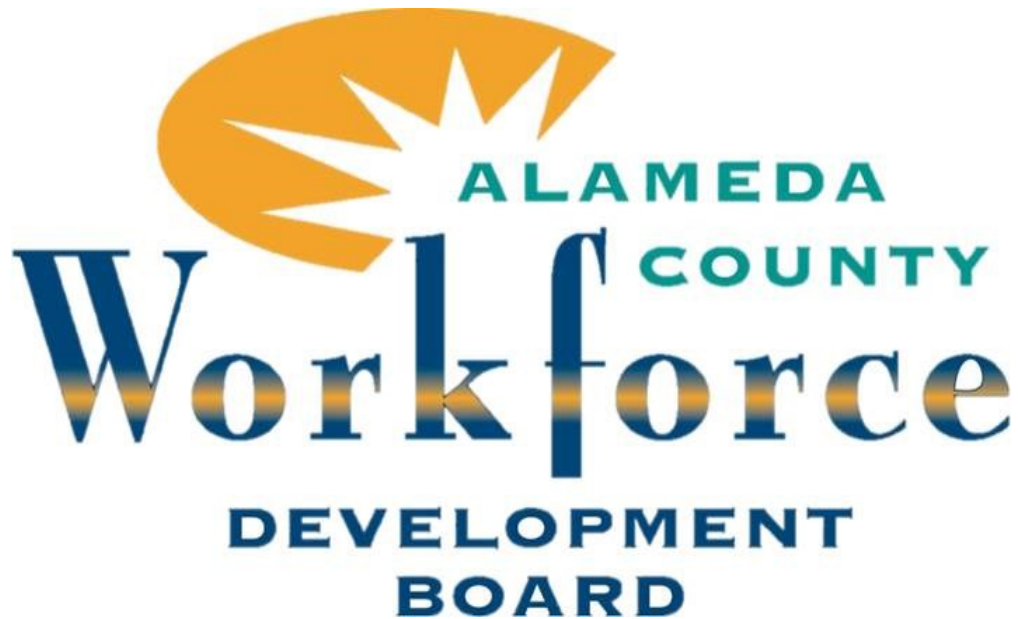


Joint Committee

(Organizational Effectiveness, Youth, and Systems and Strategies)



(<http://www.acwdb.org>)

**In partnership with the
BOARD OF SUPERVISORS**

**Serving the County of Alameda and the cities of
Alameda Albany Berkeley Dublin Emeryville Fremont
Hayward Newark Livermore Piedmont Pleasanton
San Leandro Union City**

**August 18, 2021
9:30 A.M.**

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

MEETING NOTICE

Wednesday, August 18, 2021

9:30 – 11:30 A.M.

Eden Area Multi-Service Center

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

<https://zoom.us/j/98316416265?pwd=ajJpeFNYQTBFNGJyRVVnc2xKWkEwZz09>

Passcode: 328323 | +1 669 900 6833 US (San Jose)

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

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PUBLIC FORUM	
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.	
III. ACTION ITEMS / PUBLIC HEARING	
A. Selection of Providers for the Youth Innovation Program and Future Force Career Program	1
B. Diversity, Equity, and Inclusion Conceptual Framework	5
IV. DISCUSSION ITEMS	
A. Environmental Scan for Quality Jobs	11
V. INFORMATION ITEMS	
A. Contract Performance Measures and Goals PY 2021/2022 (7/1/2021 through 6/30/2022)	13
B. New Reporting/Training Mandate for Businesses Employing Minors	15
C. Outcomes of Conditional Funding PY 2020/2021	19
VI. REPORTS	
A. Local Area Performance Reports	23
B. Adult & Dislocated Worker Reports	
B.1. Services to Unemployed Relative to Labor Force Participation Within the Local Workforce Area – PY 2020/2021 Quarter 4	27
B.2. Contract Performance Indicators Reports – Adults and Dislocated Workers PY 2020/2021 Quarter 4	31

C. Youth Contract Performance Indicators Reports – PY 2020/2021 Quarter 4	41
D. Financial Indicators Report – PY 2020/2021	49
E. Business Services Report – PY 2020/2021	53
F. Rapid Response Report – PY 2020/2021	61
G. Training Expenditures Report – PY 2020/2021	69

VII. MATTERS INITIATED BY COMMITTEE MEMBERS

VIII. ANNOUNCEMENTS

SYSTEMS AND STRETEGIES COMMITTEE MEMBERS: Kelly Johnson (Chair); Vacant (Vice-Chair); Tina Kapoor; Michael Keenan; Tony Lam; Kalpana Oberoi; Jennifer Ong; Paul Reyes.

ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEMBERS: Jeff Bowser (Chair); Sara Walke (Committee Vice-Chair); Tyler Abbott; Jennifer Cogley; John Torok; Iris Wiangchanok.

YOUTH COMMITTEE MEMBERS: Vacant (Chair); Lisa Meza (Vice-Chair); Jeff Bowser; Eric Darby; Gana Eason; Linda Evans; Bill Pelter; Raquel Ramsey-Shelton; Mario Wagner.

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.

NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING: NOVEMBER 17, 2021
NEXT ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING: NOVEMBER 3, 2021
NEXT YOUTH COMMITTEE MEETING: NOVEMBER 8, 2021

ITEM III.A. – ACTION / PUBLIC HEARING

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

RECOMMENDATIONS:

That the Joint Organizational Effectiveness (OE) Committee, the Systems and Strategies (S&S) Committee and the Youth Committee (YC) approve the following recommendations:

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

BACKGROUND:

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

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

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

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

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

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

SELECTION PROCESS AND RANKING:

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

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

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

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

ATTACHMENTS:

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

III.A.2.- Program Summary

List of Bidders for RFP-2021-ACWDB-YP

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

Youth Innovation Program

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

Future Force Career Program

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

Program Summary

Youth Innovation Program (In-School)

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

Future Force Career Program (Out-of-School)

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

ITEM III.B. – ACTION / PUBLIC HEARING
DIVERSITY, EQUITY, AND INCLUSION CONCEPTUAL FRAMEWORK

RECOMMENDATION:

That the Alameda County Workforce Development Board’s Organizational Effectiveness Committee, Youth Committee, and Systems and Strategies Committee:

1. Approve the Diversity, Equity, and Inclusion (DEI) conceptual framework as a starting point in DEI efforts.

2. Adopt Policy Link’s Equity Manifesto.

BACKGROUND:

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

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

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

SUPPORTING EVIDENCE:

1. **“Racial economic exclusion hampers the region’s economic growth.** In 2018 alone, racial gaps in wages and employment for working-age people cost the region \$348 billion in unrealized GDP [Gross Domestic Product]. With racial equity in income, the average income of Latinx workers would be 173 percent higher, while the average annual income

of Black workers would more than double, and the region’s GDP would increase by 37 percent.”¹

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

DIVERSITY, EQUITY, AND INCLUSION CONCEPTUAL FRAMEWORK:

The literature and data present evidence for making sweeping and intentional paradigm shifts around the importance of centering equity. The DEI conceptual framework should function as a

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

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

road map as the ACWDB works intentionally to close disparity gaps in programming. The DEI Conceptual Framework can be re-defined as new insights occur. The DEI conceptual framework will assist ACWDB members, staff, and stakeholders continue to lead with an equity lens so that we achieve and sustain DEI efforts and outcomes.

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

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

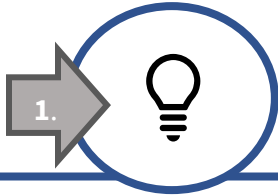
ATTACHMENTS:

III.B.1 – Diversity, Equity, and Inclusion Conceptual Framework

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



Diversity, Equity, and Inclusion Conceptual Framework



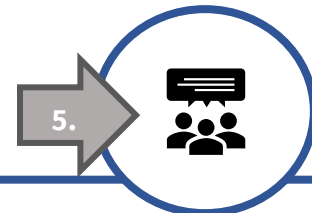
1. Acknowledge structural racism, institutional practices, and race-and-gender based power dynamics that function as an impasse for people of color, women, people with disabilities, justice-involved individuals, immigrants, and other underrepresented groups.



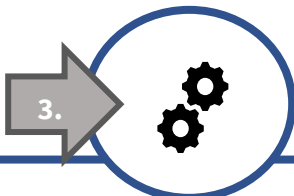
4. Change the workforce system, programs, policies, and the trajectory of marginalized job seekers and employers by incorporating DEI efforts to close disparity gaps and achieve equitable outcomes.



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



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



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



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

The Equity Manifesto

Lifting Up What Works®

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

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

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

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

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

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

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

ITEM IV.A. – DISCUSSION

ENVIRONMENTAL SCAN FOR QUALITY JOBS

BACKGROUND:

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

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

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

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

ENVIRONMENTAL SCANNING:

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

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

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

diversity initiatives.

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

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

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

At your joint meeting on August 18, 2021, staff will discuss this topic and garner your feedback in line with #8 in the aforementioned enumerated list. For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at latoya.reed@acgov.org or Samantha Miller, Business Services Coordinator at (510) 259-3832 or by email at samiller@acgov.org.

ITEM V.A. – INFORMATION

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

BACKGROUND:

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

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

Adult and Dislocated Worker:



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals

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

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

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

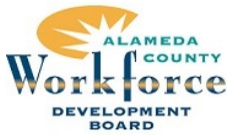
^④ % of participants enrolled in training, who exited and reported MSG attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

Youth and Young Adults:

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals

PY 2021/2022 - Youth Innovation & Future Force



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

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

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

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

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

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

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

ITEM V.B. – INFORMATION

NEW REPORTING/TRAINING MANDATE FOR BUSINESSES EMPLOYING MINORS

BACKGROUND:

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

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

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

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

Training Requirements

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

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

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

ATTACHMENT:

V.B.1. General Training Overview



General Training

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

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

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

You will learn:

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

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

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

ITEM V.C. – INFORMATION

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

BACKGROUND:

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

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

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

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

OUTCOMES:

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

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

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

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

ADULTS AND DISLOCATED WORKERS:

Rubicon Programs (Eden AJCC):

PY 20/21 Funding Levels

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

Conditional Funding Performance Measures

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

Avg of all % attainments
79.9%

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

Total forfeiture
\$127,038.13

Peralta College (North Cities)

PY 20/21 Funding Levels

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

Conditional Funding Performance Measures

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

Avg of all % attainments
100.0%

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

Total forfeiture
\$0.00

Ohlone College (Tri-Cities)

PY 20/21 Funding Levels

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

Conditional Funding Performance Measures

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

Avg of all % attainments
93.9%

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

Total forfeiture
\$25,559.44

Chabot/Las Positas (Valley)

PY 20/21 Funding Levels

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

Conditional Funding Performance Measures

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

Avg of all % attainments
91.5%

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

Total forfeiture
\$19,395.11

YOUTH AND YOUNG ADULTS:

In-School – Eden ROP

PY 20/21 Funding Levels

Annual \$
\$161,012.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	94.2%

Avg % of all attainments
98.1%

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

Total forfeiture
\$3,112.90

Out-of-School – Hayward Adult School

PY 20/21 Funding Levels

Annual \$
\$328,465.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

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

Total forfeiture of:
\$0.00

Out-of-School – Berkeley Youth Alternatives

PY 20/21 Funding Levels

Annual \$
\$282,845.00

Conditional Funding Performance Measures

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

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

Total forfeiture of:
\$0.00

Out-of-School – La Familia

PY 20/21 Funding Levels

Tri Cities
\$191,605.00

Valley
\$109,488.00

Conditional Funding Performance Measures

Tri Cities

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

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

Valley

New Enroll	WBL	CSL
100.0%	100.0%	100.0%

Avg % of all attainments
100.0%

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

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

Total forfeiture
\$0.00

Total forfeiture
\$0.00

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

ITEM VI.A. – REPORTS

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

BACKGROUND:

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

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

ANALYSIS OF REPORTS:

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

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

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

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

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

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

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

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

ATTACHMENT:

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

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

Performance Attainments	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters	180			212			328		
Total Participants Served	485	100%		1002	100%		1523	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)	Current Total	% of Total Served		Current Total	% of Total Served		Current Total	% of Total Served	
Eligible Veterans	0	0%		26	3%		31	2%	
Individuals with a Disability	110	23%		160	16%		36	2%	
Low-income individuals	465	96%		596	59%		781	51%	
Ex-offenders	10	2%		75	7%		33	2%	
Homeless individuals or runaway youth	80	16%		57	6%		19	1%	
Current or former foster care youth	14	3%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	232	48%		36	4%		31	2%	
Single parents (Including single pregnant women)	6	1%		197	20%		253	17%	
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ①	53.1%	62.3%	85.2%	55.8%	67.0%	83.3%	58.8%	73.0%	80.5%
Placement Rate @ 4th Quarter Post Exit ①	51.1%	65.0%	78.6%	64.3%	67.0%	96.0%	69.1%	71.0%	97.3%
Median Earnings @ 2nd Quarter Post Exit	\$4,983.45	\$3,100.00	160.8%	\$8,868.00	\$6,800.00	130.4%	\$13,431.36	\$9,000.00	149.2%
Credential Rate	46.4%	54.1%	85.8%	69.4%	61.7%	112.5%	58.5%	60.0%	97.5%
Measurable Skill Gains	31.5%	43.0%	73.3%	23.1%	32.0%	72.2%	20.9%	40.0%	52.3%

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

25

Attachment VI.A.1.

ITEM VI.B.1. – REPORTS

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

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Sub-Regional Network of Career Service Providers serve a significant number of job seekers through self-directed activities. These job seekers, who are not yet enrolled in any Workforce Innovation and Opportunity Act (WIOA) funded programs, are commonly referred to as “Universal Customers”.

Job seekers register themselves into the State’s career networking system (CalJOBS) and then take advantage of services including workshops, computer labs, and other universal services that are offered through ACWDB’s workforce resource system.

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

The State of California’s CalJOBS system offers local boards the ability to report on the number of job seekers who reside within their areas and **who utilize the online CalJOBS system** to meet their job search and vocational training needs.

Virtual and online services are especially critical for job seekers, laid-off, and furloughed workers during this COVID-19 pandemic and the resulting public order to “Shelter-In-Place” (SIP).

ANALYSIS OF REPORTS:

The Participation Rate:

Based on the Monthly Labor Force Data published by California’s Employment Development Department (EDD) Labor Market Division the participation rate in Alameda County is approximately 32%. This means that of the unemployed individuals in Alameda County, approximately 32% are seeking career and vocational training services through publicly funded programs and/or California’s CalJOBS system. Please review the attached report for additional information on these statistics.

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

ATTACHMENT:

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

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

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

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

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

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

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

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

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

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

NOTE: There were an additional 4,597 job seekers who utilized services in our Local Area during this period, but who reside outside our service delivery area, and are NOT accounted for in this report. Of those 4,597 - 4,563 were residents of the City of Oakland.

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

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

ITEM VI.B.2. – REPORTS

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

BACKGROUND:

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

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

ANALYSIS OF REPORTS:

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

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

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

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

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

ATTACHMENTS:

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

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB-FUNDED CAREER SERVICE PROVIDERS

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

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

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

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

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

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

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

RUBICON PROGRAMS - EDEN AREA AJCC - Comprehensive

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

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

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

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

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

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

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

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

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

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

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

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

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

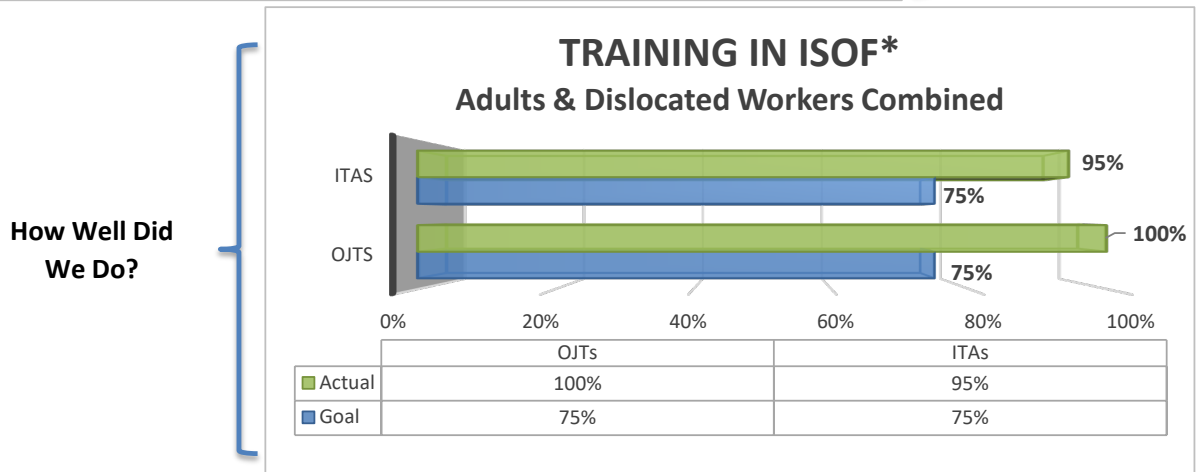
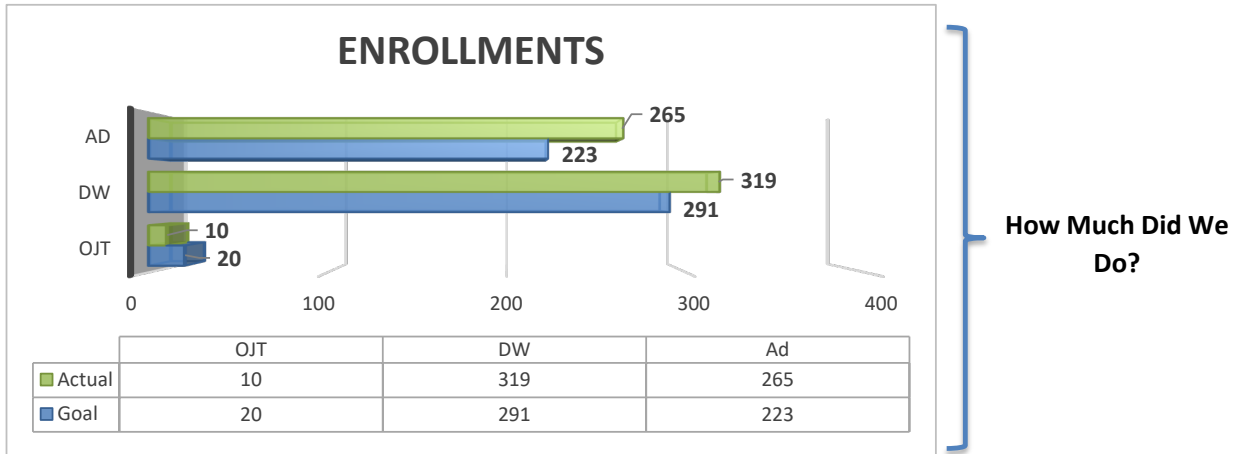
* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

