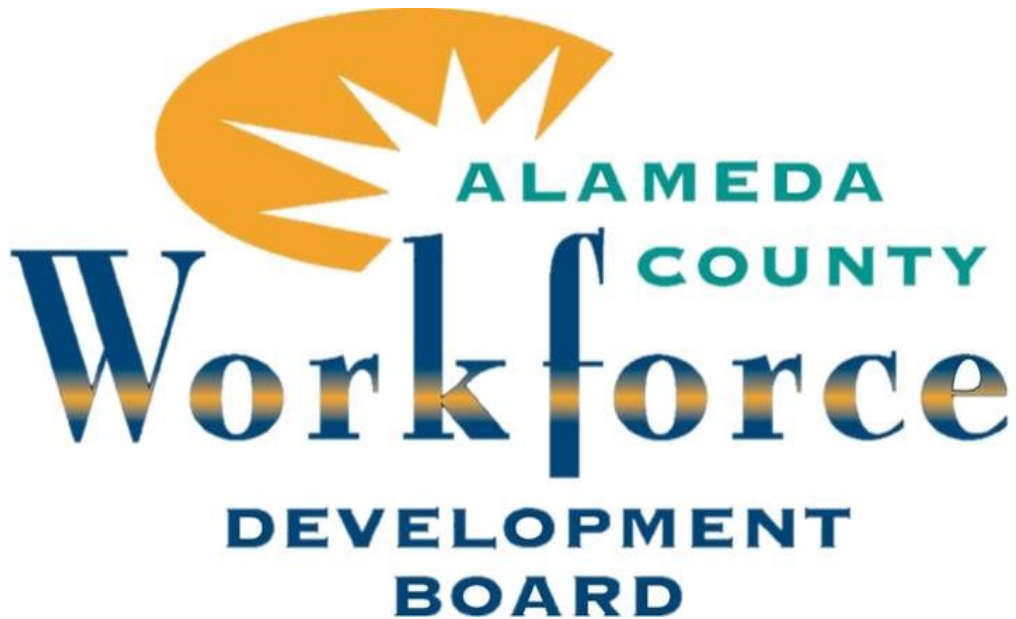


QUARTERLY BOARD MEETING



(<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

May 13, 2021
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, May 13, 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://zoom.us/j/98661995789?pwd=MDJzRE9xREVtbUhuM3MzY09DVlc1dz09>

Passcode: 999999 | +1 669 900 6833 US (San Jose)

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

AGENDA

PAGE

I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Minutes of March 11, 2021 - ACTION
- C. Chair's Report
- D. Committee Chairs' Report
- E. Director's Report

1

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

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.

IV. ACTION ITEMS – PUBLIC HEARING

- A. Implementation of Conditional Funding Actions Regarding Contract Performance for PY 2020/2021 9
- B. Self-Sufficiency Wage Threshold Policy Update 13
- C. Extension of Residency Exception Policy 17
- D. Workforce Innovation and Opportunity Act (WIOA) Youth and Young Adult Programs Service Delivery Strategies for New Procurement Cycle – 2022-2025 19
- E. WIOA Formula Funding Allocation Methodology for PY 2021/2022 25
- F. Funding Recommendations for WIOA Service Providers for PY 2021/2022 31
- G. Approval of Alameda County Workforce Development Board Preliminary Annual Budget –PY 2021/2022 35

V. REPORTS

A. Local Area Performance Reports	39
B. Adult and Dislocated Worker Reports	
B.1. Services to Unemployed Relative to Labor Force Participation within the Local Workforce Area	43
B.2. Contract Performance Indicators Reports	47
C. Youth Contract Performance Indicators Reports	57
D. Rapid Response Report 7/1/2019 - 12/31/2020	65
E. Financial Indicator Reports – PY 2020/2021; Quarter 2	75
F. Training Expenditures Report - PY 2020/2021; Quarter 2	79

VI. INFORMATION ITEMS

A. Future of Work in California Report – Workforce Alignment	83
B. Legislative Update – Federal and State Developments	99
C. Human Resources Hotline Update	103
D. The Story Behind the Numbers	107
E. Minimum Wages and Alameda County Labor Force	111
F. Earn and Learn Fremont (ELF) Pilot Program	113
G. ACWDB 2021 Meeting Calendar	115
H. ACWDB Member List	117
I. ACWDB PY2020/2021 Service Provider List	121
J. ACWDB Staff Roster	125

VII. MATTERS INITIATED BY BOARD MEMBERS

VIII. ANNOUNCEMENTS

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: SEPTEMBER 9, 2021

ITEM I.B. – ACTION

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

**QUARTERLY MINUTES OF MARCH 11, 2021
CONDUCTED VIA ZOOM**

MEMBERS PRESENT

Tyler Abbott
Stephen Baiter
Jeff Bowser
Jennifer Cogley
Alfred Fortier
Kelly Johnson
Doug Jones
Tina Kapoor
Michael Keenan
Tony Lam
Bethany McCormick
Kathy Mello
Jennifer Ong
Bill Pelter
Paul Reyes
Ronnie Rhoe
Christopher Rose
John Torok
Sara Walke
Iris Wiangchanok

MEMBERS ABSENT

Alexandria Baker
Eric Darby
Kalpana Oberoi
Mario Wagner
Carla Walter

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 9:05 A.M. on Thursday, March 11, 2021. A quorum was present on the Zoom conference.

ITEM I.B. – MINUTES OF ACWDB QUARTERLY MEETING FOR DECEMBER 10, 2020.

A motion to approve the minutes as amended, was made by **Cogley/Jones/carried.**

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

- New ACWDB members:
 - Iris Wiangchanok, Staff Services Manager I at the Department of Rehabilitation
 - Ronnie Rhoe, Manager of Workforce Development at SF BART

- From the February 24, 2021 EC meeting:
 - Highlights from the Federal and State Level Legislative and Budgetary Developments presentation
 - The Action Items regarding the Approval of Request for Transfer of Workforce Innovation and Opportunity Act Funds
 - The Discussion Item regarding the Legislative Update – Federal Workforce Funding Proposals

Additional announcements included the interest in the planning of a virtual retreat for Board members, and in expediting the recruitment process for the Director position.

ITEM I.D. – COMMITTEE CHAIRS’ REPORTS.

Jeff Bowser, Chair of the Organizational Effectiveness (OE) Committee reported the following from the February 3, 2021 meeting:

- The highlights from the presentation “Understanding WIOA Performance”
- The Action Item regarding the solicitation of a Vice-Chair to which the Committee unanimously appointed Sara Walke
- The Discussion Items regarding the:
 - Performance Attainments PY 20/21 Q2
 - Committee name change

Christopher Rose, Chair of the Youth Committee (YC) reported the following from the February 8, 2021 meeting:

- The highlights from the Serving Clients with Disabilities within our local area presentation
- Reviewed the recent procurement process for Program Years 2021-2025 and approved staff recommendations for the in-school provider and out-of-school providers for North Cities and Tri-Cities sub regions
- YC also approved staff recommendations to extend current contracts with Hayward Adult School (Eden Area) and La Familia (Tri-Valley) for up to six months
- YC discussed strategic options to providing services to the Eden and Tri-Valley sub-regions beyond the 6-month contract extension. Staff will bring recommendations to the next YC meeting
- YC viewed a “Success Story” which was a YouTube clip of a former in-school WIOA participant who is now attending California State University, East Bay on a full-ride scholarship
- The YC member query, intended to learn more about members backgrounds and interests as it pertains to YC itself

Paul Reyes, Chair of the Systems and Strategies (S&S) Committee reported the following from the February 17, 2021 meeting:

- A brief overview of the Initial Four-Year Local Plan Draft presentation
- The Action Items regarding the:
 - Selection of America’s Job Center of California (AJCC) Provider
 - Selection of Career Services Collaborative (CSC) Lead
 - Approval of Initial-Four Year Local Plan (2021-2024)

- The Information Items regarding:
 - The California Better Careers Design Group Update
 - The Close-out of AJCC Certification process from 2018

**All Committee meetings were conducted via Zoom.

ITEM I.E. – DIRECTOR’S REPORT. Rhonda Boykin welcomed the new Board members, and announced the following:

WDB Updates:

- The updates to the ACWDB Bylaws have been signed off by County Counsel, as approved by the Board
- A review of Form 700 and ethics training compliance for Board members
- The Local Area Subsequent Designation and Board Certification is due at the end of the month, the ACWDB is in good standing. Staff will take the certification to the Board of Supervisors Office for signature
- The Local and Regional Plans will be subject to public input for 30 days

Administrative Updates:

- The Account Support Clerk has transferred departments, resulting in a reduction of staff.
- The Business Services Coordinator has completed the Leadership Development Program for Workforce professionals
- Staff have been participating in the community vaccination sites
- The State will perform monitoring reviews of fiscal performance and equal employment
- Staff is conducting contract performance monitoring

Program Updates:

- Staff have applied for H1B and High Road Training Partnership grants, but were not awarded. Alternative partnerships with the East Bay Economic Development Alliance were established to apply for the Workforce Accelerator Grant 9.0
- Staff is in pursuit of a Department of Labor grant aimed at supporting reentry services
- Efforts have been made targeting apprenticeship programs (the Alameda County Health Partnership Program for the youth and young adults
- Workforce Services are conducted virtually, as appropriate

Other Updates:

- The following collaborations with the City of Fremont, Ohlone and or 2f t re are in pilot mode:
 - Earn and Learn Fremont targeting the manufacturing sector
 - Facebook Career Connections
- The distribution of the Rapid Response reports to local officials has changed to a monthly frequency due to a decline in Worker Adjustment and Retraining Notification (WARN) activity
- The unemployment insurance rates, and assistance requests continues to change

ITEM II – PRESENTATION.

- Kelly Jenkins-Pultz, Regional Administrator of the U.S. Department of Labor Women’s Bureau, Region 9 presented “Women’s Bureau: Advocating for Working Women Since 1920”

ITEM III. – PUBLIC FORUM.

Chairperson McCormick opened the Public Forum.

Chairperson McCormick closed the Public Forum.

ITEM IV.A. SELECTION OF PROVIDERS FOR YOUTH INNOVATION PROGRAM AND FUTURE FORCE CAREER PROGRAM.

Chairperson McCormick read the recommendation to take action to approve the six-point defined criteria and process for selection of providers for the Youth Innovation Program and Future Force Career Program. Deidra Perry provided background and welcomed comments. YC Chair Christopher Rose also provided comments from the YC meeting discussion.

Chairperson McCormick opened the public hearing.

Chairperson McCormick closed the public hearing.

A motion to approve the recommendations with consultation from County Counsel was made by **Bowser/Mello/carried.**

Abstention: Rhoe

ITEM IV.B. SELECTION OF PROVIDER FOR THE COMPREHENSIVE AMERICA’S JOB CENTER OF CALIFORNIA FOR PROGRAM YEARS 2021-2025.

Chairperson McCormick read the recommendation to approve the four-point defined criteria and process for selection of the provider for the Comprehensive America’s Job Center of California (AJCC). David Dias provided background of the item and welcomed comments.

Chairperson McCormick opened the public hearing.

Chairperson McCormick closed the public hearing.

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

Abstention: Rhoe

ITEM IV.C. SELECTION OF PROVIDER FOR ADULT AND DISLOCATED WORKER CAREER SERVICES COLLABORATIVE LEAD FOR PROGRAM YEARS 2021-2025.

Chairperson McCormick read the recommendation to approve the four-point selection process and criteria of the provider for Career Services Collaborative (CSC) Lead. David Dias provided background of the item and welcomed comments.

Chairperson McCormick opened the public hearing.

Daniel Newell of Ohlone College expressed gratitude for the recommendation.

Chairperson McCormick closed the public hearing.

A motion to approve the recommendations was made by **Reyes/Mello/carried.**

Abstention: Rhoe

ITEM IV.D. APPROVAL OF THE INITIAL FOUR-YEAR LOCAL PLAN (2021-2024)

DRAFT. Chairperson McCormick read the recommendation to approve the Initial Four-Year Local Plan (2021-2024) Draft in alignment with the California Workforce Development Board’s final Workforce Services Directive (WSD) 20-05. Latoya Reed provided background of the item with a PowerPoint presentation, 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/Bowser/carried.**

Abstention: Rhoe

ITEM IV.E. APPROVAL OF REQUEST FOR TRANSFER OF WORKFORCE INNOVATION AND OPPORTUNITY ACT FUNDS.

Chairperson McCormick read the recommendation to approve the transfer of funds in an amount up to \$100,000 from Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funds to WIOA Adult funds for WIOA Subgrant A011001; and to authorize staff to submit to the State Employment Development Department (EDD) Workforce Service Division a “Transfer of Workforce Innovation and Opportunity Act (WIOA) Formula Funds” request. 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 **Torok/Keenan/carried.**

Abstention: Rhoe/Cogley

ITEM IV.F. APPROVAL OF THE EAST BAY REGIONAL PLANNING UNIT FOUR-YEAR REGIONAL PLAN. Chairperson McCormick asked Interim Director to read the recommendation to approve the East Bay Regional Planning Unit’s Four-Year Regional Plan; and Direct the Chair of the Alameda County Workforce Development Board to sign the East Bay Regional Planning Unit’s Four-Year Regional Plan. Rhonda Boykin provided a brief background. A consultant from Glen Price Group presented additional information 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/Torok/carried.**

Abstention: Abbott/Rhoe/Walke/Wiangchanok

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

ITEM VI. INFORMATION ITEMS. The Board did not have inquiries.

ITEM VII. MATTERS INITIATED BY BOARD MEMBERS.

John Torok hoped to work closely with the Department of Labor, Women’s Bureau to develop innovations on commonalities of interest.

ITEM VIII. ANNOUNCEMENTS.

Samantha Miller provided highlights from the Labor Law Update webinar on February 18, 2021.

The meeting was adjourned at 12:00 P.M.

ITEM II. PRESENTATION

BELI ACHARYA **FOUNDER AND EXECUTIVE DIRECTOR OF CONSTRUCTION TRADES** **WORKFORCE INITIATIVE**



Beli Acharya is the Founder and Executive Director of Construction Trades Workforce Initiative the nonprofit partner of Alameda, Contra Costa and Napa, Solano Building Trades Councils. She has a deep understanding of the construction employment pipeline from start to finish through direct relationships with the unionized construction trades, pre-apprenticeship programs, public agencies, and key contractors in the region. Ms. Acharya has worked with Bay Area Local Building Trade Councils' leadership to shape and create local hire language in workforce agreements to increase opportunities for local and disadvantaged residents and MC3 graduates to ensure greater opportunities and capacity in local communities. Ms. Acharya has successfully designed, developed, implemented and managed pre-apprenticeship programs in high schools, community colleges, juvenile detention centers and county jails across the East Bay.

ITEM IV.A. – ACTION / PUBLIC HEARING

**IMPLEMENTATION OF CONDITIONAL FUNDING ACTIONS
REGARDING CONTRACT PERFORMANCE FOR PY 2020/2021**

ORGANIZATIONAL EFFECTIVENESS COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) 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 as follows:

1. Withholding of 25% of Workforce Innovation and Opportunity Act (WIOA) grant funds for PY 2020/2021 if 100% of specified contract performance goals are not met by each contracted service provider by the March 31, 2021 benchmark date; and
2. Forfeiture of that 25% set-aside if performance attainments do not reach 100% in those specified measures by June 30, 2021.

BACKGROUND:

At the ACWDB meeting on May 9, 2019, the board authorized staff to move forward with contract renewal criteria that included conditional funding actions for providers who did not meet their contract performance goals for specified measures as follows:

Adults and Dislocated Workers	Youth and Young Adults
Measure	Measure
New Enrollments	New Enrollments
Training Fund Obligation	Work-Based-Learning Activities
On-the-Job Training Enrollments	Core Skills/Leadership Activities
Significant Progress toward all other Contract Performance Goals	Significant Progress toward all other Contract Performance Goals

At the ACWDB meeting on September 12, 2019, staff took an information item to the board further defining the parameters for conditional funding. Those parameters are included in the recommendation above.

ACWDB staff are seeking authorization to implement these prescribed conditional funding actions if 100% of PY 2020/2021 contract performance goals are not attained by March 31, 2021.

YOUTH AND YOUNG ADULT PROVIDERS:

PY 2020/2021; Quarter 3 Attainments (7/1/2020 – 3/31/2021)

IN-SCHOOL PROVIDER:		EDEN - Eden ROP	
Measure	PY 20/21 Goal	Q3 Attainment	% of PY Goal
New Enrollments	53	53	100.0%
Work-Based Learning	90.0%	34.0%	37.8%
Core/Leadership Skills	90.0%	0.0%	0.0%

OUT OF SCHOOL PROVIDER:		EDEN - Hayward Adult	
Measure	PY 20/21 Goal	Q3 Attainment	% of PY Goal
New Enrollments	54	52	96.3%
Work-Based Learning	90.0%	90.9%	101.0%
Core/Leadership Skills	90.0%	90.9%	101.0%

OUT OF SCHOOL PROVIDER:		NORTH - BYA	
Measure	PY 20/21 Goal	Q3 Attainment	% of PY Goal
New Enrollments	46	45	97.8%
Work-Based Learning	90.0%	77.3%	85.9%
Core/Leadership Skills	90.0%	77.3%	85.9%

OUT OF SCHOOL PROVIDER:		TRI CITIES - La Familia	
Measure	PY 20/21 Goal	Q3 Attainment	% of PY Goal
New Enrollments	31	31	100.0%
Work-Based Learning	90.0%	96.7%	107.4%
Core/Leadership Skills	90.0%	93.3%	103.7%

OUT OF SCHOOL PROVIDER:		VALLEY - La Familia	
Measure	PY 20/21 Goal	Q3 Attainment	% of PY Goal
New Enrollments	18	16	88.9%
Work-Based Learning	90.0%	100.0%	111.1%
Core/Leadership Skills	90.0%	100.0%	111.1%

Outcomes that will trigger Conditional Funding Actions.

Based on the PY 2020/2021 third quarter outcomes as represented above, staff are recommending the following:

Of the four Youth and Young Adult service providers, all will be recommended for conditional funding actions:

1. Eden ROP – for failure to meet the goal for Work-Based Learning and Core-Skills/Leadership activities;
2. Hayward Adult School – for failure to meet the New Enrollment goal;

3. Berkeley Youth Alternatives – for failure to meet the New Enrollment, Work-Based Learning, and Core-Skills/Leadership activity goals; and
4. La Familia Counseling – for failure to meet the New enrollment goal for their Valley program.

