

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)  
JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND  
SYSTEMS AND STRATEGIES COMMITTEE (SSC)**

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**MEETING NOTICE**

**Wednesday, August 19, 2020**

**9:00 – 11:00 A.M.**

**Eden Area Multi-Service Center**

**The lobby of this building is closed due to the COVID-19. This is a Zoom meeting.**

**<https://zoom.us/j/99420556820>**

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

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**AGENDA**

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<b>I.</b>	<b>CALL TO ORDER AND ROLL CALL</b>	
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	The public can address the Committee on issues other than those on the agenda, with a limit of three minutes per speaker. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
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**VII. MATTERS INITIATED BY COMMITTEE MEMBERS**

**VIII. ANNOUNCEMENTS**

**OE COMMITTEE MEMBERS:** Brian Salem (Committee Chair); VACANT (Vice-Chair); Tyler Abbott; Jennifer Cogley; James Paxson; John Torok.

**S&S COMMITTEE MEMBERS:** Paul Reyes (Committee Chair); VACANT (Vice-Chair); Tina Kapoor; Michael Keenan; Tony Lam; Kalpana Oberoi.

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

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

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

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

**ITEM III.A. – PRESENTATION**  
**SUB-REGIONAL WORKFORCE NETWORK EVALUATION FINDINGS**

**BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) approved a three-year procurement for an America’s Job Center of California (AJCC) and three Career Services Providers (CSPs), for Adult and Dislocated Worker service delivery, through a Sub-Regional Workforce Network (SWN) model. The three-year procurement cycle for SWN services began in PY 2018/2019 (July 1, 2018) and extends through PY 2020/2021 (June 30, 2021).

The SWN model requires the AJCC and CSPs to lead their respective sub-regions and work with SWN partners to strategically expand client services within the community, integrate and coordinate client services, co-enroll individuals when possible, leverage resources, develop joint strategies, and to keep lines of communication open. SWN partners include:

- Adult Schools;
- Community Colleges;
- Community-based organizations that serve veterans, people with disabilities, and re-entry populations;
- Libraries;
- Employers;
- Social Services Agency; and,
- AJCC Mandated Memorandum of Understanding (MOU WIOA Title II-IV partners).

**SUB-REGIONAL WORKFORCE NETWORK EVALUATION:**

Committed to continuous quality improvement and responsive services, ACWDB also approved staff’s recommendation to evaluate the effectiveness of the SWN model at the end of the second program year in 2020 (April 1, 2020 through June 30, 2020). These actions prompted staff’s evaluation of the SWN model to answer the following three research questions:

**Research Question 1** - Did ACWDB’s Adult and Dislocated Worker Career Services Providers adhere to the fidelity of the SWN model, by implementing core components of the model as Lead Coordinators within their sub-regions, and developing in-depth working relationships with SWN partners?

**Research Question 2** - Which themes and concepts surfaced that suggest emerging promising practices related to the SWN model?

**Research Question 3** - Which findings serve as recommendations that can be leveraged to develop promising practices, service improvements, and partnership enhancements?

**Methods** - The SWN model evaluation used an exploratory qualitative method, deemed most appropriate by the Department's Management Analyst (MA). Additional staff members were engaged in an initial content analysis of monthly service provider narrative reports to build consensus around the following SWN model core concepts:

1. Expanding job seeker access to services through outreach, cross-referrals, service coordination and co-enrollment with SWN partners;
2. Leveraging SWN partnerships to facilitate strategy and resource development; and,
3. Using technology to better reach and serve job seeker clients.

Staff MA developed two data collection tools to capture qualitative information - SWN Self-Assessment Tool and a Career Center Partner Survey, in order to give balance to the evaluation and allowing both sides of the partnership to weigh-in and carried out the SWN Evaluation.

**Findings and Recommendations** - The full SWN Evaluation report answers all three research questions, which can be found in Attachment III.A.1. The information below gives a quick look at some of the findings and recommendations in the SWN Evaluation:

**Research Question 1 - Did ACWDB's Adult and Dislocated Worker Career Service Providers adhere to the fidelity of the SWN model, by implementing core components of the model as Lead Coordinators within their sub-regions, and by developing in-depth working relations with SWN partners?**

- CSPs aligned with some of the core components of the SWN model, especially building more traction with some of community-based SWN partners, than in previous years. In the review of monthly narrative reports and other documents, providers were much more active in the community than in previous years. CSPs collectively and more prominently engaged adult schools, employers, community colleges, and libraries. While these partnerships are more robust, CSPs **will need to formalize their partnerships to establish an actual co-enrollment process.**
- **Partnerships with community-based organizations that serve people with disabilities, re-entry, and veterans has yielded mixed results.** Some providers have relationships with entities that serve these groups, but not necessarily connections to CBOs specifically. Other providers are at the very beginning of their partnership journeys with these CBOs. While some CBOs are not represented physically within specific sub-regions, their clients may reside in all parts of the county, making such a partnership worthwhile. While CSPs built more strategies with the community colleges, and adult schools, they now also need to **build more robust partnerships with CBOs.**

**Research Question 2 - Which themes and concepts emerged that suggest emerging promising practices related to the SWN model?**

- **Service delivery, orientations, and workshops onsite at partner location seems to yield promising results in terms of co-enrollments, building partner trust and rapport, and ensuring visibility in the community.** As seen with the Eden Area AJCC,

this level of community visibility seems to be positively linked to garnering partner interest and attendance in their quarterly partner meetings.

**Research Question 3 - Which findings serve as recommendations that can be leveraged to develop promising practices, service improvements, and partnership enhancements?**

1. Require dedicated Outreach Worker to staffing to ensure that community-based reach is possible and often;
2. Deliver services offsite much more often, particularly with a focus on community-based organizations (in light of COVID-19, attend partner virtual meetings often);
3. Establish a co-enrollment process that complements referral processes that lends itself to successful co-enrollment of clients;
4. Develop and distribute a community newsletter or other communication tools and share often to SWN partners and clients; and,
5. Continuously develop and evolve robust strategies to adapt services, in light of COVID-19 impacts with considerations to those whose Unemployment Insurance benefits may be on the brink of exhaustion and in closer partnership with SWN and Local Plan partners.

Staff concluded the SWN Evaluation Report with a final note that the recommendations in the SWN Evaluation report are flexible and relevant enough to be applied to any new model in the future, in line with ACWDB's commitment to continuous quality improvement and responsive service delivery.

Staff will present the evaluation and findings at your meeting on August 19, 2020.

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

**ATTACHMENT:**

III.A.1 – Sub-Regional Workforce Network Evaluation Report





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# SUB-REGIONAL WORKFORCE NETWORK MODEL

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**An Implementation and Program Model Fidelity Evaluation Study**



July 27, 2020

BY: LATOYA REED, MSW  
MANAGEMENT ANALYST

## BACKGROUND

### Sub-regional Workforce Network

The Alameda County Workforce Development Board (ACWDB) is committed to meeting the needs of local area job seekers, by finding what works to serve clients, re-working program models and strategies, and/or forming new partnerships and program policies. ACWDB is also committed to continuous quality improvement. In line with these values, the ACWDB approved staff's recommendation to pivot to a **Sub-Regional Workforce Network (SWN) model** for the delivery of Workforce and Innovation Opportunity Act (WIOA) Adult and Dislocated Worker (A/DW) career services, from program year 2018/2019 through program year 2020/2021 (July 1, 2018 through June 30, 2021).

This shift to the SWN model was influenced by external factors, such as declining job seeker flows into career centers and declining WIOA Title I funding.<sup>1</sup> The SWN model ideally positions Career Services Providers (CSPs) to reach further into the community and work with external stakeholders to coordinate efforts and serve local area job seekers, therefore providing a mechanism for agile career service delivery.<sup>2</sup>

The SWN model places CSPs at the helm of their sub-regions (as Lead Coordinators), to deliver community-based WIOA career services, to co-enroll job seekers, leverage resources, utilize technology to reach a broader base of clients, and develop joint strategies in coordination with the following community partners:

- Adult Schools
- Community Colleges
- Community-based organizations that serve:
  - Veterans
  - People with disabilities
  - Re-entry populations
- Libraries
- Employers
- Social Services Agency
- Mandated Workforce Innovation and Opportunity Act (WIOA) Title I-IV partners<sup>3</sup>

To ensure the effectiveness of the new SWN model, ACWDB members also approved staff's recommendation to evaluate the effectiveness of the SWN model at the end of the second

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<sup>1</sup> WIOA Title I funds are driven by a formula that accounts for the local area's unemployment rate. The unemployment rates in Alameda County had been on a steady downward trend, resulting in a decline in Title I funds. At the same time, job seeker flows at the time weren't as steady into career centers due to a tight labor market.

<sup>2</sup> See SWN Diagram of Partners in Attachment I.

<sup>3</sup> WIOA Title I includes WIOA Adult, Dislocated, and Youth programs, WIOA Title II is the Adult Education and Family Literacy Act (Adult School programs), WIOA Title III refers to the Wagner-Peyser system (Unemployment Insurance programs through the Employment Development Department), and WIOA Title IV refers to the Department of Rehabilitation.

program year in 2020 (April 1, 2020 through June 30, 2020). These actions prompted staff's evaluation of the SWN model, which are included in this report.

## **EVALUATION RESEARCH QUESTIONS**

The SWN evaluation study attempts to answer the following research questions:

### **Research Question 1:**

Did ACWDB's Adult and Dislocated Worker Career Service Providers adhere to the fidelity of the SWN model, by implementing core components of the model as Lead Coordinators within their sub-regions, and developing in-depth working relationships with SWN partners?

### **Research Question 2:**

Which themes and concepts surface that suggest emerging promising practices related to the SWN model?

### **Research Question 3:**

Which findings serve as recommendations that can be leveraged to develop promising practices, service improvements, and partnership enhancements?

## **METHODS**

This SWN model evaluation uses an exploratory qualitative method, deemed most appropriate by the Board's Management Analyst (MA). Additional staff members were engaged in an initial content analysis of monthly service provider narrative reports to build consensus around the following SWN model core concepts:

1. Expanding job seeker access to services through outreach, cross-referrals, service coordination and co-enrollment with SWN partners;
2. Leveraging SWN partnerships to facilitate strategy and resource development; and,
3. Using technology to better reach and serve job seeker clients.

Staff members also reviewed pre-SWN model WIOA performance data (program year 17/18) and SWN implementation year WIOA performance data (program year 18/19). See Table I for more information.

The Board's MA developed two data collection tools to capture qualitative information - SWN Self-Assessment Tool and a Career Center Partner Survey, in order to give balance to the evaluation and allowing both sides of the partnership to weigh-in.

## **EMPIRICAL OBSERVATIONS**

WIOA contract performance measures generally improved during the SWN model implementation year (PY 18-19), most prominently for the following WIOA Adult data points: training expenditures, number of On-the-Job Trainings (OJTs), percent who entered

employment, and credential attainment, in comparison to the previous program year (PY 17-18), which predates the SWN model. See table 1.

WIOA performance for Dislocated Workers slightly improved as well during the SWN Model implementation year. Most prominently, job placements in the Industry Sector and Occupation Framework (ISOF) exceeded in performance. Even in the year prior AJCC/CSPs exceeded their ISOF performance. See Table 2.

While the data suggests that there is an association between the SWN model and improved performance, without statistical testing this is an observation at face value. For instance, Board staff committed to provide ongoing technical assistance to CSPs and that could have associated with the improvement. While this evaluation study largely examines program fidelity, future studies could involve statistical testing to tease out variables or factors that are correlated to program performance.

Table 1. WIOA Adult Performance in Aggregate

<b>Performance Measures</b>	<b>PY 17/18</b>	<b>% of Goal Achieved</b>	<b>PY 18/19</b>	<b>% of Goal Achieved</b>
Number of New Enrollments	319	120%	262	112%
Number of On-the-Job (OJT) Trainings	23	56%	25	81%
Percent of Individual Training Accounts (ITA) in ISOF*	100%	133%	99%	132%
Percent OJT in ISOF	100%	133%	100%	133%
Percent Entered Employment	64%	85%	70%	94%
Percent Job Placements in ISOF	66%	132%	71%	142%
Percent Attained Credential	33%	54%	33%	56%
Training Expenditures	\$182,665	79%	\$149,099	86%

\*Percentages are rounded to the nearest whole number.

Table 2. WIOA Dislocated Worker Performance in Aggregate

<b>Performance Measures</b>	<b>PY 17/18</b>	<b>% of Goal Achieved</b>	<b>PY 18/19</b>	<b>% of Goal Achieved</b>
Number of New Enrollments	342	105%	368	111%
Number of ITA in ISOF	89	119%	89%	119%
Percent Job Placements in ISOF	79%	158%	86%	173%
Percent Entered Employment	65%	87%	66%	88%
Percent Attained Credential	41%	68%	38%	63%
Training Expenditures	\$247,032	95%	\$270,411	90%

## Sub-Regional Workforce Network Operational Definitions

**Expanding job seeker access** in the context of the SWN model refers to the extent that CSPs facilitated community-based job seeker access to WIOA programs and services in ACWDB's local area. Expanding access is ideally facilitated through community-based outreach (using multiple channels), coordination efforts, cross-referrals that lead to enrollment and/or co-enrollment, utilizing technology to reach a broader base of clients, and leveraging resources to develop new opportunities that lead to increased organizational and service capacity.

1. **Community-Based Outreach** - Some providers have robust partnerships far-reaching into communities, carrying-out services and WIOA workshops onsite at partner locations. Service delivery at partner location allows for the community and partners to gain familiarity with WIOA services and programs, enabling the community to identify CSPs for career and employment assistance. The following serves as examples from our CSPs of conducting community-based outreach:
  - **Eden Area AJCC** delivers WIOA workshops offsite quite often with Chabot College, Castro Valley Adult School, and San Leandro Adult School, which may be *linked* to their ability to garner so much partner participation in their quarterly meetings. Eden Area AJCC also invites Adult School students onsite for a tour of the AJCC, which also heightens their visibility in the community.

The Eden AJCC also has a staff person responsible for outreach, which given the SWN model design, demonstrates a real commitment to the model's design and likely linked to better partnership outcomes.

- The **North Cities Career Center** delivers weekly WIOA classroom presentations at the Berkeley Adult School and credits that level of outreach for their enrollment success.
  - **Tri Valley Career Center** partners with the Federal Correctional Institution in Dublin to deliver workshops onsite to women inmates.
2. **Cross-referrals, Coordination, and Co-enrollment** in context of the SWN model refers to the extent that AJCC/CSPs worked closely with SWN partners to establish a protocol for referral-making and receiving, to serve job seeker clients.

Coordination refers to the extent that providers played a role in streamlining job seeker services with SWN partners to facilitate successful service navigation and enrollment.

Co-enrollment refers to the strategic enrollment of a client into more than one complementary program and service, with an aim to enhance client outcomes. Co-enrollment can be a vehicle for achieving more difficult WIOA outcomes, especially when efforts are coordinated with organizations that have a strong track record of achieving similar outcomes.

Part of the success of strategic co-enrollment also depends on the likelihood that the client is eligible to receive services at a partner organization. Such determination can be discovered initially by working closely with partners and co-orienting one another at the beginning of a new partnership or by cross-walking program eligibility requirements. This requires a level of research and active partnership, one that relies on building consensus early-on.

The following are AJCC/CSP examples of cross-referrals, coordination, and co-enrollment:

- **Eden Area AJCC** has a referral form and meets with partners to establish a co-enrollment process. These actions demonstrate a commitment to co-enrollment as an organizational practice, not leaving the partnership open to a referral process alone. Additionally, Eden Area AJCC coordinates quarterly partner meetings with frequent partner turnout.
- **All providers** coordinate onsite employer engagement efforts, such as onsite recruitments (Eden Area AJCC and North Cities Career Center) or other employer engagement tactics such as employer orientations (Tri Cities Career Center) or Coffee Breaks with employers (Tri Valley Career Center).
- **Most providers** also engage in seasonal job fairs, providing visibility in the community. These efforts help the business community identify community-based recruitment assistance and can be a mechanism for businesses and job seekers to learn about career services and programs.
- **North Cities Career Center at the College of Alameda** has a visual enrollment matrix that is enlarged and posted in their office for all staff to review and track enrollment progress. Operationally, this practice is helpful and builds a collective sense of performance the team must meet. A similar visualization around strategic co-enrollment can help move this sound practice to the next level by involving new partners in the practice of helping to achieve other WIOA performance, such as credential attainment.

- Being located on a college campus can also support outcomes such as credential attainment, as students are working toward degree or certificate completion, may be enrolled in another program on campus, and may meet the WIOA Adult priority population definition.<sup>4</sup> It should be noted that an in-reach “only” strategy is not suggested but rather a mix of in-reach to community college students and outreach to the general population.
  - **Tri Valley Career Center** co-enrolls women at a local domestic violence shelter into Metrix Online Learning, an online training software that leads to industry-recognized certificates purchased by the ACWDB for use by job seekers. This effort facilitates a touchpoint with our system, allowing for the possibility of co-enrollment into WIOA when appropriate.
3. **Use of Technology** in the context of the SWN model refers to the level which providers leverage technology platforms, applications, and websites, to reach and engage and ultimately serve a broader base of clients across the workforce system. The following are some examples of providers’ use of technology to connect with the workforce system:
- **All providers** maintain some level of website presence through their websites and some through social media outlets. Some centers have additional technology features.
  - **Tri Cities Career Center’s** use of Appointlet allows the public to request appointments with Career Center staff. They also maintain an online workshop request form to solicit requests from the community for WIOA presentations and workshops.
  - **Tri Valley Career Center** was an early adopter of the Zoom platform, enabling wider access to workshops and information. Tri-Valley Career Center also produces a newsletter that is shared via Constant Contact, keeping the community informed with relevant job seeker and employer content.
4. **Leveraging Resources** in the context of the SWN model refers to the extent that CSPs worked with SWN partners and other stakeholders to maximize partner resources (fiscal, in-kind, and/or programmatic, to stretch existing resources and complement workforce development services). Below are some CSP examples of leveraging resources:

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<sup>4</sup> ACWDB’s WIOA Adult priority populations were set by State directives. To be considered a WIOA Adult priority population, a job seeker would have to fall into one of the following population categories: Veterans, Veteran spouses, individuals who are basic skills deficient, low-income, individuals with disabilities, and re-entry clients.

- **Most CSPs** have tapped into ACWDB grants to complement job seeker services, such as the Storm Grant and the Biotech and Advanced Manufacturing Rapid Re-employment grants to serve laid off workers. Some providers have also been more active in applying for the State's Accelerator Grants, which are funds provided to innovate workforce programming for target groups.
- **Eden Area AJCC** frequently collaborates with the Alameda County Social Services Agency and leverages supportive services for co-enrolled clients, as well as the Agency's employer contacts and community events.

## Sub-Regional Workforce Evaluation

### Research Question 1:

**Did ACWDB's Adult and Dislocated Worker Career Service Providers adhere to the fidelity of the SWN model, by implementing core components of the model as Lead Coordinators within their sub-regions, and by developing in-depth working relations with SWN partners?**

CSPs aligned with some of the core components of the SWN model, especially building more traction with some of community-based SWN partners, than in previous years. In the review of monthly narrative reports and other documents, providers were much more active in the community than in previous years. CSPs collectively and more prominently engaged adult schools, employers, community colleges, and libraries. While these partnerships are more robust, **CSPs will need to formalize their partnerships to establish an actual co-enrollment process.**

**Partnerships with community-based organizations that serve people with disabilities, re-entry, and veterans has yielded mixed results.** Some providers have relationships with entities that serve these groups, but not necessarily connections to CBOs specifically. Other providers are at the very beginning of their partnership journeys with these CBOs. While some CBOs are not represented physically within specific sub-regions, their clients may reside in all parts of the county, making such a partnership worthwhile. While CSPs built more strategies with the Community Colleges, and Adults School, they now also need to **build more robust partnerships with CBOs.**

**Providers (not including the Eden Area AJCC) need to make greater strides with the Social Services Agency.** This is an opportunity that can be facilitated through ACWDB's Modified Local Plan, whereby one of the three new Local Plan partnerships is with another department within Social Services to serve two distinct groups. While Social Services Agency is listed as a partner in the SWN model, the partnership seems to need a level of depth that is not yet there for most of the providers.

While coordination and co-enrollment has occurred over the past couple of years, **a more formal co-enrollment process needs to be in place.** Most providers are using a referral form, but an actual co-enrollment process should be documented and developed in tandem with partners so that referrals convert to co-enrollment.

Lastly, **the number of successful quarterly partner meetings led by the providers needs some overall improvement.** The Eden AJCC seems to be successful in garnering partner interest and attendance often and may be able to share some peer strategies.

### **Survey Findings**

Staff also surveyed SWN partners to provide balance to the self-assessments and themes related to information/referrals, partner communication, partner engagement, and offsite/community presence surfaced.

- **Information and Referrals**  
CSPs scored highest on their ability to provide relevant information, attending to referred clients, and coordinating services.
- **Partner Communication**  
CSPs scored relatively high on statements related to activities requiring partner communication.
- **Partner Engagement**  
SWN partners generally rated partner engagement with their CSPs as middle-of-the road or average.
- **Community Presence and Offsite Services**  
CSPs generally scored the lowest in this category, meaning that SWN partners were neutral or disagreed that CSPs had robust presence with their organizations. While some CSPs had examples of offsite service delivery, such as partner orientations or outreach, CSPs generally scored lower on statements related to in-person interactions or offsite program connections within the community.
- **SWN Partner COVID-19 Concerns and Response**  
SWN partners were also asked COVID-19 impacts on their client population and ways in which their AJCC/CSPs could help in assisting job seekers during the pandemic:

#### ***What are you most concerned about regarding COVID-19 on your client population?***

Lack of computer and internet access, as well as disruption to service and facility access were most cited as concerns followed by:

- Job loss
- Disruption to course completion
- Vulnerable to the disease
- Inability to access food
- Cost of living and rent
- Shortage of opportunities for people with disabilities
- Disruption to hiring plans

***What role do you think your local Career Center/CSP can play in assisting your clients with COVID-19 related issues?***

Partners believe that CSPs can provide information, online resources, host virtual job fairs (most common response), help them understand opportunities and employers who are hiring, and help them understand transferrable skills. The Tri Valley Career Center has been credited by more than one partner for their robust and relevant information-sharing.

**Research Question 2:**

**Which themes and concepts emerged that suggest emerging promising practices related to the SWN model?**

Some emerging promising practices have surfaced in the implementation of the SWN model. To elevate *emerging* practices to *promising*, practices must demonstrate some level of consistent improved outcomes over a longer period of time. As it stands, the following are emerging promising practices:

- **Service delivery, orientations, and workshops onsite at partner location seems to yield promising results in terms of co-enrollments, building partner trust and rapport, and ensuring visibility in the community.** As seen with the Eden Area AJCC, this level of community visibility seems to be positively linked to garnering partner interest and attendance in their quarterly partner meetings.
- Establishing a co-enrollment process with SWN partners is a complement to the referral process, likely resulting in better outcomes.
- Providers who have a staff-person dedicated to outreach, at least part time, seem to have a better presence in the community, which allows for cross-sharing information with partners that can lead to additional opportunities.
- Employer engagement tactics, particularly Coffee Breaks with Employers in the Tri Valley, seems to yield positive responses from job seekers. In a relaxed setting, job seekers can converse with employers about opportunities with the company.

