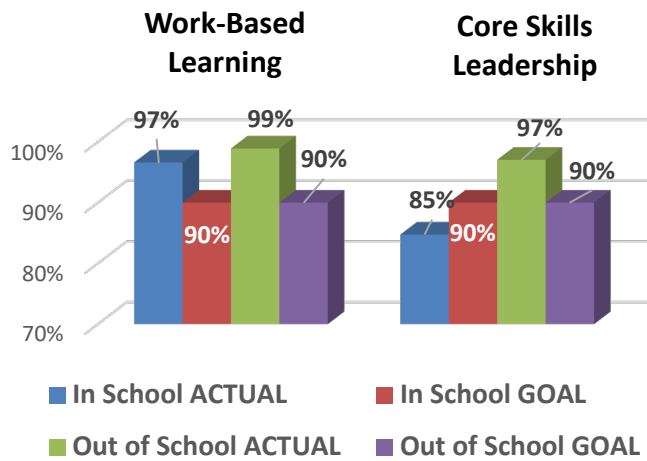
"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT
AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
 PY 2020/2021; 4th QUARTER - JULY 01, 2020 THROUGH JUNE 30, 2021

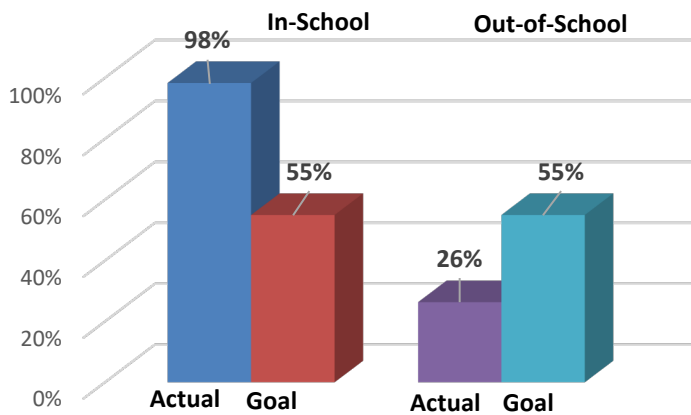


How much did we do?

How well did we do?



Credential Attainments



Is anyone better off?

ITEM V.D. – REPORT

BUSINESS SERVICES UNIT REPORT **PY 2020/2021; 7/1/2020 through 6/30/2021**

BACKGROUND

At the May 14, 2020 Alameda County Workforce Development Board (ACWDB) meeting, the Board approved the extension of the business engagement model to be implemented by the ACWDB's Business Services Unit (BSU) for PY 2020-2024. Under the model, the BSU provides services such as customized training and rapid response activities to employers while also assuming the role of "intermediary" to a steering committee of internal and external business-facing partners to better coordinate employer-focused services throughout the County.

COVID-19 PANDEMIC

As the COVID-19 pandemic has abated and vaccinations have increase during Spring 2021, business efforts have shifted from providing businesses with programs and resources from local, state and federal entities to support operations during the pandemic to addressing the reopening and hiring needs of business as they build back their workforce. Recruitment assistance has been the largest request from businesses over the last several months and the BSU has advised on recruitment methods, wage determination, and how businesses can find talent as we face both short and long-term labor supply challenges in the economy.

Alameda County businesses continue to be interested in learning about ACWDB's training programs, such as On-the-Job Training (OJT) or Customized Training, although filling the large number of open positions is top of mind for businesses as they meet the demand of returning consumers and customers.

One successful training initiative, the Earn and Learn Fremont (ELF) program, a joint project between ACWDB, The City of Fremont Economic Development Department, Ohlone College, and work2future (Santa Clara County Workforce Board), offered participants affected by COVID-19 layoffs the opportunity to start a new career in advanced manufacturing. Seventeen participants were hired by Evolve Manufacturing Technologies, Inc. after completing an occupational skills training at Ohlone College, and participating in paid work experience at the company. This pilot program is a model that other Alameda County businesses can consider to meet their growing workforce needs.

Rapid Response Services

As COVID-19 cases dropped and Alameda County moved through reopening tiers through the latter part of 2020 and into 2021, temporary and permanent workforce layoffs subsequently decreased. ACWDB's Rapid Response Coordinator continued to provide virtual orientations to impacted workers with the Rapid Response team and record all layoffs in the Rapid Response Report. Due to the decreased activity, staff moved from publishing the report weekly to monthly, providing data for PY 2020/2021 as well as providing a running total of all COVID-19 related impacts since March 2020. City Economic Development Departments have continued to utilize the report to inform their own workforce and business strategies and plans.

The report's centralized data reflecting the scope of the pandemic's impact on larger businesses in Alameda County and in the County's sub-regions has helped augment data from state unemployment reports and surveys tracking the impact on smaller businesses.

Please see *Item V.E. Rapid Response Report 2020/2021* for details on COVID-19 impacts on layoffs in Alameda County.

Layoff Aversion

During COVID-19, BSU expanded programs to include specific services for COVID-19 impacted businesses. Under the long-running Business Assistance Program for small to mid-sized manufacturers experiencing rising costs in collaboration with The Corporation for Manufacturing Excellence (MANEX), ten companies received business assessments and assistance. These business services were largely focused on addressing the fiscal health of a company, and providing advice regarding COVID-19 reopening protocols and marketing.

Business Services

In PY 2020/2021, the BSU served approximately 245 businesses in Alameda County. Services included general information on business services, recruitment advice and assistance, Customized and Incumbent Worker Training and other training assistance, and Rapid Response and Layoff Aversion. Employers were reached through webinars with partners (e.g. California Employer Association and Employer Advisory Committee), marketing outreach, through one-on-one service, and economic development roundtables. Please see *Attachment V.D.1. - Alameda County Workforce Development Board's Business Services Unit Performance Indicator Report: PY 2020/2021* for all performance. BSU goals will remain the same for PY 2021/2022.

In addition, ACWDB's Career Service Providers, including the Tri-Cities Career Center, the Tri-Valley Career Center, the Eden Area America's Job Center of California, and the North Cities Career Center collectively served 438 businesses through employer services. Services were largely in the area of workforce recruitment assistance (supporting employers' search for qualified candidates and organizing job fairs) with training services (including ITA, OJT) being the second biggest service.

The State's Economic Development Department (EDD) has been collecting Local Area data on employer services for the past two years. Although the State has not issued any employer performance measures for Local Areas, results from the data could lead to the establishment of future measures.

Human Resources (HR) Hotline

Under our partnership with the California Employers Association (CEA) that began in late 2020, the BSU promoted ACWDB's Human Resources (HR) Hotline, which provides guidance and referrals at no cost for Alameda County businesses. The BSU also held five webinars for small businesses on specific HR needs including:

- 2021 Labor Laws
- Paid Family and Sick Leave Laws
- Hiring and Termination Processes
- COVID-19 regulations and re-opening protocols
- A Covid Conversation (a roundtable for businesses on hiring, vaccination requirements and remote vs. in office work)

A total of 97 business representatives have attended the webinars to date, while 22 have utilized the Hotline.

Partnerships, Collaborations and Business Engagement

Throughout the second half of PY 2020/2021, the BSU continued to present information at online meetings and events regarding a variety of Business Services, including Rapid Response, Layoff Aversion and training strategies in partnership with multiple agencies including the Employer Advisory Council. In addition, the BSU became increasingly engaged in partnership development around specific initiatives as these projects can result in resources that can support the training and hiring of dislocated and other workers, and lead to long-term careers. BSU staff have supported the following industry specific initiatives:

Partnerships

- High-Road Training Partnership: Construction Sector
BSU staff is working closely with Rising Sun Center for Opportunity to facilitate a regional stakeholder table that will explore how to grow and support decarbonization efforts within the construction industry. Of particular interest to ACWDB is how building innovation and new technologies will shape career opportunities in our march towards reducing carbon emissions in the bay area and beyond.
- Anchor Institutions Working Group
BSU staff is working in concert with the Social Services Agency to build and further initiatives that seeks to influence policy and implement programing and can leverage public and private procurement of Alameda County Anchor Institutions.

Collaborations

- Facebook Career Connections
ACWDB staff worked closely with Facebook and other partner stakeholders to coordinate our participation in a Facebook lead pilot program. The Career Connections provided training in digital marketing and placement at 8 local businesses. Participants will also receive paid work experience through their summer fellowship.
- Economic Mobility Plan
BSU staff is working with East Bay Economic Development Alliance (EBEDA) to assist in the development an Economic Mobility Plan. The plan seeks to better understand the post pandemic impact of regional economy, identify economic disparities and possible solutions.
- City Economic Development Departments
BSU has leveraged the publicity of the Evolve program to enter into discussions with other cities including Union City, Newark and Hayward, which are receiving additional state stimulus funds.

Business Engagement

- Food Service Partners
On June 28th Business Services held their first post-pandemic onsite meeting with Food Services Partners a local cold storage and food production company in Fremont. They were assessed to be a good match for several workforce services including customized

training, On-the-Job Training (OJT), and candidate referrals. BSU is looking forward to more onsite opportunities in PY 2021/2022.

The Alameda County Business Engagement Team (ACBET)

The BSU convenes the ACBET, a “steering committee” comprised of several key business-serving partners, including the Alameda County Small Business Development Center (ACSBDC), Hayward Chamber of Commerce and the East Bay Economic Development Alliance (EBEDA). While these meetings have provided an opportunity for ACWDB’s close partners to align priorities and share initiatives, staff decided to pause convening the Team while we reconsider the objectives of the meetings and how it aligns with our bigger Board priorities.

