

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

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**MEETING NOTICE**  
**Wednesday, August 21, 2019**  
**9:00 – 11:00 A.M.**  
**Eden Area Multi-Service Center**  
**24100 Amador Street, 2<sup>nd</sup> Floor**  
**California Poppy Rooms A/B (#225/226)**  
**Hayward, CA**

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**AGENDA**

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<b>I. CALL TO ORDER AND ROLL CALL</b>	
<b>II. PUBLIC FORUM</b>	
The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
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G. Rapid Response Report - PY 2018/2019	75

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

## **VIII. ANNOUNCEMENTS**

**OE COMMITTEE MEMBERS:** Brian Salem (Committee Chair); Christopher Rose (Committee Vice-Chair); Tyler Abbott; Jennifer Cogley; Brad Frazier; James Paxson.

**S&S COMMITTEE MEMBERS:** Paul Reyes (Committee Chair); John Torok (Vice-Chair); Tina Kapoor; Tony Lam; Bethany McCormick; Kalpana Oberoi; Susie Passeggi; Melissa Stoller.

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

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

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

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

## **ITEM III.A. – ACTION / PUBLIC HEARING**

### **BUSINESS SERVICES UNIT PERFORMANCE MEASURES PY 2019/2020**

#### **RECOMMENDATION:**

That the Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee review and approve the following in regards to Business Services Unit (BSU) Performance Measures for PY 2019/2020:

- 1) Modifying the current BSU Performance Measures to include the five (5) new performance measures that are outlined in the item.

#### **BACKGROUND:**

In PY 2018/2019, the Alameda County Workforce Development Board (ACWDB) implemented a new business engagement model under the BSU, as approved by the Board on December 14, 2017. At the May 10, 2018 meeting, the Board approved the collection of business services data by the BSU in two areas while it transitioned to the new model. These included: 1) the collection of baseline data for measures that reflect the impact of working collaboratively with employer-facing partner agencies, and 2) the collection of data around five (5) general performance measures (referred to as “Board Approved Measures”).

At the December 13, 2018 WDB meeting, at the request of the OE Committee, the BSU provided a progress report on performance measures and outcomes through September 9, 2018. The item also addressed the types of baseline data the BSU had begun collecting including collaborative events with the newly formed steering committee of employer-facing partners, the Alameda County Business Engagement Team (ACBET), presentations at employer-focused convenings, information shared with employers by the ACBET, and BSU employer referrals to Career Service Providers (CSPs) and partners.

After a year of tracking performance and collecting baseline data, the BSU has reflected on the appropriateness of the measures and has established recommendations for those to track in PY 2019/2020. In determining the most effective measures, the BSU took into account measures that:

- Illustrate the impact of working collaboratively with the ACBET and other employer-facing agencies;
- Address ACWDB’s commitment to helping small businesses grow;
- Demonstrate the BSU’s role in connecting demand-driven needs with supply-side services;
- Tell the story of how ACWDB serves and engages businesses.

Staff also took into consideration the capacity of BSU staff to track measures and has focused on establishing five (5) of the most meaningful measures that could be sustained by staff going forward. The following charts illustrate the types of measures the BSU tracked in PY 2018/2019 and recommended measures for PY 2019/2020.

## BUSINESS SERVICES UNIT PERFORMANCE MEASURES

PY 2018/2019 Board Approved Performance Measures	Outcomes
1) Serve 15 New Businesses	20
2) Provide Services to 12 Small Businesses	22
3) Enhance Rapid Response/Layoff aversion services to generate 5 additional business relationships through the use of the EconoVue research tool, business assistance to employers, and training support to employers	1
4) Build local and regional collaboration with industry, trade, economic development and other business-oriented partners	
5) 75% of events align with the Industry Sector and Occupational Framework (ISOF)	100% (all events cross-sectoral)

PY 2018/2019 Baseline Measures	Total Businesses Reached
1) Presentations at Employer-Focused Convenings (e.g. EAC meetings, Bay Area Business Roundtable, Small Business events)	229
2) Collaborative & Co-Sponsored Events with ACBET Partners/Cities/Chambers/etc.	Re-Entry Forum: 20 Disabilities Forum: 10
3) Overall Employer Referrals (includes OJT referrals to Career Services, referrals to other partners, etc.)	50 referrals