- A Community Newsletter seems to be a key strategy in keeping partners and their clients well-informed about services and programs.

### **Research Question 3:**

Which findings serve as recommendations that can be leveraged to develop promising practices, service improvements, and partnership enhancements?

1. *Require dedicated Outreach Worker to staffing, to ensure that community-based reach is possible and often;*
2. *Deliver services offsite much more often particularly with a focus on community-based organizations, (in light of COVID-19, attend partner virtual meetings often);*
3. *Establish a co-enrollment process that complements referral processes that lends itself to successful co-enrollment of clients;*
4. *Develop and distribute a community newsletter and share often to SWN partners and clients, and,*
5. *Continuously develop and evolve robust strategies to adapt services, in light of COVID-19 impacts with considerations to those whose Unemployment Insurance benefits may be on the brink of exhaustion and in closer partnership with SWN and Local Plan partners.*

### **FINAL NOTE**

Since ACWDB and staff members are committed to responsive service delivery, the SWN model is likely to change course and a new model may be adopted. However, the recommendations in this report are flexible and relevant enough to be applied to any new model in the future.



# SUB-REGIONAL WORKFORCE NETWORKS IN North Cities, Tri-Cities, Valley, and Eden\*



\*Serves as the area's Comprehensive One-Stop Career Center



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

**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)  
ADULT AND DISLOCATED WORKER SERVICE DELIVERY STRATEGIES  
AND NEW PROCUREMENT FOR 2021-2024**

**RECOMMENDATION:**

That the Alameda County Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee approve the Adult and Dislocated Worker (A/DW) Career Services delivery strategies, and procurement for these services, in the Local Area for a three (3) year program cycle covering July 1, 2021 through June 30, 2024 as follows:

1. One Comprehensive America’s Job Center of California (AJCC) as the Program Operator and A/DW Career Services Provider in the Eden Area located in the Eden Multi-Service Center at 24100 Amador Street, 3<sup>rd</sup> Floor, Hayward, CA; and
2. One A/DW Career Services Coordinator (CSC) to oversee and subcontract with multiple organizations for career services in the three remaining sub-regions of Alameda County including:
  - North Cities - Alameda, Albany, Berkeley, Piedmont, and Emeryville
  - Tri-Cities - Fremont, Newark, and Union City
  - Tri-Valley - Dublin, Pleasanton, and Livermore
3. Authorize staff to issue two Request for Proposals (RFPs) for these A/DW Career Services delivery strategies.

**BACKGROUND:**

In program year (PY) 2018/2019, the Alameda County Workforce Development Board (ACWDB) procured services for one Comprehensive AJCC in the Eden Area located in Hayward, and Career Services Providers (CSPs) to lead and coordinate services in Sub-regional Workforce Network (SWN) model. The shift to the SWN model was influenced by external factors, such as declining job seeker flows into career centers and declining WIOA Title I funding. The SWN model positioned CSPs to reach further into the community and work with external stakeholders to coordinate efforts, serve local job seekers, and achieve better access to a wider range of employment services. The procurement cycle will sunset on June 30, 2021.

ACWDB staff began a process to evaluate the current system and plan for the procurement process. As part of the planning for the 2021-2024 program cycle, staff engaged with partners, other workforce boards, and participants/job seekers to solicit feedback and information as follows:

- Staff conducted a survey to over 2,000 job seekers/former WIOA participants as well as an additional 300 public assistance participants. (Survey results will be provided as a handout.)
- Staff delivered a “Re-imagining Workforce Development Services in Alameda County” webinar attended by over 60 individuals who represented various organizations. Webinar participants provided verbal feedback during the discussion and were also asked to complete a survey. Approximately 40 webinar attendees completed the survey. (Survey results will be provided as a handout).
- Staff consulted with a neighboring workforce development board regarding their “Single Operator” model where one organization oversees career services throughout their Local Area.
- Staff conducted an evaluation of SWN leads and partner organizations to assess the fidelity of the current service delivery model. The process and evaluation results are outlined in Item III.A. Sub-Regional Workforce Network Evaluation. The SWN Report findings will be presented at your meeting on August 19.

The results of these efforts served to inform staff’s recommendation for the proposed A/DW service delivery model for the upcoming 2021-2024 procurement. The most prevalent themes included:

1. Formal partnerships with community-based organizations
2. Services that are more easily accessible in the community
3. Increased access for harder to serve populations
4. Services for individuals with limited access to technology

### **2021 - 2024 Strategies:**

Through these various forms of evaluation, staff were able to glean useful information that was used to guide the discussion to develop a plan for the future of workforce services in Alameda County. Staff were very intentional in formulating strategies to address some of the challenges faced during the current system design. Tenets that guided staff’s planning sessions included:

- Challenges faced by CSPs and partners within the current workforce system model;
- The workforce system’s ability to be flexible and adapt to changes in the ever-evolving economic and community environments; and
- The future of workforce services in Alameda County given the shrinking availability of federal workforce funds – along with the increase in community need for high-quality, results-based workforce services.
- Recognition of the employment and training needs of individuals with multiple barriers
- The changing demographic make-up in our various communities.

### **Comprehensive AJCC:**

WIOA regulations require Local Areas to have at least one Comprehensive AJCC operating within its system. ACWDB will continue following the model for a single Comprehensive AJCC in the Eden Area, located in Hayward. The Comprehensive AJCC requires co-location of WIOA mandated partners. As the Program Operator, the Comprehensive AJCC must ensure the implementation of partner responsibilities agreed upon in WIOA Memorandums of Understanding. The Comprehensive AJCC also must meet and maintain all WIOA certification requirements. The location of the Comprehensive AJCC is in the central part of the County, easily accessible by public transportation, and is located near other public services, including the Social Services Agency/Temporary Assistance for Needy Families (TANF) program, which is in the same building. The Eden Area continues to have the highest poverty and unemployment rates in the county, with the unincorporated areas of Ashland and Cherryland unemployment rates surpassing 20%.

### **Career Services Coordinator:**

The CSC will function as a single A/DW Career Services Provider who will oversee a network of sub-contractors that may consist of community-based organizations, adult schools, community colleges, and public agencies that serve ACWDBs priority populations and individuals with barriers, and are located in the three sub-regions (North Cities, Tri-Cities, and Tri-Valley). Additionally, reentry services at Santa Rita Jail, will be a required component of service provision under the CSC. Lastly, the CSC must demonstrate the capacity to process participant related payments for sub-contracted providers.

Under the CSC model, community-based organizations (CBOs) will play a larger role in the serving of priority populations as sub-contracted organizations instead of loosely knit partners under the current model. CBO partners will also provide a strengths-based approach to serve clients and the agility to work with clients in-person, throughout the calendar year.

Both the Comprehensive AJCC and CSC will be responsible for working in partnership with the Business Services Unit (BSU) team in enacting ACWDB's overall Business Engagement Plan, providing seamless services to employers. For the additional components of the AJCC and CSC, please refer to Attachment IV.A.1 Graphic Job Seeker Services.

### **Request for Proposal:**

ACWDB staff will conduct a procurement process for the Comprehensive AJCC and Career Services Coordinator anticipated to be released in late September 2020 dependent on Board approval. The procurement process will run simultaneously with current contracts and new services to begin effective July 1, 2021 through June 30, 2024. (Please refer to the Attachment – IV.A.2. Request for Proposal (RFP) Timeline - 2021-2024 Adult/Dislocated Worker Programs).

For further information, please contact David Dias, Program Financial Specialist at (510) 780-8768 or by email at [David.Dias@acgov.org](mailto:David.Dias@acgov.org).

**ATTACHMENT:**

IV.A.1. - Graphic of Job Seeker Services

IV.A.2. - Request for Proposal (RFP) Timeline - 2021-2024 Adult/Dislocated Worker Programs

**THE ALAMEDA COUNTY WORKFORCE DEVELOPEMENT BOARD  
ADULT/DISLOCATED WORKER SERVICE DELIVERY STRATEGY  
JOB SEEKER SERVICES**

**Comprehensive AJCC  
Eden Area**

- Located in the Eden Multi-Service Center
- Function as AJCC Operator and A/DW Career Services provider
- Required partner co-location and/or physical presence
- Capacity to provide participant related payments
- Serve target populations, including a wide range of displaced workers
- Co-enroll in multiple programs
- Connect job seekers to industry-recognized certificates and credentials
- Leverage partner resources for Career Technical Education programs
- Use the Industry Sector & Occupational Framework (ISOF)
- Perform job development/placement activities
- Develop On-the-Job Training opportunities; enroll in various available training services
- Meet compliance mandates of WIOA MOU and AJCC Certification
- Participate in an evaluation to ensure continuous improvement
- Utilize CalJOBS for tracking and reporting system
- Provide robust online virtual services for job seekers and businesses; expand use of technology
- Offer individualized, custom services for clients who fall into the digital divide
- Coordinate with ACWDB's Rapid Response Team

**Career Services Coordinator  
North Cities, Tri-Cities, Tri-Valley**

- Career Services located throughout the subregions
- Function as A/DW Career Services Provider and oversee a network of sub-contractors which may consist of community-based organizations, adult schools, community colleges, public agencies
- Required reentry provider for Santa Rita Jail to operate reentry services
- Capacity to provide participant related payments
- Serve target populations, including a wide range of displaced workers
- Co-enroll in multiple programs
- Connect job seekers to industry-recognized certificates and credentials
- Leverage partner resources for Career Technical Education programs
- Use the Industry Sector & Occupational Framework (ISOF)
- Perform job development/placement activities
- Develop On-the-Job Training opportunities; enroll in various available training services
- Participate in an evaluation to ensure continuous improvement
- Utilize CalJOBS for tracking and reporting system
- Provide robust online virtual services for job seekers and businesses; expand use of technology
- Offer individualized, custom services for clients who fall into the digital divide
- Coordinate with ACWDB's Rapid Response Team

## REQUEST FOR PROPOSAL (RFP) TIMELINE 2021-2024 ADULT/DW PROGRAMS

Event/Activity	Date/Location
Recommendations to joint S&S and OE committee meeting	August 19, 2020
ACWDB Approval to release RFP	September 10, 2020
RFP released	September 28, 2020
Networking/Bidders Conference	October 8, 2020 – via virtual platform
Written Questions Due	October 9, 2020 by 5:00 p.m.
Addendum No. 1 Posted	October 5
Bid Proposals Due	October 26, 2020 by 2:00 p.m. ( <b>open 6 weeks</b> )
Rating Panel Evaluation Period	November – December 2020
Rating Panel Recommendation to S&S Committee	February 17, 2021
ACWDB Approval of Recommendations	March 11, 2021
County Board of Supervisors Award Date	April 20, 2021
Contractor Meeting to Present New Program Overview and Guidelines	May - June, 2021
Contract and Program Start Date	July 1, 2021

**Note:** All dates are tentative and subject to change

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

### **SOLICITATION FOR PROPOSALS** **FOR COVID-19 PANDEMIC**

#### **RECOMMENDATION:**

That the Alameda County Workforce Development Board's (ACWDB) Joint Organizational Effectiveness (OE) and Systems & Strategies Committee (SSC) authorize ACWDB staff to initiate, award, and negotiate service contracts for existing and future COVID-19 emergency grants.

#### **BACKGROUND:**

The following timeline delineates the governmental escalation to the COVID-19 pandemic:

- On January 31, 2020, the United States Secretary of Health and Human Services declared a Public Health Emergency in response to the COVID-19 epidemic.
- On March 4, 2020, Governor Newsome declared a State of Emergency in California.
- On March 11, 2020, the World Health Organization categorized COVID-19 as a global pandemic.
- On March 13, the President of the United States declared COVID-19 a National Emergency.
- On March 19, 2020, Governor Newsome declared a state-wide Shelter in Place order in California.

In April 2020, ACWDB initiated exploratory discussions to seek emergency resources in anticipation of inverse economic and workforce impacts due to the COVID-19 pandemic. In June, ACWDB was awarded \$853,000 (approximately half of our requested amount) to deploy enhanced COVID-19 workforce programs and resources. To maximize operational effectiveness and with a high-sensitivity towards timeliness, staff has already operationalized most of the COVID-19 emergency allocations through existing contract channels. Some additional enhanced services will require new service contracts that may require a competitive solicitation process.

Whereas COVID-19 is a reality that is not expected to subside before an additional federal stimulus package is appropriated, it is incumbent to obtain operational preparedness while additional resources are navigating the Federal and State legislative process. This recommendation is in alignment with and facilitates the implementation of the ACWDB "Workforce Resiliency Plan".

Any contract finalized and implemented on a result of emergency resources granted to the ACWDB will be brought back to the board as information at your quarterly meetings.

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

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

**APPROVAL OF LOCAL AREA PERFORMANCE GOALS  
FOR PY 2020/2021 and PY2021/2022**

**RECOMMENDATION:**

That the Alameda County Workforce Development Board’s (ACWDB) Joint Organizational Effectiveness (OE) and Systems & Strategies Committee (SSC) approve ACWDB’s Proposed Local Area Performance Goals for PY 2020/2021 and PY 2021/2022; and permit staff to enter into negotiations with the State of California to finalize Local Area Performance goals for Alameda County.

**BACKGROUND:**

Under the Workforce Innovation and Opportunity Act (WIOA), Local Area Performance Measures now include:

For all WIOA Formula participants (Adults and Dislocated Workers and Youth):

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

NOTE: For Youth items 1 and 2 above for WIOA, includes “Placement” in Employment, Advanced Training, Post-Secondary Education; or the Military.

Under WIOA, the State of California has designated Regional Planning Units (RPU) comprised of multiple Local Area Boards. The ACWDB is a member of the EASTBAY *Works* RPU (RPU 6) which includes three other Local Areas (Contra Costa County and cities of Oakland and Richmond). In previous years, the California Workforce Development Board (CWDB) has negotiated MSG goals with the RPUs. This year, the CWDB mandated that each Local Area enter into negotiations for MSG goals. MSG are intended to allow Local Areas to capture progress towards credential attainment and count it towards positive outcomes experienced by WIOA participants.

Additionally, the CWDB is now requiring Local Areas to set goals for Youth Median Earnings which has been labeled as a “baseline” measure for the past two program years.

**HISTORICAL LOCAL AREA PERFORMANCE ATTAINMENTS AND GOALS FOR ADULTS, DISLOCATED WORKERS, AND YOUTH:**

The following charts reflect the actual performance attainments and the performance goals for program years (PY) 2017/2018, 2018/2019, and the performance attainments to date for PY 2019/2020. PY 2019/2020 actual performance attainments will not be available until after the end of the current program year.

Additionally, the final chart represents the average of ACWDB’s performance attainments over the last three program years.

Looking at ACWDB’s past performance attainments aids staff in formulating where performance may land in the upcoming program year – and thereby give staff a starting point for entering into Local Area Performance negotiations with the state.

PY 2017/2018 ACTUAL ATTAINMENTS				PY 17/18 GOALS		
Measures	Ad	DW	Yth	Ad	DW	Yth
Employment/Placement Rate @ 2 <sup>nd</sup> Q Post-Exit	75.4%	73.6%	66.0%	65.5%	71.0%	61.0%
Employment/Placement Rate @ 4 <sup>th</sup> Q Post-Exit	67.5%	78.4%	72.9%	63.0%	69.5%	61.0%
Median Earnings @ 2 <sup>nd</sup> Q Post-Exit	\$ 7,515	\$ 10,233	\$ 2,913	\$5,157	\$7,523	BASELINE
Credential Attainment by 4 <sup>th</sup> Q Post-Exit	58.3%	66.7%	30.5%	63.0%	66.0%	47.0%
Measurable Skill Gains	15.7%	3.2%	19.2%	N/A	N/A	N/A

PY 2018/2019 ACTUAL ATTAINMENTS				PY 18/19 GOALS		
Measures	Ad	DW	Yth	Ad	DW	Yth
Employment/Placement Rate @ 2 <sup>nd</sup> Q Post-Exit	70.7%	70.8%	57.3%	66.0%	72.0%	61.5%
Employment/Placement Rate @ 4 <sup>th</sup> Q Post-Exit	74.0%	69.7%	62.2%	65.0%	70.0%	62.0%
Median Earnings @ 2 <sup>nd</sup> Q Post-Exit	\$ 6,937	\$ 11,220	\$ 3,626	\$5,500	\$7,700	BASELINE
Credential Attainment by 4 <sup>th</sup> Q Post-Exit	63.5%	42.2%	9.4%	61.0%	57.0%	53.0%
Measurable Skill Gains	13.0%	11.3%	15.8%	<b>26.39%</b>	<b>18.59%</b>	<b>30.77%</b>
				<b>RPU Goals</b>		

PY 2019/2020 ATTAINMENTS TO DATE				PY 19/20 GOALS		
Measures	Ad	DW	Yth	Ad	DW	Yth
Employment/Placement Rate @ 2 <sup>nd</sup> Q Post-Exit	68.4%	76.8%	59.6%	66.5%	72.5%	62.0%
Employment/Placement Rate @ 4 <sup>th</sup> Q Post-Exit	65.3%	68.6%	58.1%	65.5%	70.5%	62.5%
Median Earnings @ 2 <sup>nd</sup> Q Post-Exit	\$ 7,678	\$ 12,538	\$ 2,719	\$5,700	\$8,000	BASELINE
Credential Attainment by 4 <sup>th</sup> Q Post-Exit	43.3%	44.6%	11.4%	61.5%	58.0%	54.0%
Measurable Skill Gains	20.2%	32.6%	21.1%	26.89%	19.09%	31.27%
				RPU Goals		

Average of Attainments over last three Program Years			
Measures	Ad	DW	Yth
Employment/Placement Rate @ 2 <sup>nd</sup> Q Post-Exit	71.5%	73.8%	61.0%
Employment/Placement Rate @ 4 <sup>th</sup> Q Post-Exit	68.9%	72.2%	64.4%
Median Earnings @ 2 <sup>nd</sup> Q Post-Exit	\$ 7,376.61	\$ 11,330.49	\$ 3,085.98
Credential Attainment by 4 <sup>th</sup> Q Post-Exit	55.0%	51.1%	17.1%
Measurable Skill Gains	16.3%	15.7%	18.7%

California's PY 2020/2021 and PY 2021/2022 Negotiated Performance Goals:

Per Workforce Services Information Notice (WSIN) 19-48 – *State Negotiated Performance Goals PY 2020 and PY 2021*, issued July 4, 2020, the following represents proposed State level goals for performance for PY 2020/2021 and PY 2021/2022.

PY 2020 and PY 2021 Negotiated Performance Goals				
Indicators	Adults	Dislocated Workers	Youth	Wagner-Peyser
<b>Employment Rate 2nd Quarter After Exit</b> (Includes placement in education for Youth)	67.0%	71.9%	71.0%	61.4%
<b>Employment Rate 4th Quarter After Exit</b> (Includes placement in education for Youth)	66.0%	72.5%	71.0%	62.0%
<b>Median Earnings 2nd Quarter After Exit</b>	\$6,000	\$8,070	\$3,490	\$6,689
<b>Credential Attainment</b>	60.0%	60.0%	60.0%	N/A
<b>Measurable Skill Gains</b>	50.0%	50.0%	56.4%	N/A

**PY 2020/2021 Local Area Performance Negotiations:**

As ACWDB staff enter negotiations with the CWDB, consideration should be given to:

- Past Local Area performance attainments;
- Past Local Area performance goals;
- The requirement to strive for continuous improvement in Local Area performance; and
- California’s goals as negotiated with the Department of Labor.

Additionally, the State of California has indicated that some flexibility would be granted due to the impacts of the COVID-19 pandemic on the local economy and workforce.

Lastly, it must be stated that these proposed Local Area performance goals are subject to negotiation with the CWDB – and may be amended depending upon the outcomes of those negotiations. Staff will report back to the committee on the outcomes of the negotiation.

Taking into account all of the data relevant to this process and the considerations that were highlighted by the state, ACWDB staff is prepared to offer the following Local Area Performance goals for PY 2020/2021 and PY 2021/2022 as a starting point for negotiations with the CWDB.

<b>PY 2020/2021 Proposed Performance Goals</b>				
<b>Adult/Dislocated Worker Measures</b>	<b>Adults</b>	<b>Dislocated Workers</b>	<b>Youth</b>	<b>Youth Measures</b>
Employment Rate @ 2 <sup>nd</sup> Quarter Post Exit	67.0%	73.0%	62.3%	Employment/Education Rate @ 2 <sup>nd</sup> Quarter Post Exit
Employment Rate @ 4 <sup>th</sup> Quarter Post Exit	67.0%	71.0%	63.0%	Employment/Education Rate @ 4 <sup>th</sup> Quarter Post Exit
Median Earnings @ 2 <sup>nd</sup> Quarter Post Exit	\$5,800	\$9,000	\$3,100	Median Earnings
Credential Attainment by 4 <sup>th</sup> Quarter Post Exit	61.7%	58.2%	54.1%	Credential Attainment by 4 <sup>th</sup> Quarter Post Exit
Measurable Skill Gains	27.0%	20.0%	32.0%	Measurable Skill Gains

<b>PY 2021/2022 Proposed Performance Goals</b>				
<b>Adult/Dislocated Worker Measures</b>	<b>Adults</b>	<b>Dislocated Workers</b>	<b>Youth</b>	<b>Youth Measures</b>
Employment Rate @ 2 <sup>nd</sup> Quarter Post Exit	67.2%	73.5%	62.7%	Employment/Education Rate @ 2 <sup>nd</sup> Quarter Post Exit
Employment Rate @ 4 <sup>th</sup> Quarter Post Exit	67.2%	72.1%	64.5%	Employment/Education Rate @ 4 <sup>th</sup> Quarter Post Exit
Median Earnings @ 2 <sup>nd</sup> Quarter Post Exit	\$5,900	\$9,500	\$3,100	Median Earnings
Credential Attainment by 4 <sup>th</sup> Quarter Post Exit	62.0%	58.5%	54.3%	Credential Attainment by 4 <sup>th</sup> Quarter Post Exit
Measurable Skill Gains	27.2%	20.5%	32.2%	Measurable Skill Gains

**The areas highlighted in green text represent areas where ACWDB is proposing goals higher than those negotiated for the State of California.**

If you would like additional information. Please contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).



**ITEM V.A. – INFORMATION**

**ON-THE-JOB TRAINING INDUSTRY SECTORS  
FOR PROGRAM YEAR (PY) 2019/2020**

**BACKGROUND:**

At the May 14, 2020 meeting of the Alameda County Workforce Development Board (ACWDB), members had presented staff with an inquiry regarding the industry sectors that most frequently utilize the On-the-Job Training (OJT) program in ACWDB service delivery area.

In response to that request, staff have compiled data reflective of OJT activity for PY 2019/2020 and the following represents that data.

The system that ACWDB uses to track this data is primarily focused on determining whether OJT employers fall within ACWDB’s Industry Sector and Occupational Framework (ISOF) sectors. Therefore, the data presented here will be reflective whether OJT employers fall within one of the ISOF clusters or outside of the framework.