For further information, contact Samantha Miller, Program Financial Specialist at (510) 259-3832/(510) 915-7186 (cell) or email samiller@acgov.org.

ATTACHMENT:

V.D.1. - Alameda County Workforce Development Board’s Business Services Unit Performance Indicator Report: PY 2020/2021

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD'S BUSINESS SERVICES UNIT
PERFORMANCE INDICATOR REPORT

PY 2020/2021; JULY 1, 2020 THROUGH June 30, 2021

<u>GOALS</u>	<u>YTD</u>	<u>ANNUAL</u>	<u>SERVICES PROVIDED</u>	<u>BUSINESS SERVED</u>
1. Overall Businesses Served	245 + Sent Customized/ Incumbent Worker Training flyer to 800 + manufacturers + Employer webinars (w/CEA) marketed to 150 business partners regularly	372	<ul style="list-style-type: none"> ○ Recruitment assistance ○ Referrals to job fairs and resource partners ○ Customized Training (CT) and Incumbent Worker Training (IWT) ○ Information on COVID-19 resources & ACWDB website ○ Employer webinars with California Employers Association (CEA) 	<p>Businesses include: iRhythm, Salvation Army, Another Planet Entertainment, Vallejo Chamber, MTS, Functioneit, Casa Sanchez, Santini Foods, Arizona Tile, Senior Helpers, IMS Paramedics, SAS Automotive, Home Depot, Power Knot LLC, 25 businesses through temporary layoffs due to COVID-19, 10 biomedical manufacturing companies & 8 Facebook Career Connections</p> <p>Employers reached at webinars with partners, marketing outreach, through one-on-one service and economic development roundtables.</p>
2. Individualized Services to Small Businesses (<100 employees)	24	24	<ul style="list-style-type: none"> ○ Brokering introductions to partners (ACSBDC, EAC) ○ Sharing job openings ○ Information on Customized Training (CT) and On-The-Job Training (OJT) ○ Information on COVID-19 resources & ACWDB website ○ Referrals to state and federal grants/loan programs ○ Business Assistance Program participants (small manufacturers) 	<p>Businesses include: Tinkering Monkey, Lifeliqe, Petit Pot, WASH Laundry, Revalue.io, Energy Conservation Options, BayREN Utility Rebate Program, Production Robotics, Power Knot, Naia, All Power Labs, Vintage 99, My Heart Sinks, Matthews Mechanical, Social Policy Research Associates, Masonic Homes, Milwaukee Power Tool, Electro-Motion, Aloft Hotel, Waistwhat.org</p>

55

3. Number of (virtual) Events Attended	15	22	<p>Due to the pandemic and shelter-in place, in-person events were either been cancelled or moved to a virtual format. As a result, the number of overall business events was diminished. When events did take place, BSU team focused on:</p> <ul style="list-style-type: none"> ○ Outreach and networking with partners and businesses ○ Presenting on businesses services ○ Providing COVID-19 specific resources ○ HR webinars in collaboration with the California Employers Association (CEA) 	<p>Events (and meetings) included:</p> <ul style="list-style-type: none"> ○ Alameda Chamber of Commerce ○ Employer Advisory Council ○ Laney College’s Spring Business Forum ○ City of Emeryville Employer Advisory Council ○ City of Berkeley Manufacturing Week Roundtable ○ City of Berkeley – Annual Citywide Economic Dashboard ○ Silicon Valley Economic Development Association ○ 4 webinars with California Employers Association (CEA)
4. Build Local & Regional Collaboration with Industry, Trade, Education and other Business oriented partners			<ul style="list-style-type: none"> ○ Teamsters - truck driving Apprenticeship program ○ East Bay Economic Development Alliance (EBEDA) - development of economic Mobility Plan which will contain workforce recommendations ○ Convened bi-monthly steering committee meetings with employer-facing partners including: EDD, EBEDA, Hayward Chamber, SBDC, CDA and WBA ○ Co-developing a workshop in concert with Alameda County Social Services Agency to explore how we can lead efforts to more effectively leverage public and private procurement resources ○ Alameda County General Services Agency - under the direction of GSA, Alameda County is developing the Climate Action Plan ○ City Economic Development Partners (Union City, Hayward, Newark) 	

5. Overall Business Referrals made to Workforce System and Partners	35	55	<ul style="list-style-type: none"> ○ Referrals to: career service providers, youth providers, education partners, East Bay Innovations, Employment Development Department (EDD), Workforce Services Bureaus, Employment Training Panel, Small Business Development Center, Small Business Administration, Covered CA, and Employer Advisory Council for resource, training and information purposes, and information on HR Hotline and webinars 	Businesses include: Beacon Homecare, Concentra, Buffalo Market, BABA Logistics, Cepheid, Temco, Dome Construction, iLabs, Grocery Outlet, East Bay Regional Parks, FACES program, Waistwhat.org/Re-Up , Food Service Partners, Aloft Hotel, US Foods, and Windsor Healthcare
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ITEM V.E.– REPORT

RAPID RESPONSE REPORT FOR JULY 1, 2020 – JUNE 30, 2021

BACKGROUND:

For the 2020-2021 Program year the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 60 layoff/closure events, affecting 4,022 workers since July 1, 2020. Layoff activities related to COVID-19 pandemic have tapered off this quarter.

The attached Rapid Response Report covers the period that spans from July 1, 2020 through June 30, 2021 – and includes company closures, mass layoffs, and furloughs. Please refer to Attachment V.E.1. for specific employer data.

Rapid Response Activities

The Bay Area CalTrans Office of Toll Operations is responsible for the collection of bridge tolls in the Bay Area. The toll system has been upgraded to an electronic collection system. This layoff permanently displaced 215 workers. Several virtual Rapid Response orientations were held with all 215 workers in attendance.

The Double Tree Hotel in Newark announced a reduction in workforce which would have permanently displaced 63 workers. However, the Double Tree with their Hilton management team were successful with retaining all their employees. No Rapid Response orientation was required.

Corning / TR Manufacturing in Union City had a reduction in workforce which resulted in a mass layoff. This layoff permanently displaced 196 workers. Six virtual Rapid Response orientations were held in English and Vietnamese on January 13, 2021, May 18, 2021, and May 20, 2021 with approximately 161 workers attending.

Smith Detection Inc. in Newark is a detection and screening technology company for protection of people assets had a reduction in workforce which resulted in a mass layoff. This layoff permanently displaced 60 workers. Two virtual Rapid Response orientations were held in April and May with approximately 60 workers attending.

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 Shelter-in-Place order, ACWDB staff are currently conducting all Rapid Response orientations virtually, using either webinars or tele-

conferencing. ACWDB's RRT has experienced challenges with convening presenters and displaced workers to meet virtually which has hindered the effective delivery of information.

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

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

ATTACHMENT:

V.E.1. - ACWDB Layoff and Closure 7/1/2020 – 6//30/2021.

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

July 1, 2020 – June 30, 2021

Month Ending: June 30, 2021

WARN

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

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

(A complete listing of COVID-related WARN notices occurring prior to 7/1/2020 may be located at our website acwdb.org.)

COVID-19 layoff date : (March 1, 2020 - June, 30 2021) Total Employers 332 Total Workers: 33005

All employers and workers impacted: July 1, 2020 - June 30, 2021

Region	COVID-19 Affected Employers	Employer	Union	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers	TAA Status
EDEN RAPID RESPONSE		COVID 8			Total Employers 17			Total Workers 627	
NORTH CITIES RAPID RESPONSE		COVID 11			Total Employers 14			Total Workers 1392	
TRI-CITIES RAPID RESPONSE		COVID 7			Total Employers 16			Total Workers 616	
TRI-VALLEY RAPID RESPONSE		COVID 10			Total Employers 13			Total Workers 1352	
		TOTAL:36			TOTAL: 60			TOTAL: 4022	
				TOTAL COVID-19 AFFECTED WORKERS: 1802					

Region	COVID-19 Affected Employers	Employer	Union	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers	TAA Status
Eden	x	Epicurean Group		Hayward	Food Services	Layoff	07/27/20	5	
Eden	x	Precision Founders, Inc. dba PCC Structural		San Leandro	Manufacturing	Layoff	08/04/20	21	
Eden	x	Western Dental		Hayward	Healthcare	Layoff	08/14/20	3	
Eden	x	Western Dental		San Leandro	Healthcare	Layoff	08/14/20	1	
Eden		The Coca-Cola Company dba Odwalla		San Leandro	Manufacturing	Layoff	08/31/20	33	
Eden		Conxtech	x	Hayward	Manufacturing	Layoff	09/25/20	50	
Eden		Conxtech		Hayward	Manufacturing	Layoff	09/25/20	11	
Eden	x	H.U.G.Company		Hayward	Manufacturing	Layoff	09/30/20	42	
Eden	x	FXI, Inc.		San Leandro	Manufacturing	Layoff	10/20/20	64	
Eden	x	Lags Spine and Sportscares Medical Centers, Inc. d/b/a		Hayward	Healthcare	Layoff	11/02/20	3	
Eden		Intarcia Therapeutic, Inc.		Hayward	Healthcare	Layoff	11/20/20	279	
Eden		Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.		San Leandro	Healthcare	Layoff	11/29/20	3	
Eden	x	Knighted Ventures, LLC		Hayward	Entertainment	Temporary	12/07/20	25	
Eden		Southwestern & Pacific Specialty Finance, Inc.		San Leandro	Professional Services	Closure	12/11/20	3	
Eden		Raley's dba Food Source		Hayward	Retail	Closure	06/05/21	35	

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

July 1, 2020 – June 30, 2021

Attachment V.E.1.