ADULT AND DISLOCATED WORKER PROVIDERS:

PY 2020/2021; Quarter 3 Attainments (7/1/2020 – 3/31/2021)

PROVIDER / CONTRACTOR:		EDEN - Rubicon Programs, Inc.				
Measure	WIOA ADULTS			DISLOCATED WORKERS		
	PY 20/21 Goal	Q3 Attainment	% of Goal	PY 20/21 Goal	Q3 Attainment	% of Goal
New Enrollments	87	88	101.1%	113	117	103.5%
Training Fund Obligations	\$85,793	\$52,113	60.7%	\$108,788	\$95,098	87.4%
On-the-Job Training Enrollments	8	0	0.0%			

PROVIDER / CONTRACTOR:		NORTH CITIES - Peralta College				
Measure	WIOA ADULTS			DISLOCATED WORKERS		
	PY 20/21 Goal	Q3 Attainment	% of Goal	PY 20/21 Goal	Q3 Attainment	% of Goal
New Enrollments	47	60	127.7%	61	70	114.8%
Training Fund Obligations	\$46,196	\$19,310	41.8%	\$58,578	\$51,941	88.7%
On-the-Job Training Enrollments	4	0	0.0%			

PROVIDER / CONTRACTOR:		TRI CITIES - Ohlone Community College				
Measure	WIOA ADULTS			DISLOCATED WORKERS		
	PY 20/21 Goal	Q3 Attainment	% of Goal	PY 20/21 Goal	Q3 Attainment	% of Goal
New Enrollments	58	58	100.0%	76	59	77.6%
Training Fund Obligations	\$57,195	\$32,861	57.5%	\$72,525	\$71,895	99.1%
On-the-Job Training Enrollments	5	3	60.0%			

PROVIDER / CONTRACTOR:		VALLEY - Chabot/Las Positas				
Measure	WIOA ADULTS			DISLOCATED WORKERS		
	PY 20/21 Goal	Q3 Attainment	% of Goal	PY 20/21 Goal	Q3 Attainment	% of Goal
New Enrollments	31	35	112.9%	41	42	102.4%
Training Fund Obligations	\$30,797	\$27,915	90.6%	\$40,602	\$40,602	100.0%
On-the-Job Training Enrollments	3	2	66.7%			

Outcomes that will trigger Conditional Funding Actions.

Note: On-the-Job Training enrollment goals span the two funding streams (WIOA Adult and Dislocated Worker).

Based on the PY 2020/2021 third quarter outcomes as represented above, staff are recommending the following:

Of the four Adult and Dislocated Worker service providers, all will be recommended for conditional funding actions:

1. Rubicon Programs, Inc (Eden) – for failure to meet the following goal(s):
 - a. Training Fund Obligations (Adult and Dislocated Worker)
 - b. OJT Enrollments

2. Peralta / College of Alameda (North Cities) – for failure to meet the following goal(s):
 - a. Training Fund Obligation (Adult and Dislocated Worker)
 - b. OJT Enrollments

3. Ohlone College (Tri-Cities) – for failure to meet the following goal(s):
 - a. New Dislocated Worker Enrollments
 - b. Training Fund Obligation (Adult and Dislocated Worker)
 - c. OJT Enrollments

4. Chabot/Las Positas College (Valley) – for failure to meet the following goal(s):
 - a. Training Fund Obligation (Adult only)
 - b. OJT Enrollments

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE DISCUSSION:

The OE Committee engaged in a robust discussion regarding the implementation of conditional funding actions.

The committee discussed:

1. Challenges faced by service providers to attain goals;
2. Offering flexibility in determining the amount of funding withheld for failure to achieve contract performance goals; and
3. Challenges that may be faced by service providers in the event portions of funding are withheld.

Ultimately, the item was approved with one abstention.

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

ITEM IV.B. – ACTION / PUBLIC HEARING

SELF-SUFFICIENCY WAGE THRESHOLD POLICY UPDATE

SYSTEMS AND STRATEGIES COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve an increase to the ACWDB Self-Sufficiency Wage Threshold Policy from \$24.10 to \$35.11 per hour.

BACKGROUND:

In 2005, under the Workforce Investment Act (WIA), the Alameda County Workforce Investment Board (ACWIB) adopted a policy which prohibited enrollment into the WIA Adult program for applicants who were employed on the date of application and earning a wage that exceeded \$24.10 per hour.

The WIA [federal legislation that preceded the Workforce Innovation and Opportunity Act (WIOA)], called for such a restriction, but allowed each Local Area the flexibility to define their own self-sufficiency threshold based on local labor market and cost-of-living statistics.

WIOA does not mandate such restrictions. However, some Local Areas continue with similar policies applied at the time an employed applicant applies for services. Other Local Areas have opted to apply a similar restriction, but only for participants who seek vocational training services that are WIOA-funded – and some Local Areas have discontinued the policy all together.

In the interest of continuing to ensure that WIOA provides support and services to individuals most in need, staff are recommending the Self-Sufficiency Wage Threshold Policy be updated and extended until such time that there is a subsequent review resulting in a determination that this policy should be altered or rescinded.

In order to determine an appropriate wage threshold for this policy, staff consulted multiple resources in formulating justification for this recommendation.

1. A New York Times article published on October 8, 2019 and updated on January 23, 2020 entitled “What is Middle Class in California” by Jill Cowan.
<https://www.nytimes.com/2019/10/08/us/what-is-middle-class-in-california.html>
The article cited the work of Sarah Bohn, director of research at the [Public Policy Institute of California](#) who estimated that the minimum threshold for being considered middle class in the San Francisco Bay Area was \$74,750 annually. This figure breaks down to \$35.94 per hour when calculated based on a 40-hour work week.
2. The Online Living Wage Calculator tool is presented by the Massachusetts Institute of Technology (MIT), Housing, Community and Economic Development Group headed by Amy Glasmeier, creator of the Living Wage Calculator tool.
<https://livingwage.mit.edu/counties/06001>

The Living Wage Calculator lands on \$34.27 per hour for a 2-adult family with no children and only one person employed.

Using these two tools – and averaging the results from them, staff have arrived at \$35.11 as the recommended new Self-Sufficiency Wage Threshold.

SELF-SUFFICIENCY WAGE THRESHOLD POLICY:

Applicants who are employed on the date they apply for WIOA-funded services must fall into one of the following three categories:

1. They qualify for WIOA-funded services based on Dislocated Worker eligibility criteria; or
2. They are earning a wage below \$35.11 per hour; or
3. They are earning a wage at or above \$35.11 per hour and qualify as “Underemployed” based on the definition as stated below.

DEFINING “UNDEREMPLOYED”:

For the purposes of this policy ACWDB is defining “underemployed” as follows:

Individuals who are employed on the date they apply for WIOA-funded services – and are earning a wage at or above \$35.11 per hour, but fall into one of the following three categories:

1. They are employed part-time (less than 30 hours per week)
2. They are employed on a temporary, project, or contract basis
3. They are employed in an entry-level position that may be considered “stop-gap” in that the job is not in their regular career field or is not compensating them at a level to which they had become accustomed based on their prior work history

Individuals who do not meet the requirement as outlined in this definition, will be determined ineligible to enroll into WIOA-funded programs, but will continue to be able to access universal/basic career services that do not require enrollment into the WIOA program.

Additionally, these individuals must be referred to other resources for career services within the communities where they reside. These WIOA-ineligible individuals may also be advised that they may be eligible for WIOA-funded services if they experience a change in their employment status – at which time they will be allowed to submit a new application.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE DISCUSSION:

The S&S Committee engaged in a robust discussion regarding the purpose and benefits of updating the existing Self-Sufficiency Wage Threshold policy. Comments and questions included:

1. Affirmation that this policy is due for an update.
2. Assurances that updating this policy ensures that ACWDB will continue to enroll to individuals most in need of services.

3. Reassurance from staff regarding committee concerns that this policy will not cause any hardship on jobseekers or service providers attempting to meet the requirement.
4. Appreciation of research conducted by staff prior to proposing the update.

The proposed update to the Self-Sufficiency Wage Threshold policy was unanimously approved.

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

ITEM IV.C. – ACTION / PUBLIC HEARING

EXTENSION OF THE RESIDENCY EXCEPTION POLICY

SYSTEMS AND STRATEGIES COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve extension of the Residency Exception Policy as follows:

1. Allow a maximum of 10% of Workforce Innovation and Opportunity Act (WIOA) enrolled participants to qualify for WIOA Formula funded services based on an exception to ACWDB’s residency policy; and
2. Extend this policy indefinitely.

BACKGROUND:

In 2004, the ACWDB adopted a policy which restricted enrollment of customers who resided outside the boundaries of the Local Area (Alameda County outside the city of Oakland) to a five percent (5%) maximum. This policy was applicable only to Formula funded programs under the Workforce Investment Act (WIA), Title I (Adult, Dislocated Worker and Youth).

At their September 14, 2017 meeting, the ACWDB approved an increase of the cap on out-of-area enrollees from five percent (5%) to ten percent (10%) through June 30, 2018. The term of the policy was subsequently extended through June 30, 2021 at the ACWDB meeting on May 10, 2018.

TRACKING OF RESIDENCY FOR WIOA ENROLLED AND UNIVERSAL CUSTOMERS:

WIOA Enrolled:

ACWDB’s enrollment data for program years 2018/2019, 2019/2020, and 2020/2021 (through February 2021) reflect the following statistics with regard to residency of WIOA-enrolled participants:

PY 2018/2019 (7/1/2018 through 6/30/2019)				
ENROLLED INDIVIDUALS				
Total Enrolled	Outside Local Area	% Out of Local Area	City of Oakland	Oakland % of Total Enr
842	116	14%	63	7%

PY 2019/2020 (7/1/2019 through 6/30/2020)				
ENROLLED INDIVIDUALS				
Total Enrolled	Outside Local Area	% Out of Local Area	City of Oakland	Oakland % of Total Enr
957	154	16%	72	8%

PY 2020/2021 (7/1/2020 through 2/28/2021)				
ENROLLED INDIVIDUALS				
Total Enrolled	Outside Local Area	% Out of Local Area	City of Oakland	Oakland % of Total Enr
642	142	22%	85	13%

Registered in CalJOBS:

For program years 2018/2019, 2019/2020, and 2020/2021 through February; individuals sought career services from outside of ACWDB’s service area at the following rates:

PY 2018/2019 (7/1/2018 through 6/30/2019)		
REGISTERED INDIVIDUALS		
Total Registered	Outside Local Area	% Out of Local Area
10418	525	5%

PY 2019/2020 (7/1/2019 through 6/30/2020)		
REGISTERED INDIVIDUALS		
Total Registered	Outside Local Area	% Out of Local Area
29351	1072	4%

PY 2019/2020 (7/1/2020 through 2/28/2021)		
REGISTERED INDIVIDUALS		
Total Registered	Outside Local Area	% Out of Local Area
5221	232	4%

Approving the 10% Residency Exception Policy will allow service providers more flexibility in meeting their enrollment goals and determining individual’s appropriateness for WIOA services based on criteria relevant to WIOA performance. This policy provides priority to Alameda County residents and allows some flexibility to serve other individuals from outside of this Local Area.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE DISCUSSION:

The S&S Committee engaged in a thoughtful discussion regarding the proposed extension of ACWDB’s Residency Exception Policy.

Committee comments and questions included curiosity regarding how the data would be collected and monitored. ACWDB staff provided a brief explanation of the process which includes a requirement for service providers to request permission to enroll participants that do not meet the existing residency policy.

The recommendation was unanimously approved.

For more information, please contact Michele G. Garcia, MIS Administrator at (510) 259-3814 or by email at mggarcia@acgov.org.

ITEM IV.D. – ACTION / PUBLIC HEARING

**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
YOUTH AND YOUNG ADULT PROGRAMS SERVICE DELIVERY
STRATEGIES FOR NEW PROCUREMENT CYCLE - 2022-2025**

YOUTH COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB) approve the following Youth and Young Adult Program service delivery strategies, and procurement for these services, for a program cycle covering January 1, 2022 through June 30, 2025 as follows:

1. Authorize staff to issue one Request for Proposals (RFP) for the following service delivery strategies:
 - a. The Future Force Career Program for out-of-school youth (OSY) in the Eden sub-region (Hayward, , San Leandro, San Lorenzo, Castro Valley, and unincorporated areas of Ashland, Cherryland, and Fairview).
 - b. The Youth Innovation Program for in-school youth (ISY) in the Tri-Valley sub-region (Dublin, Pleasanton, and Livermore, unincorporated area of Sunol).
2. Increase the allocation of Youth Formula funding for ISY from the current 15% to 25%.
3. Expand The Youth Innovation Program to the Tri-Valley sub-region and allocate relative percentage of 10%.

BACKGROUND:

ACWDB, at its September 2020 board meeting, approved the YC recommendation to issue one RFP for ISY and OSY. The RFP was issued October 10, 2020 and resulted in staff recommendations for two of the four sub-regions (Eden and North Cities). Unfortunately, the procurement failed in the Eden and Tri-Valley sub-regions because the bids did not meet the minimum score of 75.

At its March 11, 2021 meeting, the Board authorized staff to research other procurement strategies for the two sub-regions with the failed procurement, which could include, a sole source or piggyback contract, or issuing a new RFP. After surveying key stakeholders and identifying potential service providers, staff recommends a competitive process by issuing a new RFP for OSY in the Eden sub-region and ISY in the Tri-Valley sub-region.

2022- 2025 Strategies

In-School Youth:

The failed procurement for the Tri-Valley offers ACWDB the opportunity to pilot a different service strategy that may result in outcomes that increase credential attainment. Staff recommends serving ISY in this sub-region. The ISY strategy represents an opportunity to reach WIOA eligible youth before they become disconnected from school and/or work.

The issue of the need for proactive strategies is illuminated in the recent study by California Opportunity Youth Network (COYN) that is requesting a federal waiver to exempt foster youth, and system involved youth from the “out-of-school” category. The rationale is that access to in-school WIOA services may prevent youth from dropping out-of-school. WIOA regulations require WDBs to allocate a minimum of 75% of its Youth Formula funding to out-of-school youth.

ACWDB currently allocates 85% to OSY and 15% to ISY. Increasing the allocation to ISY provides an opportunity to decrease the number of high school drop-outs and justice involved youth and increase the occupational skill and credential attainment rate for the local area.



Serving ISY in the Tri-Valley sub-region may attract service providers that can address the themes listed below which were reviewed at the April 13, 2020 YC meeting.

The pilot effort in Eden area with Eden ROP which began in PY 2018/2019, has been very successful in exceeding its contracted goals. Youth are graduating with not only their high school diplomas but occupational skills that are useful and relevant whether they attend post-secondary school, go directly into the workforce or some combination thereof. An in-school service delivery strategy also supports staff’s research which yielded the following themes:

1. Need for occupational training in demand-driven career paths that lead to high-wage jobs
2. Offer “Earn and Learn” training models
3. Improve linkages between business, industry and labor organizations
4. Provide opportunity and options for youth to gain increased exposure to career pathways
5. Strengthen core-skills to increase workplace-readiness

Out-of School Youth:

Staff's recommendation is to continue the strategy approved at the September 10, 2020 board meeting; which is to offer service delivery strategies that significantly focus on providing occupational trainings that lead to in-demand occupations offering a liveable wage. Trainings will utilize the "earn and learn" framework, be linked to priority industry sectors, and be conducted in cohorts with integrated employer engagement. In addition to occupational training, the program design includes enhanced emphasis on workplace-readiness training.

Request for Proposal (RFP):

ACWDB staff will conduct a procurement process for the Youth Innovation Program and the Young Adult Future Force Career Program and anticipate releasing an RFP in May 2021, dependent on board approval. Current programs and services will continue through December 31, 2021. Contracts under the new procurement will be effective January 1, 2022 through June 30, 2025 (Please refer to the Attachment – IV.D.1. Request for Proposal Timeline – 2021/2025 Youth and Young Adult Programs).

YOUTH COMMITTEE (YC) DISCUSSION:

During discussion, staff clarified for YC that recommendation to increase the percentage allocation for ISY from 15% to 25% is a preventative strategy, in that serving more at-risk ISY can decrease the number of youth dropping out of high school and/or becoming justice involved.

After discussion, the YC unanimously approved this item as presented.

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

ATTACHMENT:

IV.D.1. Request for Proposal (RFP) Timeline

REQUEST FOR PROPOSAL (RFP) TIMELINE
2022-2025 YOUTH & YOUNG ADULT PROGRAMS

Event/Activity	Date/Location
Recommendations to Youth Committee	April 12, 2021
ACWDB Approval to Release RFP	May 13, 2021
RFP Released	May 21, 2021
Networking/Bidders Conference	May 27, 2021 – via virtual platform
Written Questions Due	May 28, 2021 by 3:00 p.m.
Addendum No. 1 Posted	June 1, 2021
Bid Proposals Due	June 11, 2021 by 2:00 p.m. (open 3 weeks)
Rating Panel Evaluation Period	June - July 2021
Rating Panel Recommendation to Youth Committee	August 9, 2021
ACWDB Approval of Recommendations	September 9, 2022
County Board of Supervisors Award Date	October 2021
Contractor Meeting to Present New Program Overview and Guidelines	December 9-10, 2021
Contract and Program Start Date	January 1, 2022

Note: All dates are tentative and subject to change

ITEM IV.E. - ACTION / PUBLIC HEARING

**WORKFORCE INNOVATION AND OPPORTUNITY ACT
FORMULA FUNDING ALLOCATION METHODOLOGY
FOR PY 2021/2022**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board approve of the Workforce Innovation and Opportunity Act (WIOA) Formula Funding Allocation Methodology for PY 2021/2022, as shown on Attachment IV.E.1.

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) has utilized a percentage share approach to the distribution of the available funding resources to implement the WIOA Formula (Adult, Dislocated Worker, Youth and Rapid Response) programs. This approach is intended to maintain consistency on a year-to-year basis for the primary program strategies that are designed to meet the employment and training needs of program participants in Alameda County. Whereas the WIOA Formula funding levels vary from year-to-year, the relative share of the funds available for program implementation, operation and oversight remains consistent, with all aspects of service delivery and management systems impacted by the variations in available funds.

The approval of the percentages does not result in the award of funds to providers. The award of specific funding levels to providers will be separate actions taken by the Executive Committee and then by the full ACWDB. Contract award recommendations for the Comprehensive One-Stop America's Job Center of California (AJCC), Career Services Collaborative Provider, and Youth Program Service Providers are being considered by the appropriate ACWDB Committee in April 2021.

PLANNING ESTIMATE:

For planning purposes, staff is utilizing the PY 2020/2021 WIOA Formula funding allocation for all WIOA programs (Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth). This is based on budget information and staff analysis of the FY 2021/2022 Department of Labor appropriations. Once actual allocations are known, staff will apply the approved funding allocation methodology and make appropriate adjustments to provider contract funding levels and to the overall ACWDB budget for PY 2021/2022.

TRAINING POOL:

For FY 2021/2022, California law requires that each Local Workforce Development Board (Local Area) spend an amount that is at least 30% of the total 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 other funds, including WIOA Discretionary funds, or 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.