PY 2019/2020 OJT Industry Sectors									
Sub-Regional Workforce Network Area/Provider	Total # of OJTs	INDUSTRY SECTORS by Tier							
		T1 H/S	T1 PST	T1 Con	T1 AMTW	T1 Gov	T2	T3	Out
Eden/Rubicon	4	1		1	2				
North Cities/Peralta	2						2		
Tri-Cities/Ohlone	12				4		7	1	
Valley/Chabot/Las Positas	6	2	1		2			1	
<b>TOTALS:</b>	<b>24</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>9</b>	<b>2</b>	<b>0</b>
<b>Percentages:</b>	<b>100%</b>	<b>13%</b>	<b>.04%</b>	<b>.04%</b>	<b>33%</b>	<b>0%</b>	<b>38%</b>	<b>.08%</b>	<b>0%</b>

Industry Sector Key	
T1 H/S	Tier 1 – Healthcare Social Assistance
T1 PST	Tier 1 – Professional, Scientific, Technical Services
T1 Con	Tier 1 – Construction
T1 AMTW	Tier 1 – Advanced Mfg, Transportation, Warehousing
T1 Gov	Tier 1 – Government
T2	Tier 2 – Occupations w/growth ≥ \$19.20/hr (based on research)
T3	Tier 3 – Participant Choice w/growth ≥ \$19.20/hr
Out	Outside of ACWDB’s ISOF

**ANALYSIS:**

A slight majority of OJTs fall within Tier 2 occupations of ACWDB’s ISOF. ISOF Tier 2 represents occupations that were found to have growth over the period between 2017 and 2022

and that paid, on average, at or above the \$19.20 per hour wage. Many of these Tier 2 occupations include high and mid-level managers, Administrative Assistants, and Customer Service Representatives regardless of the industry sector of the employer.

Advanced Manufacturing, Transportation/Logistics/Distribution, and Warehousing (which represents a combination of several North American Industry Classification System (NAICS) industry sector clusters, including, but not limited to several manufacturing clusters, a few distribution clusters, and transportation and logistical service clusters), was the ISOF category that took advantage of ACWDB’s OJT program second most frequently.

Besides the first and second most identified ISOF categories, there were other sectors that were less frequently identified in OJT employers:

Sector	# of OJTs	% of OJTs in Sector
Healthcare/Social Assistance	3	13%
Professional, Scientific Tech Svc	1	.04%
Construction	1	.04%
ISOF, Tier 3*	2	.08%

\*Tier 3 represents the participant’s ability to select an occupation as long as local labor market information (LMI) indicates growth in that occupation – and the entry wage is at or above the \$19.20 per hour guideline.

For further information, please contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or through email [MGGarcia@acgov.org](mailto:MGGarcia@acgov.org).

## **ITEM V.B. – INFORMATION**

### **BIOMEDICAL MANUFACTURING INDUSTRY STUDY FOR ALAMEDA COUNTY**

#### **BACKGROUND:**

For Program Year 2020/2021, the Alameda County Workforce Development Board (ACWDB) is contracting with the Biomedical Manufacturing Network (BMN) to conduct an *Alameda County Biomedical Industry Study* to provide biomedical industry-specific data and analysis. The study is based on a presentation by BMN’s Director Dr. Gregory Theyel at the “Emerging Biomedical Sectors in the East Bay” event in Hayward where he outlined how biomedical manufacturing companies cluster around specific operations throughout the Bay Area and relocate depending on stage of development.

The objective of the industry study is to analyze historical clusters and spatial changes in the biomedical industry within Alameda County based on data collected in 2014 and early 2020, and identify new trends to help inform ACWDB’s workforce strategies and the ISOF policy development in this sector. The BMN Report will specifically address company, employment, and location changes in the biomedical industry and will identify current and emerging skills needed within the industry. The BMN will also provide an update to relevant analysis in late 2020 to reflect any changes as a result of potential impacts of the COVID-19 pandemic.

The BMN’s industry study will assist ACWDB in expanding business engagement in the biomedical sector through increased employer relationships, resulting in greater connections to career service provider partners and clients, and optimization of relevant trainings. The study will be used to inform regional collaboration within the industry and amongst our R.P.U partners, as well as worker transition opportunities for laid-off workers. Results will be shared with workforce and educational communities.

The BMN is a partnership of more than 1,000 biomedical companies in the San Francisco Bay Area. BMN maintains databases and maps of biomedical companies and assists companies with manufacturing, technology, and business planning, including product design, production planning, and supply chain management.

For further information, please contact Samantha Miller, Business Services Coordinator at (510) 259-3832 or through email at [samiller@acgov.org](mailto:samiller@acgov.org).



## **ITEM V.C. – INFORMATION**

### **BUSINESS ASSISTANCE PROGRAM (BAP) UPDATE**

#### **BACKGROUND:**

In March 2020, the Alameda County Workforce Development Board (ACWDB) initiated the current iteration of the Business Assistance Program (BAP) in partnership with The Corporation for Manufacturing Excellence (Manex). This long-standing collaboration is one of ACWDB's primary layoff aversion strategies in that it provides pro-active business improvement solutions to 8-10 small-medium sized manufacturing companies struggling with increasing costs or decreasing sales. As the consulting body, Manex experts conduct business assessments of companies to identify opportunities for sales growth and/or areas for cost improvements.

With the onset of the COVID-19 pandemic, ACWDB staff quickly pivoted to expand the program's offerings to include cash flow challenges and re-opening protocols that quickly impacted manufacturing companies. Manex has also provided increased assistance in the areas of finance, revenue generation, and cost containment as a result of lost volume and clientele due to the pandemic.

To promote the BAP, Manex contacted 550 manufacturers with employee ranges from two to five hundred. Outreach was conducted repeatedly via email, postcard, and by telephone and the response rate has been particularly strong due to loss production and sales as a result of the pandemic.

The following is a progress report provided by Manex on program services to date.

#### *COVID-19 Related Services:*

McKinsey and Company forecast that it will take until 2025 for manufacturing to get back to the same Gross Domestic Product (GDP) level as 2019. Virtually all Alameda County manufacturers are reporting:

- Financial Impacts
- Operational Changes
- Significant Supply Chain Disruptions
- Radical changes in demand sectors: Restaurants vs. Grocery Stores for example

**Re-Opening Protocols:** Manex developed a set of protocols based upon the Manufacturing Extension Partnership (MEP), Centers for Disease Control and Prevention (CDC) and Lear Automotive Protocols for reopening safely or staying open safely. Companies that have benefited from these services include: Alter-G (Fremont), Santini Foods (San Lorenzo) and Power Know (Fremont). Assistance was focused on individual need and discussions with leadership and included the following:

- Step-by-step guides for setting up a pandemic response team
- Cleaning and disinfection procedures with layered audit

- Recommended materials and inventory levels, personal protective equipment (PPE) and cleaning
- Staggering shifts and lunch breaks and other social distancing
- On-site health screening
- Daily Self Screening Protocol
- Self-Quarantine and return to work protocol
- Protocols for isolating employees who become ill at work
- Protocols for contractors and suppliers including transportation
- Inbound materials parts and materials

Strategy, Finance, Operations: Manex has begun work with several companies impacted by lost business due to Covid-19 and that have wanted to focus on a way forward. Companies benefiting from these services include: Production Robotics (San Leandro), Petit Pot (Emeryville) and NAIA Gelato (San Leandro). In all cases Manex is benchmarking against industry data to provide a comparison and providing five-year industry trends and projections along with current key success factors based on industry analysts.

Manex's strategy guidance thus far includes far-reaching choices for an owner regarding which industry segments to jettison and which ones to focus on. Operationally Manex is performing a food safety audit to ensure both Hazard Analysis Critical Control Point (HACCP) and Good Manufacturing Practices (GMP) have safe production processes during the pandemic. In addition, Manex is addressing operational excellence, food safety, efficiency of equipment, equipment down time, and workforce and leadership assistance. Manex's work continues with several more assessments planned between now and September.

For further information, please contact Samantha Miller, Business Services Coordinator at (510) 259-3832 or through email at [samiller@acgov.org](mailto:samiller@acgov.org).

## **V.D. - INFORMATION**

### **ON-THE-JOB TRAINING (OJT) ROLES AND RESPONSIBILITIES**

#### **BACKGROUND:**

The Alameda County Workforce Development Board's (ACWDB) On-the-Job Training (OJT) program benefits both job seekers and employers. The program provides reimbursements (up to 50% of the wage rate of OJT trainees) to employers to help compensate for the costs associated with skills upgrade training and loss of production for newly hired employees. Job seekers, especially those with barriers to employment, benefit from the opportunity to be trained and hired into high-growth, in-demand positions that can lead to long-term careers.

In PY 2018/2019, faced with diminishing Workforce Innovation and Opportunity Act (WIOA) resources and increased need to leverage key relationships and resources, ACWDB moved to a new business engagement model. ACWDB moved away from a contracted "employer services hub" model, which focused on more transactional services to Alameda County businesses to a collaborative model facilitated with internal and external partners to better coordinate employer-focused services and have broader impact. ACWDB's Business Services Unit (BSU) facilitates this work in addition to providing direct employer services such as layoff aversion, rapid response, and customized training.

This information item seeks to clarify the roles and responsibilities of the BSU and America's Job Center of California (AJCC) and Career Service Providers (CSP) in developing OJTs in response to CSP staff questions raised at the May 14, 2020 Workforce Development Board (WDB) meeting.

#### **On-the-Job Training Roles and Technical Assistance**

Under the previous employer services hub contracted model, the contractor was responsible for coordinating OJT referrals to the AJCC/CSPs. Under the business engagement model adopted by the WDB in September 2017, the BSU's role was determined as assisting in marketing the OJT program and referring interested employers to the CSPs. The AJCC/CSPs would be responsible for marketing the program, developing contracts with employers, and sourcing candidates. Outlined duties can be found in annual contracts with AJCC/CSPs, Action Bulletins # 18-06 Revision 1 and 2 and attachments, and in the 2017 and 2020 Business Engagement Plan approved by the WDB.

In response to challenges among AJCC/CSP staff in executing various stages of the OJT development process, in PY19/20 the BSU and ACWDB's Workforce Services Support Team (WSST) undertook a number of steps to review and revise the OJT process for efficiency, and provide additional technical assistance to providers. Over a six-month period, ACWDB staff took the following measures to improve the OJT process:

- Conducted multiple internal meetings with ACWDB's fiscal agent to review and streamline contract processing and invoice payment timeline; clarified communication flow;
- Created process flow charts for AJCC/CSPs;

- Updated and simplified OJT Master Agreement language;
- Updated OJT policies with detailed procedures and updated all forms;
- Together with fiscal agent, provided OJT trainings for current and new AJCC/CSP job developers on revised procedures, strategies for marketing OJTs to employers, and network-building with each other;
- Created OJT marketing cards for all AJCC/CSPs for outreach to employers;
- Created employer letter for AJCC/CSPs outlining new business performance measures and expectations for those entering into an OJT Master Agreement;
- Outlined corrective action process for OJT participants and employers.

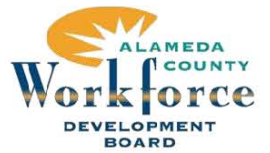
ACWDB staff initiated follow-up meetings specifically with AJCC/CSP job developers to further reinforce the new procedures and help launch collaboration around sharing and filling OJT opportunities as a strategy to best serve employers. After facilitating initial meetings to bring job developers together, ACWDB staff encouraged participants to continue meeting as a team and set up an online account specifically for job developers to communicate with each other around OJT opportunities and placements.

As AJCC/CSP staff utilize the tools and processes designed to set them up for success in providing this important training opportunity for both employers and job seekers, they are encouraged to contact BSU and WSST staff to clarify questions when they arise.

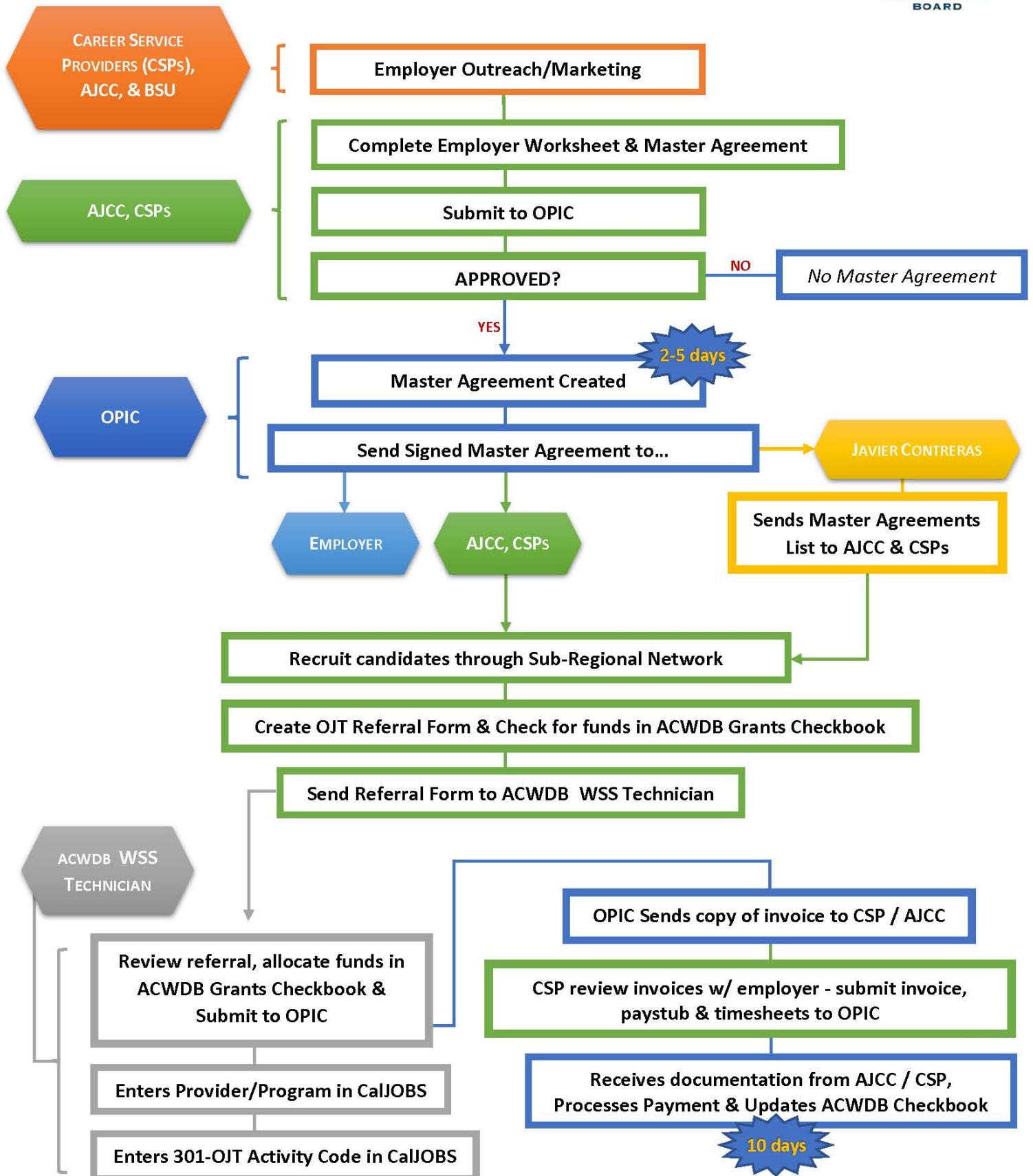
For more information, please contact Samantha Miller, Business Services Coordinator at (510) 259-3832 or by email at [smiller@acgov.org](mailto:smiller@acgov.org).

**ATTACHMENT:**

V.D.1. - OJT Roles & Responsibilities Flow Chart



# ON-THE-JOB TRAINING PROGRAM (OJT) PROCESS FLOW





**ITEM V.E. – INFORMATION**

**BIOTECH & ADVANCE MANUFACTURING RAPID REEMPLOYMENT (BAMRR)  
CLOSE-OUT SUMMARY**

**BACKGROUND:**

Faced with a sharp spike in layoff activity in the fourth quarter of PY 2018/2019, the Alameda County Workforce Development Board (ACWDB) pursued and was successfully awarded a State of California Additional Assistance grant. The grant was operationalized under the working name “Biotech & Manufacturing Rapid Reemployment (BAMRR)” and sunset on May 31, 2020. A performance measure for the grant included training and employment placement of 150 Dislocated Workers. This enhancement to our Dislocated Worker Program was a reach goal but also was an opportunity to pilot new training innovations within ACWDB workforce system. The training offerings were expanded to include other ISOF aligned industries. The expanded BAMRR training categories included construction, information technology, manufacturing, and transportation & logistics.

The table below summarizes BAMRR performance:

<b>BAMRR CLOSE OUT METRICS</b>						
Measure	New Enrollment	Entered Training	Training Completion	Outreach Events	Credential Attainment	Entered Employment
Number	141	104	82	5	10	25
% of Goal	92%	68%	53%	100%	7%	17%

**FINDINGS:**

There were several key takeaways and beneficial results in addition to performance including:

- Expanding the number and types of training available for participants
- Measuring the ability of the system to offer cohort-based trainings
- Measuring interest in sector-based trainings offering industry credentials
- Creating on-ramp opportunities for potential new service providers
- Measuring the scaling capacity of existing system providers

**CONCLUSION:**

BAMRR programing demonstrated strong frontend recruitment and outreach efforts on behalf of service providers. Some providers demonstrated more success than others in identifying and implementing sector specific cohort models. A large portion of participants were scheduled to begin or continue training between March and May 2020; however, the COVID-19 pandemic had an adverse impact on the ability of programs to complete trainings, obtain certification and place participants into employment. To mitigate the challenges imposed by the disruption to trainings and certification testing due to COVID-19, we encouraged a co-enrollment strategy to maximize participants ability to complete in FY2020/2021.

For more information, please contact Carmelo San Mames, Senior Strategic Partnership Coordinator at (510) 259-3828 or by email at [Carmelo.SanMames@acgov.org](mailto:Carmelo.SanMames@acgov.org).

## **ITEM V.F. – INFORMATION**

### **PERFORMANCE OUTCOMES AND IMPACTS FOR PY 2019/2020**

#### **BACKGROUND:**

At their March 12, 2020 meeting, the Alameda County Workforce Development Board (ACWDB) authorized staff to implement conditional funding actions as prescribed in Youth and Career Service Provider (CSP) contracts for non-attainment of PY 2019/2020 contract performance goals as follows:

1. If 100% of contract performance goals are not met by March 31, 2020, withholding of 25% of Workforce Innovation and Opportunity Act (WIOA) grant funds for PY 2019/2020 would be triggered; and
2. Forfeiture of that same 25% of WIOA grant funds by contracted service providers if 100% of contract performance goals were not fully attained by June 30, 2020.

The contract performance measures that were being considered for determination of whether providers would receive their full PY 2019/2020 funding allocations were:

#### **For In-School and Out-of-School Youth Providers:**

1. Number of new enrollments
2. Percentage of newly enrolled participants who received a Work-Based Learning service
3. Percentage of newly enrolled participants who received a Soft/Core Skills or Leadership Development service

#### **For Adult and Dislocated Worker Providers:**

1. Number of new enrollments within their Adult funding stream
2. Number of new enrollments within their Dislocated Worker funding stream
3. Training dollars obligated within their Adult funding stream
4. Training dollars obligated within their Dislocated Worker funding stream
5. Number of On-the-Job Training (OJT) enrollments.

#### **UPDATE:**

Contract performance calculations for PY 2019/2020 have been finalized and the resulting reports have been published in this packet in the Reports section (VI).

#### **In-School and Out-of-School Youth Providers:**

All of the contracted service providers funded through ACWDB's WIOA Youth funding streams were able to achieve their full contract performance goals in the three categories referenced above. Therefore, they will all be eligible to receive their full PY 2019/2020 funding allocation.

#### **Adult and Dislocated Worker Providers:**

ACWDB's Adult and Dislocated Worker providers achieved contract performance in the relevant categories (referenced above) as follows:

Adult / Dislocated Worker Service Providers	Contract Performance Categories				Average of attainments in these categories Rounded down	
	New Enrollments		Training Obligations			OJT
	Ad	DW	Ad	DW		
Rubicon – Eden	100%*	100%*	100%	100%	33.3%	86%
Peralta – North Cities	100%*	100%*	99%	80.0%	28.6%	81%
Ohlone – Tri-Cities	100%*	100%*	100%	100%	100%	100%
Chabot/Las Positas - Valley	100%*	100%*	100%	100%	100%	100%

\* Achievements in this category exceeded 100% of goal.

For those goals that were not fully attained, significant progress was made toward goals in most categories. However, two of ACWDB’s Adult and Dislocated Worker programs failed to demonstrate meaningful progress toward their OJT goals. Low achievements in OJT numbers significantly lowered average performance numbers for those two service providers.

In recognition of the diligent efforts the service providers exercised toward improved outcomes overall, ACWDB staff elected to award PY 2019/2020 grant funds based on a percentage basis. Performance attainments across the five performance categories has been averaged to determine the percentage of PY 2019/2020 funding allocation each provider would be eligible to receive.

Per the chart above, both Ohlone College and Chabot/Las Positas, ACWDB’s Career Services Provider (CSP) in the Tri-Cities and Valley regions of Alameda County, were the two providers that fully achieve their contract performance goals for PY 2019/2020. Rubicon Programs and Peralta College (Eden and North Cities, respectively) suffered very low attainments in their OJT enrollments and therefore realized a decrease in reimbursements for in their allocations for PY 2019/2020.

Provider	Full PY 19/20 Allocation	Average % of Performance Attainments	Amount of Allocation eligible to receive	Amount Forfeited
Rubicon – Eden	\$644,468	86%	\$554,242	\$90,226
Peralta – North Cities	\$347,021	81%	\$281,087	\$65,934
Ohlone – Tri-Cities	\$429,645	100%	\$429,645	\$0
Chabot/Las Positas – Valley	\$231,348	100%	\$231,348	\$0

While the two lowest performers suffered more loss of funding due to their performance, all of ACWDB’s Adult and Dislocated Worker providers were able to achieve contract performance attainments above 75% - mitigating a full 25% forfeiture.

For further information, please contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or through email at [MGGarcia@acgov.org](mailto:MGGarcia@acgov.org).

## **ITEM VI.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2019/2020; 4<sup>th</sup> Quarter; 7/1/2019 through 6/30/2020**

#### **BACKGROUND:**

Local Area Performance is negotiated with the California Workforce Development Board biennially. PY 2018/2019 and 2019/2020 Local Area Performance goals were approved by the Alameda County Workforce Development Board (ACWDB) through an Action Item at their December 13, 2018 meeting.

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

The new format for the Local Area Performance Reports allows workforce boards to review statistics regarding the demographics of individuals who enroll in WIOA programs throughout the region. This information may be of interest as we engage in efforts to serve populations with multiple barriers to employment.

#### **ANALYSIS OF REPORT:**

##### **In-School and Out-of-School Youth:**

ACWDB’s Local Area Performance Report for the 4<sup>th</sup> quarter of PY 2019/2020 reflect improvements in all of the Core Indicators of Performance for the In-School and Out-of-School Youth programs. While performance attainments in all areas improved, ACWDB’s youth providers continue to score below goal in Credential Attainment Rate.