Proposed PY 2019/2020 Performance Measures
1) Overall Businesses Served (e.g. through outreach at events, meetings, individually, Rapid Response activities)
2) Individualized Services to Small Businesses
3) Number of Events Attended
4) Build local and regional collaboration with industry, trade, economic development and other business-oriented partners
5) Overall Employer Referrals

Part of the early discussion on baseline data collection included determining the types and methods of performance measures ACBET partner agencies utilized in order to identify areas of alignment with ACWDB's measures and systems. Through a subsequent discussion on metrics, ACBET partners determined they did not track performance in the same way and/or used prescribed systems for tracking data that would be difficult to combine. Partners did agree on a desire to focus on high-impact activities for target populations and small businesses and to continue to consider events that could be co-sponsored in PY 2019/2020. One outcome of the discussion was an update of the Alameda County Employer Guide to include business services by the BSU, the Social Services Agency's Workforce Benefits Administration, and the Employment Development Department's (EDD) Employer Advisory Council.

Another part of early discussions on data collection included tracking business measures established by the State. In June 2018, EDD sent out a Draft Directive on Performance Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I and III Programs, outlining three proposed "Effectiveness in Serving Employers" measures that included Retention with the Same Employer, Repeat Business Customers and Employer Penetration Rate. At this point, the State is still considering the effectiveness of the measures and will inform the community when a decision is made.

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

## ITEM III.B. – ACTION / PUBLIC HEARING

### INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK – GOVERNMENT SECTOR RESEARCH

#### RECOMMENDATIONS:

That the Joint Organizational Effectiveness (OE) and Systems and Strategies Committees approve the following recommendations:

1. Include the government sector as a priority industry within the Industry Sector and Occupational Framework (ISOF); and,
2. Extend the current ISOF policy until the end of the calendar year 2022, which aligns with the ISOF's five-year projected timeframe.

#### BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) allows local workforce development boards (LWDBs) discretion to establish priority industries and occupations in their local area. In alignment with WIOA, staff conducted research on industries and occupations projected to grow in Alameda County between 2017 and 2022 and created the ISOF.

The ISOF is a tool used by Alameda County Workforce Development Board (ACWDB) staff and service providers to drive program development strategies, performance goals, and WIOA training policies. The ISOF has also been written into ACWDB's Local Plan as an overall strategy for driving programs and placement efforts. See Attachment III.B.1 for more information.

In addition to the ISOF, staff developed a corresponding ISOF policy for WIOA service providers. The ISOF was approved by the ACWDB for one year, from July 1, 2016 to June 30, 2017. ACWDB also approved the extension of the ISOF policy through June 30, 2019, allowing time for the state's final directive regarding local plan modifications to be in place before revising the ISOF, since the ISOF is tied to both the Four-Year Local Plan and subsequent revised Two-Year Modified Local Plan.

When the Two-Year Modified Local Plan Directive was finalized, LWDBs were required to describe labor market changes or updates in their local areas. In ACWDB's Two-Year Modified Local Plan, staff drafted the following section, anticipating that the government sector may align with the ISOF and provide robust opportunities for job seekers in Alameda County:

*“Priority Sectors - In the next rendition of ACWDB's ISOF model, we will explore the feasibility of adding the public/government sector as a priority industry. According to the East Bay Economic Outlook 2017-2018, the East Bay's largest sector is the government*

*sector.<sup>1</sup> The public/government sector tends to be a major employer in Alameda County and provides employment and wage stability.”*

At the OE Committee meeting on April 10, 2019, staff recommended that the OE Committee extend the current ISOF policy to the end of September 2019 and direct staff to research the government sector as a prospective ISOF priority.

The OE Committee unanimously approved the recommendation, which allowed staff the necessary time to research the government sector, present findings, and take a necessary step toward implementing a component/section of the Two-Year Modified Local Plan. Staff informed the OE Committee that findings regarding inclusion of the government sector into the ISOF would be presented at the OE Committee on August 7, 2019.