FUNDING FOR IMPLEMENTATION:

It is staff's recommendation that the 20% Training Requirement be set aside from the Adult and Dislocated Worker Formula funds. This sets a clear goal for training expenditures, ensures that the 20% minimum is tracked separately, and confirms the Formula funds available for the implementation of all other WIOA Services.

Staff recommends that the remaining 80% of Adult and Dislocated Worker Formula funds and 100% of Youth and Rapid Response Formula funds be allocated to the activities and services of the ACWDB Department and the service providers as described below and presented in Attachment IV.E.1.

WDB DEPARTMENT MANAGEMENT AND OVERSIGHT:

The ACWDB Department carries responsibility for the management and oversight of the WIOA programs and funds allocated to Alameda County. The ACWDB Department is also responsible for development and oversight of ACWDB special initiatives and discretionary grant programs, partnership development for the workforce system, and management/implementation of East Bay Regional Planning Unit (RPU) activities. The MIS reporting and systems support allocations will be used for countywide and regional system building, including the ACWDB's financial support of MIS tracking systems. Systems support may also include: tracking / reporting goals and objectives, activities, and continuous improvement; board development; technology support including MIS training to providers; and EASTBAY *Works* activities and technology connectivity. Business Services / Rapid Response allocations will be used to support on-going services and to implement the Business Engagement Model approved by ACWDB in December 2017.

FUNDING AWARDS TO PROVIDERS:

Staff recommends that of the 80% "Available for Implementation", 60% of the Adult Formula Allocation and 60% of the Dislocated Worker Formula Allocation be designated for the awards to providers. In addition, staff recommends that 71% of the Youth Formula Allocation be designated for awards to providers.

The funds designated for providers will cover the program delivery strategies for PY 2021/2022. These include: 1) Comprehensive AJCC; 2) Career Services Collaborative Provider; and 3) Youth Innovation Program (In-School) and Young Adult Future Force Career Program (Out-of-School) Service Providers.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 28, 2021. Discussion focused on the increased burden to WIOA Formula funds resulting from decreases in discretionary grant funding. The item passed unanimously.

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

ATTACHMENT:

IV.E.1. - WIOA Formula Funding Allocation Methodology PY 2021/2022

**WIOA FORMULA FUNDING ALLOCATION METHODOLOGY
PY 2021/2022**

FUNDS TO LOCAL AREA	%	ADULT	DISLOCATED WORKERS	%	YOUTH	%	RAPID RESPONSE	TOTALS for PY 2018/2019
TOTAL FORMULA ALLOCATION (1)	100%	\$1,349,911	\$1,769,714	100%	\$1,431,220	100%	\$355,252	\$4,906,097
TRAINING REQUIREMENT (2)	20%	\$269,982	\$353,943					\$623,925
AVAILABLE FOR IMPLEMENTATION	80%	\$1,079,929	\$1,415,771	100%	\$1,431,220	100%	\$355,252	\$4,282,172
WDB DEPARTMENT	Allocation of the 80% for Implementation		Allocation for Implementation		Allocation for Implementation			
PLANNING/FISCAL/BOARD SUPPORT	15%	\$161,989	\$212,366	15%	\$218,401	35%	\$124,338	\$717,093
MIS REPORTING - TRACKING/ELIGIBILITY	10%	\$107,993	\$141,577	7%	\$100,185	8%	\$28,420	\$378,176
BUSINESS SERVICES / RAPID RESPONSE	10%	\$107,993	\$141,577	4%	\$57,249	50%	\$177,626	\$484,445
SYSTEMS SUPPORT	5%	\$53,996	\$70,789	3%	\$42,937	7%	\$24,868	\$192,590
Sub-Total	40%	\$431,972	\$566,308	29%	\$418,771	100%	\$355,252	\$1,772,303
PROVIDERS (3)	60%	\$647,957	\$849,463	71%	\$1,012,449			\$2,509,869
TOTAL for IMPLEMENTATION	100%	\$1,079,929	\$1,415,771	100%	\$1,431,220	100%	\$355,252	\$4,282,172

(1) Funding levels are planning estimates only, using PY 2020/2021 WIOA Formula funding allocations for Adult, Dislocated Worker and Youth. Planning estimates for Rapid Response and Rapid Response Layoff Aversion programs include a 50% increase from PY 2019/2020 levels.

(2) A minimum of 20% (planning estimate - \$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% (planning estimate - \$311,963) may be training dollars from other sources.

(3) PROVIDERS: Funding for contracts with providers will be approved under separate action by ACWDB Committee and full Board.

ITEM IV.F. - ACTION / PUBLIC HEARING

FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) SERVICE PROVIDERS FOR PY 2021/2022

EXECUTIVE COMMITTEE RECOMMENDATIONS:

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

1. Funding recommendations for contract maximums for WIOA service providers for PY 2021/2022 (See Attachment IV.F.1);
2. 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;
3. If the PY 2021/2022 Formula funding allocations to Alameda County are less than the estimated levels in the percentage allocation process approved by the ACWDB, then a relative share percentage reduction for each of the selected providers will be applied to determine the PY 2021/2022 funding awards;
4. Direct staff to initiate contracts and negotiate approved contract performance goals commencing July 1, 2021 using the final allocations from the State.

BACKGROUND:

On September 10, 2020, the ACWDB approved the release of three (3) Request for Proposals (RFP) processes for WIOA program services: 1) Comprehensive America's Job Center of California (AJCC), 2) Career Services Collaborative Provider, and 3) Youth Services. The ACWDB approved selection of WIOA program services providers at its March 11, 2021 meeting, with the exception of youth service providers for the Eden and Tri-Valley service areas. The ACDWB approved 6-month extensions of contracts with existing WIOA youth service providers for these two areas. The Youth Committee took action at its April 12, 2021 meeting to issue new RFP processes for in-school youth services in the Tri-Valley service area and out-of-school services in the Eden area. This recommendation addresses PY 2021/2022 funding levels for awarded providers and upcoming RFP processes.

PY 2021/2022 WIOA Formula allocations are not yet available from the State of California. For funding recommendations, staff is utilizing the PY 2020/2021 WIOA Formula allocations, and the recommended allocation methodology for PY 2020/2021 (see Item V.A).

Funding recommendations for each WIOA service provider are based on current estimates of available funding for PY 2021/2022. Once the final WIOA Formula funding allocations for PY 2021/2022 are known, staff will apply the ACWDB approved allocation methodology and contract renewal criteria in order to make the final calculations necessary to proceed with initiating contracts with service providers for PY 2021/2022.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 28, 2021. Discussion focused on the Youth Committee recommendation to increase the in-school allocation to 25% of the WIOA Youth formula funding and the impact of decreased WIOA funding on services. The item passed unanimously.

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

ATTACHMENT:

IV.F.1. WIOA Funding Recommendations for PY 2021/2022

**WIOA FUNDING RECOMMENDATIONS FOR PY 2021/2022
DETAIL BY CONTRACT SERVICE PROVIDER**

	PROGRAM	AREA / SUB-REGION	% of ALLOCATION	FUNDING RECOMMENDATION
PROVIDER				
IN-SCHOOL YOUTH PROVIDERS (1)			25%	\$253,112
EDEN REGIONAL OCCUPATIONAL PROGRAM	Youth Innovation Program (In-School)	EDEN	60%	\$151,867
OUT-OF-SCHOOL YOUTH PROVIDERS			75%	\$759,337
BERKELEY YOUTH ALTERNATIVES	Young Adult Future Force Career Program (Out-of-School)	NORTH CITIES	31%	\$235,394
OHLONE COMMUNITY COLLEGE DISTRICT	Young Adult Future Force Career Program (Out-of-School)	TRI-CITIES	21%	\$159,461
HAYWARD USD (2)	Young Adult Future Force Career Program (Out-of-School)	EDEN	N/A	\$114,963
LA FAMILIA / EAST BAY COMMUNITY SVCS (2)	Young Adult Future Force Career Program (Out-of-School)	TRI-VALLEY	N/A	\$38,321
PENDING PROCUREMENT				
AWARDS TO RFP BIDDERS FOR TRI-VALLEY IN-SCHOOL YOUTH AND EDEN AREA OUT-OF-SCHOOL YOUTH PROVIDERS (3)	Youth Innovation Program (In-School) and Young Adult Future Force Career Program (Out-of-School)	EDEN/TRI-VALLEY	N/A	\$312,443
Sub-total Youth Providers				\$1,012,449
RUBICON PROGRAMS	Comprehensive AJCC	EDEN	39%	\$583,994
OHLONE COMMUNITY COLLEGE DISTRICT	Career Services Collaborative	NORTH CITIES/TRI-CITIES/TRI-VALLEY	61%	\$913,426
Sub-total AJCC/Career Service Providers				\$1,497,420
Total WIOA Funding Recommendations (4)				\$2,509,869

(1) In-school youth funding planned at 25% of total youth provider funding, based on Youth Committee recommendation in April 2021.

(2) Six month extension of out-of-school youth services for the Eden and Tri-Valley services areas due to non-successful RFP, approved by ACWDB in March 2021.

(3) New procurement/RFP for in-school youth services in Tri-Valley area and out-of-school youth services in Eden area, based on Youth Committee recommendation in April 2021.

(4) Funding recommendations based on the approved WIOA Formula Funding Allocation Methodology, and represent contract maximums. Actual contract awards for PY 2021/2022 may change based on final WIOA Formula Allocations and other restrictions for contract renewals.

ITEM IV.G. – ACTION / PUBLIC HEARING

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

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the Preliminary Annual Budget, as presented in Attachment IV.G.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

Program Year 2021/2022 WIOA Adult, Dislocated Worker, Rapid Response, and Youth Formula allocations are not yet available from the State of California. For planning purposes, staff is utilizing the PY 2020/2021 WIOA Formula funding allocation for all WIOA programs (Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth programs). This is based on budget information and staff analysis of the FY 2021/2022 Department of Labor appropriations. Once actual allocations are known, staff will make the necessary, final calculations in order to proceed with implementing program services for PY 2021/2022. Final PY 2021/2022 WIOA Formula funding allocations are expected from California Employment Development Department (EDD) by May 31, 2021.

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.

Several ACWDB discretionary grant programs end during PY 2020/2021: Second Chance Smart Re-Entry Program, Underserved COVID-19 Impacted Individuals Grant and COVID-19 In This Together Grant projects will complete services with full expenditure of grant funding as of June 30, 2021. This results in a net decrease of \$490,793 in overall discretionary grant funding from PY 2020/2021 to PY 2021/2022, depending on actual carry-over funding as of 6/30/21.

Once final PY 2021/2022 WIOA Formula allocations are received from the State, staff will assess the impact on the overall PY 2021/2022 budget and make final calculations in order to proceed with contracts.

Any necessary budget adjustments and associated actions resulting from final PY 2021/2022 WIOA Formula allocations and final discretionary grant carry-over funding will be brought back to the Executive Committee and ACWDB for approval in the late summer and early fall.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 28, 2021. Discussion focused on the recent WIOA allocations to states released by the Department of Labor which show a decrease in WIOA Adult and Youth funding. Further discussion focused on the availability and need for additional discretionary grant funds. 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.G.1. - WIOA Formula and Discretionary Grant Revenues – July 1, 2021 through June 30, 2022

IV.G.2. - Planned Expenditures of ACWDB Revenues – July 1, 2021 through June 30, 2022

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

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

GRANT / FUNDING SOURCE		AVAILABLE REVENUE	
		Approved PY 2020/2021	Preliminary PY 2021/2022
WIOA Formula Funds		September 2020	April 2021
1.	WIOA ADULT PROGRAMS	\$1,349,911	\$1,349,911
2.	WIOA DISLOCATED WORKERS	\$1,769,714	\$1,769,714
3.	WIOA YOUTH PROGRAMS	\$1,431,220	\$1,431,220
4.	WIOA RAPID RESPONSE	\$287,103	\$287,103
5.	WIOA RAPID RESPONSE / Layoff Aversion	\$68,149	\$68,149
6.	TOTAL WIOA FORMULA ALLOCATIONS (1)	\$4,906,097	\$4,906,097
Discretionary Funds			
7.	Second Chance Act Smart Re-Entry Program (2)	\$85,991	
8.	Prison-to-Employment Regional Implementation Grant (3)	\$1,384,370	\$1,639,950
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
14.	TOTAL DISCRETIONARY FUNDING	\$2,304,463	\$1,813,670
15.	TOTAL AVAILABILITY for PROGRAM YEAR	\$7,210,560	\$6,719,767

NOTES:

- (1) Funding levels are planning estimates only, using PY 2020/2021 WIOA Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (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.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

PRELIMINARY ANNUAL BUDGET - PY 2021/2022

PLANNED EXPENDITURES -- PY 2021/2022

WIOA 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 - APR 2021
Planned Expenditures:				
A. WIB Dept - Planning/Fiscal/Board Support	\$717,093	\$115,800	\$ 1,031,726	\$ 832,893
B. MIS Reporting - Tracking/Eligibility	\$378,175	\$68,600	\$ 479,019	\$ 446,775
C. Business Services	\$484,445	\$23,700	\$ 539,531	\$ 508,145
D. Systems Support	\$192,590	\$60,650	\$ 238,476	\$ 253,240
E. ITAs-OJTs / Employer / Customized Training Projects (2)	\$623,925 (20%)	\$75,000 (10+%)	\$ 957,211	\$ 698,925 (30+%)
F. WIOA Comprehensive AJCC & Career Services (3)	\$1,497,420		\$ 1,622,205	\$ 1,497,420
H. WIOA Youth Services & Strategies (3)	\$1,012,449		\$ 1,073,415	\$ 1,012,449
I. Discretionary Project Service Providers (4)		\$1,469,920	\$ 1,268,977	\$ 1,469,920
J. Total Planned Expenditures	\$4,906,097	\$1,813,670	\$7,210,560	\$ 6,719,767
Total Revenue - Attachment A	\$4,906,097	\$1,813,670		\$6,719,767
Total under / (over) allocation	0	0		0

38

NOTES:

- (1) Funding levels are planning estimates only, using PY 2020/2021 WIOA Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (2) A minimum of 20% (planning estimate - \$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% (planning estimate - \$311,963) may be training dollars from other sources.
- (3) Includes recommended funding for contracts with current 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; 3rd Quarter; 7/1/2020 through 3/31/2021**

BACKGROUND:

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

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

ANALYSIS OF REPORTS:

Of the WIOA participants who exited from services during the first three quarters of PY 2020/2021, we can see that on average, WIOA Youth, Adult, and Dislocated Worker participants fell into the following Priority Population categories:

- 60% came from low-income families
- 10% were English Language Learners
- 10% were individuals with disabilities

WIOA performance outcomes show that ACWDB service providers achieved over 100% of their 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 (WIOA Adults increased from 40.9% to 58.0%; and Dislocated Workers increased from 38.2% to 55.8%)
- Measurable Skill Gains (increased from 5.2% to 15.3% for Dislocated Workers)

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 Q3

LOCAL AREA PERFORMANCE REPORTS
ADULTS, DISLOCATED WORKERS AND YOUTH
 PY 2020/2021; Quarter 3 (7/1/2020 through 3/31/2021)

Performance Attainments	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters	130			138			203		
Total Participants Served	344	100%		758	100%		1207	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%		18	2%		24	2%	
Individuals with a Disability	77	22%		117	15%		26	2%	
Low-income individuals	329	96%		459	61%		607	50%	
Ex-offenders	5	1%		53	7%		27	2%	
Homeless individuals or runaway youth	60	17%		47	6%		14	1%	
Current or former foster care youth	9	3%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	166	48%		28	4%		27	2%	
Single parents (Including single pregnant women)	5	1%		147	19%		192	16%	
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	50.5%	62.3%	81.1%	61.6%	67.0%	91.9%	67.6%	73.0%	92.6%
Placement Rate @ 4th Quarter Post Exit ①	46.8%	65.0%	72.0%	59.7%	67.0%	89.1%	66.6%	71.0%	93.8%
Median Earnings@ 2nd Quarter Post Exit	\$4,854.12	\$3,100.00	156.6%	\$7,493.20	\$6,800.00	110.2%	\$14,239.26	\$9,000.00	158.2%
Credential Rate	17.7%	54.1%	32.7%	58.0%	61.7%	94.0%	55.8%	60.0%	93.0%
Measurable Skill Gains	9.8%	43.0%	22.8%	12.2%	32.0%	38.1%	15.3%	40.0%	38.3%

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 3 (July 1, 2020 through March 31, 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 15%. This means that of the unemployed individuals in Alameda County, approximately 15% are seeking career and vocational training services through publicly funded programs and/or California’s CalJOBS system. Please review the attached report for additional information on these statistics.

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

ATTACHMENT:

V.B.1.a. – REPORT Services to Unem PY20-21 Q3

SERVICES TO UNEMPLOYED RELATIVE TO LABOR FORCE PARTICIPATION
WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA
PY 2020/2021, Quarter 3; (07/01/2020 through 3/31/2021)

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	118,700	184,800	173,400	115,100	592,000
Unemployment Number	7,200	15,400	10,500	6,500	39,600
Unemployment Rate	6.07%	8.33%	6.06%	5.65%	6.53%
TOTAL INDIVIDUALS RECEIVING SERVICES ²	1,241	2,091	1,611	1,029	5,972
% of Total Unemployed Labor Force Served³	17.24%	13.58%	15.34%	15.83%	15.08%

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 2,488 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 2,488 - 2,469 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 3; (7/1/2020 through 3/31/2021)**

BACKGROUND:

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

Beginning in PY 2019/2020 ACWDB included a requirement for contracted service providers to achieve 80% of their annual contract performance goals by the end of the second quarter of the program year (December 31) – and attain 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:

ACWDB's Adult and Dislocated Worker PY 2020/2021 3rd quarter performance attainments will be highlighted in the board's Action Item (IV.A.) regarding Implementation of Conditional Funding Actions.