##### **Adult and Dislocated Worker Programs:**

Local Area Performance attainments for Adult and Dislocated Worker programs continue to exceed goals in the areas of Placement Rate @ 2<sup>nd</sup> quarter post exit; Placement Rate @ 4<sup>th</sup> quarter post exit; and Median Earnings. ACWDB’s Adult and Dislocated Worker programs did experience a decrease in attainments in the area of Credential Attainment rate.

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

#### **ATTACHMENT:**

VI.A.1. – REPORT LAP PY19-20 Q4

**LOCAL AREA PERFORMANCE REPORTS**  
**ADULTS, DISLOCATED WORKERS AND YOUTH**  
 PY 2019/2020; Quarter 4 (7/1/2019 through 6/30/2020)

Performance Items	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
<b>SUMMARY INFORMATION</b>									
Total Exitters	222			279			424		
Total Participants Served	667	100%		910	100%		1,404	100%	
<b>BARRIERS TO EMPLOYMENT (Priority Populations)</b>	<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>		<b>Current Total</b>	<b>% of Total Served</b>	
Eligible Veterans	0	0%		25	3%		22	2%	
Individuals with a Disability	82	12%		134	15%		17	1%	
Low-income individuals	618	93%		521	57%		543	39%	
Ex-offenders	23	3%		47	5%		29	2%	
Homeless individuals or runaway youth	162	24%		63	7%		16	1%	
Current or former foster care youth	35	5%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	280	42%		70	8%		36	3%	
Single parents (Including single pregnant women)	25	4%		133	15%		151	11%	
<b>CORE INDICATORS OF PERFORMANCE</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 19/20 Goals</b>	<b>% of Goal</b>
Placement Rate 2nd Quarter Post Exit ①	63.6%	62.0%	102.6%	68.4%	66.5%	102.9%	77.8%	72.5%	107.3%
Placement Rate @ 4th Quarter Post Exit ①	61.6%	62.5%	98.6%	65.7%	65.5%	100.3%	71.1%	70.5%	100.9%
Median Earnings/Quarter	\$ 2,801.24	Baseline	N/A	\$ 7,386.44	\$5,700.00	129.6%	\$ 13,297.69	\$8,000.00	166.2%
Credential Rate	18.1%	54.0%	33.5%	33.1%	61.5%	53.8%	44.7%	58.0%	77.1%
Measurable Skill Gains ②	21.6%	31.27%	69.1%	13.1%	26.89%	48.7%	17.4%	19.09%	91.1%

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

② Measurable Skill Gains is a Performance Measure that applies only to the Regional Planning Unit (RPU) (The four local areas that exist within Alameda and Contra Costa Counties). RPU goal for PY 2019/2020: Youth = 31.27%; Adult = 26.89%; Dislocated Worker = 19.09%.

## ITEM VI.B.1. – REPORTS

### SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2019/2020; Quarter 4 (July 1, 2019 through June 30, 2020)

#### BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Sub-Regional Network of Career Services 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: workshops, computers, 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 us the ability to report on the number of job seekers who reside within our Local Area 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:

As was anticipated due to the COVID-19 pandemic, the unemployment rate has suffered a tremendous spike between the third and fourth quarters of program year (PY) 2019/2020.

<b>PY 2019/2020 Unemployment Rate</b>	<b>EDEN</b>	<b>NORTH</b>	<b>TRI CITIES</b>	<b>VALLEY</b>	<b>TOTAL</b>
PY 19/20; Quarter 3 <small>7/1/2019 – 3/31/2020</small>	3.2%	2.6%	2.7%	2.5%	2.8%
PY 19/20; Quarter 4 <small>7/1/2019 – 6/30/2020</small>	16.0%	10.9%	11.6%	10.9%	12.4%
<b>Percent Increase:</b>	<b>400%</b>	<b>319%</b>	<b>330%</b>	<b>336%</b>	<b>343%</b>

Data for the first quarter of PY 2020/2021 will likely be reflective of whether these unemployment numbers are due to permanent layoffs or temporary furloughs resulting from the SIP orders.

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

#### ATTACHMENT:

VI.B.1.a. – REPORT Services to Unemployed PY19-20 Q4 FINAL

**SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION**  
**WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA**  
**PY 2019/2020, Quarter 4; (07/01/2019 through 6/30/2020)**

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area <sup>1</sup>	117,000	188,500	170,600	113,500	589,600
Unemployment Number	12,700	30,200	19,800	12,400	75,100
Unemployment Rate	10.9%	16.0%	11.6%	10.9%	12.4%
TOTAL INDIVIDUALS RECEIVING SERVICES <sup>2</sup>	5,853	10,863	7,524	4,854	29,094
<b>% of Total Unemployed Labor Force Served<sup>3</sup></b>	46.1%	36.0%	38.0%	39.1%	38.7%

<sup>1</sup> Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2019 Benchmark; Published 6/19/2020

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

<sup>2</sup> Customers who were registered in CalJOBS categorized by their City of residence.

NOTE: There were an additional 11,850+ 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 11,850+, 11,770 were residents of the City of Oakland.

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

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

## **ITEM VI.B.2. – REPORTS**

### **CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)**

#### **ADULTS AND DISLOCATED WORKERS**

**PY 2019/2020; Quarter 4 FINAL; (7/1/2019 through 6/30/2020)**

#### **BACKGROUND:**

Effective July 1, 2019, contract performance measures for program year (PY) 2019/2020 were modified to reflect service delivery expectations in line with funding levels for this program year.

For PY 2019/2020, ACWDB continues to utilize the Industry Sector and Occupational Framework (ISOF) to measure the effectiveness of vocational training and sustainable employment opportunities relevant to this region of California. Effective July 1, 2019, ACWDB opted to include the Government sector as part of the ISOF. The determination to include this new public sector was based on research of labor market and wage trends within our local area in surrounding areas of Alameda County. ACWDB continues to require all ISOF Tier I job placements to reflect an hourly wage at or above the current minimum wage for the State of California (presently \$13 per hour for businesses with 26 or more employees and \$12 per hour for businesses with 25 employees or fewer<sup>1</sup>).

#### **ANALYSIS OF REPORTS:**

As a system, ACWDB's contracted Adult and Dislocated Worker Career Services Providers (CSP) have exceeded their contract performance goals for PY 2019/2020 in the following areas:

- Number of new enrollments for both the Adult and Dislocated Worker programs
  - Each of the four CSPs exceeded their goal for new enrollments
- Number of training enrollments that fall within ACWDB's ISOF framework
  - Each of the four CSPs exceeded their goals for training enrollments in ISOF
- Number of job placements that fall within ACWDB's ISOF framework
  - The strong performers in this category were Ohlone College (Tri-Cities CSP) and Chabot/Las Positas (Valley CSP) whose achievements far exceeded their goals and whose performance attainments brought our system performance to a high level.

ACWDB's Adult and Dislocated Worker system continues to struggle with achieving their On-the-Job Training enrollment goals. Two of our four CSPs met their goals (Ohlone College and Chabot/Las Positas) while the other two (Rubicon Programs, CSP for the Eden area and Peralta, CSP for North Cities) were unable to achieve their goals.

<sup>1</sup>*State of California, Department of Industrial Relations*  
[https://www.dir.ca.gov/dlse/faq\\_minimumwage.htm](https://www.dir.ca.gov/dlse/faq_minimumwage.htm)

Independently, none of four CSPs achieved all their goals. However, Chabot/Las Positas was able to meet or exceed their goals in all but one area: Credential attainment for their Adult participants – and Ohlone College met and or exceeded their goals in eleven (11) of the fourteen (14) categories.

Of the four CSPs, two were able to fully avoid the forfeiture of the final 25% of their PY 2019/2020 funding – Chabot/Las Positas and Ohlone College. The remaining two CSPs will receive a percentage of their final 25% - based on their performance achievements.

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

**ATTACHMENTS:**

VI.B.2.a. – REPORT CPIR Ad DW PY19-20 Q4 FINAL (8 pages)

## 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 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	262	247	106.1%	369	333	110.8%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$118,612	\$118,853	99.8%	\$314,690	\$327,894	96.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	24	37	64.9%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	137	186	73.7%	177	250	70.8%
# OF JOB PLACEMENTS WITHIN ISOF*	99	93	106.5%	160	125	128.0%
% THAT ATTAINED CREDENTIAL (of participants in training)	30.0%	62.0%	48.4%	35.0%	62.0%	56.5%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

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 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	94	91	103.3%	141	129	109.3%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$44,407	\$44,407	100.0%	\$127,784	\$127,784	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	4	12	33.3%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	36	68	52.9%	55	97	56.7%
# OF JOB PLACEMENTS WITHIN ISOF*	27	34	79.4%	49	48	102.1%
% THAT ATTAINED CREDENTIAL (of participants in training)	69.0%	62.0%	111.2%	51.6%	62.0%	83.2%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

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 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	65	62	104.8%	80	70	114.3%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$23,670	\$23,911	99.0%	\$55,603	\$68,807	80.8%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	2	7	28.6%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	10	47	21.3%	12	53	22.6%
# OF JOB PLACEMENTS WITHIN ISOF*	6	24	25.0%	11	27	40.7%
% THAT ATTAINED CREDENTIAL (of participants in training)	33.3%	62.0%	53.8%	26.7%	62.0%	43.0%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

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.

55

## 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 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	65	61	106.6%	97	88	110.2%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$29,604	\$29,604	100.0%	\$85,189	\$85,189	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	12	12	100.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	58	46	126.1%	62	65	95.4%
# OF JOB PLACEMENTS WITHIN ISOF*	39	23	169.6%	54	33	163.6%
% THAT ATTAINED CREDENTIAL (of participants in training)	39.3%	62.0%	63.4%	50.0%	62.0%	80.6%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

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 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	38	33	115.2%	51	46	110.9%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$20,931	\$20,931	100.0%	\$46,114	\$46,114	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	6	6	100.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	33	25	132.0%	48	35	137.1%
# OF JOB PLACEMENTS WITHIN ISOF*	27	12	225.0%	46	17	270.6%
% THAT ATTAINED CREDENTIAL (of participants in training)	54.5%	62.0%	88.0%	71.4%	62.0%	115.2%

① Reflective of annual goals with anticipated full compliance by June 30, 2020. Includes under-performance from PY 2018/19.

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

Additional Assistance (AA) Grant - Biotech & Advanced Manufacturing Rapid Reemployment (BAMRR)

Alameda County Workforce Development Board (ACWDB)

### AGGREGATE OF ALL AA/BAMRR PROVIDERS

PY 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

AA/BAMRR Project Dates July 1, 2019 through May 31, 2020

PROVIDERS:		RUBICON		OHLONE		CHABOT/LP 1		LANEY		CHABOT/LP 2	
MEASURES		ACTUAL	GOAL <sup>①</sup>	ACTUAL	GOAL <sup>①</sup>	ACTUAL	GOAL <sup>①</sup>	ACTUAL	GOAL <sup>①</sup>	ACTUAL	GOAL <sup>①</sup>
<b>HOW MUCH DID WE DO?</b>											
1	# OF NEW ENROLLMENTS	23	24	28	25	49	50	14	27	27	28
2	# ENROLLED IN TRAINING	14	24	7	25	43	50	13	27	27	28
<b>HOW WELL DID WE DO?</b>											
3	# OF TRAINING COMPLETIONS	8	24	3	25	37	50	7	27	27	28
4	# OF SECTOR EVENTS	1	1	1	1	1	1	1	1	1	1
<b>IS ANYONE BETTER OFF?</b>											
5	# CREDENTIAL ATTAINMENTS (of those trained with closed cases)	4	24	0	25	2	50	0	24	4	28
6	# ENTERED EMPLOYMENT (@ case closure)	1	24	16	25	5	50	0	24	3	28

### TOTAL AA/BAMRR PROJECT STATISTICS

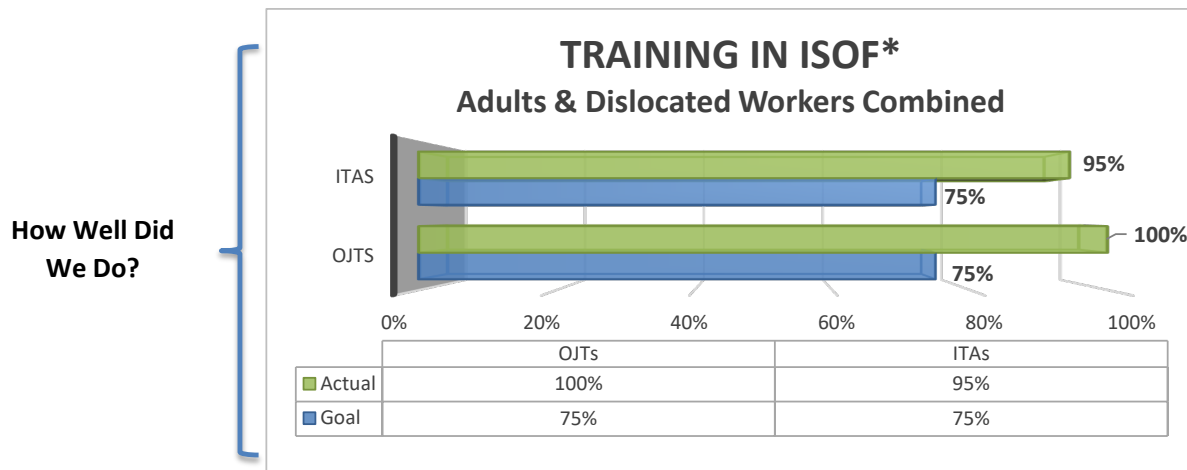
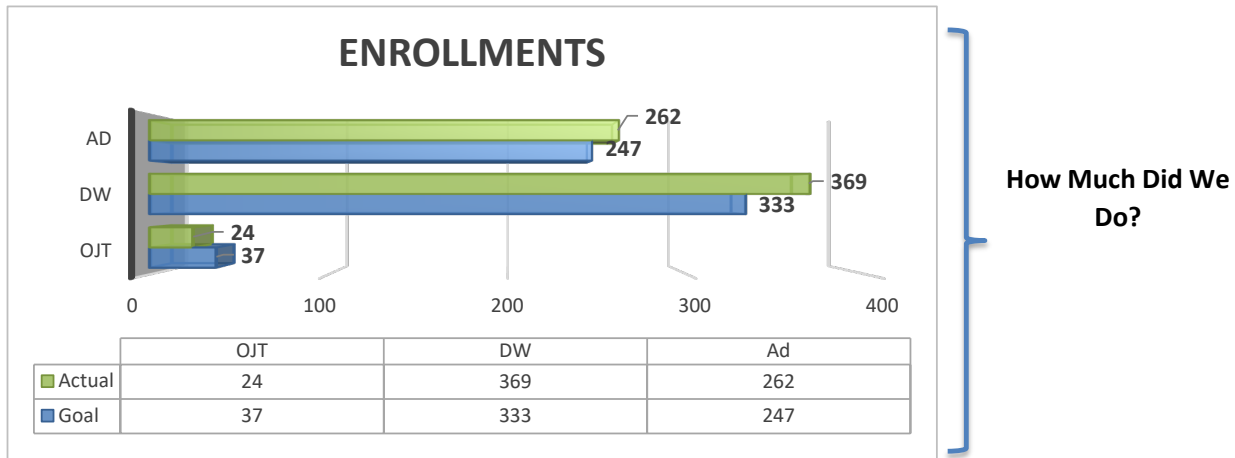
Measure:	1 - New Enr		2 - Enr Trng		3 - Trng Comp		4 - Events		6 - Cred Attain		6 - Ent Emp	
#/% Attainment of Goals:	141	92%	104	68%	82	53%	5	100%	10	7%	25	17%

<sup>①</sup> Reflective of project goals with anticipated full compliance by May 31, 2020.

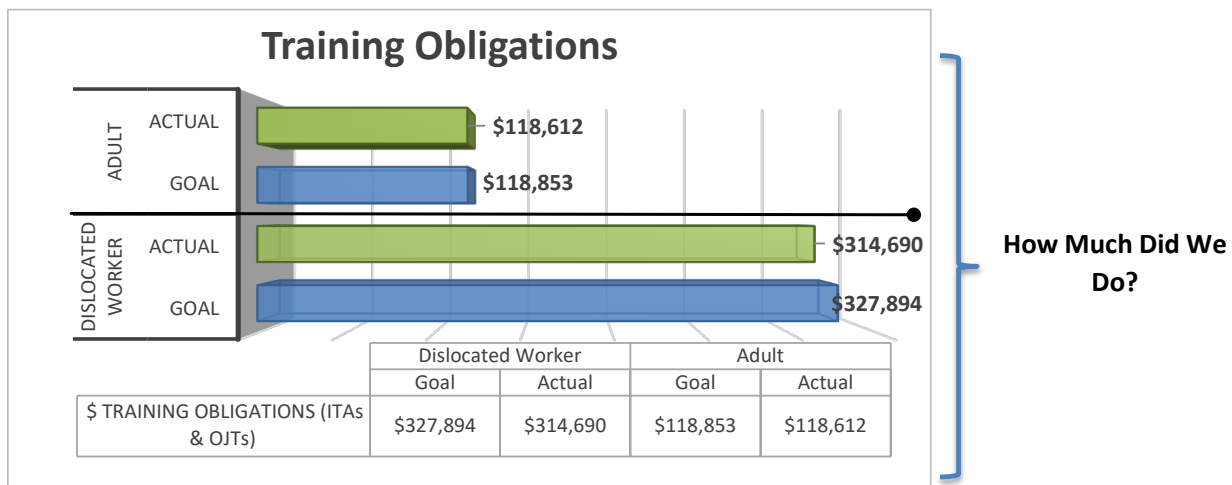
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**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)  
AGGREGATE DATA**

PY 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020



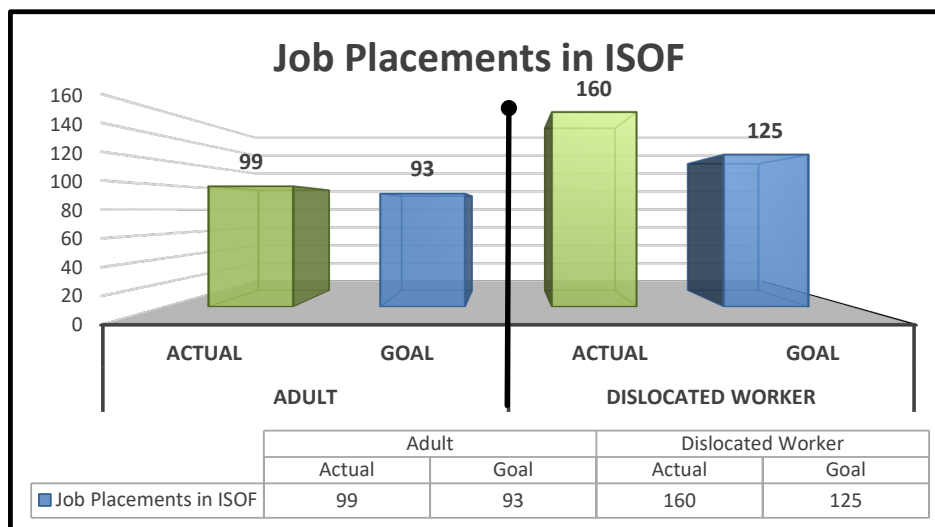
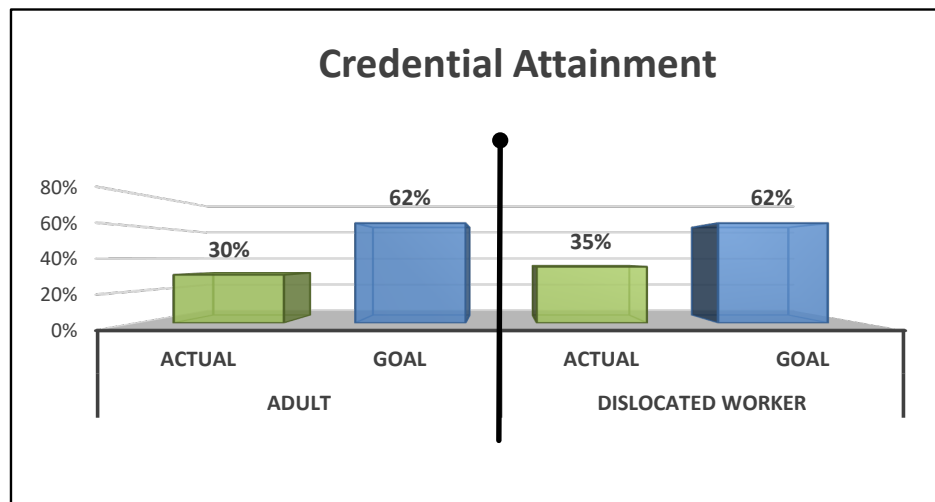
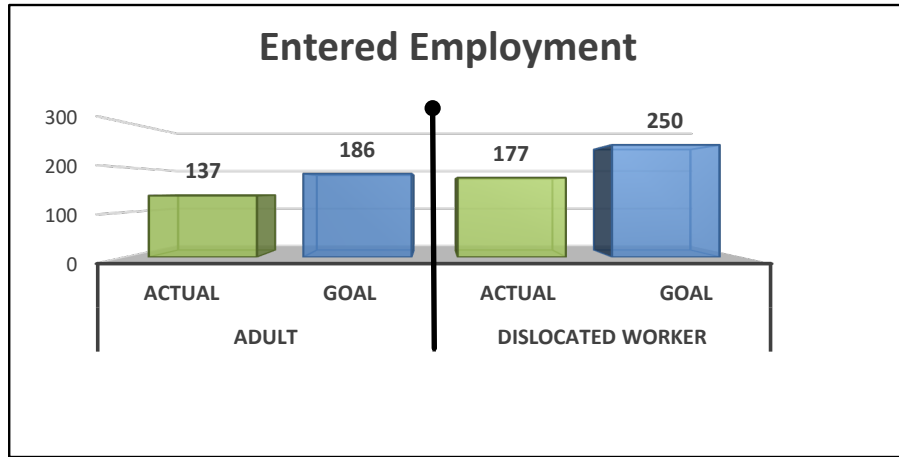
\* ISOF = ACWDB's Industry Sector and Occupational Framework



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

PY 2019/20; 4th QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

**Is Anyone Better Off?**



## **ITEM VI.C. – REPORTS**

### **YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS** **PY 2019/2020; 4<sup>th</sup> Quarter; 7/1/2019 through 6/30/2020 - FINAL**

#### **BACKGROUND:**

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

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

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

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

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

#### **ANALYSIS OF REPORTS:**

As a system, ACWDB’s Youth Service Providers met or exceeded their contract performance goals in the following areas:

- New Enrollments
- Enrollment into Training Activities that lead to Credential Attainment;
- Enrollment into Work-Based Learning Activities and Leadership Training; and
- Credential Attainment.

All but one of the Youth providers met or exceeded their credential attainment goals (La Familia did not report any credential attainments in their program for Valley youth) – and all Youth Service Providers failed to achieve their Youth Placement goals.

In PY 2019/2020 Contact Performance Goals were changed to reflect whole numbers in lieu of percentages – which resulted in the very high percentage attainments in the areas of training enrollments and credential attainments. In PY 2020/2021, ACWDB staff will revert back to

establishment of percentage goals. This will paint a more realistic picture of the effectiveness of Youth services and better align with our Local Area Performance goals.