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

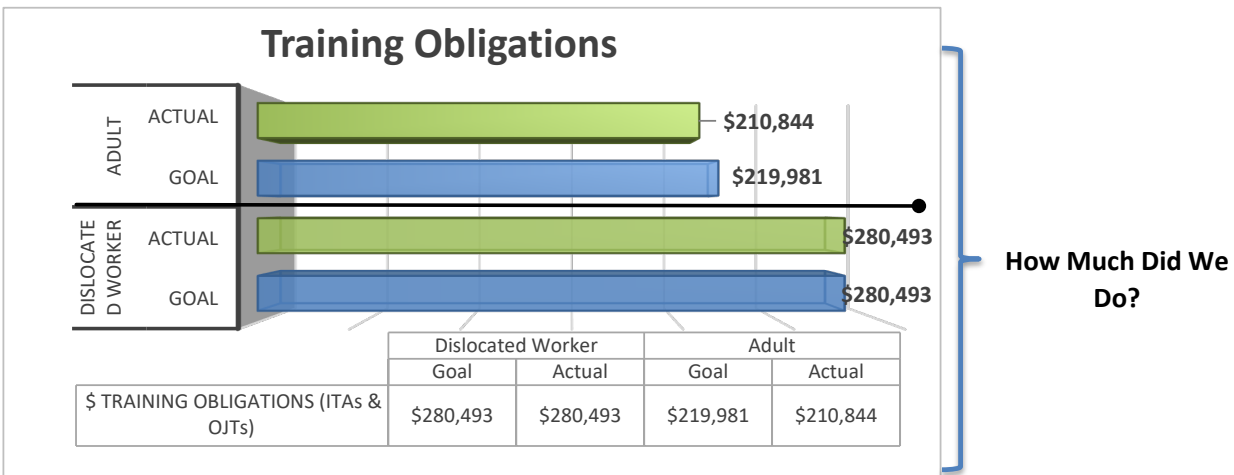
CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