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

ATTACHMENT:

V.B.2.a. Contract Performance Indicators Adult and Dislocated Workers

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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	241	223	108.1%	288	291	99.0%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$132,199	\$219,981	60.1%	\$259,536	\$280,493	92.5%
# OJT ENROLLMENTS (Ad & DW) ^②	5	20	25.0%			
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)	50.4%	75.0%	67.2%	41.5%	75.0%	55.3%
# OF JOB PLACEMENTS WITHIN ISOF*	59.1%	50.0%	118.2%	91.2%	50.0%	182.4%
% THAT ATTAINED CREDENTIAL (of participants in training)	57.4%	65.0%	88.4%	61.4%	65.0%	94.5%

^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)

RUBICON PROGRAMS - EDEN AREA AJCC - Comprehensive

PY 2020/21; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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	88	87	101.1%	117	113	103.5%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$52,113	\$85,793	60.7%	\$95,098	\$108,788	87.4%
# 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	#DIV/0!	75.0%	#DIV/0!			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	55.6%	75.0%	74.1%	44.0%	75.0%	58.7%
# OF JOB PLACEMENTS WITHIN ISOF*	70.0%	50.0%	140.0%	81.8%	50.0%	163.6%
% THAT ATTAINED CREDENTIAL (of participants in training)	75.0%	65.0%	115.4%	35.7%	65.0%	54.9%

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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	60	47	127.7%	70	61	114.8%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$19,310	\$46,196	41.8%	\$51,941	\$58,578	88.7%
# OJT ENROLLMENTS (Ad & DW) ^②	0	4	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	#DIV/0!	75.0%	#DIV/0!			
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	3%	75%	4.3%	11%	75%	14.3%
# OF JOB PLACEMENTS WITHIN ISOF*	0%	50%	0.0%	100%	50%	200.0%
% THAT ATTAINED CREDENTIAL (of participants in training)	33.3%	65.0%	51.3%	45.5%	65.0%	69.9%

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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	58	58	100.0%	59	76	77.6%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$32,861	\$57,195	57.5%	\$71,895	\$72,525	99.1%
# OJT ENROLLMENTS (Ad & DW) ^②	3	5	60.0%			
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)	56.5%	75.0%	75.4%	49.0%	75.0%	65.4%
# OF JOB PLACEMENTS WITHIN ISOF*	76.9%	50.0%	153.8%	92.0%	50.0%	184.0%
% THAT ATTAINED CREDENTIAL (of participants in training)	50.0%	65.0%	76.9%	70.0%	65.0%	107.7%

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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	35	31	112.9%	42	41	102.4%
\$ 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)	86.4%	75.0%	115.2%	62.3%	75.0%	83.0%
# OF JOB PLACEMENTS WITHIN ISOF*	89.5%	50.0%	178.9%	90.9%	50.0%	181.8%
% THAT ATTAINED CREDENTIAL (of participants in training)	71.4%	65.0%	109.9%	94.6%	65.0%	145.5%

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.

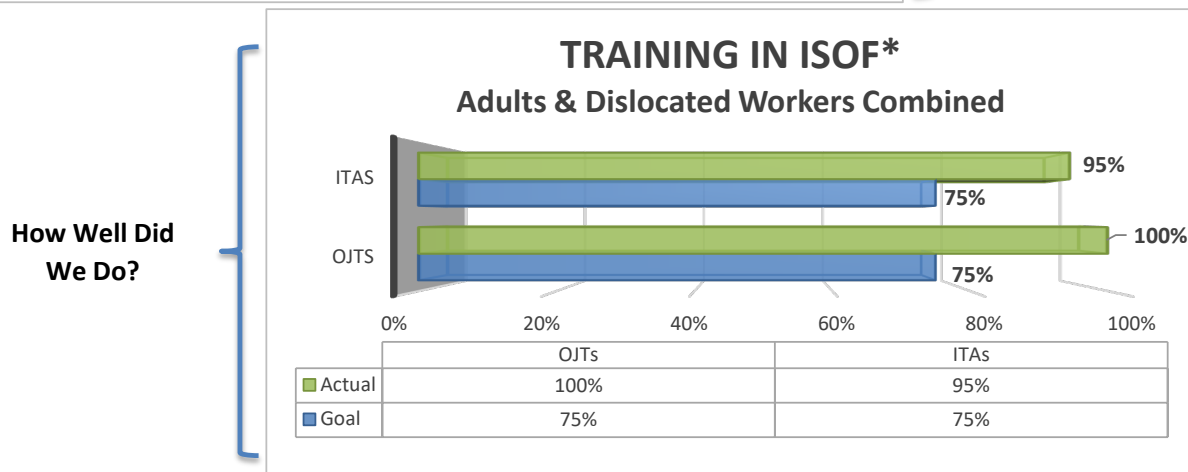
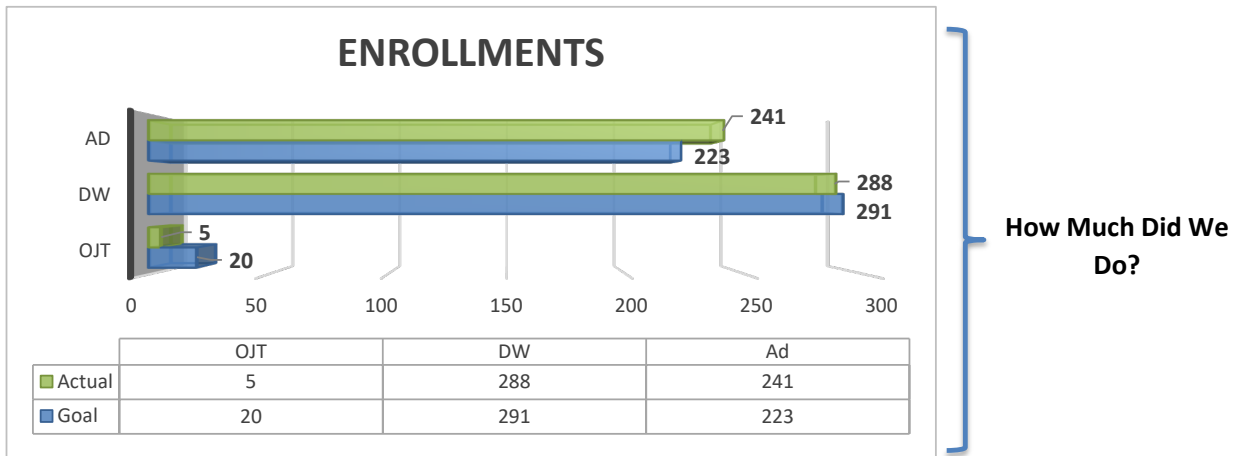
* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

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

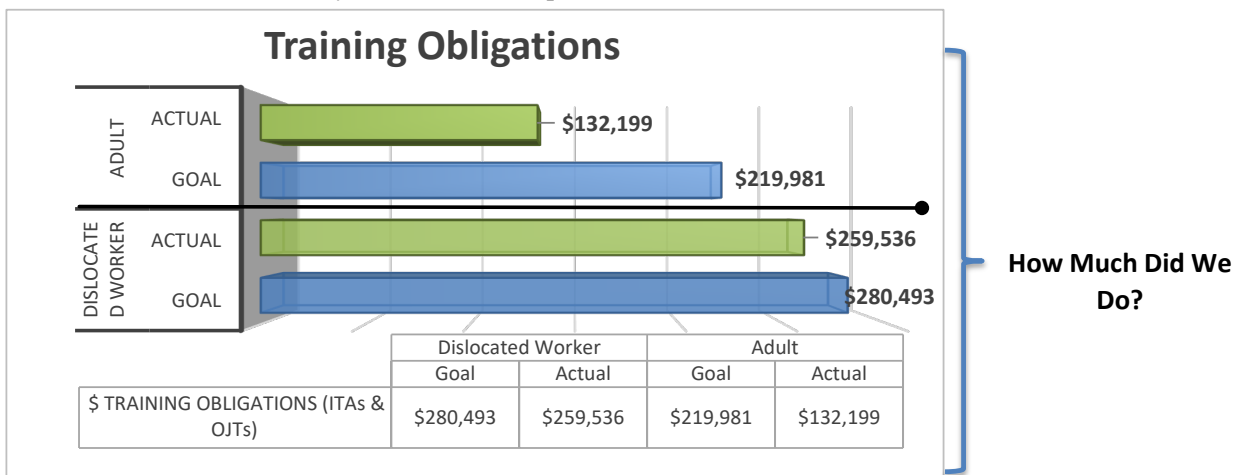
CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

AGGREGATE DATA

PY 2020/21; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 2021



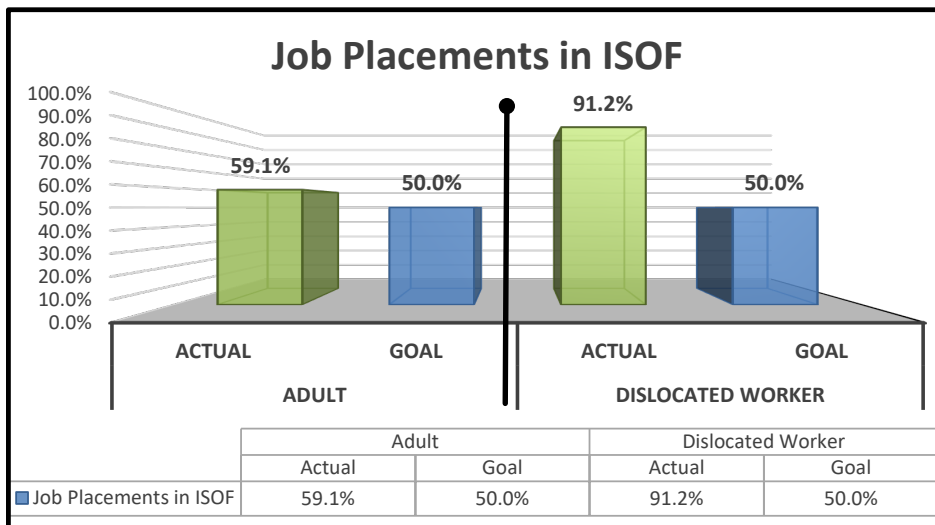
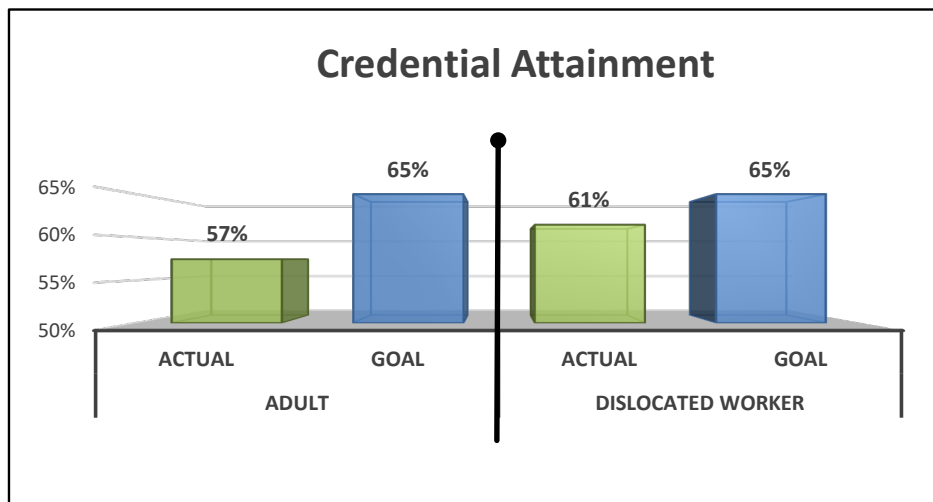
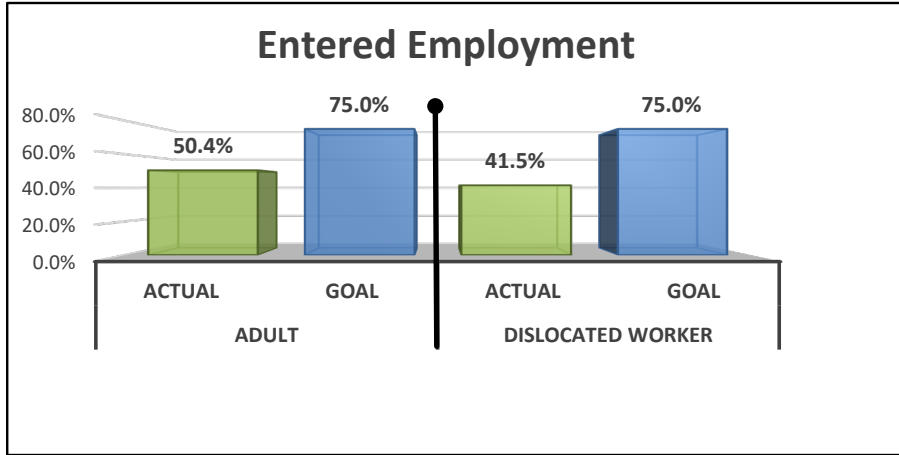
* ISOF = ACWDB's Industry Sector and Occupational Framework



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

PY 2020/21; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 2021

Is Anyone Better Off?



ITEM V.C. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR) **YOUTH AND YOUNG ADULTS** **PY 2020/2021; Quarter 3; (7/1/2020 through 3/31/2021)**

BACKGROUND:

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

Beginning in PY 2019/2020 ACWDB included a requirement for contracted service providers to achieve 80% of their annual contract performance goals by the end of the second quarter of the program year (December 31) – and attain 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:

For both the in-school Youth Innovation and the out-of-school Youth and Young Adult Future Force programs, PY 2020/2021 3rd quarter performance attainments will be highlighted in Action Item IV.A. Implementation of Conditional Funding Actions.

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

ATTACHMENT:

V.C.1. – REPORT CPIR Yth PY20-21 Q3

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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)	53	53	100.0%	144	149	96.6%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0.0%	25.0%	0.0%	30.1%	25.0%	120.3%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	34.0%	90.0%	37.7%	90.4%	90.0%	100.5%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	0.0%	90.0%	0.0%	90.4%	90.0%	100.5%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	65.0%	0.0%	24.7%	65.0%	38.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	92.3%	55.0%	167.8%	28.8%	55.0%	52.3%

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2020/2021; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 2021

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	53	53	100.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0.0%	25.0%	0.0%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	34.0%	90.0%	37.7%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	0.0%	90.0%	0.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	65.0%	0.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	92.3%	55.0%	167.8%

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; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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)	52	54	96.3%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	79.5%	25.0%	318.2%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	90.9%	90.0%	101.0%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	90.9%	90.0%	101.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	26.7%	65.0%	41.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	40.0%	55.0%	72.7%

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)

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

PY 2020/2021; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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)	45	46	97.8%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	18.2%	25.0%	72.7%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	77.3%	90.0%	85.9%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	77.3%	90.0%	85.9%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ③ (of closed cases)	12.5%	65.0%	19.2%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	55.0%	0.0%

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2020/2021; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 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%	16	18	88.9%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	22.6%	25.0%	90.3%	0.0%	25.0%	0.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	93.5%	90.0%	103.9%	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	93.5%	90.0%	103.9%	100.0%	90.0%	111.1%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	42.9%	65.0%	65.9%	16.7%	65.0%	25.6%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	75.0%	55.0%	136.4%	0.0%	55.0%	0.0%

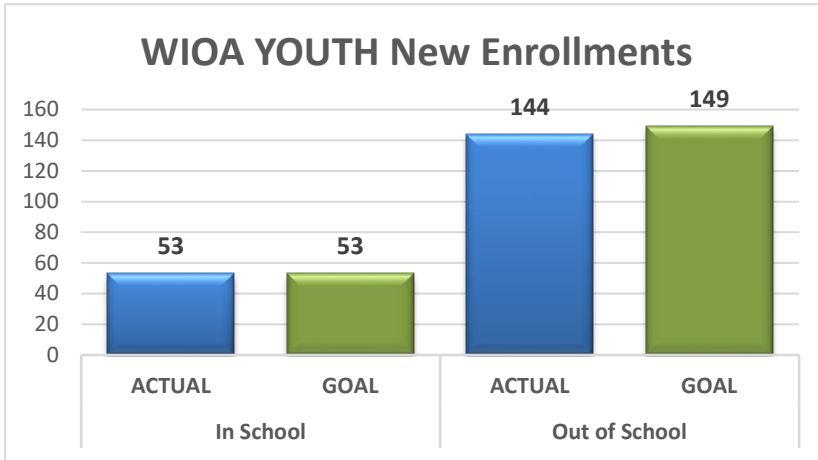
① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd; 427-Intern Pd; 431-PreApp; 432-Apprentice; 433-Career Aware; 434-Career Explore; 435-Career Counsel/Plan; 437-PreApprent w/Occ Trng)

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

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

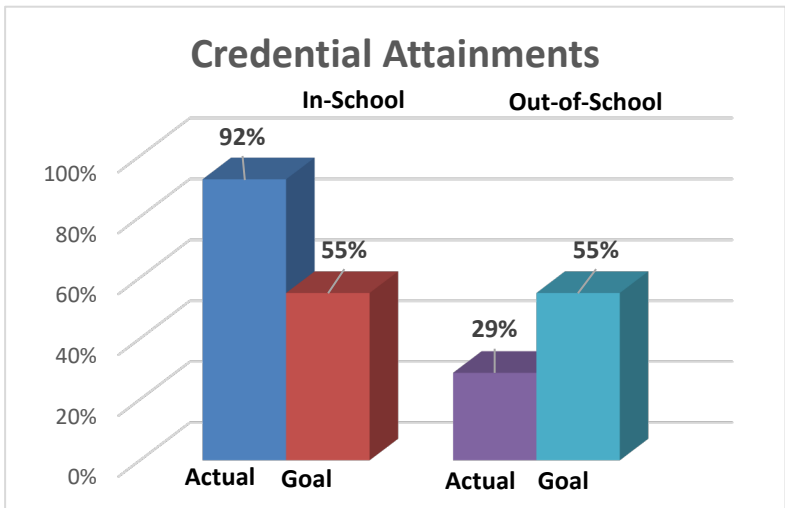
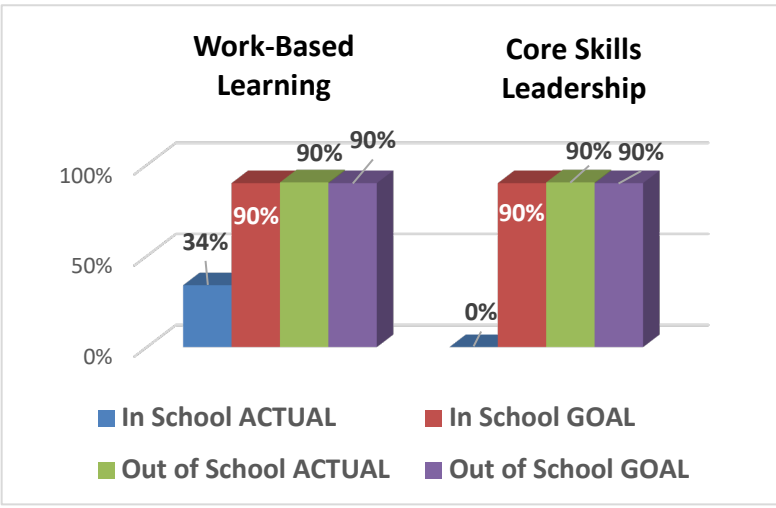
"#DIV/0!" or "#REF!" = Insufficient data available to perform the calculation.

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT
AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
 PY 2020/2021; 3rd QUARTER - JULY 01, 2020 THROUGH MARCH 31, 2021



How much did we do?

How well did we do?



Is anyone better off?