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

**ATTACHMENT:**

VI.C.1. – REPORT CPIR Youth PY19-20 Q4 FINAL

**YOUTH CONTRACT PERFORMANCE INDICATORS REPORT**  
Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)  
**AGGREGATE OF ALL ACWDB YOUTH PROVIDERS**  
PY 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

BENCHMARKS	FUND SOURCE:			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	40	40	100.0%	180	149	120.8%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	40	10	400.0%	83	39	212.8%
<b>HOW WELL DID WE DO?</b>						
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	39	36	108.3%	142	109	129.8%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	39	36	108.3%	141	109	128.9%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	62.0%	0.0%	17.0%	62.0%	27.4%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	21	5	420.0%	45	17	264.7%

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-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills 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.

Template Revised August, 2018

## 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 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	40	40	100.0%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	40	10	400.0%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	39	36	108.3%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	39	36	108.3%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	0.0%	62.0%	0.0%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	21	5	420.0%

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-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills 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.

Template Revised August, 2018

# 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 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	62	54	114.8%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	58	14	414.3%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	40	30	133.3%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	40	30	133.3%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	47.3%	62.0%	76.2%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	33	5	660.0%

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-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills 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.

Template Revised August, 2018

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## YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	69	46	150.0%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	14	12	116.7%
<b>HOW WELL DID WE DO?</b>			
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	59	41	142.5%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	58	41	140.1%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT ③ (of closed cases)	3.7%	62.0%	6.0%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	8	6	133.3%

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-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills 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.

Template Revised August, 2018

# 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 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020

FUND SOURCE:	OUT-OF-SCHOOL					
Sub Region:	Tri-Cities (YOT)			Valley (YOY)		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	31	31	100.0%	18	18	100.0%
# IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	5	8	62.5%	6	5	120.0%
<b>HOW WELL DID WE DO?</b>						
# RECEIVED WORK-BASED LEARNING ACTIVITIES ①	27	24	112.5%	16	14	114.3%
# RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ②	27	24	112.5%	16	14	114.3%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT ③ (of closed cases)	25.0%	62.0%	40.3%	55.6%	62.0%	89.6%
# OF CREDENTIALS ATTAINED (of those enrolled in training)	4	4	100.0%	0	2	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-PreApprentice; 432-Apprentice; 433-Career Aware; 434-Career Explore; 437-PreApprent w/Occ Skills Trng)

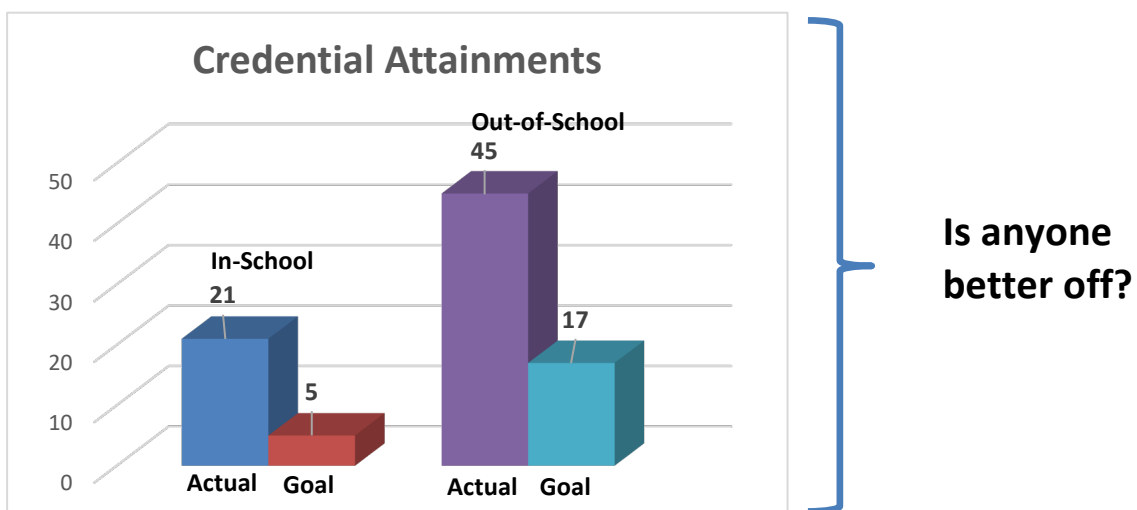
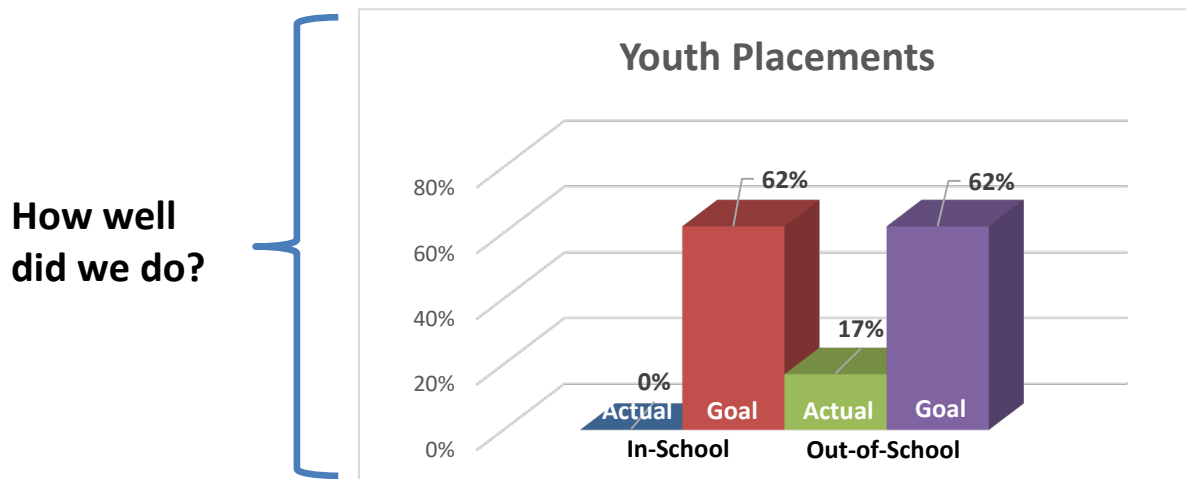
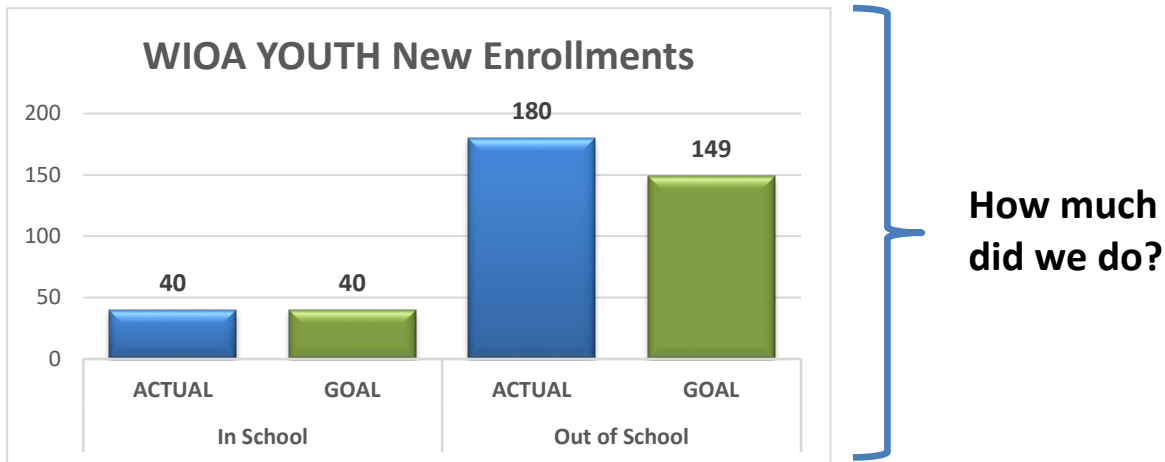
② Soft Skills/Leadership = Activity 410-Leadership Development Services

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

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

Template Revised August, 2018

**YOUTH CONTRACT PERFORMANCE INDICATORS REPORT**  
**AGGREGATE OF ALL ACWDB YOUTH PROVIDERS**  
 PY 2019/2020; 4TH QUARTER - JULY 01, 2019 THROUGH JUNE 30, 2020



## **ITEM VI.D. – REPORTS**

### **FINANCIAL INDICATOR REPORTS – PY 2019/2020**

#### **BACKGROUND:**

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2019/2020. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Providers and Youth Providers as of June 30, 2020.

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:**

ACWDB staff continue to work with AJCC/Career Services Providers to finalize outstanding performance and conditional funding issues. Invoices paid to date are reflected in the attached report. Please refer to Attachment VI.D.1.

#### **Youth Providers - Status of Invoices & Expenditures:**

ACWDB staff continue to work with AJCC/Career Services Providers to finalize outstanding performance and conditional funding issues. Invoices paid to date are reflected in the attached report. Please refer to Attachment VI.D.2.

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

#### **ATTACHMENTS:**

VI.D.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2019/20 Report

VI.D.2. - Financial Indicator Report – Youth Providers PY 2019/20 Report



**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**AJCC/CAREER SERVICES PROVIDERS**  
**REPORT DATES: 7-1-19 thru 6-30-20**

<b>PROGRAM YEAR 2019-20 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,652,482		\$1,262,675	76.4%	\$389,806.52
Peralta CCD	\$347,021	3/31/20	\$232,279	66.9%	\$114,742.48
Rubicon Programs	\$644,468	5/31/20	\$508,891	79.0%	\$135,577.31
Ohlone CCD	\$429,645	3/31/20	\$303,279	70.6%	\$126,365.99
Chabot Las Positas CCD	\$231,348	5/31/20	\$218,227	94.3%	\$13,120.74

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**YOUTH PROVIDERS**  
**REPORT DATES: 7-1-19 thru 6-30-20**

<b>PROGRAM YEAR 2019-20 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,009,463		\$761,031	75.4%	\$248,431.68
Eden Area ROP	\$100,946	3/31/20	\$32,327	32.0%	\$68,618.80
BYA / Berkeley Youth Alternatives	\$281,640	4/30/20	\$212,679	75.5%	\$68,961.38
SACCCRMH / La Familia	\$299,811	5/31/20	\$275,536	91.9%	\$24,274.95
Hayward Unified School District	\$327,066	3/31/20	\$240,489	73.5%	\$86,576.55

## **ITEM VI.E. – REPORT**

### **BUSINESS SERVICES UNIT ACTIVITY**

**PY 2019/2020**

**7/1/2019 through 6/30/2020**

#### **BACKGROUND**

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

#### **BUSINESS SERVICES – COVID-19 PANDEMIC**

Since the last BSU report presented at the February 5, 2020 Organizational Effectiveness (OE) Committee meeting, the business landscape of Alameda County radically changed as the COVID-19 pandemic and the resulting Shelter-in-Place (SIP) order affected business operations across the County, and country. As a resource to businesses for workforce expansion as well as for contraction, the role of ACWDB and the BSU became pivotal in responding to the impact of the crisis and the needs of business. The results have been increased exposure of ACWDB's role as a leading source for layoff data and rapid response services, increased engagement with employers, and greater collaboration with key local and regional agencies.

#### **Rapid Response Services**

After the SIP order issued by the Alameda County Public Health Department on March 16, 2020, all non-essential businesses were ordered to cease operations. Businesses forced to close and/or unable to retain staff immediately initiated lay-offs or temporary furloughs. Businesses laying off a minimum of 50 employees were required to submit a Worker Adjustment and Retraining Notification (WARN) to state and local officials, as well as to ACWDB. Governor Newsom immediately waived the 60-day notification requirement due to the critical circumstances. The majority of these layoffs were reported as temporary as businesses intended to bring back staff when operations could resume.

At the beginning of the SIP, ACWDB saw a dramatic increase in WARN notices filed, from an average of 2-3 a week (pre-pandemic) to up to 60 a week. The BSU directed efforts on responding to every business filing a WARN notice, regardless of size, as part of its Rapid Response services and immediately moved to a virtual format to provide Rapid Response Orientations (RRO). For businesses experiencing permanent layoffs or closures, staff held RROs for impacted workers with the complete Rapid Response team including the California Employment Development Department (EDD), a Covered CA/Healthcare representative, and a representative from one of ACWDB's Career Services Providers.

Please see *Item VI.F. Rapid Response Report 2019/2020* for details on COVID-19 impacts in Alameda County.

Rapid Response services were provided to businesses depending on layoff type:

- **Temporary Layoffs** (241 businesses) - These businesses received emails and phone calls with descriptions of Rapid Response services to share with employees. Flyers were created in various languages to advertise virtual, modified RROs which were provided for multiple businesses at a time when possible. Referrals were made to partner agencies and workforce services.
- **Permanent Layoffs** (56 businesses) and **Closures** (7 businesses) – RROs (often multiple sessions) were held with the Rapid Response Team as facilitated by ACWDB’s Rapid Response Coordinator.

### *Rapid Response Report*

With the onset of the pandemic, staff augmented the quarterly Rapid Response Report to include COVID-19 impacted businesses to track the effects of the SIP and subsequent layoffs. In addition, staff moved to publish the report on a weekly basis in order to provide up-to-date information on COVID-19 impacts and to meet demand from County leaders and elected officials as well as city economic development departments to inform policy and resource decisions. The report’s centralized data reflecting the scope of the pandemic’s impact on larger businesses in Alameda County, including the sub-regions. It also helped augment data from state unemployment reports and surveys tracking the impact on smaller businesses.

### **Layoff Aversion**

BSU also expanded programs to include specific services for COVID-19 impacted businesses. Under the long-running Business Assistance Program for small to mid-sized manufacturers experiencing rising costs in collaboration with The Corporation for Manufacturing Excellence (MANEX), business assessments were modified to include cash management challenges as a result of the pandemic. This expansion greatly increased interest in the program as businesses almost universally struggled with declining sales. ACWDB staff created a blog post on the project for the MANEX website and have promoted the program widely and continually to businesses.

To date, one company, AlterG, a Fremont-based medical device manufacturer, has benefited from the operational expertise of MANEX while Santini Foods is currently receiving assistance. An additional seven companies in Alameda County are in the pipeline pending approval.

Other layoff aversion services provided to businesses include information on EDD’s WorkShare program as well as referrals to loan and grant programs to retain staff. ACWDB also secured a \$300,000 Emergency Additional Assistance grant from the State that will focus on assistance to Alameda County businesses. Under the grant, a high-value Human Resources Hotline will be established for immediate service enhancement for businesses, particularly small businesses. In addition, the grant will support identifying and facilitating rapid reemployment opportunities between COVID-19 impacted businesses and dislocated workers.

## **Increased Business Engagement & Partnership Collaboration**

During the pandemic, ACWDB and the BSU have had an expanded role in serving businesses. Staff responded to dozens of business inquiries on how to file WARN notices, and guidelines were added to a new employer resource page on ACWDB's website. The website was also updated with a COVID-19 resource [Toolkit](#) for businesses and job seekers, information on federal and state grant and loan opportunities, and links to key partners such as the East Bay Economic Development Alliance (EBEDA). Social media efforts have focused on timely updates of financial and social resources available to businesses and driven traffic to recruitment efforts with our Career Services Providers.

In response to increased requests from city and chamber partners, BSU staff served as both resource and referral to government programs such as Unemployment Insurance and WorkShare for businesses seeking options for laid-off staff. BSU staff were invited to present on Business Services including EDD programs and Rapid Response on Zoom calls with:

- Small Business Development Center (SBDC)
- Berkeley Chamber's Berkeley Business Forum
- Hayward Chamber of Commerce
- City of Hayward's Council on Economic Development Committee
- Latino Business Roundtable

ACWDB's relationship with city economic development departments has been strengthened through participation in weekly COVID-19 Community Response Calls sponsored by EBEDA. The calls, comprised of members of EBEDA's Economic Development Department Council as well as Chambers of Commerce, SBDC and SBA partners, grew out of the immediate need for members to keep updated on guidelines for the rapidly evolving state and federal grants such as the EIDL and PPP. The calls also provide an important forum for troubleshooting between members around strategies to support businesses during closure and phases of reopening. ACWDB's Rapid Response Report continues to be distributed to this group and remains an important tool for cities to track industries and layoff trends and plan for their own recovery.

A result of ACWDB's collaboration with EBEDA was the East Bay Business Recovery Survey aimed at small businesses not required to file WARN notices and capturing their particular challenges and needs. Released on April 13, the survey garnered more than 2,000 responses in the region and provided insight on issues such as revenue loss, hiring and training needs. BSU staff analyzed data from the report for Alameda County (more than 1,000 businesses) and created a Synopsis of the East Bay Business Recovery Survey which was shared with partner agencies and the workforce system. Staff also followed up with hundreds of businesses requesting contact to share support and recovery resources.

*The Alameda County Business Engagement Team (ACBET):*

ACWDB has continued to convene the ACBET during the pandemic, moving bi-monthly meetings to a virtual format. Meetings focused on updating partners on rapid response, survey results, loan programs and upcoming grants all in an effort to stay informed of strategies and

initiatives that can benefit businesses during this uncertain time. ACBET members are comprised of representatives from the Employer Advisory Council (EAC), East Bay Economic Development Alliance (EBEDA), the Alameda County Social Service Agency's Workforce & Benefits Administration (WBA), and the Alameda County Community Development Agency (CDA), the Alameda County Small Business Development Center (ACSBDC) and Hayward Chamber of Commerce.

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

**ATTACHMENT:**

Attachment VI.E.1. - Alameda County Workforce Development Board's Business Services Unit Performance Indicator Report: PY 2019/2020

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

**PY 2019/2020; JULY 1, 2019 THROUGH JUNE 30, 2020**

Red color denotes COVID-19 related activities

<b><u>GOALS</u></b>	<b><u>YTD</u></b>	<b><u>ANNUAL</u></b>	<b><u>SERVICES PROVIDED</u></b>	<b><u>BUSINESS SERVED</u></b>
<b>1. Overall Businesses Served</b>	438  + 303 COVID-19 impacted businesses served	372	<ul style="list-style-type: none"> <li>○ Recruitment assistance</li> <li>○ Referrals to job fairs and resource partners</li> <li>○ Customized Training (CT) and Incumbent Worker Training (IWT)</li> <li>○ Information on COVID-19 resources &amp; ACWDB website</li> <li>○ Referrals to Unemployment Insurance resources; state and federal grants/loan programs; WorkShare</li> <li>○ Information on Business Assistance Program</li> </ul>	<p>Businesses include: South Bay Solutions, Essex Property Trust, Ocho Candy, Senior Helpers, participants at HR Star Conference, CA Gold Course Owners Association</p> <p>Customized Training: Kaiser (Clinical Lab Scientist Training)</p>
<b>2. Individualized Services to Small Businesses (&lt;100 employees)</b>	29	24	<ul style="list-style-type: none"> <li>○ Brokering introductions to partners (ACSBDC, EAC)</li> <li>○ Work-Based Learning Connections</li> <li>○ Sharing job openings</li> <li>○ Information on Customized Training (CT) and On-The-Job Training (OJT)</li> <li>○ Information on COVID-19 resources &amp; ACWDB website</li> <li>○ Referrals to Unemployment Insurance resources; state and federal grants/loan programs; WorkShare</li> <li>○ Information on Business Assistance Program</li> <li>○ CA Labor website information</li> <li>○ Small Business Assistance with MANEX for small-mid sized manufacturers</li> </ul>	<p>Businesses include: BASF, Mighty Buildings, Alvarado Group, LoCal Foodz, Reflexion, Mango Materials, Emeryville Dental Care, Karen Kemp Creative, Alliance Home Health Care, Poly Seal Industries, Glassybaby, Three Stone Hearth, Nor-Cal Moving Services, Griffin School, El Taquito #2, Rapid Displays, WASH Laundry, Prestige Accents, Pacific Coast Container, Public Outreach Group, Zenbooth, Drake's Brewing, Soapy Faith, Deann's Felt Printing &amp; Signs, Hayward Station, Virtual Hearing Solutions</p> <p>Business Assistance Program (MANEX): Alter-G, Santini Foods</p>

				+ Sent East Bay Business Recovery Survey follow-up to 383 small businesses, sharing ACWDB business services available to them
<b>3. Number of Events Attended</b>	24	22	<ul style="list-style-type: none"> <li>○ Presented on businesses services</li> <li>○ Served as resource table</li> <li>○ Outreach and networking with partners and businesses</li> <li>○ COVID-19 specific resources</li> </ul>	<p>Events included:</p> <ul style="list-style-type: none"> <li>○ Women In Apprenticeship</li> <li>○ Rising Sun Reception</li> <li>○ CSUEB Internship Fair</li> <li>○ Lincoln Landing and CenterPoint Groundbreakings</li> <li>○ Emeryville Business Nexus</li> <li>○ Tri-Valley Small Business Workshop</li> <li>○ Senior Resource Fair and Scam Stoppers</li> <li>○ Women in Manufacturing Skilled Trades</li> <li>○ San Leandro Chamber of Commerce Mtg.</li> <li>○ EAC Presentation for Annual Employment and Labor Law Update</li> <li>○ Virtual: SBDC COVID-19 Pop-Up Webinar</li> <li>○ Virtual: Berkeley Chamber's Business Forum on Outbreak Responses Zoom call</li> <li>○ City of Hayward Economic Development Council</li> <li>○ Latino Business Roundtable</li> </ul>
<b>4. Build Local &amp; Regional Collaboration with Industry, Trade, Education and other Business oriented partners</b>			<ul style="list-style-type: none"> <li>○ Convened bi-monthly steering committee meetings with employer-facing partners including: EDD, EBEDA, Hayward Chamber, SBDC, CDA and WBA</li> <li>○ Establish priorities for collaborative activities and events</li> <li>○ Participation in EAC, SBDC, and city employer assistance meetings and calls</li> <li>○ COVID-19 resource and recovery information (Rapid Response, Layoff Aversion, EDD resources and ACWDB grants) sharing with EBEDA Economic Development Director's Council (cities and chambers) via weekly Community Response Calls</li> </ul>	<ul style="list-style-type: none"> <li>○ Attended meeting with Alameda Point Collaborative and CalTrans to understand their programming and workforce needs for potential collaboration</li> <li>○ Economic Development Departments at City of Hayward, City of Union City, City of Berkeley and City of Fremont</li> </ul>

			<ul style="list-style-type: none"> <li>○ Partner with EBEDA on East Bay Business Recovery Survey to more than 1,000 small businesses in Alameda County</li> </ul>	
<b>5. Overall Business Referrals made to Workforce System and Partners</b>	<p>33</p> <p>+ 241 COVID-19 impacted businesses referred</p>	55	<ul style="list-style-type: none"> <li>○ Referrals to career service providers, youth providers, education partners, East Bay Innovations, Employment Development Department (EDD), Workforce Services Bureaus, Employment Training Panel, Small Business Development Center, Small Business Administration, Covered CA, and Employer Advisory Council for resource, training and information purposes</li> </ul>	<p>Businesses include: Torani, Plastikon, Senior Helpers, Alom Industries, Weichart Realtors, Too Good Gourmet, Bhakta Optometry, Helping Hands East Bay, Nidaan Systems, Casa Sanchez Foods, Total Health Dental Care, Corovan, Summer Thai Eatery, Bed, Bath &amp; Beyond, Double Rainbow, SAS Automotive, Picante, True World Foods, Klinger Moving Company, Scholastic, Veolia, Magnum Drywall, Comcast, etc.</p>



## **ITEM VI.F.– REPORT**

### **RAPID RESPONSE REPORT PY 2019/2020**

#### **BACKGROUND:**

As of July 31, 2020, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 383 layoff/closure events, affecting 36,955 workers since July 1, 2019. There has been surge in documented layoffs and furloughs are due to the COVID-19 pandemic.