AGGREGATE DATA

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



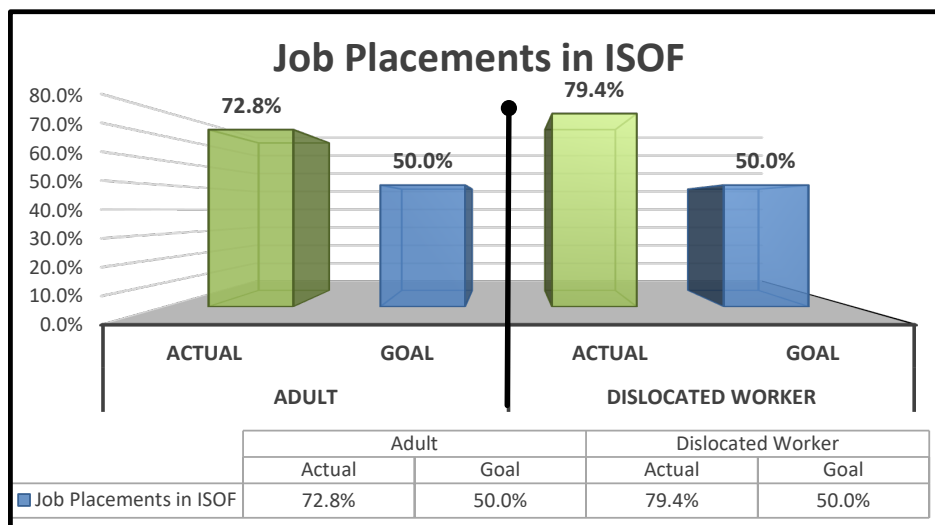
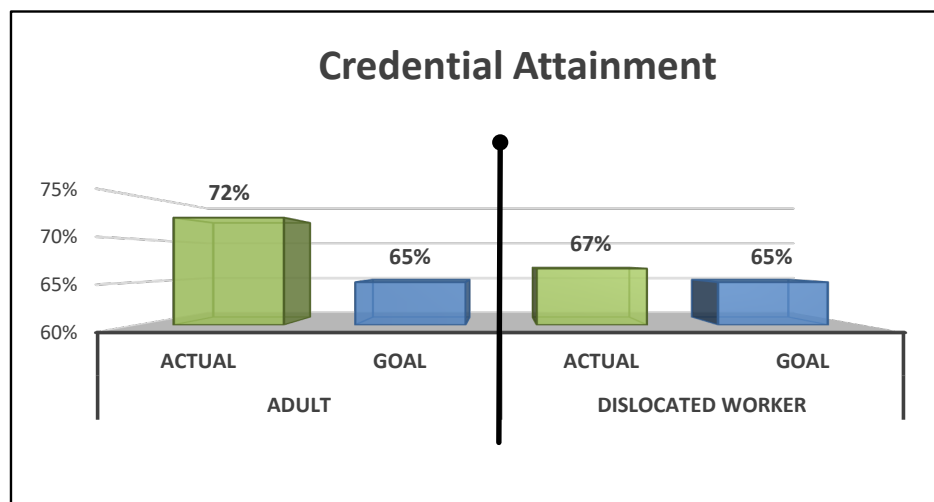
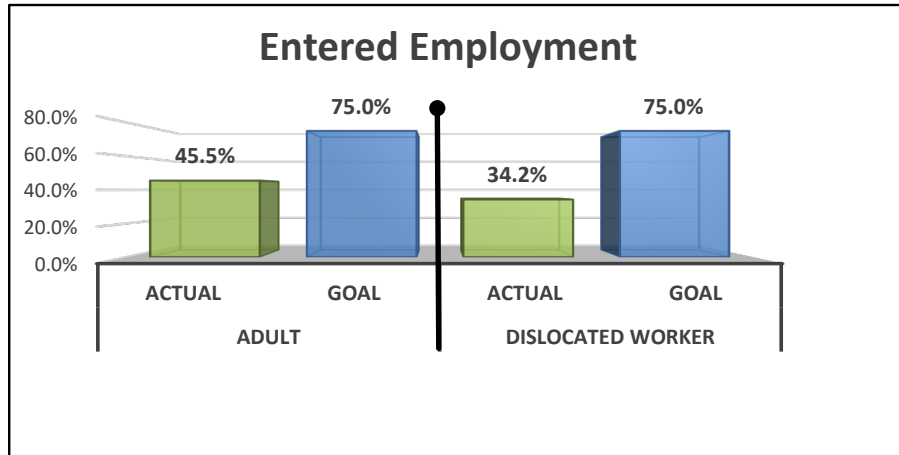
* ISOF = ACWDB's Industry Sector and Occupational Framework



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

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

Is Anyone Better Off?



ITEM VI.C. – REPORTS

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

BACKGROUND:

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

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

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

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

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

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

ANALYSIS OF REPORTS:

In-School Youth Innovation Program:

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

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

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

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

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

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

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

ATTACHMENT:

VI.C.1. – REPORT CPIR Yth PY20-21 Q4

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB YOUTH PROVIDERS

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

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

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

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

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

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

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

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

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

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

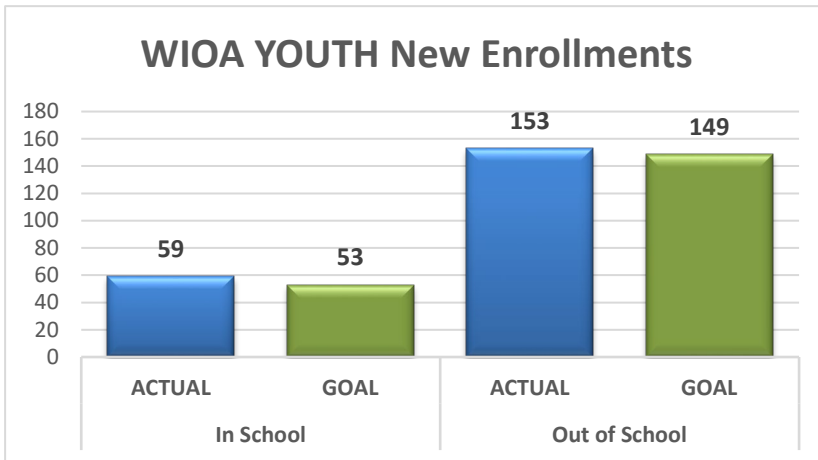
② Soft Skills/Leadership = Activity 410-Leadership Development Services