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Month Ending: June 30, 2021

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	
North Cities	x	Philz Coffee, Inc.		Berkeley	Food Services	Layoff	07/15/20	2	
North Cities	x	PT Gaming, LLC		Emeryville	Entertainment	Layoff	07/17/20	71	
North Cities	x	BPR Properties Management, LLC dba BPR Hotels, Shattuck Hotel		Berkeley	Hospitality	Layoff	07/25/20	98	
North Cities	x	Epicurean Group		Albany	Food Services	Layoff	07/27/20	32	
North Cities	x	Epicurean Group		Albany	Food Services	Layoff	07/27/20	5	
North Cities	x	Epicurean Group		Berkeley	Food Services	Layoff	07/27/20	11	
North Cities	x	YMCA of the East Bay		Albany	Healthcare	Layoff	07/30/20	66	
North Cities	x	YMCA of the East Bay		Berkeley	Healthcare	Layoff	07/30/20	224	
North Cities	x	HYATT House Emeryville		Emeryville	Hospitality	Temporary	08/14/20	89	
North Cities	x	Hornblower Cruises & Events, LLC		Berkeley	Entertainment	Layoff	08/20/20	30	
North Cities		Raiders Football Club, LLC	x	Alameda	Entertainment	Closure	08/22/20	492	
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	
Tri-Cities	x	Philz Coffee, Inc.		Fremont	Food Services	Layoff	07/15/20	5	
Tri-Cities	x	Epicurean Group		Fremont	Food Services	Layoff	07/27/20	6	
Tri-Cities	x	Tailored Shared Services, LLC		Fremont	Retail	Temporary	07/28/20	86	
Tri-Cities		Seagate US, LLC		Fremont	Manufacturing	Layoff	08/04/20	78	
Tri-Cities	x	Western Dental		Fremont	Healthcare	Layoff	08/14/20	1	
Tri-Cities	x	nVent Thermal, LLC		Union City	Manufacturing	Temporary	09/13/20	1	
Tri-Cities		Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.		Fremont	Healthcare	Layoff	11/29/20	1	
Tri-Cities		Southwestern & Pacific Specialty Finance, Inc.		Fremont	Professional Services	Closure	12/11/20	1	
Tri-Cities		Corning Optical Communications LLC		Union City	Technology	Layoff	01/01/21	196	
Tri-Cities		Ichor Systems, Inc.		Union City	Manufacturing	Layoff	03/21/21	78	
Tri-Cities		Spectranetics LLC		Fremont	Healthcare	Layoff	03/31/21	56	

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

July 1, 2020 – June 30, 2021

Attachment V.E.1.

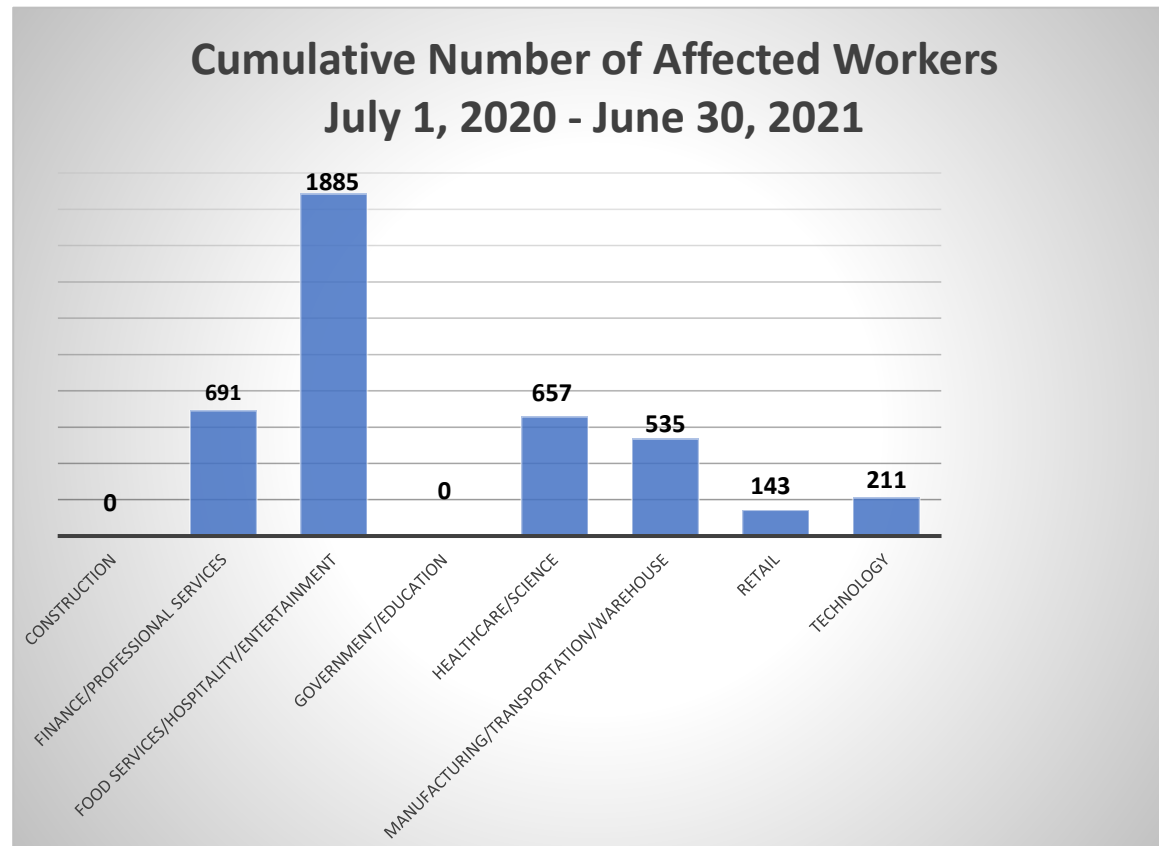
Page 3 of 8

Month Ending: June 30, 2021

Tri-Cities	x	Smiths Detection, Inc.		Newark	Technology	Layoff	04/30/21	4	
Tri-Cities	x	All about Parking, Inc		Fremont	Professional Services	Layoff	3/11/2021	5	
Tri-Cities		Wells Fargo & Company		Fremont	Professional Services	Layoff	03/11/21	72	
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-Valley	x	Course at Wente Vineyards		Livermore	Entertainment	Temporary	07/10/20	48	
Tri-Valley	x	Cresta Blanca Golf, LLC		Livermore	Entertainment	Temporary	07/10/20	48	
Tri-Valley	x	Wente Bros., a California Corporation		Livermore	Entertainment	Layoff	07/10/20	331	
Tri-Valley	x	Wente Family Estates		Livermore	Entertainment	Temporary	07/10/20	249	
Tri-Valley	x	Wente Vineyards		Livermore	Food Services	Temporary	07/10/20	82	
Tri-Valley	x	Ross Café		Dublin	Food Services	Layoff	07/27/20	5	
Tri-Valley		Akima Infrastructure Services (AIS), LLC		Livermore	Professional Services	Layoff	08/31/20	499	
Tri-Valley	x	Eurofins NSC US, Inc.		Livermore	Professional Services	Layoff	09/01/20	25	
Tri-Valley	x	Sur La Table		Dublin	Retail	Layoff	09/01/20	22	
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	

ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: June 30, 2021

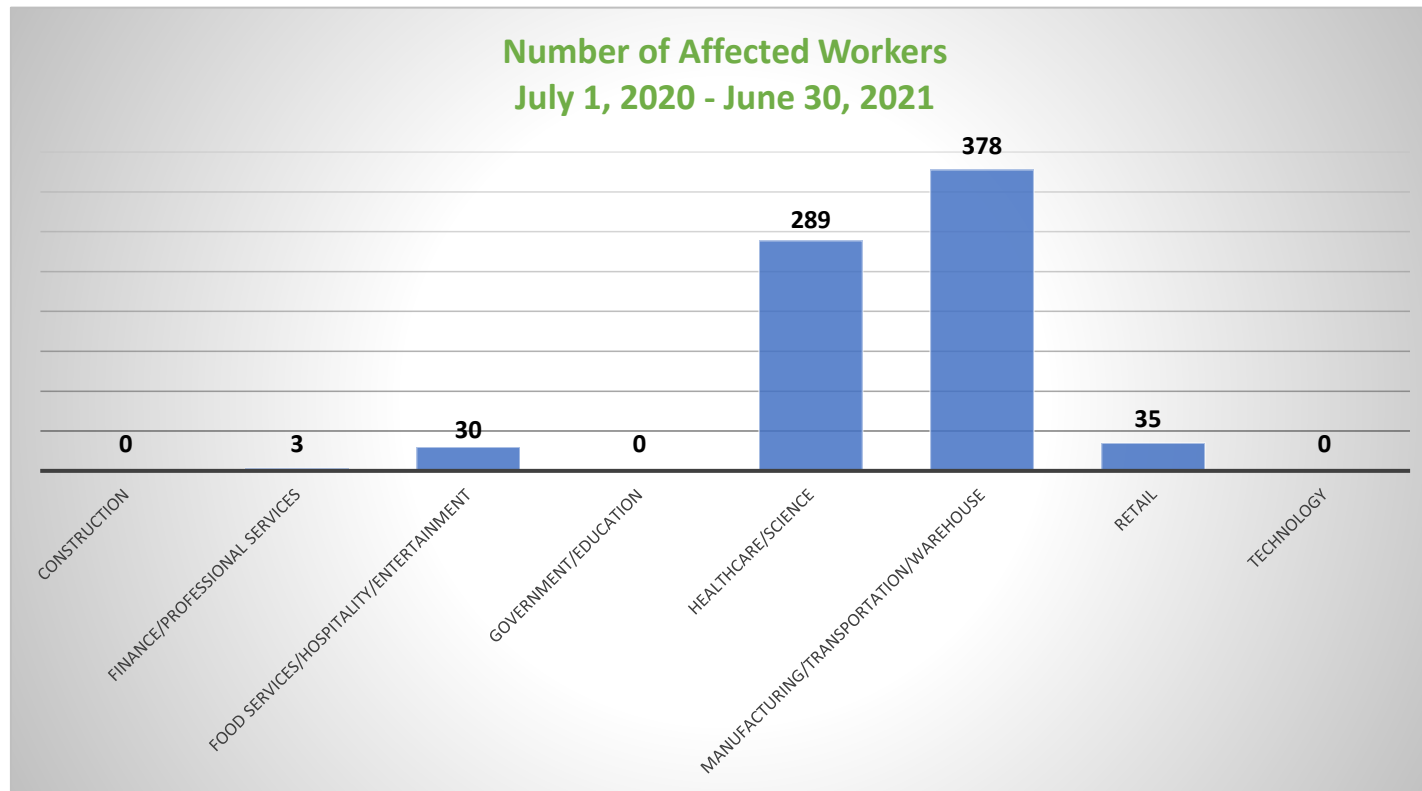
Industry	Affected Workers
Construction	0
Finance/Professional Services	691
Food Services/Hospitality/Entertainment	1885
Government/Education	0
Healthcare/Science	657
Manufacturing/Transportation/Warehouse	535
Retail	143
Technology	211
Grand Total	4122



ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: June 30, 2021

EDEN RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	3
Food Services/Hospitality/Entertainment	30
Government/Education	0
Healthcare/Science	289
Manufacturing/Transportation/Warehouse	378
Retail	35
Technology	0
Grand Total	735

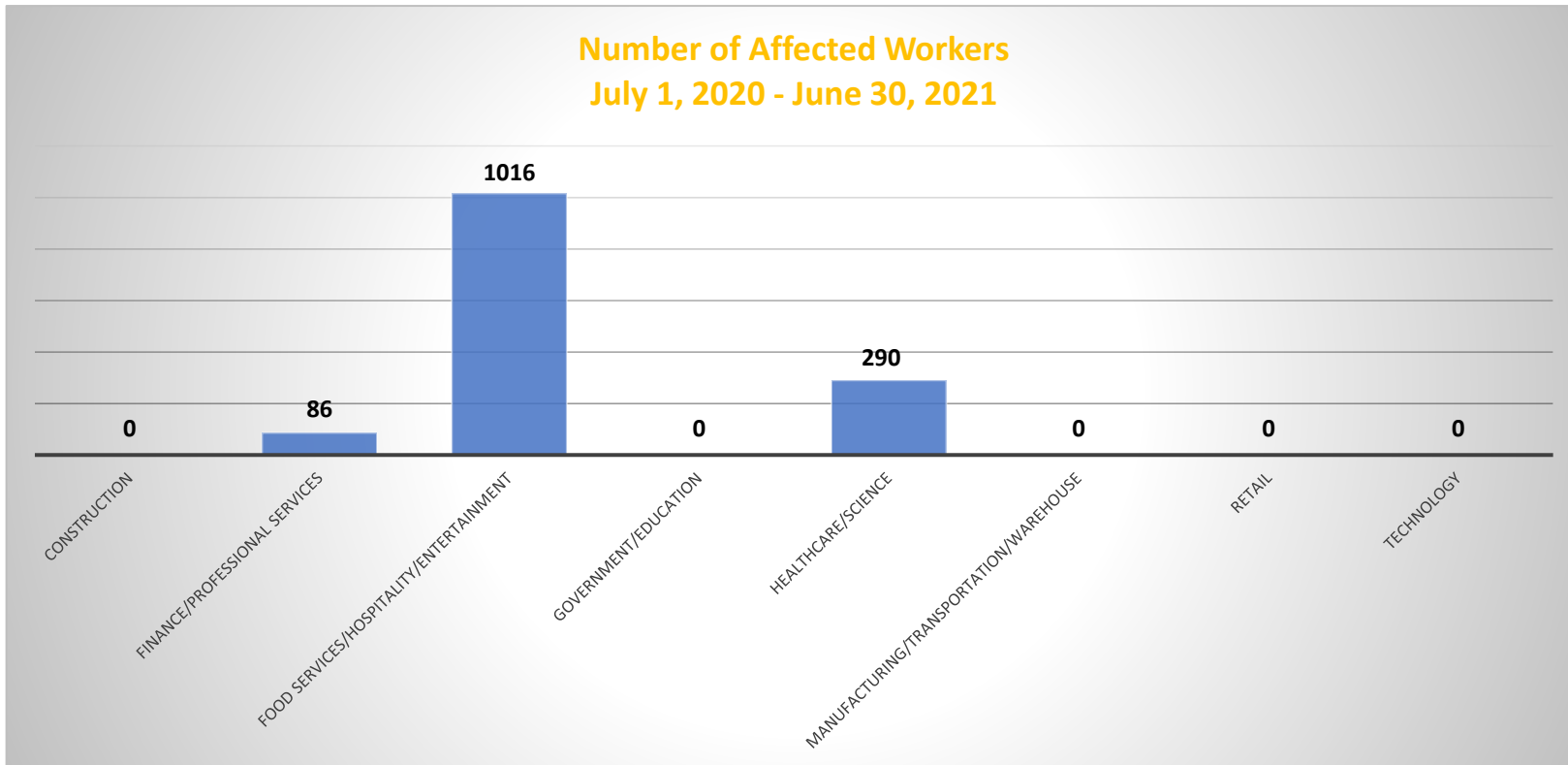


ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: June 30, 2021

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	86
Food Services/Hospitality/Entertainment	1016
Government/Education	0
Healthcare/Science	290
Manufacturing/Transportation/Warehouse	0
Retail	0
Technology	0
Grand Total	1392

Number of Affected Workers
July 1, 2020 - June 30, 2021



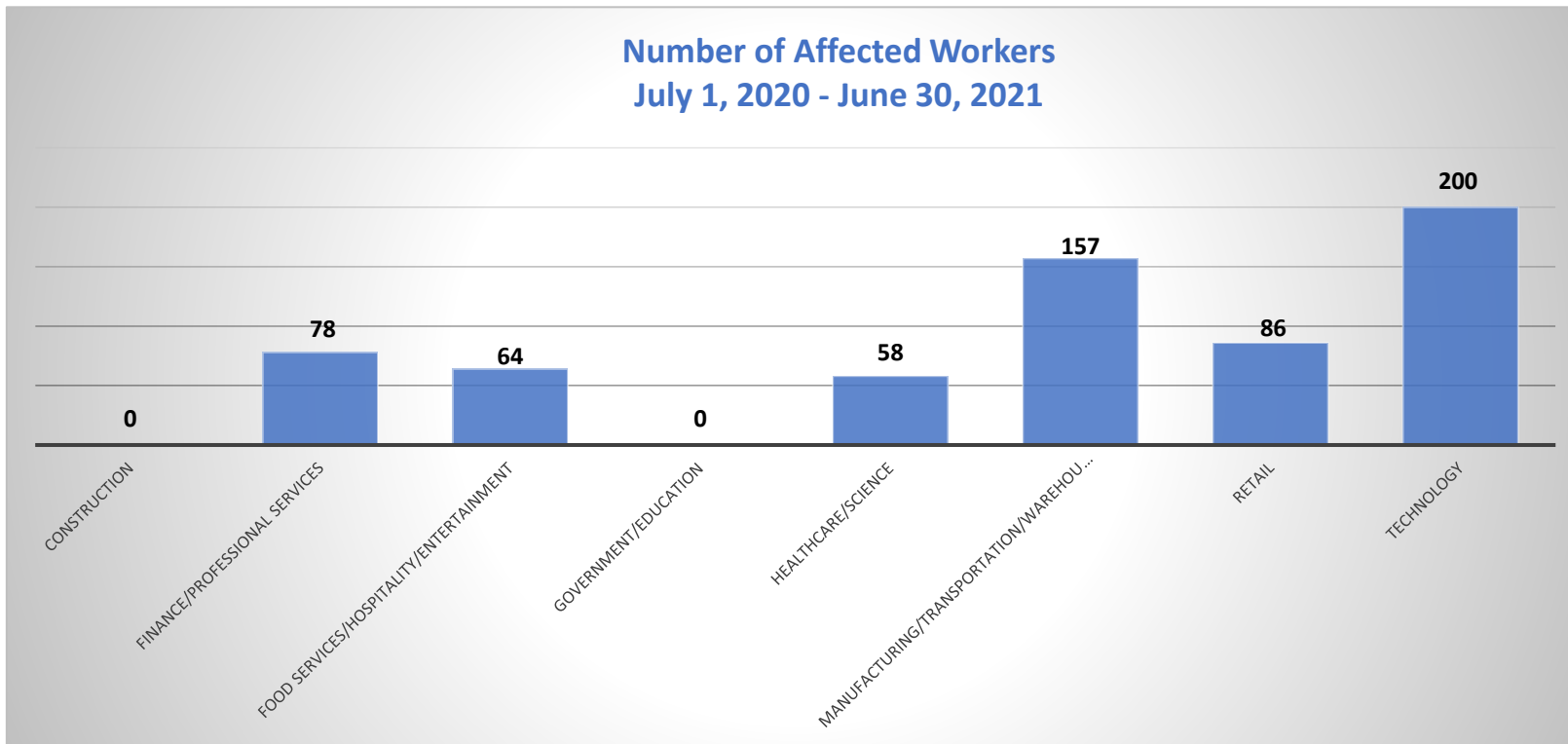
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2020 - June 30, 2021