Rapid Response activity is normally recorded based on the Workforce Innovation and Opportunity Act (WIOA) program year (PY) which begins on July 1<sup>st</sup> each year and concludes on June 30<sup>th</sup> of the following year. However, in light of the pandemic staff has decided to extent the reporting period in order to keep a running total of pandemic – impacted workers and employers. Staff is compiling data and sharing a weekly report with community partners.

The attached Rapid Response Report covers the period that spans from July 1, 2019 through July 31, 2020 – and includes company closures, mass lay-offs and furloughs which have increased significantly due to the Shelter-in-Place order that went into effect on March 17, 2020. Please refer to Attachment VI.F.1. for specific employer data.

#### **Rapid Response Activities**

Of the 383 total employers listed on the attached report, 312 of them (roughly 81.46 %) 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.

Odwalla in San Leandro is one company that had made the decision to close prior to the COVID-19 pandemic. Over the past several years, Odwalla's lackluster sales and changing customer preferences caused the company to engage cost cutting measures to sustain and grow their business. Odwalla will be shutting down its entire business operations displacing 33 workers effective August 31, 2020. A virtual Rapid Response Orientation has been scheduled for August 31, 2020.

Packaging Corporation of America located in San Lorenzo permanently closed its doors on June 30, 2020 displacing 160 workers. Three Zoom Webinar sessions were held on May 13, 2020 with 152 employees in attendance.

#### **COVID -19 Impacts**

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

Hexcel Corporation the employer had experienced a significant decline that can be attributed to COVID-19. As a result, the company had a mass layoff at their Dublin facility on April 21, 2020. This mass layoff is expected to permanently displace 50 workers. Two virtual Rapid Response orientations were held May 5, 2020 with 31 workers in attendance.

As a result of the COVID-19 pandemic and the current Shelter-in-Place order, ACWDB staff are currently conducting all Rapid Response Orientations virtually, using either webinars or teleconferencing. ACWDB's Rapid Response Team has experienced challenges with convening presenters and displaced workers to meet virtually which has hindered the effective delivery of information. An employer must provide written notice 60 days prior to a planned mass layoff or plant closure. Due to COVID-19 the notification period for WARN notices are waived by the State. In many cases the employer has already laid off their workers before the WARN Notice have been filed. Consequently, the Rapid Response Team cannot connect with the employers.

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

**ATTACHMENT:**

VI.F.1. - ACWDB Layoff and Closure PY 2019/2020 as of 7/31/20 Report

## ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts) Page 1 of 27

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

WARN									
The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time. <i>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. <b>New entries have been bolded for your convenience.</b></i>									
NORTH CITIES RAPID RESPONSE		COVID	76	Total Employers	84	Total Workers	5893		
TRI-CITIES RAPID RESPONSE		COVID	74	Total Employers	94	Total Workers	18195		
TRI-VALLEY RAPID RESPONSE		COVID	96	Total Employers	106	Total Workers	7375		
EDEN RAPID RESPONSE		COVID	66	Total Employers	99	Total Workers	5492		
		TOTAL:	312	TOTAL:	383	TOTAL:	36955		
		TOTAL COVID-19 AFFECTED WORKERS:		32726					
Region	COVID-19 Affected Employers	Employer	Union	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers	TAA Status
Eden		Anka Behavioral Health, Inc.		San Leandro	Healthcare	Closure	07/11/19	15	
Eden		rePlanet, LLC		Castro Valley	Professional Services	Closure	08/03/19	2	
Eden		rePlanet, LLC		Hayward	Professional Services	Closure	08/03/19	4	
Eden		First Coast Security		Hayward	Professional Services	Closure	08/15/19	66	
Eden		California Comfort Systems USA, Inc.		Hayward	Professional Services	Closure	08/28/19	15	
Eden		Interface Rehab, Inc.		Hayward	Healthcare	Layoff	09/30/19	11	
Eden		Aryzta	x	San Leandro	Food Services	Closure	10/25/19	6	
Eden		Kaiser	x	San Leandro	Healthcare	Layoff	10/30/19	1	
Eden		Coastline Support Inc.		Castro Valley	Healthcare	Closure	10/31/19	57	
Eden		Nestle USA, Inc.		San Leandro	Manufacturing	Layoff	11/01/19	83	
Eden		Keeco, LLC		Hayward	Warehouse	Closure	12/31/19	50	
Eden		Proteus Digital Health, Inc.		Hayward	Healthcare	Closure	01/18/20	90	
Eden		Illumina, Inc.		Hayward	Manufacturing	Layoff	02/03/20	11	
Eden	x	Choicelunch		Hayward	Food Services	Temporary	03/12/20	50	
Eden	x	Transform SR/KM, LLC		Hayward	Professional Services	Layoff	03/14/20	90	
Eden	x	US Perma, Inc.	x	Hayward	Construction	Temporary	03/16/20	81	

## ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts) Page 2 of 27

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Eden	x	Canteen Vending Services dba O'Sullivan Vending Services		Hayward	Professional Services	Temporary	03/16/20	124	
Eden	x	Storer Transit Systems - Hayward School Bus		Hayward	Transportation	Temporary	03/16/20	81	
Eden		Double V Industries, Inc. dba Blue Frog Embroidery and Screen Printing		San Leandro	Manufacturing	Layoff	03/16/20	79	
Eden	x	American Poly-Foam Co., Inc.		Hayward	Warehouse	Temporary	03/17/20	67	
Eden	x	Denica's		Castro Valley	Food Services	Layoff	03/17/20	32	
Eden	x	Darden Restaurant Inc., dba Olive Garden		Hayward	Food Services	Temporary	03/17/20	159	
Eden	x	Stonebrae Partners, LLC dba Stonebrae Country Club		Hayward	Entertainment	Temporary	03/17/20	43	
Eden	x	Anning-Johnson Company	x	Hayward	Construction	Temporary	03/17/20	3	
Eden	x	Cox Automotive		Hayward	Retail	Temporary	03/17/20	112	
Eden	x	L.A. Specialty Produce Company, dba Vesta FoodService		Hayward	Food Services	Temporary	03/18/20	310	
Eden	x	European Wax Center Store		Castro Valley	Healthcare	Temporary	03/18/20	21	
Eden	x	Finish Line At Macy's		Hayward	Retail	Temporary	03/18/20	4	
Eden	x	Finish Line At Macy's		San Leandro	Retail	Temporary	03/18/20	5	
Eden	x	Klinger Moving Company		San Leandro	Professional Services	Layoff	03/19/20	46	
Eden	x	Ajinomoto Food North America		Hayward	Manufacturing	Temporary	03/20/20	164	

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Eden	x	Drakes Brewing		San Leandro	Food Services	Temporary	03/20/20	18	
Eden		Greenwich Logistics, LLC		San Leandro	Transportation	Layoff	03/20/20	80	
Eden	x	FM Restaurants HQ, LLC		San Leandro	Food Services	Temporary	03/20/20	56	
Eden	x	J.C. Penney Corporation, Inc.		Hayward	Retail	Temporary	03/20/20	116	
Eden	x	Harold A. Steuber Enterprises Inc. dba Associated Services		San Leandro	Manufacturing	Temporary	03/23/20	103	
Eden	x	Techstyles Sportsware, LLC		Hayward	Manufacturing	Temporary	03/23/20	73	
Eden	x	Western Dental		San Leandro	Healthcare	Temporary	03/23/20	40	
Eden	x	Jemico, LLC dba Renewal by Andersen		Hayward	Construction	Temporary	03/23/20	104	
Eden	x	Berber Food Manufacturing		San Leandro	Manufacturing	Temporary	03/24/20	56	
Eden	x	Western Dental		Hayward	Healthcare	Temporary	03/24/20	26	
Eden	x	Corovan Corporation		San Leandro	Professional Services	Layoff	03/25/20	24	
Eden	x	Cinemark Century Theaters		Hayward	Entertainment	Layoff	03/26/20	72	
Eden	x	Cinemark Century Theaters		San Leandro	Entertainment	Layoff	03/26/20	71	
Eden	x	MV Transportation, Inc.		San Leandro	Transportation	Temporary	03/27/20	18	
Eden		Intarcia Therapeutic, Inc.		Hayward	Healthcare	Closure	03/29/20	198	
Eden	x	Forever 21		Hayward	Retail	Temporary	03/29/20	39	
Eden	x	Glazier Steel, Inc.		Hayward	Manufacturing	Temporary	03/30/20	64	
Eden	x	WASH Laundry Systems, Inc.		Hayward	Professional Services	Layoff	03/30/20	7	
Eden	x	Burlington Coat Factory of Texas, Inc.		San Leandro	Retail	Temporary	03/31/20	48	
Eden	x	GBS Linens		Hayward	Professional Services	Temporary	03/31/20	11	

## ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts) Page 4 of 27

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Eden	x	Kinestral Technologies, Inc.		Hayward	Manufacturing	Temporary	03/31/20	57	
Eden	x	Total Health Dental Care		Hayward	Healthcare	Layoff	04/01/20	21	
Eden	x	Chartwells Operation at CSU East Bay	x	Hayward	Food Services	Temporary	04/01/20	54	
Eden	x	Chartwells Operation at CSU East Bay		Hayward	Food Services	Temporary	04/01/20	177	
Eden	x	Berkeley Farms, LLC dba Dean Foods		Hayward	Food Services	Layoff	04/01/20	220	
Eden	x	AutoNation Toyota Scion		Hayward	Retail	Temporary	04/03/20	44	
Eden	x	Club Demonstration Services, Inc.		San Leandro	Food Services	Layoff	04/04/20	38	
Eden	x	Club Demonstration Services Inc.		Hayward	Food Services	Layoff	04/04/20	36	
Eden	x	H&M		Hayward	Retail	Temporary	04/05/20	24	
Eden	x	Ross Stores, Inc.		Hayward	Retail	Temporary	04/05/20	48	
Eden	x	Ross Stores, Inc.		San Leandro	Retail	Temporary	04/05/20	106	
Eden	x	Nordstrom, Inc.		San Leandro	Retail	Temporary	04/05/20	51	
Eden	x	Torrid, LLC		Hayward	Retail	Temporary	04/06/20	16	
Eden	x	Precision Founders, Inc. dba PCC Structural		San Leandro	Manufacturing	Temporary	04/06/20	71	
Eden	x	Team Volkswagen of Hayward		Hayward	Retail	Temporary	04/07/20	37	
Eden	x	Hayward Nissan Corporation		Hayward	Retail	Temporary	04/07/20	38	
Eden	x	Goodwill Industries of the Greater East Bay, Inc.		Hayward	Retail	Temporary	04/07/20	8	
Eden	x	Goodwill Industries of the Greater East Bay, Inc.		San Leandro	Retail	Temporary	04/07/20	12	

## ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts) Page 5 of 27

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Eden	x	True World Foods San Francisco LLC		San Leandro	Food Services	Layoff	04/10/20	27	
Eden	x	Fitness International, LLC, dba City Sports Club		Hayward	Healthcare	Temporary	04/11/20	92	
Eden	x	TJX Companies, Inc. dba TJ Maxx		Castro Valley	Retail	Temporary	04/12/20	31	
Eden	x	TJX Companies, Inc. dba TJ Maxx		San Leandro	Retail	Temporary	04/12/20	38	
Eden	x	Ricoh USA, Inc.		Hayward	Professional Services	Temporary	04/13/20	12	
Eden		Transportation Brokerage Specialists, Inc.		San Leandro	Transportation	Layoff	04/16/20	75	
Eden	x	Gillig, LLC	x	Hayward	Manufacturing	Layoff	04/17/20	79	
Eden	x	Electro Rent Corporation		Hayward	Professional Services	Temporary	04/17/20	2	
Eden	x	Andersen America		Hayward	Food Services	Closure	04/30/20	222	
Eden		Rodgers Trucking	x	San Leandro	Transportation	Closure	04/30/20	135	
Eden	x	Enterprise Rent-A-Car Company of San Francisco, LLC		San Leandro	Professional Services	Temporary	04/30/20	3	
Eden	x	Enterprise Rent-A-Car Company of San Francisco, LLC		Hayward	Professional Services	Temporary	04/30/20	2	
Eden		Simpler Postage, Inc.		San Leandro	Technology	Closure	05/09/20	3	
Eden	x	San Joaquin Valley College, Inc. - San Leandro Campus		San Leandro	Government/Education	Temporary	05/12/20	5	
Eden		Packaging Corporation of America		San Lorenzo	Manufacturing	Closure	06/30/20	160	

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Eden		Child, Family & Community Services, Inc. - Glassbrook		Hayward	Government/Education	Closure	06/30/20	4	
Eden		Child, Family & Community Services, Inc. - Lorenzo School		Hayward	Government/Education	Closure	06/30/20	3	
Eden		Child, Family & Community Services, Inc. - Peixoto School		Hayward	Government/Education	Closure	06/30/20	56	
Eden		Child, Family & Community Services, Inc. - Ruus School		Hayward	Government/Education	Closure	06/30/20	2	
Eden		Child, Family & Community Services, Inc. - Cal SAFE Burke Center		Hayward	government/Education	Closure	06/30/20	7	
Eden		Child, Family & Community Services, Inc. - Madison School		San Leandro	Government/Education	Closure	06/30/20	4	
Eden		Child, Family & Community Services, Inc. - John Muir School		Hayward	Government/Education	Closure	06/30/20	8	
Eden		Child, Family & Community Services, Inc. - Sunset Adult School		Hayward	Government/Education	Closure	06/30/20	9	
Eden		Child, Family & Community Services, Inc. - Hillside School		San Leandro	Government/Education	Closure	06/30/20	3	

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Eden		Child, Family & Community Services, Inc. - San Leandro Adult School		San Leandro	Government/Education	Closure	06/30/20	3	
Eden	x	Macy's, Inc.		Hayward	Retail	Layoff	06/30/20	62	
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	Compass Group USA, Inc.d/b/a Chartwells at CSU East Bay		Hayward	Food Services	Layoff	09/28/20	187	
North Cities		Dynavax Technologies Corporation		Berkeley	Healthcare	Layoff	07/23/19	80	
North Cities		VF Outdoor, LLC		Alameda	Manufacturing	Closure	08/02/19	53	
North Cities		rePlanet, LLC		Alameda	Professional Services	Closure	08/03/19	5	
North Cities		Nexon M, Inc.		Emeryville	Technology	Closure	08/27/19	53	
North Cities		Backflip Studios		Emeryville	Technology	Closure	12/23/19	1	
North Cities	x	Performance Contracting, Inc.		Alameda	Construction	Temporary	03/11/20	316	
North Cities	x	Pac-12 Enterprises dba Pac-12 Networks		Berkeley	Entertainment	Temporary	03/14/20	66	
North Cities	x	Es Verdad, LLC dba Comal Restaurant		Berkeley	Food Services	Temporary	03/15/20	107	
North Cities	x	SDG Wurster Hall, LLC Rice And Beans		Berkeley	Food Services	Layoff	03/16/20	8	
North Cities	x	Town Sports International, LLC		Alameda	Healthcare	Temporary	03/16/20	38	
North Cities	x	Glassybaby, LLC		Berkeley	Manufacturing	Closure	03/16/20	55	
North Cities	x	Aldo US, Inc.		Emeryville	Retail	Temporary	03/16/20	8	
North Cities	x	Oaks Card Club		Emeryville	Entertainment	Temporary	03/16/20	292	
North Cities	x	Oaks Corner		Emeryville	Entertainment	Temporary	03/16/20	66	

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North Cities	x	Tartine Bakery		Berkeley	Food Services	Temporary	03/16/20	19	
North Cities	x	Back of the House dba Super Duper		Berkeley	Food Services	Temporary	03/17/20	25	
North Cities	x	Back of the House dba Super Duper		Emeryville	Food Services	Temporary	03/17/20	27	
North Cities	x	Positive Pathways		Alameda	Healthcare	Temporary	03/17/20	75	
North Cities	x	Yoga Works		Berkeley	Healthcare	Temporary	03/17/20	128	
North Cities	x	Kara's Cupcakes		Emeryville	Food Services	Temporary	03/17/20	6	
North Cities		Silverado Contractors, Inc.		Emeryville	Construction	Temporary	03/17/20	54	
North Cities	x	DeLuca Associates, Inc. at AMC Bay Street 16		Emeryville	Professional Services	Layoff	03/17/20	3	
North Cities	x	European Wax Center Store		Alameda	Healthcare	Temporary	03/18/20	18	
North Cities	x	Z Gallerie Buying Office		Berkeley	Technology	Layoff	03/18/20	4	
North Cities	x	Sunwise Automotive Group dba Weatherford BMW et al.		Berkeley	Retail	Temporary	03/18/20	64	
North Cities	x	Hornblower Yachts, LLC		Berkeley	Entertainment	Temporary	03/18/20	33	
North Cities	x	Little Star Solano, LLC		Albany	Food Services	Temporary	03/18/20	15	
North Cities	x	The Star on Park, LLC		Alameda	Food Services	Temporary	03/18/20	19	
North Cities	x	Crescent Resorts & Hotels, LLC dba Double Tree Berkeley Hotel	x	Berkeley	Hospitality	Temporary	03/19/20	127	
North Cities	x	Claremont Hotel Properties LLC	x	Berkeley	Hospitality	Temporary	03/20/20	514	
North Cities	x	Meyer Sound		Berkeley	Manufacturing	Layoff	03/20/20	233	
North Cities	x	FM Restaurants HQ, LLC dba Chevys		Emeryville	Food Services	Temporary	03/20/20	64	
North Cities	x	Golden Gate Fields	x	Berkeley	Entertainment	Layoff	03/24/20	140	

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North Cities	x	Pizza My Heart		Emeryville	Food Services	Temporary	03/24/20	10	
North Cities	x	Courtyard Management Corporation		Emeryville	Hospitality	Temporary	03/25/20	77	
North Cities	x	Western Dental		Berkeley	Healthcare	Temporary	03/25/20	15	
North Cities	x	Marugame Udon USA		Berkeley	Food Services	Layoff	03/26/20	49	
North Cities	x	DoubleTree Berkeley Hotel - Crescent Resorts & Hotels, LLC		Berkeley	Hospitality	Temporary	03/26/20	154	
North Cities	x	EarthBar LLC, dba EarthBar Health Supply Company		Berkeley	Food Services	Closure	03/27/20	6	
North Cities	x	BJ's Restaurants, Inc.		Alameda	Food Services	Temporary	03/27/20	70	
North Cities	x	Amtote International, Inc. - Golden Gate Fields		Berkeley	Entertainment	Temporary	03/27/20	3	
North Cities	x	Pacific Hotel Management, LLC		Emeryville	Hospitality	Temporary	03/27/20	39	
North Cities	x	P.F. Chang's China Bistro		Berkeley	Food Services	Temporary	03/29/20	96	
North Cities	x	Paper Source		Berkeley	Retail	Temporary	03/29/20	8	
North Cities	x	Forever 21		Emeryville	Retail	Temporary	03/29/20	22	
North Cities	x	CorePower Yoga		Berkeley	Healthcare	Layoff	03/30/20	147	
North Cities	x	Guitar Center, Inc.		Emeryville	Retail	Temporary	03/30/20	49	
North Cities	x	LAZ Parking California, LLC	x	Emeryville	Transportation	Temporary	03/30/20	207	
North Cities	x	Jewish Community Center of the East Bay		Berkeley	Professional Services	Temporary	03/30/20	40	
North Cities	x	YMCA of the East Bay dba Berkeley YMCA		Berkeley	Healthcare	Temporary	03/30/20	23	
North Cities	x	Jupiter		Berkeley	Food Services	Temporary	03/31/20	80	

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North Cities	x	Hilton Garden Inn San Francisco/Oakland Bay Bridge		Emeryville	Hospitality	Temporary	03/31/20	96	
North Cities	x	Barnaby Ltd. Db a Good Vibrations		Berkeley	Retail	Temporary	03/31/20	8	
North Cities	x	Backroads		Berkeley	Entertainment	Layoff	04/01/20	66	
North Cities	x	Fitness International, LLC, db a City Sports Club		Berkeley	Healthcare	Temporary	04/01/20	52	
North Cities	x	Maiz Holding db a Picante		Berkeley	Food Services	Temporary	04/01/20	77	
North Cities	x	Total Health Dental Care		Emeryville	Healthcare	Layoff	04/01/20	21	
North Cities	x	Total Health Dental Care		Berkeley	Healthcare	Layoff	04/01/20	21	
North Cities	x	Rockwell Drywall		Emeryville	Construction	Temporary	04/02/20	5	
North Cities	x	Equinox Holdings, Inc.		Berkeley	Healthcare	Temporary	04/03/20	42	
North Cities	x	Bed, Bath & Beyond		Alameda	Retail	Temporary	04/04/20	114	
North Cities	x	H&M		Emeryville	Retail	Temporary	04/05/20	35	
North Cities	x	Ross Stores, Inc.		Emeryville	Retail	Temporary	04/05/20	61	
North Cities	x	Nordstrom, Inc.		Emeryville	Retail	Temporary	04/05/20	32	
North Cities	x	Goodwill Industries of the Greater East Bay, Inc.		Alameda	Retail	Temporary	04/07/20	11	
North Cities	x	Goodwill Industries of the Greater East Bay, Inc.		Berkeley	Retail	Temporary	04/07/20	12	
North Cities	x	Goodwill Industries of the Greater East Bay, Inc.		Albany	Retail	Temporary	04/07/20	13	
North Cities	x	Sleep Number		Emeryville	Retail	Temporary	04/09/20	3	
North Cities	x	TJX Companies, Inc. db a TJ Maxx		Alameda	Retail	Temporary	04/12/20	32	

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North Cities	x	TJX Companies, Inc. dba TJ Maxx		Emeryville	Retail	Temporary	04/12/20	32	
North Cities	x	Recreational Equipment, Inc. - REI		Berkeley	Retail	Temporary	04/15/20	119	
North Cities	x	Paula LeDuc Fine Catering & Events		Emeryville	Food Services	Layoff	04/16/20	62	
North Cities		Southwestern & Pacific Specialty Finance, Inc.		Alameda	Finance	Closure	04/21/20	2	
North Cities	x	Zymergen, Inc.		Alameda	Science	Layoff	05/15/20	38	
North Cities	x	Zymergen, Inc.		Emeryville	Science	Layoff	05/15/20	38	
North Cities	x	BPR Properties Management, LLC dba BPR Hotels, Shattuck Hotel		Berkeley	Hospitality	Layoff	05/18/20	77	
North Cities	x	Peet's Coffee Inc.		Emeryville	Manufacturing	Layoff	05/29/20	51	
North Cities	x	Falck	x	Alameda	Healthcare	Closure	06/03/20	27	
North Cities	x	Harbor Bay Club, Inc.		Alameda	Entertainment	Temporary	06/09/20	80	
<b>North Cities</b>	<b>x</b>	<b>Philz Coffee, Inc.</b>		<b>Berkeley</b>	<b>Food Services</b>	<b>Layoff</b>	<b>07/15/20</b>	<b>2</b>	
North Cities	x	PT Gaming, LLC		Emeryville	Entertainment	Layoff	07/17/20	71	
<b>North Cities</b>	<b>x</b>	<b>YMCA of the East Bay</b>		<b>Albany</b>	<b>Healthcare</b>	<b>Layoff</b>	<b>07/30/20</b>	<b>66</b>	
North Cities	x	YMCA of the East Bay		Berkeley	Healthcare	Layoff	07/30/20	224	
North Cities		Raiders Football Club, LLC	x	Alameda	Entertainment	Closure	08/22/20	492	
Tri-Cities		Anka Behavioral Health, Inc.		Fremont	Healthcare	Closure	07/11/19	19	
Tri-Cities		Ede Group, Inc.		Union City	Transportation	Closure	07/30/19	1	
Tri-Cities		rePlanet, LLC		Fremont	Professional Services	Closure	08/03/19	29	
Tri-Cities		Excelitas Technologies		Fremont	Manufacturing	Closure	09/13/19	155	x
Tri-Cities		Raley's		Fremont	Retail	Closure	11/10/19	3	