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

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

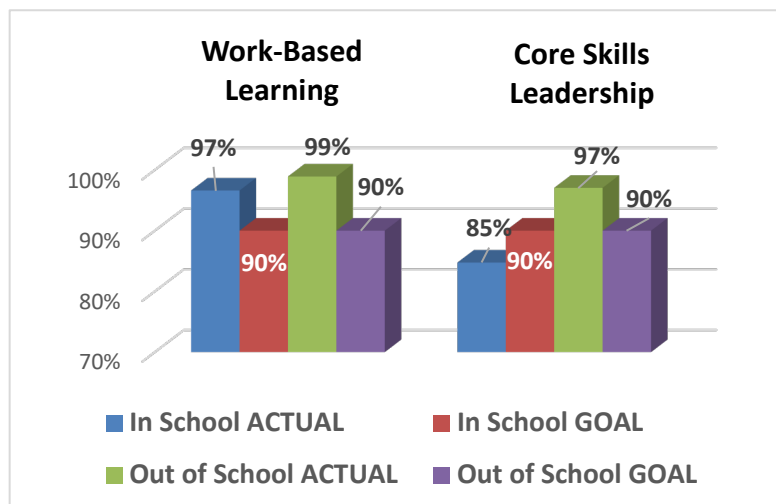
47

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

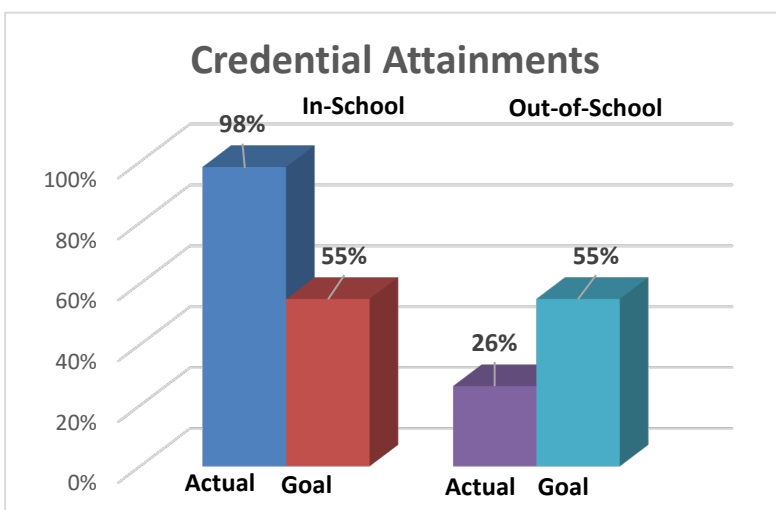


How much did we do?

How well did we do?



Is anyone better off?



ITEM VI.D. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2020/2021

BACKGROUND:

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

Objectives of the Financial Indicator Report are to:

- Ensure the timely expenditure of available funds
- Assist operators in making changes to service delivery approaches
- Identify potential program and/or financial problem areas
- Identify under-expenditures that may be directed to more effective activities
- Be an indicator of the potential for the recapture of funds

AJCC/Career Services Providers - Status of Invoices & Expenditures:

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

Youth Providers - Status of Invoices & Expenditures:

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

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

ATTACHMENTS:

VI.D.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2020/21 Report

VI.D.2. - Financial Indicator Report – Youth Providers PY 2020/21 Report

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

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

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

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

ITEM VI.E. – REPORT

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

BACKGROUND

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

COVID-19 PANDEMIC

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

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

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

Rapid Response Services

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

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

Please see *Item VI.F. Rapid Response Report 2020/2021* for details on COVID-19 impacts on lay-offs in Alameda County.

Layoff Aversion

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

Business Services

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

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

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

Human Resources (HR) Hotline

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

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

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

Partnerships, Collaborations and Business Engagement

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

Partnerships

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

Collaborations

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

Business Engagement

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

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

The Alameda County Business Engagement Team (ACBET)

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

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

ATTACHMENT:

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

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

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

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

57

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

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

ITEM VI.F.– REPORT

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

BACKGROUND:

For the 2020-2021 Program year the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 60 layoff/closure events, affecting 4,022 and reflect only (1%) of closures and of the impacted workers.

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

Rapid Response Activities

Bay Area Caltrans Office of Toll Operations is responsible for the collection of bridge tolls in the Bay Area. The toll collection system has been upgraded to an electronic collection system. This layoff will permanently displace 215 workers. One virtual Rapid Response orientation was held on June 30, 2021 with approximately 86 workers attending. Additional Rapid Response orientations for July and August 2021 are in the planning process.

The Double Tree Hotel in Newark announced a reduction in workforce which would have resulted in a mass layoff. This layoff would have permanently displaced 63 workers. However, as of June, The Double Tree management team were in the planning process to retain all workers.

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

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

COVID -19 Impacts

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

As a result of the COVID-19 pandemic and the current Shelter-in-Place order, ACWDB staff are currently conducting all Rapid Response orientations virtually, using either webinars or tele-

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

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

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

ATTACHMENT:

VI.F.1. - ACWDB Layoff and Closure 7/1/2020 – 6/30/2021.

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

July 1, 2020 – June 30, 2021

Attachment VI.F.1.

Page 1 of 5

Month Ending: June 30, 2021

WARN

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

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

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

COVID-19 layoff date : (March 1, 2020 - June, 30 2021) Total Employers 336 Total Workers: 33230

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

EDEN RAPID RESPONSE	COVID 8	Total Employers 16	Total Workers 627
NORTH CITIES RAPID RESPONSE	COVID 11	Total Employers 13	Total Workers 1306
TRI-CITIES RAPID RESPONSE	COVID 7	Total Employers 14	Total Workers 639
TRI-VALLEY RAPID RESPONSE	COVID 10	Total Employers 13	Total Workers 1352
	TOTAL: 36	TOTAL: 56	TOTAL: 3924
	TOTAL COVID-19 AFFECTED WORKERS: 1807		

Region	COVID-19 Affected Employers	Employer	Union	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers	TAA Status
Eden	x	Epicurean Group		Hayward	Food Services	Layoff	07/27/20	5	
Eden	x	Precision Founders, Inc. dba PCC Structural		San Leandro	Manufacturing	Layoff	08/04/20	21	
Eden	x	Western Dental		Hayward	Healthcare	Layoff	08/14/20	3	
Eden	x	Western Dental		San Leandro	Healthcare	Layoff	08/14/20	1	
Eden		The Coca-Cola Company dba Odwalla		San Leandro	Manufacturing	Layoff	08/31/20	33	
Eden		Conxtech	x	Hayward	Manufacturing	Layoff	09/25/20	50	
Eden		Conxtech		Hayward	Manufacturing	Layoff	09/25/20	11	
Eden	x	H.U.G.Company		Hayward	Manufacturing	Layoff	09/30/20	42	
Eden	x	FXI, Inc.		San Leandro	Manufacturing	Layoff	10/20/20	64	
Eden	x	Lags Spine and Sportscare Medical Centers, Inc. d/b/a		Hayward	Healthcare	Layoff	11/02/20	3	
Eden		Intarcia Therapeutic, Inc.		Hayward	Healthcare	Layoff	11/20/20	279	
Eden		Kaiser Foundation Hospitals and Kaiser Foundation Health		San Leandro	Healthcare	Layoff	11/29/20	3	
Eden	x	Knighted Ventures, LLC		Hayward	Entertainment	Temporary	12/07/20	25	
Eden		Southwestern & Pacific Specialty Finance, Inc.		San Leandro	Professional Services	Closure	12/11/20	3	
Eden		Raley's dba Food Source		Hayward	Retail	Closure	06/05/21	35	
Eden		Berber Foods Manufacturing Inc. dba Mi Rancho		San Leandro	Manufacturing	Layoff	05/28/21	51	
Eden		The Whole Cart, LLC		Hayward	Transportation	Layoff	04/23/21	33	