### **GOVERNMENT SECTOR RESEARCH:**

Staff researched the government sector to determine alignment with the ISOF model and the findings are as follows:

- In alignment with the ISOF’s projected timeframe (between 2017 and 2022), the government sector (local government) is projected to add an additional 4,011 jobs in Alameda County.
- In Alameda County, the government sector collectively employed 68,945 individuals in December 2018, ranking as the fifth most prominent sector in terms of employment and exceeding employment in the accommodations/food and construction sectors.<sup>2</sup> See Attachments III.B.2 and III.B.3 for more information.
- While the professional, scientific, and technical services sector (fourth most prominent sector in terms of employment) employed 4,547 more individuals than the government sector, it had approximately eleven times more establishments than the government sector.
- Comparatively speaking, the government sector had the same number of establishments (595) as the art, entertainment, and recreation (AE&R) sector (from October to December 2018), but on average, employed approximately six times more individuals than the AE&R sector in the latest quarter, for which the data is available (October 2018 to December 2018).

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<sup>1</sup> The East Bay Economic Outlook publication is produced by the East Bay Economic Development Alliance, in partnership with Beacon Economics. The publication is also funded in part, by the Alameda County Social Services Agency, ACWDB, and the Workforce Development Board of Contra Costa County.

<sup>2</sup> In December 2018, the Health Care and Social Assistance sector employed the most individuals in Alameda County, followed by the Manufacturing, Retail, and Professional, Scientific, and Technical Services sectors. Quarterly data is based on Quarterly Census of Employment and Wages.

- In December 2018, the government sector employed slightly more than the accommodations and food sector, (68,945 and 65,077 respectively), but had nearly seven times less the number of establishments than the accommodations and food sector.
- While there was a decline in government employment within the educational services and public administration sectors, from the beginning of the quarter to the end, government employment in Alameda County is most still most prominent in the educational services and public administration sectors. Both sectors employ more than 32,000 and 19,000 individuals respectively. See Attachment III.B.2.
- Other sectors in Alameda County that reflect government employment are associated with the: health care/social assistance sector (i.e. Alameda Health System – Fairmont Hospital, Highland, etc.), transportation sector (i.e. AC Transit, BART, etc.), utilities/energy sector (i.e. Public Works), etc. See Attachment III.B.2 for more information.
- The following occupations are projected to grow (at least 10 additional jobs per year, starting in the year 2019) in Alameda County within the government sector by 2022:
  - Elementary School Teachers
  - Teacher Assistants
  - Registered Nurses
  - Secondary School Teachers
  - Substitute Teachers
  - Janitors
  - Middle School Teachers
  - Police and Sheriff’s Patrol Officers
  - General Office Clerks
  - General Maintenance and Repair Workers
  - Nursing Assistants
  - Education Administrators, Elementary, and Secondary School
  - Food Preparation and Serving Workers
  - Computer User Support Specialists<sup>3</sup>

In conclusion, the data suggest that employment in the government sector is comparatively higher than employment in other high-growth sectors when cross-examining the number of industry establishments to employment. This demonstrates how prominent government employment is in Alameda County, which also aligns with other economic research and data, such as highlighted in the Economic Outlook Report produced by Beacon Economics.

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<sup>3</sup> Projected occupational growth is based on Economic Modeling Specialists International (EMSI) data – a proprietary data source.

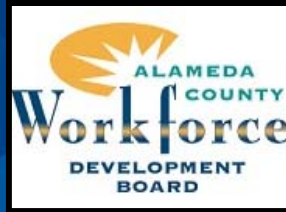
The government sector has a large reach across industries and systems that people interact with every day. While some sectors of the government are less stable than others pre-tenure status, the government sector can provide an onramp to stable employment, benefits, and wages. Additionally, the government sector's equal employment opportunity clauses and protections may provide opportunities for traditionally marginalized workers, particularly within city and county-level employment. Because of the government sector's prominence and presence in Alameda County, as well as some corresponding occupations that would meet ISOF wages, staff recommends that the government sector is added to the ISOF as a priority industry. For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at: [latoya.reed@acgov.org](mailto:latoya.reed@acgov.org)

**ATTACHMENTS:**

III.B.1. – ISOF Tiered Diagram

III.B.2. – QCEW 4<sup>th</sup> Quarter Government Sector Employment

III.B.3. – QCEW 4<sup>th</sup> Quarter Top 15 Private Industries by Employment



# Industry Sector & Occupational Framework (ISOF)

## Tier I ACWDB's Industry Sector Priorities

- Health Care/Social Assistance
- Professional Scientific Technical Services
- Construction
- Advanced Manufacturing/Transportation/Warehousing