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Tri-Cities		Albertsons Companies, Inc. dba Plated	x	Union City	Food Services	Closure	11/12/19	193	
Tri-Cities		Jabil, Inc.		Fremont	Manufacturing	Layoff	11/26/19	300	
Tri-Cities		Bank of America		Union City	Finance	Closure	12/01/19	53	
Tri-Cities		Adient		Newark	Manufacturing	Layoff	12/06/19	16	
Tri-Cities		Kateeva, Inc.		Newark	Manufacturing	Layoff	01/31/20	144	
Tri-Cities	x	Ricoh USA, Inc.		Fremont	Professional Services	Layoff	02/01/20	2	
Tri-Cities	x	Residence Inn by Marriott Fremont		Fremont	Hospitality	Temporary	03/12/20	3	
Tri-Cities	x	NC Flooring Group, Inc.		Union City	Manufacturing	Temporary	03/13/20	41	
Tri-Cities	x	De Anza Tile Company, Inc.	x	Fremont	Construction	Temporary	03/16/20	127	
Tri-Cities	x	Darden Restaurant Inc., dba Olive Garden		Fremont	Food Services	Temporary	03/16/20	131	
Tri-Cities	x	Scholastic Book Fair		Fremont	Government/Education	Temporary	03/16/20	43	
Tri-Cities	x	Canteen Vending Services dba O'Sullivan Vending Services		Fremont	Professional Services	Temporary	03/16/20	129	
Tri-Cities		CertainTeed LLC dba CertainTeed Roofing		Fremont	Construction	Temporary	03/16/20	80	
Tri-Cities	x	Lazy Dog Restaurants, LLC		Newark	Food Services	Temporary	03/17/20	115	
Tri-Cities	x	Commercial Casework	x	Fremont	Construction	Temporary	03/17/20	85	
Tri-Cities	x	Learn and Play Montessori School LLC		Fremont	Government/Education	Temporary	03/17/20	96	
Tri-Cities	x	Magnussen Lexus of Fremont		Fremont	Retail	Temporary	03/17/20	98	
Tri-Cities	x	Market Broiler		Fremont	Food Services	Temporary	03/17/20	78	
Tri-Cities	x	US Perma, Inc.	x	Fremont	Construction	Temporary	03/17/20	81	
Tri-Cities	x	Magnum Drywall, Inc.	x	Fremont	Construction	Temporary	03/17/20	477	

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Tri-Cities	x	Cable Connection, Inc.		Fremont	Manufacturing	Temporary	03/17/20	20	
Tri-Cities	x	DeLuca Associates, Inc. at AMC Newpark 12		Newark	Professional Services	Layoff	03/17/20	4	
Tri-Cities	x	Restec Contractors, Inc.		Fremont	Construction	Temporary	03/17/20	1	
Tri-Cities	x	GCM Medical & OEM, Inc.		Union City	Manufacturing	Temporary	03/18/20	50	
Tri-Cities	x	Zosano Pharma		Fremont	Manufacturing	Temporary	03/18/20	7	
Tri-Cities	x	Out West Restaurant Group, Inc. dba Outback Steakhouse		Fremont	Food Services	Temporary	03/18/20	45	
Tri-Cities	x	Remington Hotel		Fremont	Hospitality	Temporary	03/20/20	115	
Tri-Cities	x	FM Restaurants HQ, LLC dba Chevys		Union City	Food Services	Temporary	03/20/20	53	
Tri-Cities	x	Sysco San Francisco, Inc.	x	Fremont	Warehouse	Temporary	03/20/20	183	
Tri-Cities	x	Courtyard by Marriott Newark Silicon Valley		Newark	Hospitality	Layoff	03/20/20	62	
Tri-Cities	x	Residence Inn by Marriott Newark Silicon Valley		Newark	Hospitality	Layoff	03/20/20	41	
Tri-Cities	x	Rapid Displays, Inc.	x	Union City	Manufacturing	Temporary	03/23/20	304	
Tri-Cities	x	SAS Automotives USA, Inc.		Newark	Manufacturing	Temporary	03/23/20	136	
Tri-Cities	x	Acura of Fremont		Fremont	Retail	Layoff	03/25/20	37	
Tri-Cities	x	Walters & Wolf	x	Fremont	Construction	Temporary	03/25/20	570	
Tri-Cities	x	Fremont Automobile Dealership, LLC	x	Fremont	Retail	Layoff	03/25/20	74	

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Tri-Cities	x	Cinemark Century Theaters		Fremont	Entertainment	Layoff	03/26/20	53	
Tri-Cities	x	Cinemark Century Theaters		Union City	Entertainment	Layoff	03/26/20	119	
Tri-Cities	x	Western Dental		Fremont	Healthcare	Temporary	03/26/20	32	
Tri-Cities		Aramark		Fremont	Food Services	Temporary	03/26/20	86	
Tri-Cities	x	DoubleTree Hotel		Newark	Hospitality	Layoff	03/27/20	127	
Tri-Cities	x	Mission Linen Supply	x	Newark	Professional Services	Layoff	03/27/20	101	
Tri-Cities	x	BJ's Restaurants, Inc.		Newark	Food Services	Temporary	03/27/20	90	
Tri-Cities	x	Forever 21		Newark	Retail	Temporary	03/29/20	17	
Tri-Cities	x	Abercrombie & Fitch - Hco.		Newark	Retail	Temporary	03/29/20	38	
Tri-Cities	x	Tailored Shared Services, LLC		Fremont	Retail	Temporary	03/29/20	166	
Tri-Cities	x	Burlington Coat Factory of Texas, Inc.		Newark	Retail	Temporary	03/31/20	43	
Tri-Cities	x	Burlington Coat Factory of Texas, Inc.		Union City	Retail	Temporary	03/31/20	78	
Tri-Cities	x	Fitness International, LLC, dba City Sports Club		Fremont	Healthcare	Temporary	04/01/20	49	
Tri-Cities	x	AutoNation Toyota Scion		Fremont	Retail	Temporary	04/03/20	45	
Tri-Cities	x	Systems Paving, Inc.		Union City	Construction	Temporary	04/03/20	113	
Tri-Cities	x	JIPC Newark, LLC dba John's Incredible Pizza Company		Newark	Food Services	Temporary	04/03/20	63	
Tri-Cities	x	Pacific Hotel Management, LLC		Newark	Hospitality	Temporary	04/03/20	25	
Tri-Cities	x	Club Demonstration Services, Inc		Fremont	Food Services	Layoff	04/04/20	29	
Tri-Cities	x	Crown Worldwide Moving and Storage, LLC		Union City	Warehouse	Temporary	04/04/20	19	

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Tri-Cities	x	Ross Stores, Inc.		Fremont	Retail	Temporary	04/05/20	50	
Tri-Cities	x	Nordstrom, Inc.		Fremont	Retail	Temporary	04/05/20	48	
Tri-Cities	x	Nordstrom, Inc.		Newark	Retail	Temporary	04/05/20	90	
Tri-Cities	x	IGT Global People Services		Fremont	Entertainment	Temporary	04/05/20	40	
Tri-Cities	x	H&M		Newark	Retail	Temporary	04/06/20	25	
Tri-Cities	x	Torrid, LLC		Newark	Retail	Temporary	04/06/20	8	
Tri-Cities	x	Total Quality Maintenance, Inc. (TQM)		Fremont	Professional Services	Temporary	04/07/20	2	
Tri-Cities	x	Fremont Mazda		Newark	Retail	Temporary	04/07/20	64	
Tri-Cities	x	Brilliant General Maintenance		Fremont	Professional Services	Temporary	04/07/20	220	
Tri-Cities	x	Goodwill Industries of the Greater East Bay, Inc.		Fremont	Retail	Temporary	04/07/20	8	
Tri-Cities	x	Carmax, Fremont		Fremont	Retail	Temporary	04/08/20	151	
Tri-Cities	x	Sleep Number		Fremont	Retail	Temporary	04/09/20	2	
Tri-Cities	x	TJX Companies, Inc. dba TJ Maxx		Fremont	Retail	Temporary	04/12/20	163	
Tri-Cities	x	Tesla		Fremont	Manufacturing	Temporary	04/13/20	11083	
Tri-Cities	x	Ricoh USA, Inc.		Fremont	Professional Services	Temporary	04/13/20	1	
Tri-Cities	x	Ricoh USA, Inc.		Newark	Professional Services	Temporary	04/13/20	3	
Tri-Cities		Transportation Brokerage Specialists, Inc.		Newark	Transportation	Layoff	04/16/20	25	
Tri-Cities	x	Veolia North America, LLC		Fremont	Professional Services	Temporary	04/20/20	21	
Tri-Cities	x	Reyes Coca-Cola Bottling, LLC	x	Union City	Warehouse	Closure	04/21/20	26	
Tri-Cities	x	Enterprise Rent-A-Car Company of San Francisco, LLC		Fremont	Professional Services	Temporary	04/30/20	6	

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Tri-Cities	x	Southern Glazer's Wine and Spirits, LLC		Union City	Warehouse	Layoff	05/01/20	60	
Tri-Cities	x	ISE Labs		Fremont	Science	Temporary	05/11/20	68	
Tri-Cities	x	Ricoh USA, Inc.		Union City	Professional Services	Temporary	05/11/20	1	
Tri-Cities	x	ITRenew		Newark	Technology	Closure	05/31/20	97	
Tri-Cities	x	The Bay Club Company		Fremont	Healthcare	Layoff	06/07/20	187	
Tri-Cities		Child, Family & Community Services, Inc. - Blacow School		Fremont	Government/Education	Closure	06/30/20	6	
Tri-Cities		Child, Family & Community Services, Inc. - Musick School		Newark	Government/Education	Closure	06/30/20	2	
Tri-Cities		Child, Family & Community Services, Inc. - Administration Office		Union City	Government/Education	Closure	06/30/20	17	
Tri-Cities		Child, Family & Community Services, Inc. - Decoto Plaza Center		Union City	Government/Education	Closure	06/30/20	5	
Tri-Cities		Child, Family & Community Services, Inc. - Ash Street		Newark	Government/Education	Closure	06/30/20	3	
Tri-Cities	x	Macy's, Inc.		Newark	Retail	Layoff	06/30/20	59	
Tri-Cities	x	Philz Coffee, Inc.'s		Fremont	Food Services	Layoff	07/15/20	5	
Tri-Cities		Seagate US, LLC		Fremont	Manufacturing	Layoff	08/04/20	78	
Tri-Cities		Ichor Systems, Inc.		Union City	Manufacturing	Closure	12/31/20	77	
Tri-Valley		Ellie Mae, Inc.		Pleasanton	Technology	Layoff	07/14/19	90	
Tri-Valley		rePlanet, LLC		Dublin	Professional Services	Closure	08/03/19	1	
Tri-Valley		Kaiser	x	Pleasanton	Healthcare	Layoff	10/30/19	8	
Tri-Valley		Jabil, Inc.		Livermore	Manufacturing	Layoff	11/26/19	80	
Tri-Valley		Technical Transportation, Inc.		Pleasanton	Transportation	Closure	11/30/19	2	

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Tri-Valley	x	Ricoh USA, Inc.		Livermore	Professional Services	Layoff	02/01/20	1	
Tri-Valley		Kaiser	x	Livermore	Healthcare	Closure	03/09/20	36	
Tri-Valley	x	RTFP Dental, Inc. dba Micodental Laboratories, Inc.		Livermore	Healthcare	Temporary	03/12/20	156	
Tri-Valley	x	US Perma, Inc.	x	Pleasanton	Construction	Temporary	03/16/20	81	
Tri-Valley	x	Cinema West dba Livermore 13 Cinema	x	Livermore	Entertainment	Temporary	03/16/20	47	
Tri-Valley	x	Knighted Ventures, LLC		Livermore	Entertainment	Temporary	03/16/20	76	
Tri-Valley	x	Regal Cinemas		Dublin	Entertainment	Temporary	03/16/20	97	
Tri-Valley	x	Aldo US, Inc.		Livermore	Retail	Temporary	03/16/20	8	
Tri-Valley	x	Aldo US, Inc.		Pleasanton	Retail	Temporary	03/16/20	4	
Tri-Valley	x	24 Hour Fitness, USA, Inc.		Livermore	Healthcare	Temporary	03/17/20	83	
Tri-Valley	x	DAA Draexlmaier Automotive of America	x	Livermore	Manufacturing	Temporary	03/17/20	140	
Tri-Valley	x	Denica's, Inc.		Livermore	Food Services	Layoff	03/17/20	26	
Tri-Valley	x	Denica's, Inc.		Dublin	Food Services	Layoff	03/17/20	22	
Tri-Valley	x	Learn and Play Montessori School, LLC		Dublin	Government/Education	Temporary	03/17/20	15	
Tri-Valley	X	Lazy Dog Restaurants, LLC		Dublin	Food Services	Temporary	03/17/20	136	
Tri-Valley	x	Trumpet Behavioral Health		Dublin	Healthcare	Temporary	03/17/20	91	
Tri-Valley	x	Hof's Hut Restaurants, Inc. dba Lucille's Smokehouse Bar-B-Que		Dublin	Food Services	Layoff	03/17/20	50	
Tri-Valley	x	The Cheesecake Factory, Inc.		Pleasanton	Food Services	Temporary	03/17/20	201	
Tri-Valley	x	Livermore Valley Tennis Club		Livermore	Healthcare	Temporary	03/17/20	104	
Tri-Valley	x	Palm Event Center		Pleasanton	Entertainment	Temporary	03/17/20	93	
Tri-Valley	x	Casa Real		Pleasanton	Entertainment	Temporary	03/17/20	93	

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Tri-Valley	x	Corporate Office of Beets Hospitality Group		Pleasanton	Hospitality	Temporary	03/17/20	93	
Tri-Valley	x	Performance Contracting, Inc.		Livermore	Construction	Temporary	03/17/20	81	
Tri-Valley	x	Out West Restaurant Group, Inc. dba Outback Steakhouse		Dublin	Food Services	Temporary	03/18/20	56	
Tri-Valley	x	Harvey & Madding, Inc., dba Dublin Honda		Dublin	Retail	Temporary	03/18/20	75	
Tri-Valley	x	Dublin F2 Inc., dba Dublin Mazda		Dublin	Retail	Temporary	03/18/20	43	
Tri-Valley	x	Sauced BBQ & Spirits - Livermore		Livermore	Food Services	Temporary	03/18/20	75	
Tri-Valley	x	Finish Line At Macy's		Pleasanton	Retail	Temporary	03/18/20	6	
Tri-Valley	x	Pyramid Pleasanton Management, LP		Pleasanton	Hospitality	Temporary	03/19/20	41	
Tri-Valley	x	Clarks Americas, Inc.		Pleasanton	Retail	Temporary	03/19/20	6	
Tri-Valley	x	Clarks Americas, Inc.		Livermore	Retail	Temporary	03/19/20	9	
Tri-Valley	x	J.C. Penney Corporation, Inc.		Pleasanton	Retail	Temporary	03/20/20	128	
Tri-Valley	x	California Pizza Kitchen		Pleasanton	Food Services	Temporary	03/22/20	61	
Tri-Valley	x	DoubleTree by Hilton Pleasanton at the Club	x	Pleasanton	Hospitality	Temporary	03/22/20	120	
Tri-Valley	x	Thyssenkrupp Supply Chain Services		Livermore	Warehouse	Layoff	03/24/20	162	
Tri-Valley	x	Thyssenkrupp Supply Chain Services		Livermore	Warehouse	Layoff	03/24/20	246	
Tri-Valley	x	El Monte RV		Dublin	Retail	Layoff	03/25/20	25	

## ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts) Page 19 of 27

July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

Tri-Valley	x	Western Dental		Livermore	Healthcare	Temporary	03/27/20	11	
Tri-Valley	x	The Original Mel's Diner		Livermore	Food Services	Temporary	03/27/20	13	
Tri-Valley	x	Forever 21		Pleasanton	Retail	Temporary	03/29/20	20	
Tri-Valley	x	Forever 21		Livermore	Retail	Temporary	03/29/20	47	
Tri-Valley	x	Abercrombie & Fitch - Hco.		Livermore	Retail	Temporary	03/29/20	75	
Tri-Valley	x	Abercrombie & Fitch - Hco.		Pleasanton	Retail	Temporary	03/29/20	55	
Tri-Valley	x	Guitar Center, Inc.		Dublin	Retail	Temporary	03/30/20	41	
Tri-Valley	x	Lifetime Activities, Inc.		Pleasanton	Entertainment	Temporary	03/30/20	24	
Tri-Valley	x	Randstad Inhouse Services, LLC		Livermore	Professional Services	Temporary	03/30/20	28	
Tri-Valley	x	Strizzi's Restaurants, Inc.		Pleasanton	Food Services	Temporary	03/30/20	63	
Tri-Valley	x	Thyssenkrupp Industrial Services NA, Inc.		Livermore	Warehouse	Temporary	03/30/20	30	
Tri-Valley	x	Thyssenkrupp Industrial Services NA, Inc.		Livermore	Warehouse	Temporary	03/30/20	41	
Tri-Valley	x	Vince, LLC		Livermore	Retail	Temporary	03/30/20	8	
Tri-Valley	x	Burlington Coat Factory of Texas, Inc.		Dublin	Retail	Temporary	03/31/20	32	
Tri-Valley	x	Roman Catholic Welfare Corporation of Oakland, RCWC		Livermore	Government/Education	Layoff	03/31/20	8	
Tri-Valley	x	Comcast		Livermore	Technology	Closure	04/01/20	127	
Tri-Valley	x	Iron Mechanical, Inc.		Dublin	Construction	Layoff	04/01/20	88	
Tri-Valley	x	J.W. Peterson Painting, Inc.		Livermore	Construction	Temporary	04/01/20	119	
Tri-Valley	x	Kenyon Plastering of Livermore, Inc.		Livermore	Construction	Temporary	04/01/20	70	

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Week Ending July 31, 2020

Tri-Valley	x	Casino 580, LLC dba Parkwest Casino 580		Livermore	Entertainment	Temporary	04/02/20	194	
Tri-Valley	x	Ride Bus, LLC		Livermore	Transportation	Temporary	04/02/20	6	
Tri-Valley	x	HRLY Retail, LLC		Livermore	Retail	Temporary	04/02/20	9	
Tri-Valley	x	Carter's-Oshkosh B'gosh		Livermore	Retail	Temporary	04/03/20	35	
Tri-Valley	x	4Leaf, Inc.		Pleasanton	Construction	Temporary	04/03/20	106	
Tri-Valley	x	Club Demonstration Services Inc.		Livermore	Food Services	Layoff	04/04/20	28	
Tri-Valley	x	Bed, Bath & Beyond		Dublin	Retail	Temporary	04/04/20	37	
Tri-Valley	x	H&M		Pleasanton	Retail	Temporary	04/05/20	25	
Tri-Valley	x	H&M		Livermore	Retail	Temporary	04/05/20	24	
Tri-Valley	x	Ross Stores, Inc.		Dublin	Retail	Temporary	04/05/20	117	
Tri-Valley	x	Nordstrom, Inc.		Dublin	Retail	Temporary	04/05/20	43	
Tri-Valley	x	Torrid, LLC		Livermore	Retail	Temporary	04/06/20	7	
Tri-Valley	x	Torrid, LLC		Pleasanton	Retail	Temporary	04/06/20	5	
Tri-Valley	x	Mathew Enterprise, Inc., dba Stoneridge Chrysler Jeep Dodge		Pleasanton	Retail	Temporary	04/07/20	71	
Tri-Valley	x	Goodwill Industries of the Greater East Bay, Inc.		Dublin	Retail	Temporary	04/07/20	9	
Tri-Valley	x	Goodwill Industries of the Greater East Bay, Inc.		Livermore	Retail	Temporary	04/07/20	13	
Tri-Valley	x	CarMax Pleasanton		Pleasanton	Retail	Temporary	04/08/20	168	
Tri-Valley	x	Ovations Fanfare, L.P. dba Spectra Food Services and Hospitality		Pleasanton	Food Services	Temporary	04/08/20	57	
Tri-Valley	x	Sleep Number		Pleasanton	Retail	Temporary	04/09/20	2	
Tri-Valley	x	G-Star Raw		Livermore	Retail	Temporary	04/10/20	4	
Tri-Valley	x	The Finish Line, Inc.		Livermore	Retail	Temporary	04/12/20	14	

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

**July 1, 2019 – December 31, 2020**

**Week Ending July 31, 2020**

Tri-Valley	x	TJX Companies, Inc. dba TJ Maxx		Dublin	Retail	Temporary	04/12/20	150	
Tri-Valley	x	TJX Companies, Inc. dba TJ Maxx		Livermore	Retail	Temporary	04/12/20	83	
Tri-Valley	x	Dick's Sporting Goods, Inc.		Dublin	Retail	Temporary	04/12/20	47	
Tri-Valley	x	San Francisco Premium Outlets - Calvin Klein		Livermore	Retail	Temporary	04/13/20	33	
Tri-Valley	x	San Francisco Premium Outlets - Tommy Hilfiger		Livermore	Retail	Temporary	04/13/20	55	
Tri-Valley	x	San Francisco Premium Outlets - Heritage		Livermore	Retail	Temporary	04/13/20	10	
Tri-Valley	x	PHV Corporation - Livermore Warehouse		Livermore	Warehouse	Temporary	04/13/20	13	
Tri-Valley	x	C2 Educational System, Inc.		Pleasanton	Government/Education	Temporary	04/15/20	1	
Tri-Valley	x	Zara USA, Inc.		Pleasanton	Retail	Temporary	04/15/20	22	
Tri-Valley	x	Gillig, LLC	x	Livermore	Manufacturing	Temporary	04/17/20	519	
Tri-Valley	x	Lacoste USA, Inc.		Livermore	Retail	Temporary	04/17/20	9	
Tri-Valley		Gatan, Inc.		Pleasanton	Manufacturing	Temporary	04/20/20	105	
Tri-Valley		Southwestern & Pacific Specialty Finance, Inc.		Pleasanton	Finance	Closure	04/21/20	1	
Tri-Valley	x	Hexcel		Dublin	Technology	Layoff	04/23/20	78	
Tri-Valley	x	Ricoh USA, Inc.		Dublin	Professional Services	Temporary	04/27/20	2	
Tri-Valley	x	Enterprise Rent-A-Car Company of San Francisco, LLC		Livermore	Professional Services	Temporary	04/30/20	3	
Tri-Valley	x	Comcast		Livermore	Technology	Layoff	05/01/20	127	