Attachment VI.F.1 ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2020 – June 30, 2021

Month Ending: June 30, 2021

North Cities	x	Philz Coffee, Inc.		Berkeley	Food Services	Layoff	07/15/20	2	
North Cities	x	PT Gaming, LLC		Emeryville	Entertainment	Layoff	07/17/20	71	
North Cities	x	BPR Properties Management, LLC dba BPR Hotels, Shattuck Hotel		Berkeley	Hospitality	Layoff	07/25/20	98	
North Cities	x	Epicurean Group		Albany	Food Services	Layoff	07/27/20	32	
North Cities	x	Epicurean Group		Albany	Food Services	Layoff	07/27/20	5	
North Cities	x	Epicurean Group		Berkeley	Food Services	Layoff	07/27/20	11	
North Cities	x	YMCA of the East Bay		Albany	Healthcare	Layoff	07/30/20	66	
North Cities	x	YMCA of the East Bay		Berkeley	Healthcare	Layoff	07/30/20	224	
North Cities	x	HYATT House Emeryville		Emeryville	Hospitality	Temporary	08/14/20	89	
North Cities	x	Hornblower Cruises & Events, LLC		Berkeley	Entertainment	Layoff	08/20/20	30	
North Cities		Raiders Football Club, LLC	x	Alameda	Entertainment	Closure	08/22/20	492	
North Cities	x	Courtyard Management Corporation		Emeryville	Hospitality	Layoff	03/01/21	85	
North Cities		Clif Bar & Company		Emeryville	Food Services	Layoff	04/23/21	101	
North Cities		MobiTV Inc.		Emeryville	Technology	Layoff	5/2/2021	86	
Tri-Cities	x	Philz Coffee, Inc.		Fremont	Food Services	Layoff	07/15/20	5	
Tri-Cities	x	Epicurean Group		Fremont	Food Services	Layoff	07/27/20	6	
Tri-Cities	x	Tailored Shared Services, LLC		Fremont	Retail	Temporary	07/28/20	86	
Tri-Cities		Seagate US, LLC		Fremont	Manufacturing	Layoff	08/04/20	78	
Tri-Cities	x	Western Dental		Fremont	Healthcare	Layoff	08/14/20	1	
Tri-Cities	x	nVent Thermal, LLC		Union City	Manufacturing	Temporary	09/13/20	1	
Tri-Cities		Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.		Fremont	Healthcare	Layoff	11/29/20	1	
Tri-Cities		Southwestern & Pacific Specialty Finance, Inc.		Fremont	Professional Services	Closure	12/11/20	1	
Tri-Cities		Corning Optical Communications LLC		Union City	Technology	Layoff	01/01/21	196	
Tri-Cities		Ichor Systems, Inc.		Union City	Manufacturing	Layoff	03/21/21	78	
Tri-Cities		Spectranetics LLC		Fremont	Healthcare	Layoff	03/31/21	56	
Tri-Cities	x	Smiths Detection, Inc.		Newark	Technology	Layoff	04/30/21	4	
Tri-Cities	x	All about Parking, Inc		Fremont	Professional Services	Layoff	3/11/2021	5	
Tri-Cities		Wells Fargo & Company		Fremont	Professional Services	Layoff	03/11/21	72	
Tri -Cities		The Double Tree Hotel		Newark	Hospitality	Layoff	06/30/21	53	
Tri Cities		MetroStar Express LLC		Fremont	Transportation	Closure	07/07/21	73	
Tri-Valley	x	Course at Wente Vineyards		Livermore	Entertainment	Temporary	07/10/20	48	

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

July 1, 2020 – June 30, 2021

Attachment VI.F.1.

Month Ending: June 30, 2021

Page 3 of 5

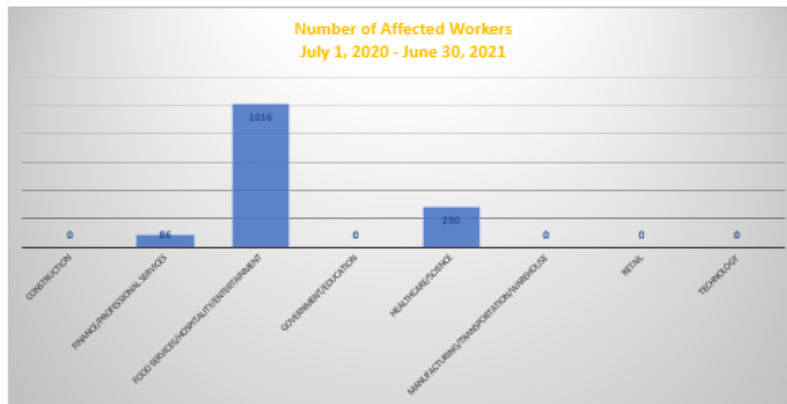
Tri-Valley	x	Cresta Blanca Golf, LLC		Livermore	Entertainment	Temporary	07/10/20	48	
Tri-Valley	x	Wente Bros., a California Corporation		Livermore	Entertainment	Layoff	07/10/20	331	
Tri-Valley	x	Wente Family Estates		Livermore	Entertainment	Temporary	07/10/20	249	
Tri-Valley	x	Wente Vineyards		Livermore	Food Services	Temporary	07/10/20	82	
Tri-Valley	x	Ross Café		Dublin	Food Services	Layoff	07/27/20	5	
Tri-Valley		Akima Infrastructure Services (AIS), LLC		Livermore	Professional Services	Layoff	08/31/20	499	
Tri-Valley	x	Eurofins NSC US, Inc.		Livermore	Professional Services	Layoff	09/01/20	25	
Tri-Valley	x	Sur La Table		Dublin	Retail	Layoff	09/01/20	22	
Tri-Valley		Saba, a Subsidiary of Cornerstone OnDemand - Dublin Office		Dublin	Technology	Layoff	01/05/21	11	
Tri-Valley	x	Godiva Chocolatier, Inc.		Pleasanton	Food Services	Layoff	03/26/21	4	
Tri-Valley	x	Godiva Chocolatier, Inc.		Livermore	Food Services	Layoff	03/26/21	8	
Tri-Valley		Kaiser Foundation Hospitals and Kaiser Foundation Health Plan, Inc.		Pleasanton	Healthcare	Layoff	05/30/21	20	