Month Ending: June 30, 2021

TRI-CITIES RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	78
Food Services/Hospitality/Entertainment	64
Government/Education	0
Healthcare/Science	58
Manufacturing/Transportation/Warehouse	157
Retail	86
Technology	200
Grand Total	643



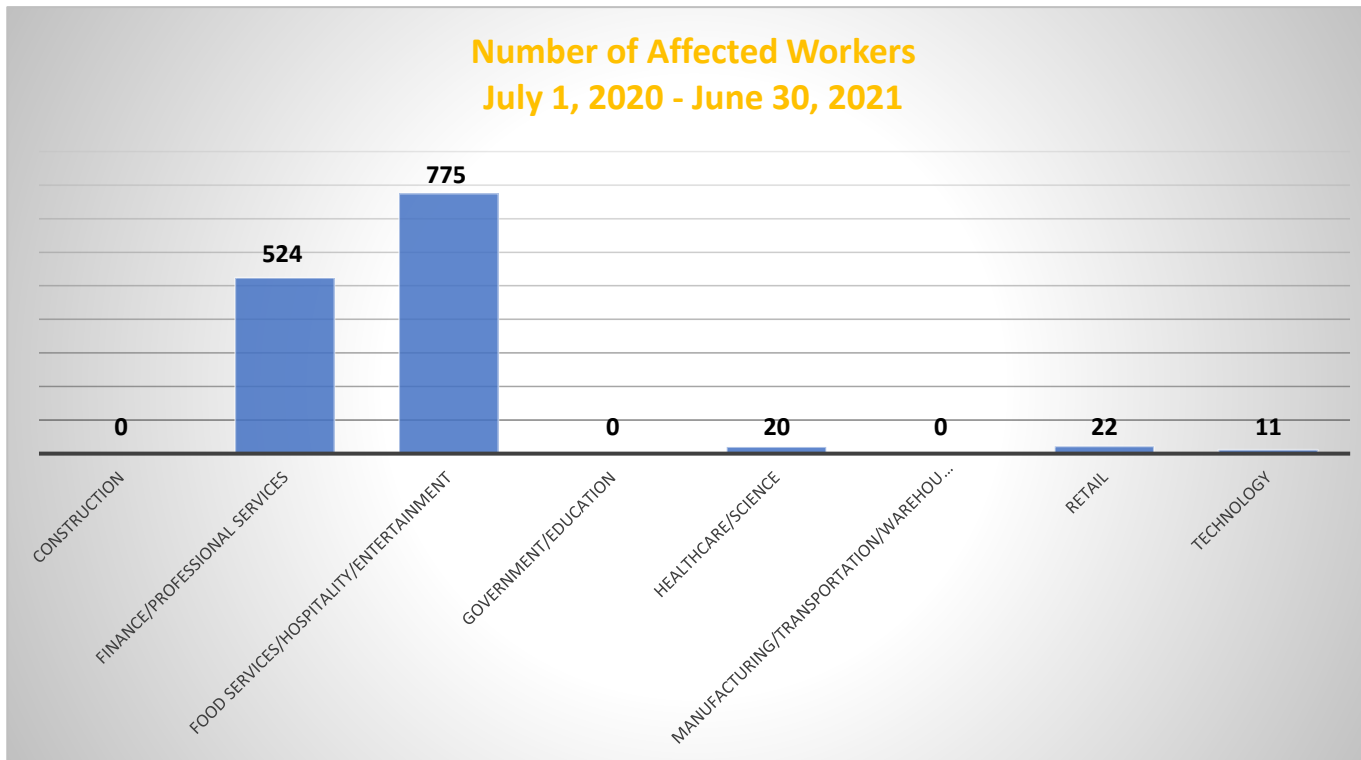
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2020 - June 30, 2021

Month Ending: June 30, 2020

TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	524
Food Services/Hospitality/Entertainment	775
Government/Education	0
Healthcare/Science	20
Manufacturing/Transportation/Warehouse	0
Retail	22
Technology	11
Grand Total	1352



ITEM V.F. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2020/2021

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2020/2021. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Providers and Youth Providers for invoices approved and processed as of June 30, 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 Providers - Status of Invoices & Expenditures:

Invoices submitted by Rubicon Programs, Chabot-Las Positas Community College District, Ohlone Community College District and Peralta Community College District indicate compliance with the contract budget expenditure plans for PY 2020/2021. Final invoices that reflect applied conditional funding restrictions are pending. Please refer to Attachment V.F.1.

Youth Providers - Status of Invoices & Expenditures:

Invoices submitted by out-of-school Youth Providers Berkeley Youth Alternatives, Hayward Unified School District and La Familia indicate compliance with the contract budget expenditure plans for PY 2020/2021. Invoices submitted by in-school Youth Provider Eden Area Regional Occupational Program also indicate compliance with contract budget expenditure plans for PY 2020/2021. Final invoices that reflect applied conditional funding restrictions are pending. Please refer to Attachment V.F.2.

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

ATTACHMENTS:

V.F.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2020/21 Report

V.F.2. - Financial Indicator Report – Youth Providers PY 2020/21 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
AJCC/CAREER SERVICES PROVIDERS
REPORT DATES: 7-1-20 thru 6-30-21

PROGRAM YEAR 2020-21 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,698,285		\$1,131,298	66.6%	\$566,987
Peralta CCD	\$340,663	3/31/21	\$227,964	66.9%	\$112,699
Rubicon Programs	\$708,740	3/31/21	\$429,690	60.6%	\$279,050
Ohlone CCD	\$421,773	3/31/21	\$299,630	71.0%	\$122,143
Chabot Las Positas CCD	\$227,109	3/31/21	\$174,014	76.6%	\$53,095

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
YOUTH PROVIDERS
REPORT DATES: 7-1-20 thru 6-30-21

PROGRAM YEAR 2020-21 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,013,349		\$712,093	70.3%	\$301,256
Eden Area ROP	\$100,946	3/31/21	\$80,760	80.0%	\$20,186
BYA / Berkeley Youth Alternatives	\$282,845	3/31/21	\$215,413	76.2%	\$67,432
SACCCRMH / La Familia	\$301,093	3/31/21	\$228,367	75.8%	\$72,726
Hayward Unified School District	\$328,465	3/31/21	\$187,553	57.1%	\$140,912

ITEM V.G. – REPORTS

TRAINING EXPENDITURES REPORT – PY 2020/2021

BACKGROUND:

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2020/2021. 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 June 30, 2021. The activity reflects training expenditures from services provided by the WIOA America’s Job Center of California (AJCC)/Career Services 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 2020/2021, 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 2020/2021, the 30% training expenditure requirement totals \$935,888. Twenty percent of that amount (\$623,925) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$311,963) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

As of June 30, 2021, total training expenditures, including leveraged training, amount to \$590,872 (19% of the required 30%). The remaining 11% is fully obligated. Please refer to Attachment V.G.1.

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

ATTACHMENT:

V.G.1. – Training Expenditures Report – PY 2020/2021 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-20 thru 6-30-21

PROGRAM YEAR 2020-21	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$623,925	\$278,909	\$345,016	\$0
Leverage Training	\$311,963	\$311,963	\$0	\$0
Total (1)	\$935,888	\$590,872	\$345,016	\$0

- (1) A minimum of 20% (\$623,925) 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% (\$311,963) may be training dollars from other sources.

ITEM VI.A. – INFORMATION

CONTRACT PERFORMANCE MEASURES AND GOALS
PY 2021/2022 (7/1/2021 through 6/30/2022)

BACKGROUND:

Each program year, Alameda County Workforce Development Board (ACWDB) staff establish contract performance measures and goals for each sub-contractor. Those measures and goals are written into service provider contracts and contractors are required to outline their plan for achieving these goals throughout the program year.