## Tier II ACWDB's Occupational Priorities

Occupations in Tier II exceed \$19.20/hr, demonstrate growth, and are based on the ISOF Framework

- Secretaries/Admin Asst
- Gen'l Oper Managers
- Teachers
- Customer Service Reps
- 1<sup>st</sup> Line Supv of Food Prep Wkrs
- Management Analysts

## Tier III Participant Choice

Tier III includes:

Occupations or industries that are outside of Tiers I and II, but are supported with acceptable evidence of wage exceeding \$19.20/hr and that industry/occupation is growing or projected to grow. Evidence may come from various LMI sources.

Quarterly Census of Employment and Wages - 4th quarter (October 2018 - December 2018)

**Government Sector Employment**

NAICS	Quarterly Establishments	October Employment	November Employment	December Employment	Total quarterly Wages	Average Weekly Wage
NAICS 61 Educational services	471	35,013	35,661	32,087	\$535,329,826	\$1,202
NAICS 92 Public administration	70	19,373	19,425	19,238	496,448,990	1,974
NAICS 62 Health care and social assistance	18	6,884	6,906	6,899	180,259,694	2,011
NAICS 48-49 Transportation and warehousing	16	6,133	6,131	6,165	140,974,807	1,765
NAICS 22 Utilities	8	2,473	2,492	2,516	68,059,162	2,099
NAICS 23 Construction	6	1,187	1,181	1,184	24,937,637	1,620
NAICS 51 Information	6	861	855	856	9,812,276	880
total	595	71,924	72,651	68,945	\$1,455,822,392	\$1,650

Quarterly Census of Employment and Wages - 4th quarter (October 2018 - December 2018)

**Top 15 Private Industries by Employment**

NAICS	Quarterly Establishments	October Employment	November Employment	December Employment	Total quarterly Wages	Average Weekly Wage
NAICS 62 Health care and social assistance	26,871	107,638	108,066	108,108	\$1,758,299,221	\$1,253
NAICS 31-33 Manufacturing	2,141	84,377	84,277	84,918	1,932,753,365	1,759
NAICS 44-45 Retail trade	4,086	70,763	72,842	73,654	742,442,493	789
NAICS 54 Professional and technical services	6,633	74,017	73,522	73,492	2,361,926,570	2,466
NAICS 72 Accommodation and food services	4,030	65,209	65,338	65,077	440,963,176	520
NAICS 23 Construction	3,121	50,129	49,894	49,243	1,141,110,623	1,764
NAICS 56 Administrative and waste services	1,857	44,108	43,870	43,922	582,568,515	1,019
NAICS 42 Wholesale trade	2,444	37,684	37,553	37,578	834,689,350	1,707
NAICS 48-49 Transportation and warehousing	1,058	28,808	29,826	30,140	487,102,283	1,266
NAICS 81 Other services, except public administration	4,468	26,532	26,223	25,952	316,300,956	927
NAICS 51 Information	809	19,336	19,338	19,536	927,441,899	3,677
NAICS 52 Finance and insurance	1,625	16,961	16,803	16,871	454,069,744	2,069
NAICS 55 Management of companies and enterprises	243	16,780	16,769	16,828	585,450,922	2,682
NAICS 61 Educational services	943	15,487	15,542	15,277	179,204,145	893
NAICS 71 Arts, entertainment, and recreation	595	11,255	11,564	11,578	264,011,491	1,771



## **ITEM III.C. – ACTION**

### **REVISED CONTRACT RENEWAL CRITERIA FOR ADULT AND DISLOCATED WORKER CAREER SERVICES PROVIDERS PY 2019-2021**

#### **RECOMMENDATIONS:**

That the Joint Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committee approve the revised contract renewal criteria for program years (PY) 2019-2021 for the Comprehensive America's Job Center of California (AJCC) Operator and the Adult and Dislocated Worker Career Services Programs:

For the Sub-Regional Workforce Network (SWN) Providers:

1. Meets requirements for program and fiscal monitoring for PY 2019/2020 and 2020/2021;
2. Meets 80% of annual enrollment, On-the-Job Training (OJT), and training obligation goals for Adults and Dislocated Workers by the end of the second quarter (December) and 100% by the end of the third quarter (March);
3. Shows significant progress toward achieving annual performance goals by the end of the third quarter (March); and
4. Meets 85% submission of an acceptable Monthly Narrative Report (MNR) and invoice by the 25<sup>th</sup> of each month.