ITEM V.D.– REPORT

RAPID RESPONSE REPORT FOR JULY 1, 2020 – March 31, 2021

BACKGROUND:

From July 1, 2020 through March 31, 2021, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 55 layoff/closure events, affecting 3,892 workers. Layoff activities related to COVID 19 pandemic have tapered off this quarter. Impacts of COVID-19 from March 2020 through March 31, 2021 totals 332 employers and 33,005 workers.

Please refer to Attachment V.D.1. for specific employer data.

Rapid Response Activities

Of the 368 total employers listed on the attached report, 36 of them (roughly 9.7 %) have either closed their doors and laid-off employees or furloughed all or most of their workforce as a direct result of the COVID-19 pandemic and the resulting Shelter-in-Place order.

Smith Detection Inc. in Newark will be relocating its entire manufacturing production line to their headquarters in Maryland. This layoff will permanently displace approximately 62 workers. The entire facility will be closed April 30, 2021. Two virtual orientation were held April 7 and April 12, 2021 with approximately 60 workers in attendance.

Corning / TR Manufacturing in Union City had a reduction in workforce which resulted in a mass layoff. This layoff permanently displaced 196 workers. Two virtual Rapid Response orientations were held on January 13, 2020, with approximately 60 workers in attendance. Additional Rapid Response orientations are planned for May 18th and May 20, 2021.

Clif Bar & Company, in Emeryville announced an internal restructuring that will affect 101 workers. The restructuring includes the elimination of approximately 125 jobs and creation of 50 new roles in innovation, data and analytics, and technology. The effective date of the layoff is April 23, 2021. A scheduled virtual Rapid Response orientation was held on April 5, 2021 with approximately 32 workers in attendance.

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. These events usually took place at the employer's facility.

As a result of the COVID-19 pandemic and the current Shelter-in-Place order, ACWDB staff are 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. However, 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 easily connect with the impacted workers.

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

ATTACHMENT:

V.D.1. - ACWDB Layoff and Closure 7/1/2020 –3/31/2021

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

July 1, 2020 – June 30, 2021

Attachment V.D.1.

Month Ending: March 31, 2021

Page 1 of 8

<p align="center">WARN</p> <p>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.</p> <p align="center">New entries received within the specified timeframe have been bolded for your convenience</p> <p align="center">(A complete listing of COVID-related WARN notices occurring prior to 7/1/2020 may be located at our website acwdb.org.)</p>										
<p>COVID-19 layoff date : (March 1, 2020 - June, 30 2020) Total Employers 332 Total Workers: 33005</p>										
<p align="center">All employers and workers impacted: July 1, 2020 – March 31, 2021</p>										
EDEN RAPID RESPONSE		COVID 8		Total Employers		16		Total Workers		613
NORTH CITIES RAPID RESPONSE		COVID 11		Total Employers		14		Total Workers		1392
TRI-CITIES RAPID RESPONSE		COVID 7		Total Employers		14		Total Workers		590
TRI-VALLEY RAPID RESPONSE		COVID 10		Total Employers		12		Total Workers		1332
		TOTAL: 36		TOTAL: 55		TOTAL: 3892				
		TOTAL COVID-19 AFFECTED WORKERS:		1807						
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 Sportscare Medical Centers, Inc. d/b/a Lags Medical Centers		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		
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		

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

July 1, 2020 – June 30, 2021

Attachment V.D.1.

Month Ending: March 31, 2021

Page 2 of 8

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	
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-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	

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

July 1, 2020 – June 30, 2021

Attachment V.D.1.

Month Ending: March 31, 2021

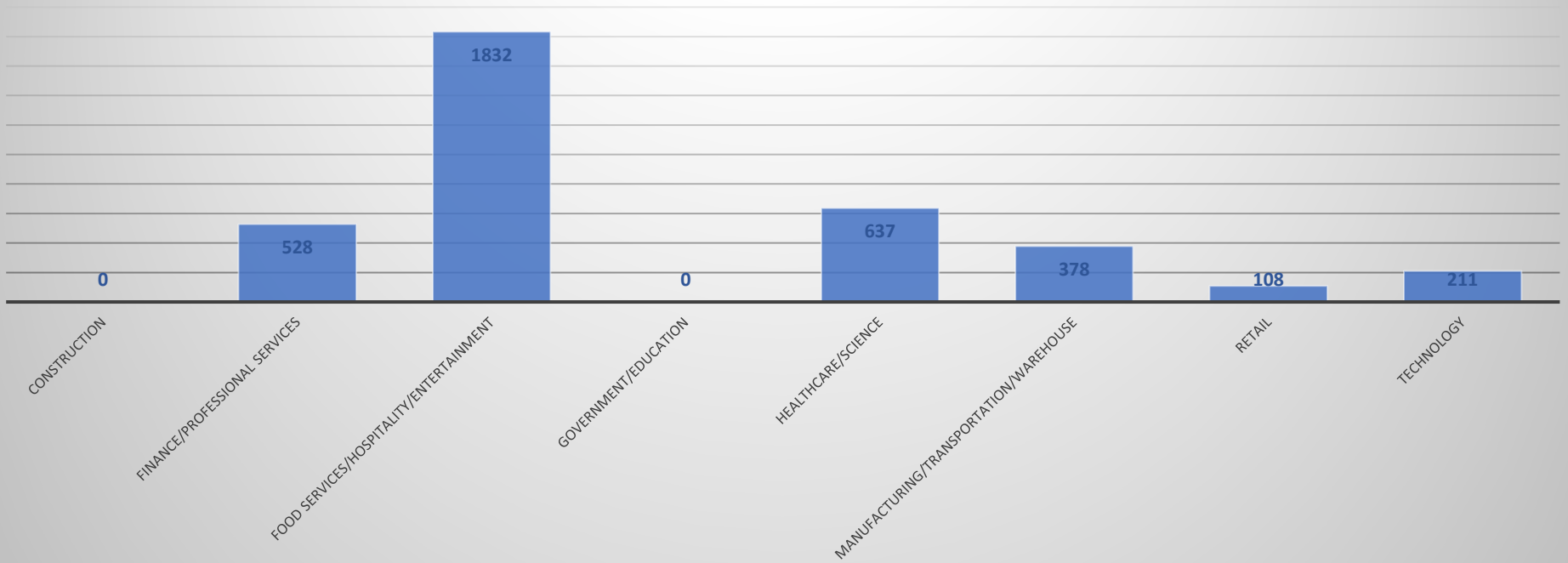
Page 3 of 8

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	

ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: March 31, 2021

Industry	Affected Workers
Construction	0
Finance/Professional Services	528
Food Services/Hospitality/Entertainment	1832
Government/Education	0
Healthcare/Science	637
Manufacturing/Transportation/Warehouse	378
Retail	108
Technology	211
Grand Total	3694

Cumulative Number of Affected Workers
July 1, 2020 - March 31, 2021

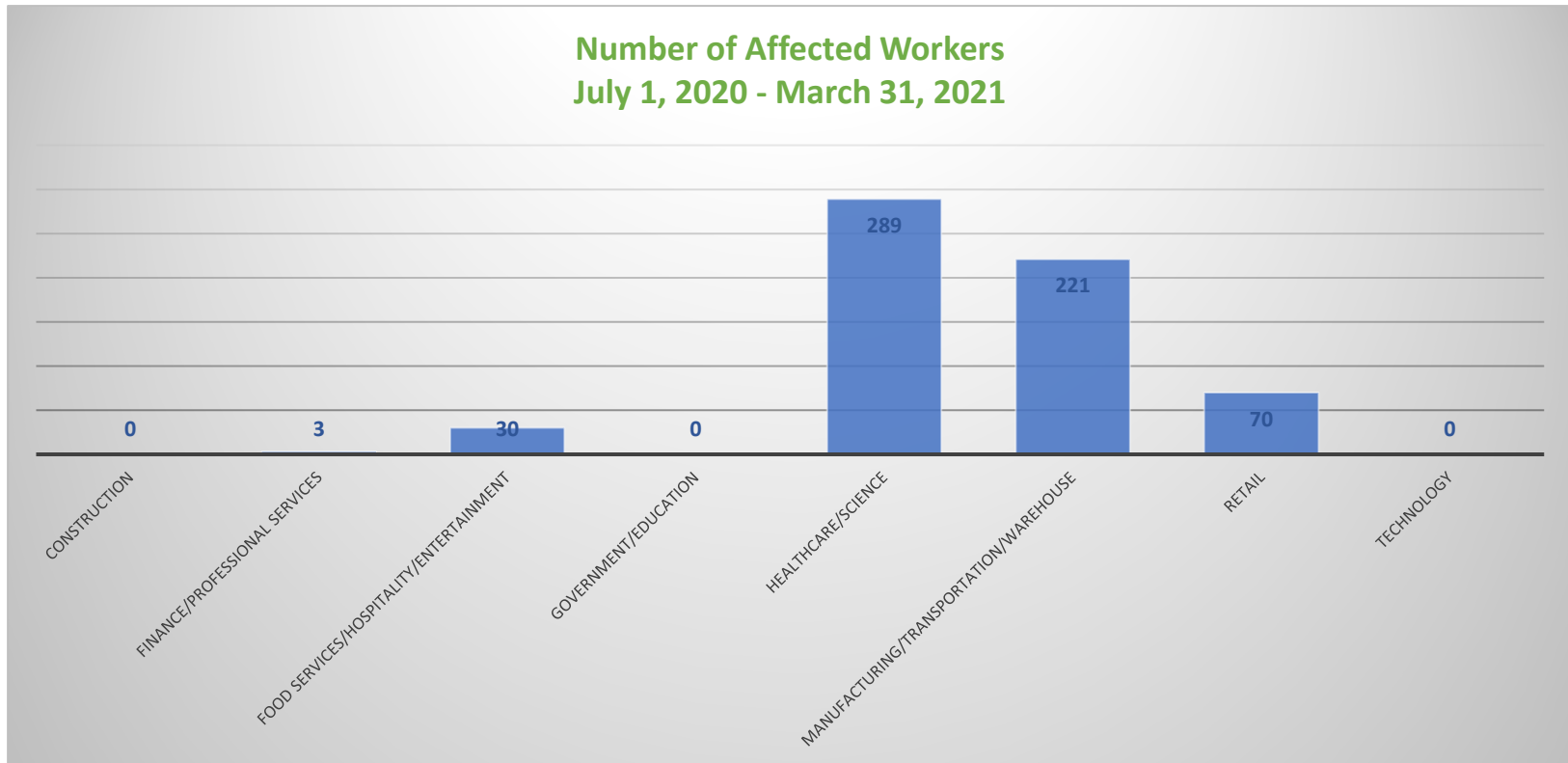


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ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: March 31, 2021

EDEN RAPID RESPONSE

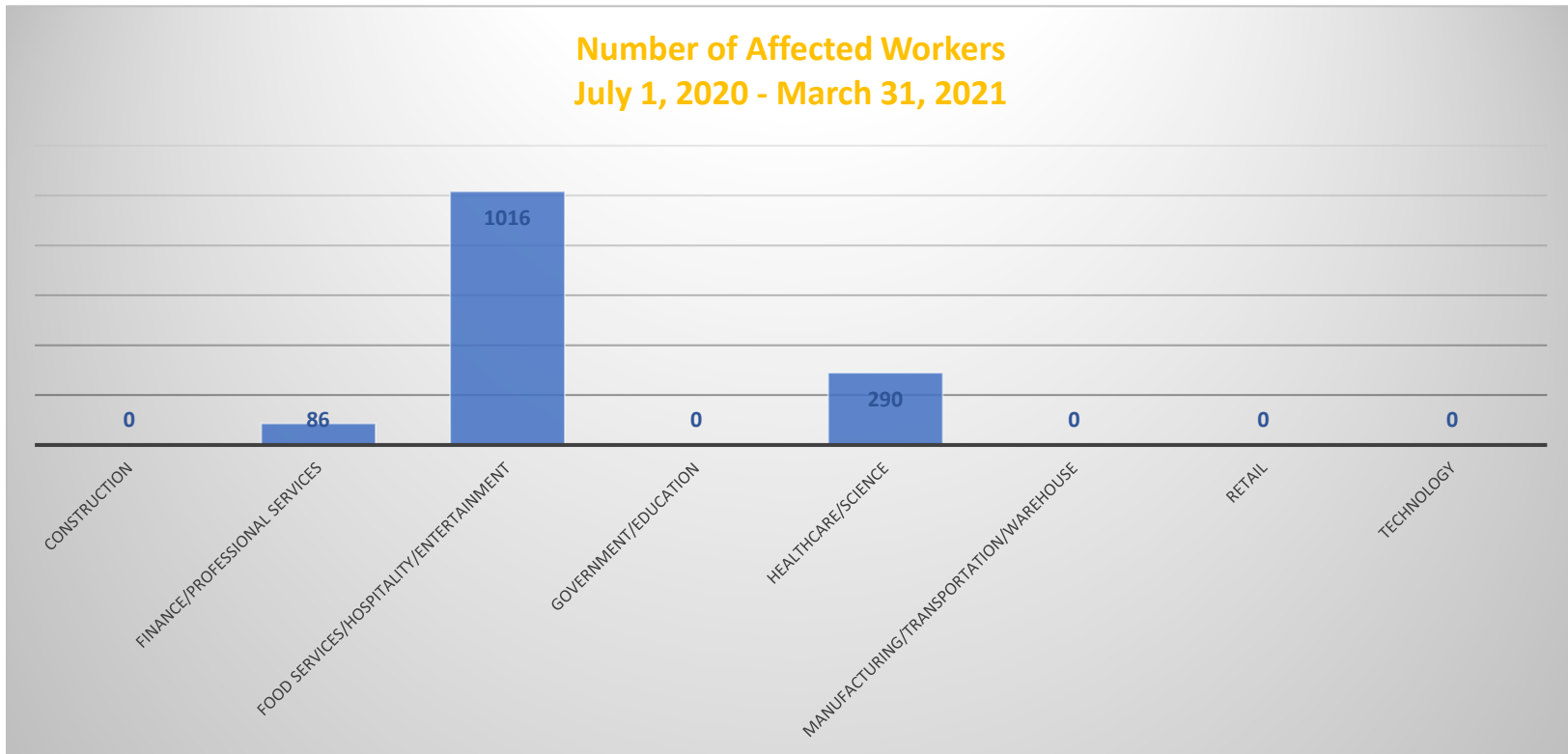
Industry	Affected Workers
Construction	0
Finance/Professional Services	3
Food Services/Hospitality/Entertainment	30
Government/Education	0
Healthcare/Science	289
Manufacturing/Transportation/Warehouse	221
Retail	70
Technology	0
Grand Total	613



ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: March 31, 2021

NORTH CITIES RAPID RESPONSE

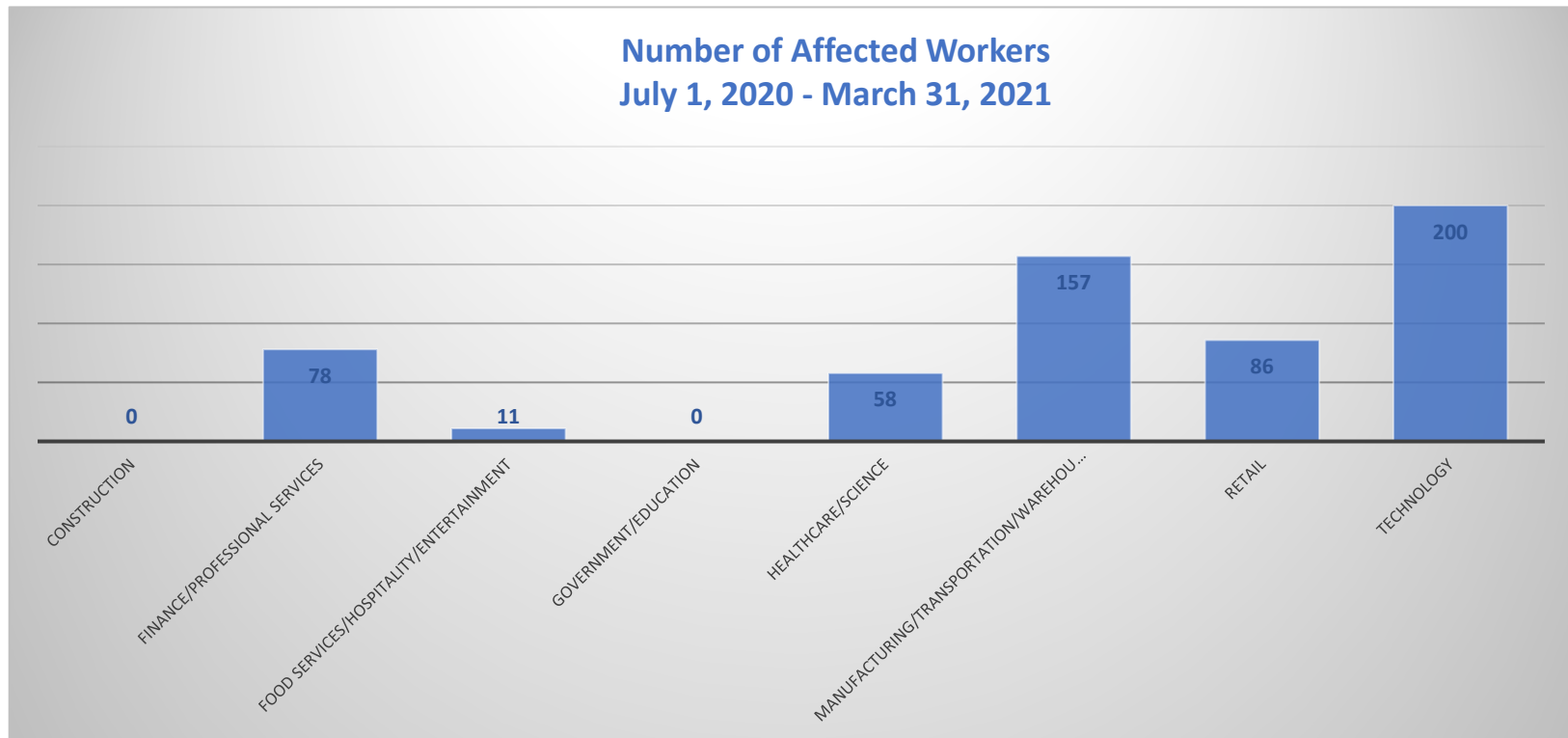
Industry	Affected Workers
Construction	0
Finance/Professional Services	86
Food Services/Hospitality/Entertainment	1016
Government/Education	0
Healthcare/Science	290
Manufacturing/Transportation/Warehouse	0
Retail	0
Technology	0
Grand Total	1392



ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: March 31, 2021

TRI-CITIES RAPID RESPONSE

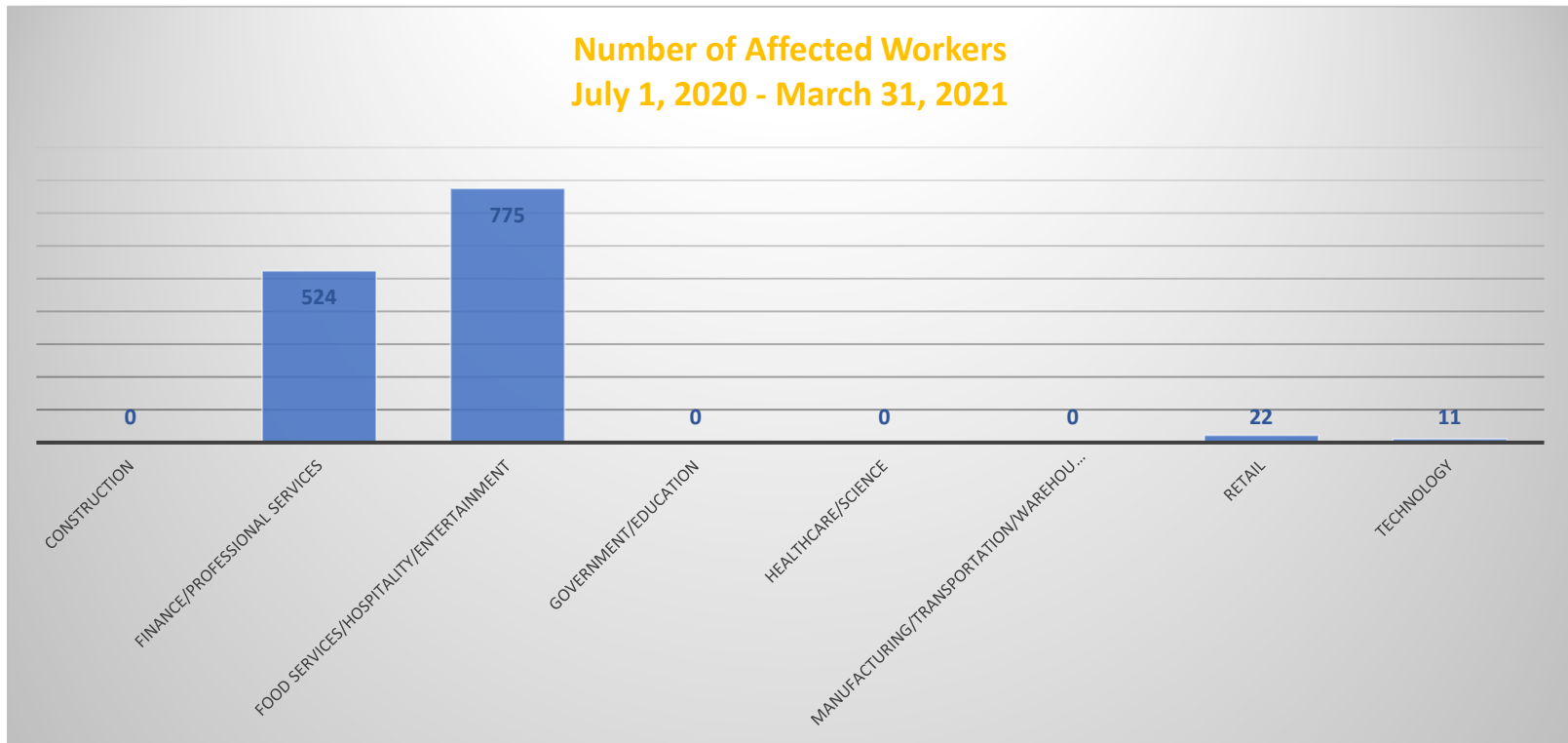
Industry	Affected Workers
Construction	0
Finance/Professional Services	78
Food Services/Hospitality/Entertainment	11
Government/Education	0
Healthcare/Science	58
Manufacturing/Transportation/Warehouse	157
Retail	86
Technology	200
Grand Total	590



ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)
July 1, 2020 - June 30, 2021
Month Ending: March 31, 2020

TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Construction	0
Finance/Professional Services	524
Food Services/Hospitality/Entertainment	775
Government/Education	0
Healthcare/Science	0
Manufacturing/Transportation/Warehouse	0
Retail	22
Technology	11
Grand Total	1332



ITEM V.E. – 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 as of February 28, 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. Please refer to Attachment V.E.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. Please refer to Attachment V.E.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.E.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2020/21 Report

V.E.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 2-28-21**

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		\$874,601	51.5%	\$823,684
Peralta CCD	\$340,663	12/31/20	\$150,075	44.1%	\$190,588
Rubicon Programs	\$708,740	1/31/21	\$327,217	46.2%	\$381,523
Ohlone CCD	\$421,773	2/28/21	\$262,007	62.1%	\$159,766
Chabot Las Positas CCD	\$227,109	1/21/21	\$135,302	59.6%	\$91,807

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
YOUTH PROVIDERS
REPORT DATES: 7-1-20 thru 2-28-21

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		\$514,117	50.7%	\$499,232
Eden Area ROP	\$100,946	12/31/20	\$47,255	46.8%	\$53,691
BYA / Berkeley Youth Alternatives	\$282,845	12/31/20	\$144,560	51.1%	\$138,285
SACCCRMH / La Familia	\$301,093	12/31/20	\$157,484	52.3%	\$143,609
Hayward Unified School District	\$328,465	2/28/21	\$164,818	50.2%	\$163,647

ITEM V.F. – 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 February 28, 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 February 28, 2021, total training expenditures, including leveraged training, amount to \$532,713 (17% of the required 30%). Please refer to Attachment V.F.1.

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

ATTACHMENT:

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

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-20 thru 2-28-21

PROGRAM YEAR 2020-21	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$623,925	\$244,813	\$272,920	\$106,192
Leverage Training	\$311,963	\$287,900	\$0	\$24,063
Total (1)	\$935,888	\$532,713	\$272,920	\$130,255

- (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.

VIA. - INFORMATION

FUTURE OF WORK IN CALIFORNIA REPORT – WORKFORCE ALIGNMENT

BACKGROUND:

On August 14, 2019, Governor Newsom established the Future of Work (FOW) Commission with Executive Order N-17-19. FOW Commissioners were called upon to study, analyze, and make recommendations regarding the changing nature of jobs, the impact of technology on work, workers, and industry, quality jobs, modernizing safety net protections, preparing workers for future opportunities, and ensuring prosperity for all.

Twenty-one FOW Commissioners convened a series of state-wide public meetings over the course of eighteen months to dive into various issues affecting California's economy and diverse labor markets. The FOW Commission was co-chaired by James Manyika, Chairperson and Director of the McKinsey Global Institute, and Mary Kay Henry, President of the Service Employees International Union (SEIU). The FOW Commission was supported by senior members of the Governor's team, including Julie Su (Secretary of the Labor and Workforce Development Agency), Lenny Mendonca (Chief Economic and Business Advisor), and Lande Ajose (Senior Policy Advisor for Higher Education), along with ten additional staff members.

FOW Commission convenings culminated in a report - *Future of Work in California: A New Social Compact for Work and Workers* (FOW Report). Alameda County Workforce Development Board (ACWDB) staff will share, with members of the Systems and Strategies (S&S) Committee, components of the FOW Report that align with key workforce development concepts. Staff intends to develop or enhance program policies, system strategies, and service delivery components to align with FOW Report findings and recommendations.

FUTURE OF WORK REPORT SUMMARY:

The FOW Report contains the following fifteen key findings:

- **Challenges of inequity, economic mobility, and low-quality work**
 1. Address the unequal distribution of wages, income, and wealth
 - 2. Tackle workforce inequalities across race, gender, and vulnerable populations**
 3. Tackle workforce inequalities across California's regions
 - 4. Ensure that more workers have quality jobs**
 5. Empower worker voice and organization

- **Challenges of work-adjacent issues and broader quality of life**
 6. Address work-adjacent issues that create barriers
 7. Strengthen the social safety net for today and the future

- **New opportunities and challenges in the Future of Work**
 - 8. Support workers in transition**

9. Safely enable technology and protect workers in a data-driven future
- 10. Build skills to prepare for jobs of the future**
11. Make the most of California's position as a global leader to make California the place where workers thrive
12. Support and value essential workers
13. Support workers disproportionately impacted by external shocks (e.g., COVID-19)
14. Restart and accelerate job creation and growth
15. Apply, enforce, and extend workplace protections

The FOW Report also contains five priority recommendations:

1. **Ensure there are jobs for everyone who want to work**
2. Eliminate working poverty
3. Create a 21st century worker benefits model and safety net
4. **Raise the standard and share of quality jobs**
5. **Future-proof California with jobs and skills**

WORKFORCE ALIGNMENT WITH THE FOW REPORT:

Finding #2 - Tackle workforce inequalities across race, gender, and vulnerable populations

The FOW Report cites data figures that point to persistent wealth gap and unemployment disparities for Black and Latinx workers in the state, as well as employment barriers for other diverse workers by: gender, age, education level, sexual orientation, disability status, military service history, housing status, citizenship status, and justice-involvement. ACWDB staff are working toward establishing an equity framework/policy/stance to support vulnerable workers of color, immigrants, and populations with employment barriers. Initial ideas are centered on leveraging equity work already established in nearby Local Areas and using WIOA demographic data to establish equity criteria and advance equity strategies.

Finding #4 - Ensure that more workers have quality jobs

According to the FOW Report, quality jobs contain six characteristics:

1. **Living wage**
2. **Stable and predictable pay**
3. Control over scheduling
4. **Access to benefits**
5. **Safe and dignified work environment**
6. **opportunities for training and career advancement**

Staff are particularly interested in exploring ways to facilitate five out of six characteristics of a quality job (in bolded text above). According to a 2019 Gallup poll referenced in the FOW Report, at least 90% of California workers surveyed also referenced job security, enjoying day-to-day work, sense of purpose, and stable and predictable pay as important elements for a good job. This information is consistent with survey results in ACWDB's Stakeholders Report,

whereby surveyed job seekers identified in-demand jobs with benefits and promotional opportunities as being important.

Additionally, the FOW Report highlighted that low-wage earners lag in all forms of benefits (disability insurance, retirement plan, life insurance, health insurance, paid sick leave, etc.) when compared to middle income and top earners in California. Initial ideas for advancing quality jobs are related to leveraging existing employer and employer-facing relationships and scanning the local area for high-road employers likely to offer quality jobs.

Finding #8 – Support workers in transition

Worker displacement due to COVID, automation within specific industries, and shifts in the economy requires preparing workers for successful transition. According to the FOW Report, women, young workers, workers of color, and workers without a bachelor’s degree are likely to face disproportionate displacement. An effort to upskill vulnerable workers to prevent worker displacement may be facilitated through existing programs like the Customized/Incumbent Worker Training program and/or through extensive outreach to identify and re-train low-wage earning front-line workers.

Finding #10 - Build skills to prepare for jobs of the future

It will be essential to empower workers with 21st century skills to meet future needs in the labor market (including: critical thinking, collaboration, and creativity). The FOW Report also references that several sectors have notable projected employment increases (professional and business services, educational services, health care and social assistance and leisure and hospitality). There is also mention of employment in climate mitigation careers (explored more in Recommendation #1 below).

Recommendation # 1 – Ensure there are jobs for everyone who wants to work

In summary, job creation is encouraged in the FOW Report, as well as:

- Entrepreneurship,
- Workforce preparation through skills acquisition and employer-based training,
- Creating one million green jobs, and
- Ensuring equity-based access to employment.

Staff may explore entrepreneurial training, as well as preparing workers for climate careers and ensuring equitable access to WIOA programs based on equity criteria.

Recommendation # 4 – Raise the standard and share of quality jobs

At the state level, a job quality index is likely underway that can be leveraged in the future. One suggestion in the FOW Report that may translate well in ACWDB’s local area is related to conducting detailed labor market analyses to identify areas where quality job creation exists. As mentioned in finding #4, initial ideas for advancing quality jobs are related to leveraging existing employer and employer-facing relationships and scanning the local area for high-road employers likely to offer a career path quality jobs.

Recommendation # 5 - Future-proof California with jobs and skills to prepare for technology, climate, and other shocks

The FOW Report recommendations point to the state concerting its efforts to identify and create future jobs, while equipping workers with corresponding skills. In summary, the FOW Report suggest that the state establish criteria to designate a future job, based on California’s priorities and future shocks which could include occupations aligned with: STEM, green/climate, disaster relief, health and care-related, infrastructure related (engineering and construction), and agriculture. The FOW Report also emphasized providing employer-based incentives and partnerships. In developing strategies, staff can align several findings and recommendations to enhance workforce development strategies.

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ATTACHMENT:

VI.A.1 - Future of Work in California: A New Social Compact for Work and Workers – Introduction and Executive Summary Excerpt

Introduction

Contents

- 1 Introduction
- 3 Executive Summary
- 13 Key Findings:
Challenges Facing Work
and Workers in California
- 38 A Social Compact for
Work and Workers in
California
- 49 Conclusion
- 50 Endnotes

California, the fifth-largest economy in the world, has been, and continues to be, at the center of many of the world’s innovations in science, technology, and business.

Many of these innovations have become the foundations of economies everywhere, and California’s entrepreneurs and businesses are the leaders in many aspects of the American and global economy. While California boasts a strong and vibrant economy by most measures of growth, too many Californians have not fully participated in or enjoyed the benefits of the state’s broader economic success and the extraordinary wealth generated here, especially workers and workers of color who are disproportionately represented in low-wage industries. While real wages for high-income workers have increased over the past 40 years, median wages have generally stagnated, and even slightly declined for low-income workers. There has been growth in both high-wage and low-wage jobs, leading to a hollowing out of the middle class and a declining share of workers receiving health or retirement benefits—important sources of economic security and key measures of job quality. Moreover, not all regions of California have fully participated in California’s economic success and vibrant economy.

Though we anticipate technological change and advancement, the effects of that change are not inevitable. California aspires to be a high-road state and prides itself on its strong commitment to working people, where worker protections are just as critical to our identity as our technological innovations. The California Future of Work Commission was established by Governor Gavin Newsom to “study, understand, analyze, and make recommendations regarding the kinds of jobs Californians could have in the decades to come; the impact of technology on work, workers, employers, jobs, and societies; methods of promoting better job quality, wages, and working conditions through technology; modernizing worker safety net protections; and the best way to preserve good jobs, ready the workforce for the jobs of the future throughout lifelong learning, and ensure shared prosperity for all.”

In its work, the Commission has been guided by several key questions: What is the current state of work and workers in California? What are the key challenges and opportunities for work and workers in California? What is our vision for the future of work in California? How can we chart a path to reach that vision? At the same time, how do we address the present challenges facing workers in California? In this way, the Commission became concerned with both the present and future of work.



The Commission has spent 18 months meeting and listening to workers, employers, researchers, and other members of civil society to understand the current state and future of work and workers in California. The scope of the Commission's work has gone beyond the common topics of technological change and automation and has encompassed a wider range of substantive topics that are critical to the future of work. This includes shifts in growing sectors and job types, the evolving nature of work arrangements, the increasing costs of many basic necessities such as health and housing, national and global trends, demographic and regional trends, and the impacts of the COVID-19 pandemic as well as anticipated future shocks such as public health crises and climate change.

The Commission has found that there are many challenges facing work and workers today, and many more in the future if these challenges are not addressed. Our current political moment, defined by a devastating public health crisis that has had severe negative impacts on our economy and a new federal administration that can provide the national leadership to accelerate and scale adoption of these recommendations, also creates urgency and possibility. In order to address these challenges and fully capture the opportunities that lie ahead, the Commission proposes a bold new Social Compact for work and workers in California. To achieve the new Social Compact, employers, workers, the state, and civic society each have important roles to play.

Executive Summary

This Executive Summary articulates the **Key Findings of the Commission**, and the **Commission's recommendation for a Social Compact for Work and Workers in California**.

Key Findings of the California Future of Work Commission

Through its work, the Commission identified critical challenges for California to address for work and workers. Many of the challenges for work and workers have existed for years. Here we focus on those that, if unaddressed, could persist or worsen. These challenges are informed by technological and economic trends underway in California and by anticipated future shocks and opportunities. Many of the challenges identified by the Commission have been exacerbated by the COVID-19 pandemic.

Challenges of inequity, economic mobility, and low-quality work

- 1. Address the unequal distribution of wages, income, and wealth.** Inequality is worsened by the growth of low-wage jobs, decline of middle-wage jobs, and wage stagnation experienced by a large share of workers, particularly when there are limited pathways to move from low-wage to higher-wage work. Thirty-one percent of California workers make less than \$15 per hour.
- 2. Tackle workforce inequalities across race, gender, and vulnerable populations.** Vulnerable populations face wage gaps, employment gaps, exclusion from the workforce, and disproportionate employment in low-quality jobs. These workers face inequalities across race, gender, age, education level, sexual orientation, disability status, military service history, housing status, citizenship status, and criminal record. Working people of color are over three times more likely than white workers to live in poverty.
- 3. Tackle workforce inequalities across California's regions.** A growing divide in economic advancement between coastal and inland counties, and between rural and urban communities, leads to inequality in income and employment between geographic regions in California. Just five large California counties make up more than two-thirds of California's economy in terms of economic output and employment.
- 4. Ensure that more workers have quality jobs.** Quality jobs provide a living wage, stable and predictable pay, control over scheduling, access to benefits, a safe and dignified work environment, and opportunities for training and career advancement. Fewer than half of California workers report being in a quality job.
- 5. Empower worker voice and organization.** Declining worker power and organization has been a significant contributor to inequality, declining job quality, and violation of workers' rights. The share of California workers that are members of unions declined from 24 percent in 1980 to 15 percent in 2018. While the probability of low-wage employment is reduced by 33 percent if a worker has a college degree, it is reduced by 39 percent if a worker is a member of a union.

Challenges of work-adjacent issues and broader quality of life

- 6. Address work-adjacent issues that create barriers to employment and job quality.** Rising costs of housing, transportation, childcare and early childhood education, health care, and other living essentials place a substantial burden on low-wage and middle-wage workers. More than half of renter households in the state are housing cost-burdened, paying more than 30 percent of their incomes toward housing.
- 7. Strengthen the social safety net for today and the future.** The social safety net needs to be broadened to provide real security and to adapt to new realities of the labor market, including increased income volatility, various types of employment relationships, and more contingent work, and adjust for demands of an aging workforce, growing numbers of working parents, greater need for care, and the ongoing possibility of significant workforce disruptions.