**July 1, 2019 – December 31, 2020**

**Week Ending July 31, 2020**

Tri-Valley	x	University of San Francisco		Pleasanton	Government/Education	Temporary	05/14/20	1	
Tri-Valley	x	MH Sub I, LLC dba Internet Brands		Pleasanton	Retail	Layoff	05/22/20	10	
Tri-Valley		Castlewood Country Club		Pleasanton	Entertainment	Layoff	05/28/20	41	
Tri-Valley	x	Nordstrom, Inc.		Pleasanton	Retail	Layoff	06/01/20	336	
Tri-Valley	x	The Bay Club Company		Pleasanton	Healthcare	Layoff	06/07/20	275	
Tri-Valley	x	Macy's, Inc.		Pleasanton	Retail	Layoff	06/30/20	113	
Tri-Valley		Akima Infrastructure Services (AIS), LLC		Livermore	Professional Services	Layoff	08/31/20	499	

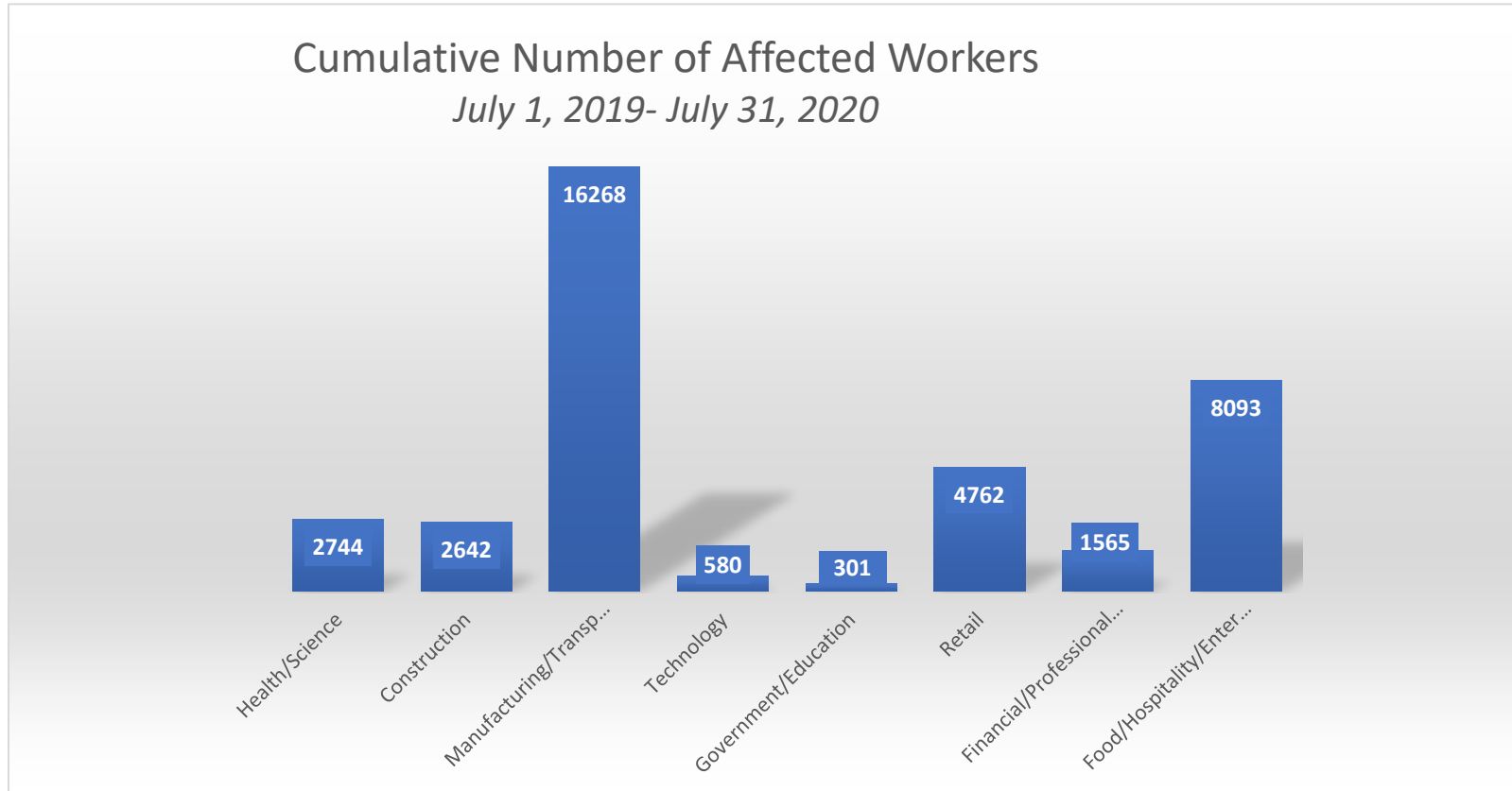
**ACWDB Layoff and Closure Weekly Report (Including COVID-19 Related Impacts)**

**July 1, 2019 – December 31, 2020**

**Week Ending July 31, 2020**

<b>Industry</b>	<b>Affected Worker</b>
Health/Science	2744
Construction	2642
Manufacturing/Transportation/Warehouse	16268
Technology	580
Government/Education	301
Retail	4762
Financial/Professional Services	1565
Food/Hospitality/Entertainment	8093

**Cumulative Number of Affected Workers**  
*July 1, 2019- July 31, 2020*

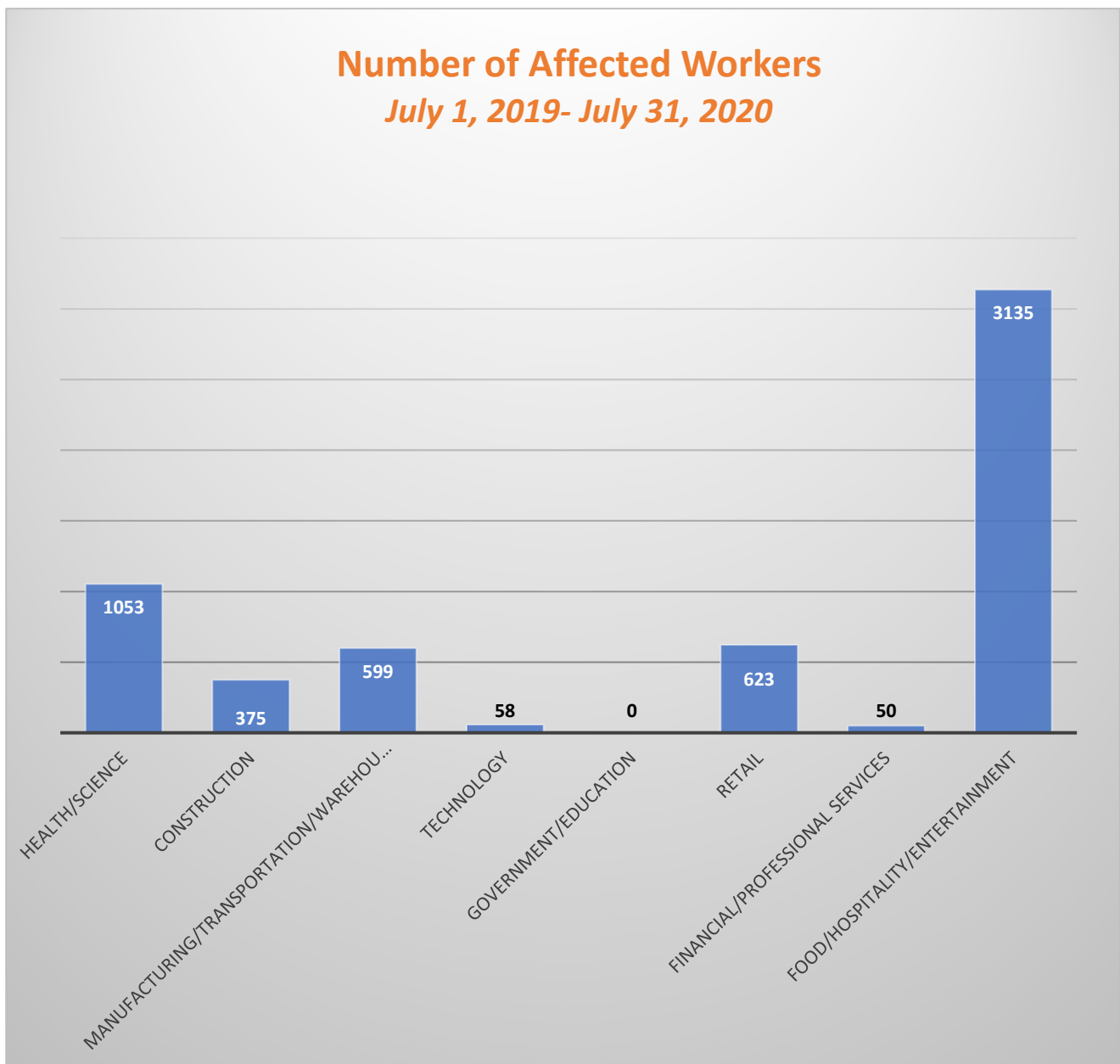


July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

## NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Health/Science	1053
Construction	375
Manufacturing/Transportation/Warehouse	599
Technology	58
Government/Education	0
Retail	623
Financial/Professional Services	50
Food/Hospitality/Entertainment	3135



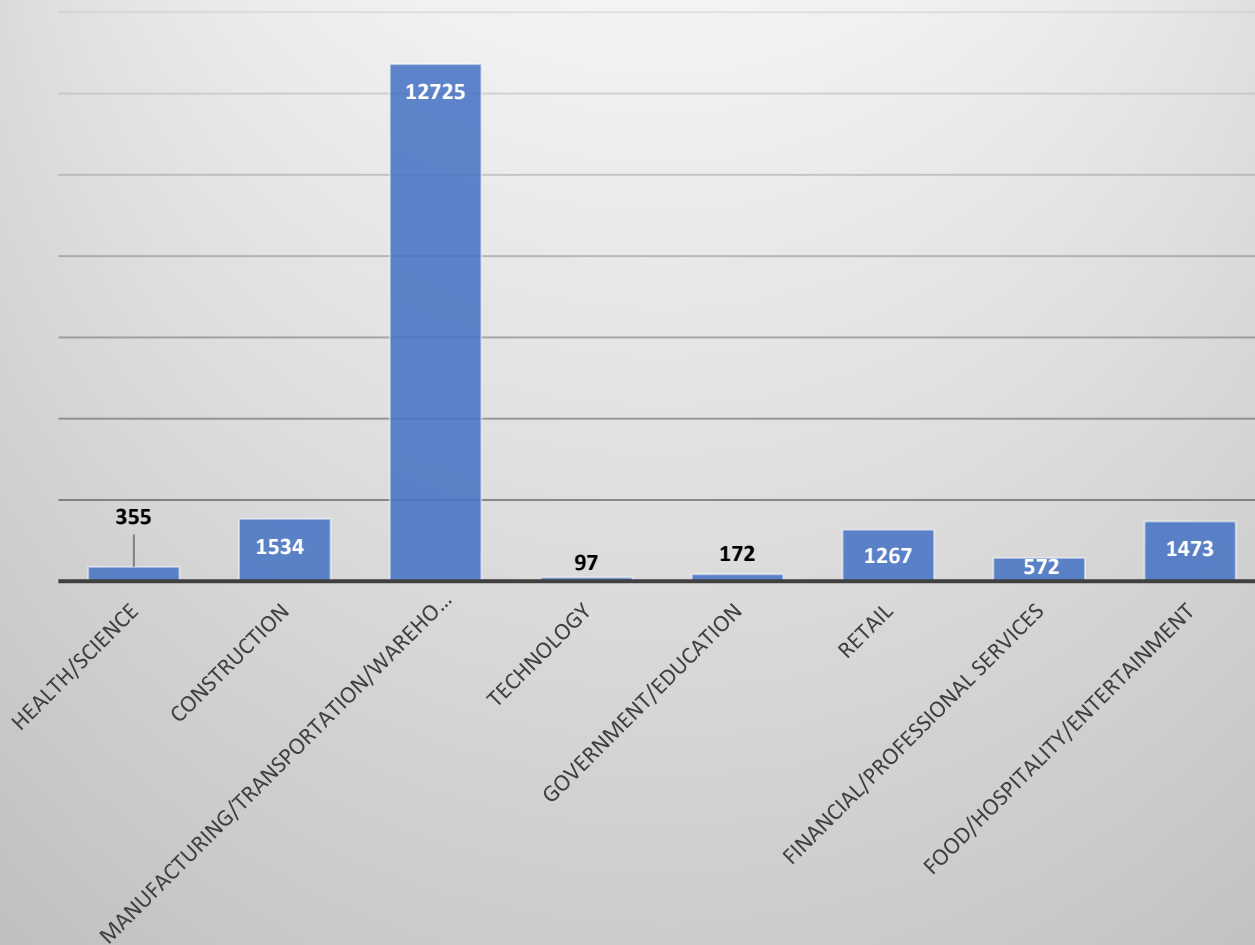
July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

### TRI-CITIES RAPID RESPONSE

Industry	Affected Workers
Health/Science	355
Construction	1534
Manufacturing/Transportation/Warehouse	12725
Technology	97
Government/Education	172
Retail	1267
Financial/Professional Services	572
Food/Hospitality/Entertainment	1473

**Number of Affected Workers**  
*July 1, 2019- July 31, 2020*



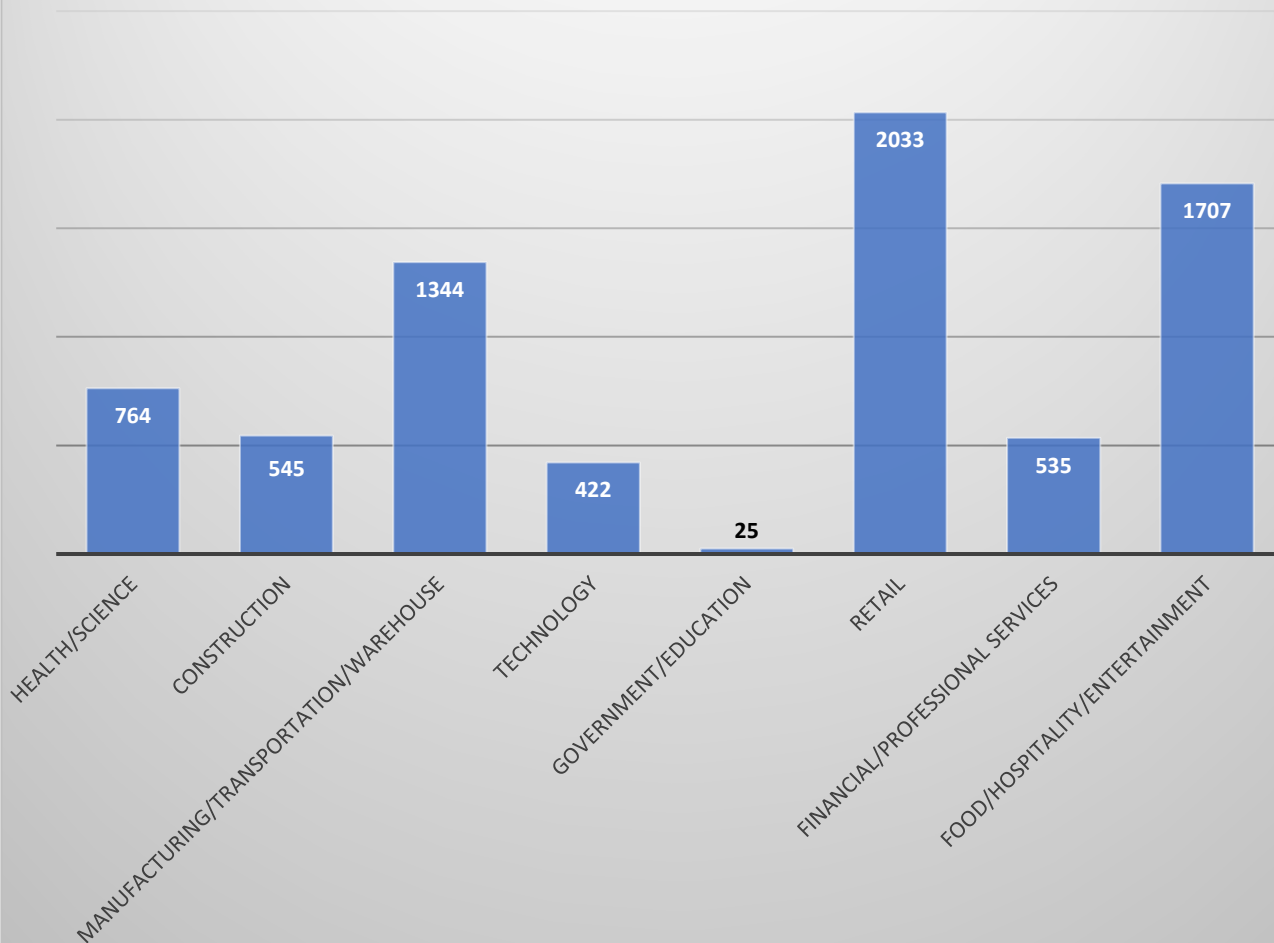
July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

## TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Health/Science	764
Construction	545
Manufacturing/Transportation/Warehouse	1344
Technology	422
Government/Education	25
Retail	2033
Financial/Professional Services	535
Food/Hospitality/Entertainment	1707

**Number of Affected Workers**  
*July 1, 2019- July 31, 2020*

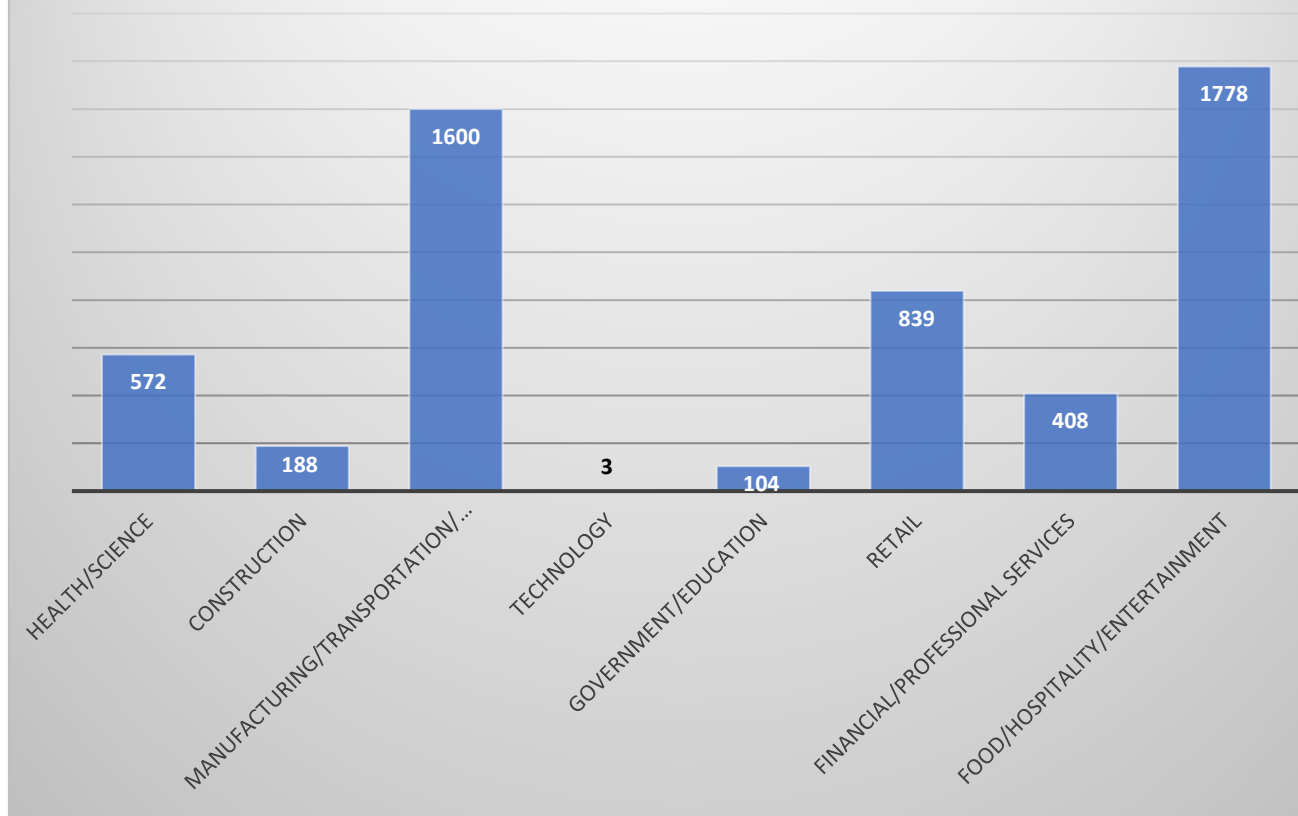


July 1, 2019 – December 31, 2020

Week Ending July 31, 2020

**EDEN RAPID RESPONSE**

Industry	Affected Workers
Health/Science	572
Construction	188
Manufacturing/Transportation/Warehouse	1600
Technology	3
Government/Education	104
Retail	839
Financial/Professional Services	408
Food/Hospitality/Entertainment	1778

**Number of Affected Workers***July 1, 2019- July 31, 2020*



## **ITEM V.G. – REPORTS**

### **TRAINING EXPENDITURES REPORT – PY 2019/2020**

#### **BACKGROUND:**

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2019/2020. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Formula funds and allowable leveraged training expenditures as of June 30, 2020. The activity reflects training expenditures from services provided by the WIOA 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 2019/2020, 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. For PY 2019/2020, the 30% training requirement is \$953,355, of which at least \$635,570 (20%) must be WIOA Adult/Dislocated Worker Formula expenditures and no more than \$317,785 (10%) may be leveraged training funds from other sources.

#### **Training Expenditures - Status of Expenditures & Obligations:**

As of June 30, 2020, total training expenditures, including leveraged training, amount to \$933,543 (27.8% of the required 30%). The remaining 2.2% (\$19,812) needed to meet the required 30% has been obligated and is expected to be expended in July/August 2020. Please refer to Attachment V.G.1.

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

#### **ATTACHMENTS:**

V.G.1. – Training Expenditures Report – PY 2019/2020 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**TRAINING EXPENDITURES REPORT**  
**REPORT DATES: 7-1-19 thru 6-30-20**

<b>PROGRAM YEAR 2019-20</b>	Expenditure Requirement	Expenditures at Report Date	Unliquidated Obligations	Balance to Meet Requirement	% Expended
WIOA Adult/DW Training	\$635,570	\$615,758	\$19,812	\$0	17.8%
Leverage Training	\$317,785	\$317,785	\$0	\$0	10.0%
<b>Total (1)</b>	<b>\$953,355</b>	<b>\$933,543</b>	<b>\$19,812</b>	<b>\$0</b>	<b>27.8%</b>

- (1) A minimum of 20% (\$635,570) 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% (\$317,785) may be training dollars from other sources.