The following charts represent the contract performance measures and goals for each Workforce Innovation and Opportunity Act (WIOA) Title I service provider in ACWDB’s system:

Adult and Dislocated Worker:



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals

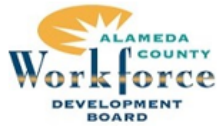
PY 2021/2022 - WIOA Adult and Dislocated Worker Programs / Career Service Providers

Measure	Eden AJCC		Career Services Collaborative (CSC) North Cities, Tri-Cities, Valley	
	<i>Ad</i>	<i>DW</i>	<i>WIOA Adults</i>	<i>Dislocated Workers</i>
New Enrollments	87	113	136	178
Training Obligations	\$99,497	\$117,565	\$155,624	\$183,883
OJTs	8		12	
Placements @ Exit <small>(% of closed cases)</small>	75% of closed cases			
Placements in ISOF <small>(% of placements)</small>	55% of participants reporting job placement at closure			
% of Trng Enr in ISOF	75% of all training enrollments			
% of Credential Attain^③	65% of all training enrollments			
% of MSG Attainment^④	42% of all training enrollments			

^③ % of participants enrolled in training, who exited and reported credential attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

^④ % of participants enrolled in training, who exited and reported MSG attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

Youth and Young Adults:



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals

PY 2021/2022 - Youth Innovation & Future Force

Measure	In-School		Out-Of-School		
	Eden	Valley	Eden	North Cities	Tri-Cities
New Enrollments	50	TBD	TBD	46	40
Work-Based Learning (% of New Enrollments)	90%				
Core Skills/Leadership (% of New Enrollments)	90%				
In Training (Leads to Cred) ^① (% of New Enrollments)	25%				
Credential Attainment ^② (% of # Enrolled In Training w/case closed)	55%				
Measurable Skill Gains ^② (% of # Enrolled In Training w/case closed)	45%				
Youth Placement @ Cls ^③ (% of Closed Cases)	65%				

① Training Activity Codes 415, 416, 418, 421, 424, 429, 430, 432, 438.

② Enrolled in training, case closed with credential or MSG attainment reported in CalJOBS on or prior to case closure.

③ Placement in employment, education, advanced training, or the military recorded in CalJOBS on or prior to case closure.

Contracted service providers are expected to achieve 100% of their goals before the end of the third quarter of the program year (by March 31, 2022).

Failure to achieve 100% of specified contract performance goals by March 31, 2022, will result in the withholding of 25% of each providers' annual funding allotment. If goals are not achieved before June 30, 2022, then up to 25% of their annual funding could be forfeited.

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

ITEM VI.B. – INFORMATION

NEW REPORTING/TRAINING MANDATE FOR BUSINESSES EMPLOYING MINORS

BACKGROUND:

Effective January 1, 2021, Assembly Bill (AB) 1963 requires California human resources professionals and front-line supervisors be identified as mandated reporters.

AB 1963 applies to employers with **five or more employees that employ minors**, and there are two categories of employees within such organizations now labeled “mandated reporters” under the law:

- “human resource employees,” defined as any employee designated by the employer to accept any complaints of misconduct (i.e., discrimination, harassment, retaliation, etc.) made under California’s Fair Employment and Housing Act; and
- a person whose duties require direct contact with and supervision of minors’ duties in the workplace.

Covered supervisors’ reporting obligations are limited to instances of sexual abuse; however, human resources employees are not subject to this limitation and must report all types of child abuse and neglect.

Training Requirements

Covered employers must provide their employees who are mandated reporters with training in both identifying and reporting child abuse and neglect.

The training requirement may be met by completing the online General Training for mandated reporters offered by the Office of Child Abuse Prevention in the [California Department of Social Services](http://www.cdss.ca.gov/inforesources/ocap/mrt) at www.cdss.ca.gov/inforesources/ocap/mrt.

For further information, contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or through email deperry@acgov.org.

ATTACHMENT:

VI.B.1. General Training Overview



General Training

Welcome to the Child Abuse Mandated Reporter Training – California. The General Training module is all inclusive, non-profession specific, and should be taken by every Mandated Reporter. This program will provide an overview of the significant definitions, requirements, and protections of the California Child Abuse & Neglect Reporting Act (CANRA).

The General Training module is a four-hour training that includes four sections. Each section will include practice test questions or vignettes.

At the conclusion of the training you will be able to take a final exam which will test the information that you have learned during the training. Upon scoring an 80% or higher you will be able to fill out and print your Certificate of Completion.

You will learn:

- How the law define child abuse and neglect
- What the law requires of you as a mandated reporter
- What protections the law provides for a mandated reporter
- How to spot evidence of child abuse
- How to report child abuse
- What happens after a report is filed
- Definitions of some of the terms used in this program

The General Training course may take up to 4 hours to complete. You will receive a certificate for your records upon completion of the training.

<https://mandatedreporterca.com/training/general-training>

ITEM VI.C. – INFORMATION

OUTCOMES OF CONDITIONAL FUNDING
PY 2020/2021 (7/1/2020 through 6/30/2021)

BACKGROUND:

At their May 9, 2019 meeting, the Alameda County Workforce Development Board (ACWDB) authorized staff to implement contract renewal criteria that included conditional funding actions for service providers that did not meet their contract performance goals as follows:

1. Withholding of 25% of Workforce Innovation and Opportunity Act (WIOA) grant funds if 100% of specified contract performance goals are not met by the end of the third quarter of the program year (March 31st); and
2. Forfeiture of that 25% set-aside if performance attainments do not reach 100% in those specified measures by the end of the program year (June 30th).

The specific contract performance measures that were tracked for conditional funding were:

Adults and Dislocated Workers	Youth and Young Adults
Measures	Measures
New Enrollments (Adults and Dislocated Workers)	New Enrollments
Training Fund Obligation (Adults and Dislocated Workers)	Work-Based-Learning Activities (WBL)
On-the-Job Training (OJT) Enrollments	Core Skills/Leadership Activities (CSL)

OUTCOMES:

The charts below highlight annual funding, contract performance attainments and forfeiture of funds (if any) for each WIOA contracted service provider in all Title I Formula funding streams (Adults, Dislocated Workers, and Youth).

In order to determine the amount of withholding (if any), staff ran an average of performance attainments for the measures being considered for conditional funding (as stated above) – then applied that average to the overall PY 2020/2021 funding amount. The calculations and outcomes are reflected in the charts below.

Using this formula, there was no instance where the full 25% was withheld from annual funding as would be allowed per this conditional funding policy.

**NOTE: Performance attainments that exceed 100% will be calculated at the cap of 100%.*

ADULTS AND DISLOCATED WORKERS:

Rubicon Programs (Eden AJCC):

PY 20/21 Funding Levels

Ad	DW
\$273,762.00	\$358,898.00
Total WIOA Funds \$632,660.00	

Conditional Funding Performance Measures

New Enrollments		Training Obligations		OJTs
Adult	DW	Adult	DW	
100.0%	100.0%	99.6%	100.0%	0.0%

Avg of all % attainments
79.9%

Avg % attainments X total annual funding
\$505,621.87

Total forfeiture
\$127,038.13

Peralta College (North Cities)

PY 20/21 Funding Levels

Ad	DW
\$147,410.00	\$193,253.00
Total WIOA Funds \$340,663.00	

Conditional Funding Performance Measures

New Enrollments		Training Obligations		OJTs
Adult	DW	Adult	DW	
100.0%	100.0%	100.0%	100.0%	100.0%

Avg of all % attainments
100.0%

Avg % attainments X total annual funding
\$340,663.00

Total forfeiture
\$0.00

Ohlone College (Tri-Cities)

PY 20/21 Funding Levels

Ad	DW
\$182,508.00	\$239,265.00
Total WIOA Funds \$421,773.00	

Conditional Funding Performance Measures

New Enrollments		Training Obligations		OJTs
Adult	DW	Adult	DW	
100.0%	100.0%	89.7%	100.0%	80.0%

Avg of all % attainments
93.9%

Avg % attainments X total annual funding
\$396,213.56

Total forfeiture
\$25,559.44

Chabot/Las Positas (Valley)

PY 20/21 Funding Levels

Ad	DW
\$98,274.00	\$128,835.00
Total WIOA Funds	
\$227,109.00	

Conditional Funding Performance Measures

New Enrollments		Training Obligations		OJTs
Adult	DW	Adult	DW	
100.0%	100.0%	90.6%	100.0%	66.7%

Avg of all % attainments
91.5%

Avg % attainments X total annual funding
\$207,713.89

Total forfeiture
\$19,395.11

YOUTH AND YOUNG ADULTS:

In-School – Eden ROP

PY 20/21 Funding Levels

Annual \$
\$161,012.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	94.2%

Avg % of all attainments
98.1%

Avg of attainments X total annual funding
\$157,899.10

Total forfeiture
\$3,112.90

Out-of-School – Hayward Adult School

PY 20/21 Funding Levels

Annual \$
\$328,465.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

Avg of attainments X total annual funding
\$328,465.00

Total forfeiture of:
\$0.00

Out-of-School – Berkeley Youth Alternatives

PY 20/21 Funding Levels

Annual \$
\$282,845.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

Avg of attainments X total annual funding
\$282,845.00

Total forfeiture of:
\$0.00

Out-of-School – La Familia

PY 20/21 Funding Levels

Tri Cities
\$191,605.00

Valley
\$109,488.00

Conditional Funding Performance Measures

Tri Cities

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

Avg of attainments X total annual funding
\$191,605.00

Valley

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

Avg of attainments X total annual funding
\$109,488.00

This will be the final amount that the contractor will be intitled to receive for PY20/21.