New opportunities and challenges in the Future of Work

- 8. Support workers in transition.** Technological change, public health crises, climate change, and other labor market impacts will require many workers to change occupations, build new skills, match to new jobs, relocate, and adapt to evolving workplace requirements for health and safety.
- 9. Safely enable technology and protect workers in a data-driven future.** As new technologies are adopted in the workplace, workers will require adequate transparency and protection for collection of data in the workplace, benefits from the data they generate, and mitigation of algorithmic bias in areas like hiring and worker assessment.
- 10. Build skills to prepare for jobs of the future.** Workers should be empowered with the skills to meet future needs in the labor market, including greater demand for critical thinking, collaboration, and creativity, in sectors from care work to climate mitigation to digital technology and beyond.
- 11. Make the most of California's position as a global leader to make California the place where workers thrive.** California possesses a diverse set of assets: world-class innovation, the diversity of its people, strength in agricultural production, world-class university systems, technology innovation in Silicon Valley, and a history of leadership and strong protection for workers. These assets should be leveraged to make the Golden State work for everyone.

Challenges further exacerbated and brought to light by the COVID-19 crisis

The COVID-19 pandemic has exacerbated many of the challenges already identified for work and workers in California. The pandemic has amplified and accelerated existing trends and challenges, bringing many aspects of the future of work forward. Moreover, the pandemic has exposed new challenges and imperatives. Workers particularly impacted include essential and front-line workers, workers who cannot work from home, and workers vulnerable to temporary furloughs, reductions in hours or wages, or permanent layoffs. Many of these vulnerable workers are employed by small businesses and/or in sectors that have experienced diminished activity due to public health concerns, and many have lost benefits that were tied to their employment. In addition, the pandemic has highlighted interdependencies between work, income and economic security, and health.

- 12. Support and value essential workers.** The pandemic and 2020 wildfires have highlighted the occupations that are essential to society, and also revealed that society's essential workers tend to be undervalued and under-protected despite their importance. Essential and front-line workers face both economic vulnerabilities and health and safety risks, and are disproportionately female and workers of color.
- 13. Support workers disproportionately impacted by external shocks (e.g., COVID-19).** COVID-19 highlighted the particular plight of workers (mostly low-income) who work in sectors and occupations where they must be physically present to work—the work cannot be done remotely—as well as the plight of workers in sectors that may experience diminished activity amidst shocks or are employed by small businesses, which often have limited resources and capacity to support their workers and sustain employment and the associated benefits such as employer-provided health care when external shocks occur. In addition, many workers lack protections (e.g., unemployment insurance) to weather these shocks.
- 14. Restart and accelerate job creation and growth.** California's unemployment rose from a historic low of 3.9 percent in February 2020 to 16.4 percent in April 2020 and 8.2 percent in November 2020. The COVID-19 pandemic made more than 6.4 million jobs in California vulnerable to permanent layoffs, temporary furloughs, or reductions in hours or wages. As public health concerns persist, consumer preferences evolve, and companies adopt new technologies and business models, many jobs lost in the pandemic may not return. Meanwhile, jobs that experienced high growth during the pandemic are not all quality jobs.
- 15. Apply, enforce, and extend workplace protections.** The COVID-19 pandemic has highlighted the need to protect workers and workplaces, and support small businesses. California has some of the strongest worker protections that must continue to be fully enforced. Workplace protections must be extended in areas where they do not currently exist. Front-line workers and workers who must be physically present to work must have support to enable them to stay home when sick, have access to appropriate protective equipment, and be ensured safe and sanitary workplaces.

These challenges are actively recognized by stakeholders across California. A number of initiatives to address these challenges have already been advanced and operationalized through the Governor's Task Force on Business and Jobs Recovery, or the individual work of Commissioners and other stakeholders.



Commission's Recommendation: A Social Compact for Work and Workers in California

Our vision for the Social Compact is based on a common understanding of shared values between employers, workers and their unions/organizations, education/training institutions, entrepreneurs, investors, corporations, technology developers and platforms, nonprofit organizations, government at all levels, the state, and others, and a commitment from each stakeholder to undertake actions, individually and collectively, that uphold these values and advance bold, measurable moonshot goals by 2030 that translate this new Social Compact for Work and Workers into reality. Our vision for the Social Compact is also based on a view of California that is always looking forward and creating a strong, innovative, competitive, and sustainable economy that attracts and creates opportunities for all. California is home to a diverse set of employers and entrepreneurs whose commitment and collaboration to advance these ambitious goals will be central to the achievement of the desired results.

The Commission's vision for the new Social Compact includes: (A) core principles and values for all stakeholders to live up to, and (B) five Priority Recommendations with clear and measurable moonshot goals for California to achieve by 2030. To achieve each recommendation, the Commission proposes an initial set of actions, programs, legislation, and other initiatives, and calls on other stakeholders to develop initiatives in pursuit of the moonshot goals for California. As it stands, these are elements that the Commission considers to be essential, though not necessarily comprehensive for a new social compact. The Commission invites all stakeholders to add to and enrich the initial set of actions in order to achieve the aspirations set forth in the five Priority Recommendations.

A. Core Principles and Values for All Stakeholders

1. **Promote equity of people and place.** The Social Compact should uplift, empower, and improve economic mobility for workers that have been disadvantaged by race, gender, age, education level, immigration status, housing status, incarceration history, or other dimensions that define vulnerable populations, and for California's regions that are experiencing a growing divide in economic advancement.
2. **Empower workers and rebalance power with employers.** Reinvigorating worker voice through unions and worker organizations in California will improve equality, job quality, and worker rights and safety, regardless of the nature of their employment.
3. **Harness the full capabilities and collaboration of all stakeholders in the Social Compact.** The state, employers, workers, and social, educational and training institutions, investors, small businesses, technology developers and platforms, and nonprofits each have unique capabilities and responsibilities to uphold in the Social Compact, and to collaborate and contribute toward its achievement.
4. **Be forward-looking.** California has always looked forward and is uniquely positioned to prosper in the future as a global hub of innovation and world-class higher education and workforce development systems. While the Social Compact should address current challenges, it should also be forward-looking in preparing for already known trends, as well as opportunities and challenges, including impact of technology, and the increasing frequency and severity of shocks such as pandemics, extreme weather, and climate change.
5. **Aspire toward ambitious goals.** The Commission proposes moonshot goals with the intent to set ambitious and transformative objectives for California, and calls on all stakeholders—government, but also employers, workers, and others—to come together and apply their ingenuity to work toward these goals. Moonshot goals are accompanied by interim milestones that set a practical path to measure progress over time.

B. Five Priority Recommendations for California

The Commission puts forward five Priority Recommendations for California. For each priority, we outline a measurable moonshot goal for California to achieve by 2030, the actions required to make progress toward that goal, and an initial set of proposed initiatives toward these goals to be further developed and adopted by a variety of stakeholders.



1

ENSURE THERE ARE JOBS FOR EVERYONE WHO WANTS TO WORK

Facing high levels of unemployment and underemployment amidst the COVID-19 pandemic, and for those people and regions that never fully recovered from the last recession, job creation, job readiness, and job access will be critical to California over the coming years.



By 2030 there are enough jobs guaranteed for all Californians who want to work.

Achieving this goal requires California to address three areas of concern:

- **Job creation:** Enact mechanisms (e.g., incentives to promote private sector investment and entrepreneurship) to encourage creation of a sufficient number of jobs for the number of Californians who want to work, including the restoration of jobs lost during the COVID-19 pandemic. All Californians who want to work should have the opportunity to work, including at the level and amount they desire to build a quality life.
- **Workforce development:** Ensure that all Californians who want to work are prepared with the necessary skills (through employer-based training, training institutions, apprenticeships) to fill new positions created.
- **Employment access for vulnerable populations:** Ensure all Californians who want to work are able to access a job, regardless of gender, race, status, background, and location.

An initial list of proposed initiatives to advance toward this goal includes:

- Create at least 1 million jobs in line with California's climate goals by accelerating the deployment of relatively mature clean energy technologies, including utility-scale wind and solar, residential solar, EVs, batteries, and electric appliances.
- Double the number of undergraduates in California's educational and training institutions who are prepared to create new jobs through entrepreneurship. Expand opportunities for entrepreneurship by leveraging public and private sector investment in small businesses through procurement.
- Extend financial and technical assistance to mission-oriented businesses, referred to as employment social enterprises, which provide access to training and employment specifically to groups who face high barriers to work.
- Call on the federal government to enact a Job Guarantee. The majority of job creation should be driven by the private sector in response to growing needs for employment; the state of California, and ultimately the federal government, can serve as a backstop to guarantee all Californians a job, through incentives for private sector job creation or public employment opportunities.

2

ELIMINATE WORKING POVERTY

Nearly 45 percent of the approximately 7 million Californians in poverty reported living in a family with at least one family member working full time. These workers earn wages below the eligibility thresholds of essential safety net programs, and they rely on these programs to make ends meet. Working poverty is highest in the service sector and in work-enabling sectors like care work. Moreover, working poverty is high across groups including Hispanics and Latinos, African Americans, Pacific Islanders, Native Americans, woman-headed households, adults with lower levels of education, and formerly incarcerated workers.



By 2030 working poverty is eliminated in California for workers in the most vulnerable sectors and occupations, particularly in the hospitality, retail, and care sectors.

Achieving this goal requires California to address three areas of concern:

- **Low wages:** Raise wages for the lowest paid workers to a living wage.
- **High cost of living:** Address rising costs of basic goods including housing, health care, and transportation that place a substantial burden on low-wage workers.
- **Work fragility:** Develop mechanisms to support workers who face further economic and employment fragility as a result of employment in part-time work or contingent employment.

An initial list of proposed initiatives to advance toward this goal includes:

- Raise wages to at least 75 percent of an indexed, regional living wage measure for 50 percent of workers in the hospitality, retail, and care sectors.
- Create supports for workers to organize in unions and worker associations. Actions to address working poverty should engage and involve leading unions or worker associations in each sector to strengthen worker organization.
- Increase low-wage workers' resiliency to withstand crises, such as by extending universal unemployment insurance, support reskilling in quality jobs, and further "high-road" employment supports.

3 CREATE A 21ST CENTURY WORKER BENEFITS MODEL AND SAFETY NET

Social safety nets must adapt to meet the needs of the labor market today and in the future, given modern challenges such as increasing income volatility, expanding and evolving forms of work and work arrangements, aging populations, a growing number of working parents, and workforce disruptions caused by automation, public health crises, and other challenges. California has recently made a significant investment in the expansion of the Earned Income Tax Credit (EITC), an important approach that collectively incorporates the state, employers, and workers to ensure the well-being of workers in low-wage occupations.



By 2030 California doubles the share of workers who have access to benefits, with a particular focus on low-income workers.

Achieving this goal requires California to address two areas of concern:

- **Worker benefits:** Extend and/or enhance benefits tied to employment (e.g., paid time off and sick leave) to a greater share of workers in California, including those traditionally excluded (e.g., domestic workers).
- **Safety net:** Broaden access to a modern safety net for all individuals in California to provide opportunity for people to leverage the support and resources they need to have a decent quality of life.

An initial list of proposed initiatives to advance toward this goal includes:

- Develop and pilot a portable benefits platform like Alia for domestic workers. The portable benefits platform should include a mandate for employer contributions to benefits, and a maintenance of effort provision for the current benefits workers receive.
- Expand programs that offer the opportunity for workers to earn income while they build skills, including apprenticeship programs applied to more occupations and designed to engage more low-income workers and people who are unemployed or underemployed; pre-apprenticeship and “earn and learn” programs; and employment in social enterprises and other entities.
- Move benefits eligibility assessments, administration, and provision to central online systems that are up to date for changed income circumstances and accessible to workers in all geographies. Assessments would be for unemployment insurance, Medicaid, SSI/SSDI, SNAP, family leave, the EITC, and affordable housing.
- Launch a working group to identify the benefits needs of Californians and assess the feasibility and desirability of new benefits that have been piloted in regions of California and other regions around the world (e.g., guaranteed income).

4

RAISE THE STANDARD AND SHARE OF QUALITY JOBS

Currently, less than half of California workers report being in a quality job. Even though overall employment was strong prior to the COVID-19 pandemic, workers faced a labor market paradox: declining unemployment rates coupled with weak wage growth, resulting in a crisis of declining job quality.



By 2030 California reverses the trend of declining job quality, and creates at least 1.5 new “high-quality” jobs for every one new “low-quality” job.

Achieving this goal requires California to address two areas of concern:

- **Identify and measure quality jobs:** Workers and employers should both contribute to the definition of a quality job in California. The state should take the lead to regularly measure the share of quality jobs to inform interventions.
- **Improve job quality:** Deploy targeted interventions to improve job quality in low-scoring sectors and geographies, through policy or state and private sector initiatives to encourage employers and entrepreneurs to create and invest in high-quality jobs across California.

An initial list of proposed initiatives to advance toward this goal includes:

- Create a California Job Quality Index (JQI) to define “high-quality” jobs, modeled after the U.S. Private Sector Job Quality Index produced by Cornell Law School and initially based on analysis of monthly wage data from the Bureau of Labor Statistics.
- Create a California Job Quality Incubator to deploy a range of policy tools and resources to achieve the goals of improving job quality where JQI scores are low and expanding the number of high-scoring JQI jobs; for example, linking state spending to quality job creation with accountability and transparency. Conduct market and industry sector analysis to identify areas where quality job creation exists (or does not exist) in order to target incentives and supports to increase the number of quality jobs. Convene multiple stakeholders including the state, business leaders, unions and worker organizations, and academics twice a year to review trends and consider steps to incubate more quality jobs.

5 FUTURE-PROOF CALIFORNIA WITH JOBS AND SKILLS

to prepare for technology, climate, and other shocks

California workers must be positioned to benefit from future opportunities and access “future” jobs while being protected from future risks. California will define its future jobs based on California’s current and future priorities, including infrastructure needs, climate response and adaptation, disaster relief, demographics and care for an aging population, agriculture, and continued innovation. With ongoing economic and technological transformations, as well as future unanticipated shocks, California workers must be supported in accessing future and quality jobs, in changing occupations, and in building new skills to be resilient through the future.



By 2030 California defines the “jobs to be done” to address future work needs, and commits to growing the share of workers employed in these future jobs by two to three times. In addition, California should grow the number of workers prepared with the skills to work in future jobs by two to three times.

Achieving this goal requires California to address four areas of concern:

- **Identify future jobs:** Identify and certify jobs that meet California’s future priorities related to forces such as technology, climate change, and public health.
- **Create future jobs:** Ensure creation of the jobs needed to meet California’s current and future needs, primarily through private-sector led investment with a government-supported backstop, and with a lens toward job quality.
- **Equip workers with skills for and match to future jobs:** Incentivize private sector investment and inform priorities for public education, training institutes and laboratories, employment social enterprises, and apprenticeship programs to ensure workers are equipped with the skills to access and can be matched to future jobs.
- **Complement future jobs through technology:** Develop technology to complement and support workers, and ensure workers play an active role in this development through a collective that includes technology companies, worker organizations including unions, and academic researchers to collaborate in developing and testing new workplace technologies while assessing its implications. Particular attention should be paid to the role of data to ensure that data about workers, the workplace, and labor markets is used

responsibly to benefit workers and meet the needs of employers.

An initial list of proposed initiatives to advance toward this goal includes:

- California establishes criteria to designate a future job, based on California’s priorities and anticipation of future shocks. California reevaluates its future job criteria every two years.
- California calls on the private sector and provides demand-side incentives to support creation of future jobs. California serves as the backstop employer only if necessary in order to guarantee all needs for future jobs are met.
- California provides supply-side incentives to the private sector to invest in worker training to ensure that workers are equipped with the skills to access future jobs.
- California drives investments in research and development into technology for public good and worker well-being, enabling, complementing and creating work, leveraging California’s technological leadership to prioritize computing-driven R&D that will inform efforts to fight poverty, improve job quality, expand access to health care, protect our climate, improve cybersecurity, and enhance social science application to solving the many challenges we face now and in the future.

The proposed initiatives for each of the above recommendations serve as a starting point for employers, workers, the state, and other stakeholders. The California Future of Work Commission calls all stakeholders to identify, design, and act on initiatives that embody the Social Compact and work to achieve the five moonshot goals through cross-sector dialogue and collaboration.

VI.B. – INFORMATION

LEGISLATIVE UPDATE - FEDERAL AND STATE DEVELOPMENTS

Federal Developments:

American Jobs Plan (commonly known as the Infrastructure Bill)

The American Jobs Plan (AJP) proposes \$2.3 trillion to make unprecedented investments that address America's aging infrastructure, broadband access, research and development, climate mitigation, job creation, workforce development, and equitable access to new opportunities. AJP proposes the following activities:

- **Transportation Infrastructure Projects:**
 - \$621 billion to repair and rebuild America's highways, bridges, airports and transit systems to modernize 20,000 miles of highways, roads, and streets, and repair 10,000 small bridges;
 - \$85 billion to modernize public transit systems, by replacing buses, rail cars, and airports, and using sustainable materials that are made and transported in America;
 - \$20 billion to improve road safety for all drivers and users;
 - \$80 billion to upgrade America's passenger and freight rail systems;
 - \$174 billion to create electric vehicles (EV) that are made, supplied, and transported in America, while offering incentives for drivers to buy American-made EVs. The AJP also proposes to build a national network of 500,000 EV chargers by 2030, replace 50,000 diesel vehicles, and transform 20 percent of yellow school bus fleets;
 - \$25 billion to address American airports and \$17 billion to modernize America's waterways, ports, and ferries; and,
 - \$20 billion to reconnect neighborhoods that were systemically marginalized through development projects in order to ensure racial equity and inclusion.

- **Retrofitting and Rehabilitation:**
 - \$213 billion to produce, preserve, and retrofit more than two million affordable and energy efficient housing units;
 - \$20 billion (through tax credits) to build and rehabilitate 500,000 homes;
 - Innovative grant program to eliminate barriers to creating affordable housing;
 - \$40 billion to revitalize public housing units and infrastructure;
 - \$27 billion to initiate block grant programs to address home efficiency in disadvantaged communities;
 - \$100 billion to upgrade and build new energy-efficient public schools;
 - \$12 billion to address energy efficient and resilient community college facilities and technology, and for identifying strategies to address community college access for those who are physically out of reach;
 - \$25 billion to upgrade and increase the supply of child-care facilities through a Child Care Growth Innovation Fund; and,

- \$18 billion for the modernization of Veteran Affairs hospitals and clients and \$10 billion to modernize federal buildings.
- **Climate Mitigation, Clean Energy, and Environmental Justice:**
 - \$50 billion to ensure that America’s infrastructure is positioned to withstand the impact of climate change, including investments to strengthen electric grids, food systems, urban areas, and community health centers. The AJP also proposes overall protections to maximize the resilience of land and water resources;
 - \$111 billion to replace 100% of the nation’s lead pipes, inclusive of homes, schools, and childcare facilities;
 - \$66 billion to modernize America’s aging drinking water, wastewater, and other water systems and monitor for water contaminants;
 - \$5 billion to remediate and redevelop historically distressed and abandoned areas;
 - \$100 billion for targeted tax credits for cleaner electricity and for the establishment of a Grid Deployment Authority, as well as investments that help America eliminate carbon pollution by 2035;
 - \$16 billion to restore and reclaim abandoned coal and uranium mines; and,
 - \$10 billion to establish a Civilian Climate Corps to invest in a new workforce to oversee climate issues.
- **Closing the Digital Divide:**
 - \$100 billion to create a high-speed broadband infrastructure across America, especially for communities without access (rural and many communities of color), and a plan to start addressing lowering the cost of reliable internet services.
- **Supporting the Care Economy:**
 - \$ 400 billion to expand access to affordable home and community-based care for the elderly and support long-term care through Medicare, while producing more quality jobs for care workers.
- **Research and Development (R&D) Activities:**
 - \$50 billion to create a technology directorate through the National Science Foundation that will focus on the expansion of various fields: semiconductors, advanced computing, communications technology, energy, and biotechnology;
 - \$30 billion to create advanced jobs in rural areas and bring more equity to these marginalized communities;
 - \$55 billion to innovate climate change solutions through R&D activities and demonstration projects; and,
 - \$40 billion in upgrading research laboratories, including federal Research and Development labs, with investments to Historically Black Colleges and Universities (HBCUs) and other minority-serving institutions (MSIs), including \$25 billion for the creation of 200 centers of excellence at HBCUs/MSIs to serve as research incubators.