ITEM VI.F.– REPORT

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

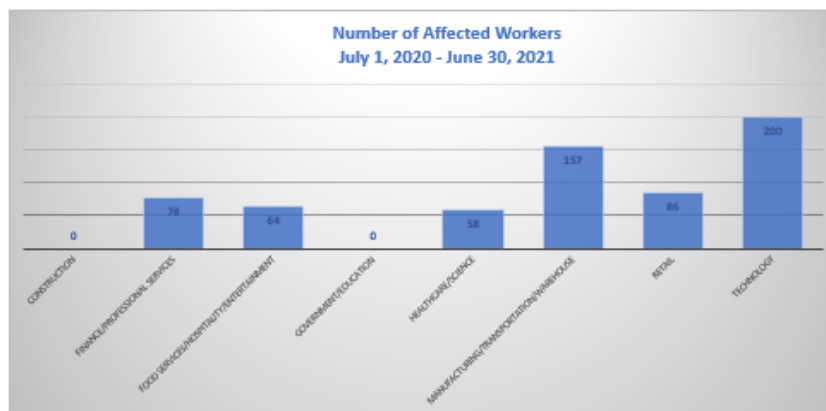
NORTH CITIES RAPID RESPONSE

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



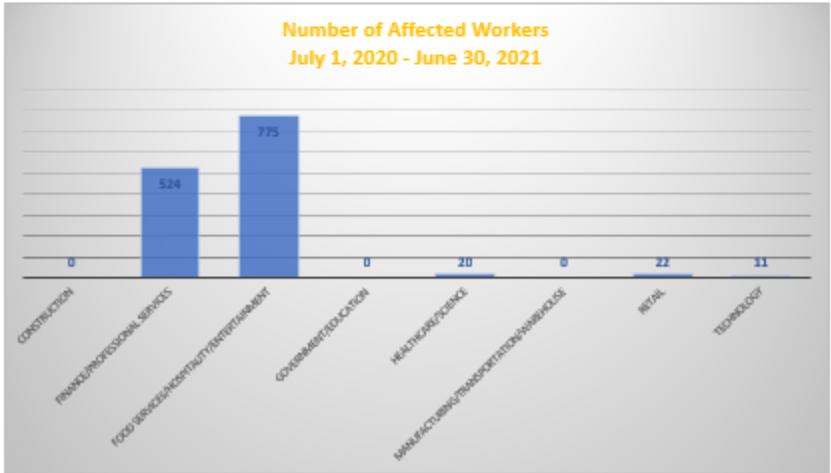
TRI-CITIES RAPID RESPONSE

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



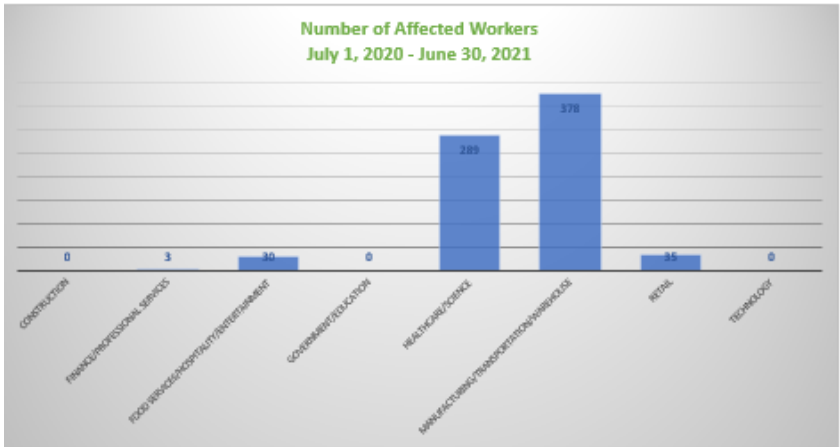
TRI-VALLEY RAPID RESPONSE

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



EDEN RAPID RESPONSE

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



ITEM VI.G. – REPORTS

TRAINING EXPENDITURES REPORT – PY 2020/2021

BACKGROUND:

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2020/2021. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds and allowable leveraged training expenditures as of June 30, 2021. The activity reflects training expenditures from services provided by the WIOA America’s Job Center of California (AJCC)/Career Services Providers and the ACWDB’s Business Services Unit.

Objectives of the Training Expenditures Report are to:

- Ensure that training expenditure requirements are met;
- Identify potential program and/or financial problem areas; and,
- Identify under-expenditures that may be directed to more effective training activities.

For PY 2020/2021, California requires that each Local Board spend an amount equal to 30% of their WIOA Formula Adult and Dislocated Worker funding allocations on training. Of that 30%, 20% must come out of those Formula allocations – and up to 10% may be from other leveraged sources of funding.

For PY 2020/2021, the 30% training expenditure requirement totals \$935,888. Twenty percent of that amount (\$623,925) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$311,963) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

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

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

ATTACHMENT:

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

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

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

- (1) A minimum of 20% (\$623,925) of WIOA Adult + Dislocated Worker formula funds must be spent on training. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation. Up to 10% (\$311,963) may be training dollars from other sources.