Total forfeiture
\$0.00

Total forfeiture
\$0.00

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

ITEM VI.D. – INFORMATION

ENVIRONMENTAL SCAN FOR QUALITY JOBS

BACKGROUND:

At the Systems and Strategies Committee on April 21, 2021, Alameda County Workforce Development Board (ACWDB) staff presented a summary of the *Future of Work in California – A New Social Compact for Work and Workers* Report (Future of Work Report) to highlight workforce development implications, issues, forward approaches, and potential areas for alignment within ACWDB's Workforce and Innovation and Opportunity Act (WIOA) programs.

Executive Order R N-17-19 issued by Governor Newsom on August 14, 2019, was the impetus for both the establishment of a Future of Work Commission and the Future of Work Report. The Future of Work Commission was charged with studying the changing dynamics in California's economy and its impact on the state's diverse communities.

The Future of Work report illustrated the pandemic's overall uneven impact on the economy, highlighted existing inequalities, and placed emphasis on centering equity to ensure all people in California share in the state's prosperity. One such area for alignment with our local area workforce system is related to quality jobs. According to the Future of Work Report quality jobs embody the following characteristics:

1. Living wage
2. Stable and predictable pay
3. Control over schedule/predictability
4. Access to benefits
5. Safe and dignified work environment (including affirming worker voice)
6. Opportunities for training and career advancement

ENVIRONMENTAL SCANNING:

Staff shared with Systems and Strategies committee members that efforts to align key recommendations in the Future of Work Report with local area strategies were in progress, attempting first to engage in environmental scanning to identify quality jobs. To this end, and with a goal of fine-tuning an environmental scan methodology before creating concrete recommendations for aligning local area program policies and strategies, staff developed a tool/instrument to engage in exploratory research and identify Alameda County employers committed to diversity, equity, and inclusion (DEI) and quality jobs.

In the environmental scanning exercise, staff worked as a small team and thoroughly examined a sample of top Alameda County employers' websites to gather the following information indicative of quality jobs and DEI:

Diversity, Equity, and Inclusion indicators/proxies: website statements that encourage diverse groups of people to apply for jobs, statements that confirm the employer’s stance on equal opportunity, and information about diversity initiatives.

- **Quality Jobs indicators/proxies:** website information containing living wage information in job postings/ads, employee benefits, opportunities for career advancement or growth in the company, stable work hours and shifts, flexible work hours, remote work availability, adherence to COVID-19 protocols, worker safety, affinity groups/employee resource groups, and labor union representation.

As a result of the environmental scanning exercise, staff discussed the following enhancements to consider:

1. Research job advertisements to gather salary information as wages were not prominently featured on company websites and can complement the exercise to get closer to all six characteristics of quality jobs;
2. As an indicator of DEI, examine the number of women and people of color that serve on boards and in leadership roles;
3. Assign a rating mechanism to assess the company’s degree of aligning with DEI and quality job factors;
4. Continue to scan a sample of companies to ensure that the activity is realistic and manageable (especially because additional employers can be included in the future);
5. Gather information if possible, about the ratio of contract/contingent workers to full-time, permanent employees;
6. Create a naming convention to describe companies that offer quality jobs (i.e. star employers, high-quality employers, bronze employers, etc.);
7. Create program policies that prioritize/incentivize these employers (within scope of current ACWDB WIOA programs); and,
8. Engage ACWDB members for their feedback, particularly those who are employers, to gain insights on other indicators to include in the exercise, determine an appropriate naming convention for businesses, and gather perspectives about DEI and quality jobs in general.

DISCUSSION:

At a joint committee meeting (consisting of the Organizational Effectiveness, Systems and Strategies, and Youth Committees) on August 18, 2021, staff prompted committee members to share their thoughts about the overall environmental scanning exercise, ways to incentivize employers who align with the quality jobs definition (within scope of WIOA programming), and a naming creating a relevant naming convention for businesses that offer quality jobs.

Committee members expressed excitement about staff’s effort and suggested that staff leverage existing frameworks for scanning quality jobs and provided insight that public recognition from chambers of commerce, industry associations, and other business-to-business entities, resounds with employers. Committee members also prompted staff to review Glassdoor to gather information about occupational wages.

Another member requested more time to think about and share thoughts about the proper naming convention for businesses engaged in producing quality jobs. Staff took note and will resurface this topic once again in future committee meetings.

For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org or Samantha Miller, Business Services Coordinator at (510) 259-3832 or by email at samiller@acgov.org.

ITEM VI.E. - INFORMATION

LEGISLATIVE UPDATES – FEDERAL AND STATE WORKFORCE

INVESTMENTS AND DEVELOPMENTS

FEDERAL DEVELOPMENTS:

Bi-partisan Infrastructure Deal

Prior to the Bi-partisan Infrastructure Deal (BPID), the American Jobs Plan (AJP) proposed \$2.3 trillion to address both traditional and non-traditional infrastructure projects across the nation. The BPID is a streamlined version of the AJP, which is more focused on traditional infrastructure projects with some consideration of innovative and future-oriented investments (i.e. Electric Vehicle charging infrastructure, broadband deployment, etc.). The BPID proposes \$1.2 trillion or approximately \$580 billion in new spending over the next five years. The Senate's BPID version proposes the following investments:

- **Roads, Bridges and Major Projects** – \$110B in additional funding for the reauthorization of the Surface Transportation Act, the creation of a new dedicated grant program to replace and repair bridges, and to increase funding for existing project competitive grants.
- **Passenger and Freight Rail** – \$66B for Amtrak National Network, the expansion of intercity passenger rail, and for the dedication of funding to the Northeast Corridor.
- **Safety** - \$11B for highway and pedestrian safety programs to prevent death and serious injury on roads and streets.
- **Public Transit** - \$39.2B for national transit systems repair backlog.
- **Broadband** - \$65B in grant awards to states for deployment of affordable broadband.
- **Ports and Waterways** - \$17.3B for waterway and costal infrastructure, inland waterway improvements, port infrastructure, and land ports.
- **Airports** - \$25B increase for the Airport Improvement grant program for runways, gates, taxiways, terminals, concessions, and multimodal connections.
- **Water Infrastructure** - \$55B for the Drinking Water and Wastewater Infrastructure Act and lead remediation efforts.

- **Power and Grid** - \$73B for grid reliability and resiliency, energy technologies like carbon capture, hydrogen, direct air capture, energy efficiency, and energy demonstration projects through the Energy Act of 2020.
- **Resiliency** - \$46B to provide cybersecurity safety, as well as investments in climate resiliency in waste management, flood mitigation, wildfires, drought, coastal resiliency, ecosystem restoration, and weatherization protections.
- **Electric Vehicle Charging Program** - \$7.5B for the Electric Vehicle Charging and Fueling Grant Program, including the production and procurement of electric vehicles, low carbon school buses, and ferries.

Budget Reconciliation Package

While the Senate passed the BPID in early August for a vote in the House, due to fundamental differences among House Democrats (moderates and progressives), there was a short-lived rift in party regarding prioritizing the BPID or the broader \$3.5 trillion budget reconciliation package. The broader budget reconciliation package is inclusive of investments that would bolster safety-net programs and scale programs like universal preschool education. House progressives successfully passed the budget reconciliation package and Speaker Pelosi informed that the House would vote on BPID by September 27, 2021. Details regarding the budget reconciliation process are forthcoming.

INVEST in America Act

The House introduced the INVEST in America Act in June 2021 (H.R. 3684) to comprehensively address America’s infrastructure, transportation, and transit safety needs, while reauthorizing Surface Transportation Act programs, addressing climate change, and to support buy American procurement requirements for highways, mass transit, and rail.

The INVEST Act would also establish a rebuild rural bridges program to improve safety and prioritize the repair of bridges in rural communities and implement new safety requirements across all transportation modes. Additionally, the INVEST in America Act references the development of a state transportation workforce plan, in consultation with state workforce development boards and program components would include on-the-job training and supportive services.

STATE DEVELOPMENTS:

State 2021-2022 Budget

California’s 2021-2022 budget was enacted in mid-June and makes the following workforce related investments:

- **Community Economic Resilience Fund** - \$600M one-time federal American Rescue Plan Act (ARPA) funds to provide financial support to regional stakeholder collaboratives for the planning and implementation of region and industry-specific

economic transition strategies, with a specific focus on supporting high road jobs and industries that are critical to the state's long-term economic growth.