- **Revitalizing American Manufacturing:**
 - \$50 billion to create a new office at the Department of Commerce to monitor domestic industrial capacity and to support production of critical goods;
 - \$50 billion in semiconductor manufacturing and research;
 - \$30 billion over four years to create American jobs through major new investments in medical counter measures manufacturing; research and development; and related bio-preparedness and bio-security;
 - \$46 billion to achieve net-zero emissions by 2050 and create good-paying jobs through the manufacturing of electric vehicles, charging ports, and electric heat pumps for residential heating and commercial buildings;
 - \$20 billion in regional innovation hubs and a Community Revitalization Fund that will support innovative, community-led redevelopment projects and spark new economic activity, with linkages to urban and rural economies;
 - \$14 billion to the National Institute of Standards and Technology to advance technologies and capabilities critical to future competitiveness;
 - \$52 billion investment in domestic manufacturers with a focus on supporting rural manufacturing clean energy and modernizing supply chains;
 - \$31 billion in programs that give small businesses access to credit, venture capital, and R&D dollars, including supporting the growth of entrepreneurship in communities of color and underserved regions through small business incubators and innovation hubs; and,
 - \$5 billion for a new Rural Partnership Program to help rural regions, including Tribal Nations, support inclusive community and economic development.

- **Workforce Development**
 - **\$100 billion for evidence-based approaches to workforce development targeted at underserved groups:**
 - \$40 billion investment in a new Dislocated Workers Program and sector-based training with an emphasis on high demand sectors and good-quality jobs in clean energy, manufacturing, and care professions;
 - \$12 billion investment, including \$5 billion over eight years, in support of evidence-based community violence prevention programs that also address job training for formerly incarcerated individuals and justice-involved youth;
 - Workforce investments also include a new subsidized jobs program, elimination of sub-minimum wage provisions in section 14(c) of the Fair Labor Standards Act, and expansion of competitive, integrated employment opportunities for workers with disabilities;
 - \$48 billion in American workforce development infrastructure and worker protection, including registered apprenticeships and pre-apprenticeships to create up to two million new registered apprenticeships;
 - Funding to strengthen the capacity of labor enforcement agencies to protect against discrimination, protect wages and benefits, enforce health and safety safeguards,

- strengthen health care and pensions plans, and promote union organizing and collective bargaining;
- Support community college partnerships that build capacity to deliver job training programs based on in-demand skills;
 - Investments in expanded career services and the Workforce Innovation and Opportunity Act Title II program; and,
 - Quality jobs creation and protecting workers' rights to join a union and engage in organizing activities by entering into a new social contract through the Protecting the Right to Organize Act, as well as leveraging Project Labor agreements, local hire, registered apprenticeships, and other labor or labor-management training programs.

Alongside the AJP, Biden proposes the Made in America Tax Plan which will make corporations pay their fair share in taxes and create jobs in America. Those taxes in turn will be leveraged to fully pay for the AJP within the next fifteen years.

State Developments

SB 424 and AB 675 – Corporation Tax Law: credits: employment: homelessness (Homeless Hiring Tax Credit) was introduced by Senator Durazo in the Senate and by Assembly Member Richard Bloom in the Assembly. SB 424/AB 675 would allow qualified businesses to receive a \$2,500-\$10,000 tax credit (not to exceed \$30,000 per taxable year), for employing individuals experiencing homelessness. The tax credit is scaled to provide \$2500 for each eligible individual that works 500 hours, \$5000 for 1,000 hours worked, and \$10,000 for 1,500 hours worked. Businesses must be a high-road employer and pay family-sustaining wages aligned with local areas/jurisdiction's prevailing wage.

AB 628 - Breaking Barriers to Employment Initiative was introduced by Assembly Member Eduardo Garcia, to amend the language in the existing bill. Specifically, existing law emphasized eliminating duplication in workforce programs, while AB 628 proposes that the Initiative facilitates innovative approaches to address racial, ethnic, and socioeconomic disparities in the labor market. AB 628 also revises verbiage regarding an advisory group that would be selected by the California Workforce Development Board's Executive Director to shape grant criteria.

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

ITEM VI.C. – INFORMATION

HUMAN RESOURCES HOTLINE UPDATE

In December 2020, the Alameda County Workforce Development Board (ACWDB) contracted with the California Employers Association (CEA), a not-for-profit membership organization that provides professional guidance and services to employers, to provide a no cost Human Resources (HR) Hotline for Alameda County businesses. The initiative was funded under a State Emergency Additional Assistance grant to serve COVID-19 impacted businesses and dislocated workers through enhanced Rapid Response services.

Under the one-year contract, CEA will provide the following services for ACWDB:

- **Human Resource Hotline** with custom toll-free number (888.202.5668) available for Alameda County businesses and staffed with HR subject matter experts.
- **Six business webinars**, virtual or on-site, hosted by CEA. Webinar trainings are designed to educate employers about current employment laws and drive calls to the HR Hotline. CEA handles registrations and materials to promote the event.
- **One-minute marketing video** branded for ACWDB to promote HR Hotline and webinars.

Based on monthly usage reports submitted by CEA, a total of 16 individuals have utilized the HR Hotline through March 2021. Below are outcomes for the business webinars to date.

Topic	Date	Registrations	Attendees
2021 Labor Law Update	2/18/2021	67	45
Women in the Workplace	3/31/2021	11	6
Getting Your Employees Back to Work	4/14/2021	48	25
Hire Slow, Fire Fast	5/26/21		
Webinars #5 & #6	TBD		

ACWDB’s Business Services Unit, which manages the contract, markets the HR Hotline and webinars to businesses through the Alameda County Business Engagement Team partnership, social media outlets, email blasts to businesses, rapid response events, word of mouth, ACWDB Board members, and community partners working with businesses throughout the county. Based on conversations with CEA team members, Hotline usage typically builds slowly over time and requires ongoing promotion.

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

ATTACHMENT:

VI.C.1. ACWDB HR Hotline flyer



Prickly Problems?

Have a question about an HR matter or a prickly personnel issue?

Don't get stuck without solutions! Get advice on the proper and legal way to handle employee concerns before they become painful!

Call the no-cost Alameda County HR Hotline!

Call Your Free HR Hotline

888-202-5668



HR experts provide guidance on:

- Hiring & firing processes
- Paid sick leave laws & FMLA
- Breaks, lunches & overtime
- Employee handbooks
- Harassment prevention
- COVID-19 questions

Hotline powered by



California
Employers
Association™

ITEM VI.D. - INFORMATION

THE STORY BEHIND THE NUMBERS REPORT

BACKGROUND:

Career Service Providers (CSP) are required to submit a Monthly Narrative Report that provides qualitative information in support of the data from the Quarterly CalJOBS reports as well as other relevant information. This item represents a summary of the reports from the period July 1, 2020 through February 28, 2021.

Please see the attachment VI.D.1. – “The Story Behind the Numbers Report” for more details.

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

ATTACHMENT:

VI.D.1. – The Story Behind the Numbers Report

ATTACHMENT VI.D.1.

THE STORY BEHIND THE NUMBERS REPORT

AJCC Operator	Geographic Sub-Region
Rubicon Programs Inc.	Eden Castro Valley, Hayward, San Leandro, San Lorenzo

- Assisted over 20 WIOA enrolled individuals to find employment
- Enrolled nearly 200 Adult and Dislocated Workers in WIOA.
- Partnered with Employment Development Department (EDD) and facilitated three Rapid Response workshops.
- Collaborated with over 15 employers during the July 2020 - December February 2021 timeframe including Tesla, Google, and Amazon.
- Worked with Temco Logistics to assist with the recruitment of 50 technicians
- Partnered with the Alameda County Food Bank as a worksite under the HERO grant to fill 21 Community Resiliency Worker positions.

Adult and Dislocated Worker Career Services Provider	Geographic Sub-Region
Peralta Community College District	North Cities Alameda, Albany, Berkeley, Emeryville, Piedmont

- Enrolled over 120 Adult and Dislocated Workers in WIOA
- Worked with non-profit community partner Village of Love, providing wrap-around services to individuals living in parking lots.
- Provided virtual as well as personal case management in the field meeting clients in the community.
- Delivered three workshops in December for justice-involved individuals off-site.
- Enrolled 12 justice-involved individuals in WIOA from life skills and job readiness presentations.

Adult and Dislocated Worker Career Services Provider	Geographic Sub-Region
Ohlone Community College District	<p style="text-align: center;">Tri-Cities Fremont, Newark, Union City</p>

- Placed 30 WIOA clients in employment
- Over 100 Adult and Dislocated Workers enrolled in WIOA
- Integrated Appointlet online appointment scheduler for clients and launched Zoom workshops.
- Provided Zoom video conferencing with clients as well as drop-in sessions, job clubs, and community events.
- Worked with over (80) employers including Go Pro, Blue Shield of California, Cisco and Wells Fargo.
- In partnership with Bay Area Council and Silicon Valley Leadership Group, hosted first virtual career fair with over 1000 registrants and over 600 attendees.
- Partnered with over 20 Community Colleges and Universities.
- Launched Ohlone College Micro Internship Program with 15 clients placed with 7 worksites.

Adult and Dislocated Worker Career Services Provider	Geographic Sub-Region
Chabot-Las Positas Community College District	<p style="text-align: center;">Tri-Valley Dublin, Livermore, Pleasanton, unincorporated Sunol</p>

- Enrolled 60 Adult and Dislocated Workers enrolled in WIOA.
- Hosted virtual Coffee Breaks providing job seekers the opportunity to meet with employers in a relaxed, small group, atmosphere.
- Provided Zoom video conferencing with clients as well as drop-in sessions, job clubs, and community events.
- Partnered with Nelson Staffing for a virtual hiring event.
- Began delivery of virtual job readiness workshops in Spanish.

VLE - INFORMATION

MINIMUM WAGES AND ALAMEDA COUNTY LABOR FORCE

BACKGROUND:

At the Organization Effectiveness (OE) Committee on February 2, 2021 an OE committee member inquired about minimum wage weighted averages. On April 14, 2021 staff followed up to receive clarity about the committee member’s specific request.

Staff responded that data could be provided and suggested that the relative size of the labor force as well as minimum wages by city that more closely reflects Alameda County Workforce Development Board’s (ACWDB) ISOF wage be used as weighted categories in the committee member’s calculations.¹ The requested information is provided to meet the committee member’s request.

MINIMUM WAGES AND LABOR FORCE:

The unemployment rate in Alameda County in February 2021 was 6.8 percent and 809,700 people were in the labor force (754,900 employed individuals and 54,800 unemployed individuals).

City or Place ¹	Labor Force	Employment	Unemployment Number	Unemployment Rate	Relative Share of the Labor Force	Minimum Wage
Alameda	39,200	36,600	2,500	6.4%	4.841%	\$ 15.00
Albany	9,300	8,900	500	5.2%	1.149%	\$ 14.00
Ashland*	11,900	10,600	1,300	10.5%	1.470%	\$ 14.00
Berkeley	59,200	56,000	3,200	5.4%	7.311%	\$ 16.07
Castro Valley*	30,100	28,300	1,900	6.2%	3.717%	\$ 14.00
Cherryland*	7,200	6,400	800	11.0%	0.889%	\$ 14.00
Dublin	31,500	29,800	1,700	5.4%	3.890%	\$ 14.00
Emeryville	7,200	6,900	300	3.7%	0.889%	\$ 16.84
Fairview*	5,300	5,200	200	2.9%	0.655%	\$ 14.00
Fremont	115,800	109,600	6,200	5.4%	14.302%	\$ 15.00
Hayward	75,500	69,100	6,400	8.4%	9.324%	\$ 15.00
Livermore	45,800	43,400	2,400	5.3%	5.656%	\$ 14.00
Newark	24,500	23,000	1,500	6.2%	3.026%	\$ 14.00
Oakland	209,400	192,600	16,800	8.0%	25.861%	\$ 14.36
Piedmont	5,000	4,800	300	5.8%	0.618%	\$ 14.00
Pleasanton	38,600	36,600	2,000	5.1%	4.767%	\$ 14.00
San Leandro	44,400	41,000	3,400	7.6%	5.484%	\$ 15.00
San Lorenzo*	12,100	11,300	800	6.9%	1.494%	\$ 14.00
Sunol*	388	362	26	6.7%	0.048%	\$ 14.00
Union City	35,200	32,800	2,400	6.9%	4.347%	\$ 14.00

¹ The Industry Sector and Occupational Framework represents ACWDB’s priority industries and occupations that emphasize high growth industries and high growth occupations that exceed \$19.20/hour.

Several minimum wages within Alameda County's cities outpace the State's minimum wage, which is set to reach \$15/hour in 2023 for businesses of all sizes.

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

VI.F – INFORMATION

EARN AND LEARN FREMONT (ELF) PILOT PROGRAM

The City of Fremont Economic Development Department, Ohlone College, work2future (Santa Clara County Workforce Board), and the Alameda County Workforce Development Board implemented the Earn and Learn Fremont (ELF) Pilot Program that provided participants affected by COVID-19 layoffs the opportunity to jumpstart a new career in advanced manufacturing. Participants received paid work experience at a Fremont-based medical device company, [Evolve Manufacturing Technologies, Inc.](#) and an industry-recognized Certificate of Competency after completion of a short-term, customized occupational skills training program developed by [Ohlone College](#).

[ACWDB](#) and [work2future](#), provided WIOA funding for participant work experience wages, training costs, case management and supportive services. The City of Fremont Human Services Department's Family Resource Center and [Ohlone College Tri-Cities Career Center](#) provided coordination around job-seeker recruitment, program marketing and wrap-around services to help support a successful career shift.

Outcomes

- Number of cohort participants at start of program: **21** (100% low-income individuals)
- Number of folks that completed the program (graduates): **17**
- Number of participants that did not finish the pilot: **4**
- Two participants did not finish the program because they secured other employment before completion. Two were let go due to negative workplace behaviors despite case management and intervention.
- Program completion rate: **81%**
- Job placement rate for graduating students: **100%**
 - 14 were hired at Evolve, 3 were hired at LAM Research.
- Here is a link to the ELF participants interviews:
<https://www.youtube.com/watch?v=FIHDDmgwTEM>

Questions or inquiries may be directed to Tamia Brown, Program Financial Specialist at (510) 259-3884, or through email at Tamia.Brown@acgov.org.

ITEM VI.G. – 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

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

AUGUST 2021

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

SEPTEMBER 2021

9 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.

3.31.2021

ITEM VI.H – INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Bethany McCormick

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VICE-CHAIRPERSON – Jennifer Cogley

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VACANT (2)

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Sara Walke, Livermore Adult Education
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Livermore Adult Education and Vineyard
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GOVERNMENT

State Employment Service

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State Department of Rehabilitation

Iris Wiangchanok, Staff Services Manager I
California State Department of Rehabilitation
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Tina Kapoor, Economic Development
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WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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Alfred Fortier, Assistant Business Manager
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John Torok, Shop Steward
AFL-CIO/SEIU Local 1000
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Community - Based Organization

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Rev. 1.29.21

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
Chris Rose, Youth Committee Chair

Systems and Strategies Committee

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

Organizational Effectiveness Committee

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

Youth Committee

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

Rev 4.30.21

ITEM VI.I. - INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PY 2020/2021 SERVICE PROVIDER LIST

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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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Sub-Regional Workforce Networks

NORTH CITIES CAREER CENTERS

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Stefanie Bradshaw, Site Manager
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Berkeley Adult School

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OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK

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SANTA RITA JAIL CAREER CENTER

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Youth/Young Adult Program Operators – PY 2020/21

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

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

Berkeley Youth Alternatives
1255 Allston Way
Berkeley, CA 94702

Niculia Williams, Executive Director
PH: (510) 845-9010 Ext. 204
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Kevin Williams, Assistant Director
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Mieka Claridy, Program Manager
PH: (510) 845-9010 Ext. 219
E-MAIL: mclaridy@bayonline.org

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

**Hayward Unified School District/
Hayward Adult School**
22100 Princeton Street
Hayward, CA 94541

Evelyn Ocasio, Director
PH: (510) 293-8595 x 4803
E-MAIL: ecasio@has.edu

Angela Holmes, Co-Director
PH: (510) 293-8595 x5430
E-MAIL: aholmes@has.edu

Hector Topete, Co-Director
PH: (510) 293-8595 x5418
E-MAIL: htopete@has.edu

TRI-CITIES (Fremont, Newark, Union City)

East Bay Community Services dba La Familia Counseling Services

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

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

Carolynn Langsdale, Chief Programs Officer
PH: (510) 219-9306
E-MAIL: clangsdale@lafamiliacounseling.org

Program Office:
600 G Street, Room 3
Union City, CA 94587

Larry Ewings, Program Manager
PH: (510) 566-6389
E-MAIL: lewings@lafamiliacounseling.org

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

East Bay Community Services dba La Familia Counseling Services

Administrative Offices:
24301 Southland Drive, Suite 300
Hayward, CA 94545

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Carolynn Langsdale, Chief Programs Officer
PH: (510) 219-9306
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Program Office:
3278 Constitution Drive, Bldg 16
Livermore, CA 94551

Larry Ewings, Program Manager
PH: (510) 315-4099
E-MAIL: lewings@lafamiliacounseling.org

Youth Innovation Program – In-School Youth

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

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

Elaine Alvite, Grants Manager
PH: (510) 293-8595
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Rev. 2.26.21

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Quinallison Dovey, Workforce Services Technician.....510.259.3814

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Rev. 4.5.21

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