- **High Road Training Partnerships (H RTP)** - \$100M for the California Workforce Development Board (CWDB) to fund additional H RTP opportunities in current and new sectors, such as property services, agriculture, forestry, and manufacturing.
- **Breaking Barriers to Employment Initiative** - \$30M one-time General Fund (GF) for the CWDB to continue the Breaking Barriers to Employment Initiative, which supports individuals in workforce and education programs in gaining the skills and competencies necessary to successfully enter the labor market, retain employment, and earn wages that lead to economic security.
- **Prison to Employment** — \$20M one-time GF for CWDB to extend and expand the Prison to Employment program, which strengthens the pathways for justice-involved individuals to the labor force.
- **Homeless Hiring Tax Credit (H HTC)** - \$300M for the establishment of the H HTC, which incentivizes businesses for providing living wage employment to people experiencing homelessness. The H HTC will range from \$2,500 to \$30,000 in a tax year based on the amount of hours the individual works and how many employees hired that were homeless at the time of hire or within 180 days prior to date of hire. To claim the maximum, an employer can hire up to 3 homeless individuals who work a minimum of 2,000 hours during that taxable year. The program is effective and more information can be found at <https://www.calworkforce.org/hhtc>.
- **Workforce Development and California Community College (CCC)** - \$75M one-time GF for the CWDB to create industry-based and worker focused H RTPs connected with community college programs, inclusive of:
 - o \$10M GF to CCCs to align their programs with H RTPs;
 - o \$25M one-time GF to the CWDB to fund regional equity and recovery partnerships between regional community college consortia and local workforce development boards;
 - o \$10M GF for the CCCs to participate in these efforts;
 - o \$15M one-time GF to the Employment and Training Panel to leverage existing community college contract education units to provide small businesses with new and incumbent employee training and accelerate their recovery;
 - o \$10M one-time GF to improve data outcomes between the labor market and the CCCs to simplify collaboration and improve job outcomes.
- **Housing Apprenticeships** - \$10M one-time GF for the CWDB to support pathways for workers from disadvantaged communities to State-approved apprenticeships in the trades, with a focus on affordable housing construction. These programs will build on the High Road Construction Career partnerships among local workforce boards, local building trades, community organizations, community colleges, construction contractors, and other entities.

- **Education & Training Support Grants for Displaced Workers** - \$500M one-time ARPA funds and \$27.5M GF to the California Student Aid Commission to establish a one-time grant program to support displaced workers seeking re-skilling, up-skilling, and educational opportunities.
- **Employment Training Panel** - \$50M one-time GF to support training opportunities for new and incumbent workers and address skills gaps within economically disadvantaged regions.
- **Social Entrepreneurs for Economic Development** - \$20M one-time GF for CWDB to continue the Social Entrepreneurs for Economic Development program, which provides grants to community-based organizations to provide training and micro grants to help marginalized groups start or maintain a small business that address a social problem or meet a community need.
- **Higher Education & Employment** - \$250M one-time GF to support linkages between higher education and employment to establish a grant program to support regional collaboratives.
- **Community College Strong Workforce Program** - \$42.2M ongoing GF to expand work-based learning opportunities in additional fields such as cloud computing, zero-emissions technology, and supply chain fields.
- **Learning-Aligned Employment Program** - \$500M one-time GF over two years to train and employ underrepresented students in jobs that align with their educational pathways and can lead to permanent employment.

WORKFORCE AND INNOVATION ACT (WIOA) FUNDING:

The California Workforce Association (CWA) requested that workforce development board leadership sign on to letters that would urge Senators Feinstein and Padilla to support the inclusion of WIOA investments (\$100 billion), which was initially included in the American Jobs Plan but then streamlined out of the Bi-partisan Instructure Deal. Responding to this call to action, ACWDB’s Chair signed letter templates that were then forwarded to CWA, which was a critically important stance in supporting the sustainability of WIOA programs. Please see attachments V.I.E.1 and V.I.E.2.

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

ATTACHMENTS:

V.I.E 1. - Letter to Senator Feinstein

V.I.E 2. - Letter to Senator Padilla



August 24, 2021

The Honorable Diane Feinstein
United States Senate
SH-331 Hart Senate Office Building
Washington, DC 20510

Dear Senator Feinstein:

On behalf of the Alameda County Workforce Development Board (ACWDB), I am writing to thank you for your continued support of increased investment in our nation's workforce development system. In July 2021, you signed on to a letter to Majority Leader Schumer and Leader McConnell urging them to fund a \$100 billion investment in workforce development, as outlined in President Biden's American Jobs Plan. Today, I am writing to ask that you continue to impress upon your colleagues the need to increase federal investment into the Workforce Innovation and Opportunity Act (WIOA) and fully fund the law beyond its FY2020 authorized levels, by at least \$100 billion.

It is critical that the Senate Health, Education, Labor, and Pensions Committee include this investment in their legislative agenda as they continue to discuss how best to help the nearly 10 million Americans who are still unemployed due to the COVID-19 pandemic.

As you know, appropriated levels for WIOA have fallen short of authorized levels specifically in Title I accounts at the Department of Labor across the following programs: Adult Employment and Training Services, Youth Workforce Investment Activities, and Dislocated Worker Employment and Training Services. An expanded federal investment across WIOA programs leads to more job training, education, skills development, employment, and innovative and proven practices like industry-based sector partnerships, career pathways, and apprenticeships. These strategies need to be implemented seamlessly to respond to the effects of COVID-19. The established local workforce system is well-positioned to enhance efforts for an equitable recovery; lower wage earners, low-skill workers, and minority populations were hit hardest by COVID-19. The federal funding structure, which allows these funds to be invested locally, provides for intentional investments to help those most in need.

This much-needed funding will assist the nation's public-private workforce partnerships to provide the services and training critical to the nation's unemployed and underemployed citizens, in the face of devastating job losses, through no fault of their own, as we recover from the COVID-19 pandemic. The national workforce system has proven as a mechanism for helping millions receive training, long-term career opportunities, and employment at livable wages.

Again, on behalf of the ACWDB, I would like to thank you for your continued leadership on the critical issue of getting our nation more equitably, back to work. We ask that you share this crucial need for investment with Chairwoman Murray of the Senate Health, Education, Labor, and Pensions Committee, and urge that the committee consider supporting the workforce development funding levels included in the American Jobs Plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Bethany McCormick".

Bethany McCormick
ACWDB Chair



August 24, 2021

The Honorable Alex Padilla
United States Senate
SH-112 Hart Senate Office Building
Washington, DC 20510

Dear Senator Padilla:

On behalf of the Alameda County Workforce Development Board (ACWDB), I am writing to thank you for your continued support of increased investment in our nation's workforce development system. In July 2021, you signed on to a letter to Majority Leader Schumer and Leader McConnell urging them to fund a \$100 billion investment in workforce development, as outlined in President Biden's American Jobs Plan. Today, I am writing to ask that you continue to impress upon your colleagues the need to increase federal investment into the Workforce Innovation and Opportunity Act (WIOA) and fully fund the law beyond its FY2020 authorized levels, by at least \$100 billion.

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Again, on behalf of the ACWDB, I would like to thank you for your continued leadership on the critical issue of getting our nation more equitably, back to work. We ask that you share this crucial need for investment with Chairwoman Murray of the Senate Health, Education, Labor, and Pensions Committee, and urge that the committee consider supporting the workforce development funding levels included in the American Jobs Plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Bethany McCormick", written over a horizontal line.

Bethany McCormick
ACWDB Chair

ITEM VI.F. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
2021 MEETING CALENDAR

FEBRUARY 2021

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

MARCH 2021

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

APRIL 2021

- 14 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2nd Floor)
- 12 Youth Committee (1:00 – 3:00 PM, California Poppy Room, 2nd Floor)
- 21 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2nd Floor)
- 28 Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2nd Floor)

MAY 2021

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

AUGUST 2021

- 18 Joint Committee (9:30 – 11:00 AM, California Poppy Room, 2nd Floor)
- 25 Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2nd Floor)

SEPTEMBER 2021

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

NOVEMBER 2021

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

DECEMBER 2021

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

NOTE: All meetings are virtual until further notice.

8.4.2021

ITEM VI.G. – INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Bethany McCormick

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Prem Bajaj, Supervisor of Workforce Development
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Alexandria Baker, South Bay Manager,
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VICE-CHAIRPERSON – Jennifer Cogley

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Jennifer Ong, Owner & Dr of Optometry
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Paul Reyes, Sales Manager, Northern California
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BUSINESS
(Continued)

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VACANT (3)

EDUCATION

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WIOA Title II – Adult & Literacy

Sara Walke, Livermore Adult Education
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GOVERNMENT

State Employment Service

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Employment Development Department
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State Department of Rehabilitation

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California State Department of Rehabilitation
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Economic Development

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WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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Community - Based Organization

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WDB COMMITTEES

Executive Committee

Bethany McCormick, WDB Chair
Jennifer Cogley, WDB Vice-Chair
Jeff Bowser, Organizational Effectiveness Committee Chair
Paul Reyes, Systems and Strategies Committee Chair
Vacant, Youth Committee Chair

Systems and Strategies Committee

Kelly Johnson, Chair
Vacant, Vice-Chair
Tina Kapoor
Michael Keenan
Tony Lam
Kalpana Oberoi
Jennifer Ong
Paul Reyes

Organizational Effectiveness Committee

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

Youth Committee

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

ITEM VI.H. - INFORMATION

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

Business Services Unit Contacts

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**Carmelo San Mames, Strategic Training Partnerships
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Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

EDEN AREA COMPREHENSIVE CAREER CENTER

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Career Service Collaborative – Lead Agency

OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK

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Binh Nguyen, Executive Director
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Career Service Collaborative – Subcontractors

COLLEGE OF ALAMEDA CAREER AND EMPLOYMENT CENTER

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TRI-VALLEY CAREER CENTER

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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

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Kevin Williams, Assistant Director
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Mieka Claridy, Case Manager
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EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)

Alliance for Community Wellness dba La Familia Counseling Services

Administrative Office:
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Program Office:
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TRI-CITIES (Fremont, Newark, Union City)

Ohlone Community College District

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

Alliance for Community Wellness dba La Familia Counseling Services

Administrative Offices:
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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
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V.I. – INFORMATION**WORKFORCE DEVELOPMENT BOARD STAFF ROSTER****Director’s Office/Admin**

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COMMONLY USED ACRONYMS

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