For the Comprehensive AJCC, it must meet all criteria as specified above and an additional two criteria:

- a. Implements AJCC Certification improvement goals;
- b. Ensures implementation of the Mandated Partner Memorandums of Understanding.

#### **BACKGROUND:**

On March 9, 2019, the Alameda County Workforce Development Board (ACWDB) approved the renewal criteria that was recommended by the S&S Committee. Staff applied the adopted criteria to the contract renewals effective July 1, 2019 and determined that the criteria could be written more concisely to ensure all parties are clear on the expectations, and that progress in meeting contract goals are well documented.

ACWDB intends to hold service providers accountable for achieving success toward contract performance goals. Additionally, early achievement of contract performance goals is being encouraged in order to:

- Have early data for contract renewal recommendations;

- Spend training money during the PY (as mandated by the State of California); and
- Allow ACWDB to provide technical support and assistance early in the program year when needed.

### **RENEWAL CRITERIA:**

#### 1. Program and Fiscal Monitoring

For PY 2019/2020 through PY 2020/2021, the Adult and Dislocated Worker service providers are monitored in areas of Contract Compliance Review, Program Administrative Controls, Program Operations and Case File Review. In order to meet this criterion, each provider must successfully meet the monitoring requirements and clear any finding that result in a corrective action plan.

#### 2. Contractual Performance Goals

The contractual performance goals were established to ensure compliance with WIOA local area and state performance goals and to ensure that the Board approved program strategies are being delivered accordingly to the Adult and Dislocated Worker target groups.

Service providers are also required to submit invoices along with an MNR by the 25<sup>th</sup> day of each month. The MNR provides qualitative information of program activities and services, and participant successes, as well as notification of any technical assistance needs.

There will be an expectation that service providers demonstrate substantial progress toward annual contract performance goals as is outlined in their Monthly Performance Plans. While reasonable deficiencies that don't significantly impact program outcomes may be taken into consideration, ACWDB will retain its prerogative to consider conditional funding, future contract stipulations, and/or the carry-over of performance deficiencies into subsequent program years if actual performance is significantly deficient and warrants these conditions.

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

## **ITEM IV.A. – DISCUSSION**

### **MEASURABLE SKILL GAINS DEFINED**

#### **BACKGROUND:**

During previous meetings of the Alameda County Workforce Development Board and its sub-committees, questions had been raised regarding the Measurable Skill Gains performance measures that have been negotiated between the State of California and Regional Planning Units (RPU) throughout the state.

This item is intended to provide the Organizational Effectiveness (OE) and Systems & Strategies (S&S) Committee members with information and an opportunity to discuss the measures and goals.

There will be a PowerPoint Presentation and a subsequent discussion at the joint meeting of the OE and S&S committees on Wednesday, August 21, 2019.

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



## **ITEM V.A. - INFORMATION**

### **DISABILITY EMPLOYMENT ACCELERATOR GRANT UPDATE**

#### **BACKGROUND:**

The Disability Employment Accelerator (DEA) is a regional grant program administered and led by the Contra Costa Workforce Development Board (CCWDB), in partnership with the other three workforce boards in the East Bay Regional Planning Unit (EBRPU). The DEA grant program aims to enhance employment opportunities for people with disabilities within, but not limited to, three key industries: Advanced Manufacturing, Transportation/Logistics, and Health Care.

The EBRPU is partnering with key community-based organizations (CBOs) to ramp DEA participants in job training opportunities, helping participants gain hands-on experience and industry and occupational exposure.

#### **UPDATE:**

**Project SEARCH** - The Alameda County Workforce Development Board (ACWDB) staff is working with its Career Services Providers and East Bay Innovations (EBI) to serve a cohort of eight Project SEARCH participants under the DEA grant, by leveraging Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) funds.

Project SEARCH provides participants a pathway to supported employment aligned with their interests and learning goals, as well as other employment services such as: resume writing, interview preparation, assistance with navigating public transportation, and more.

Eight Project SEARCH interns have been placed in the following county departments for 11 months to gain industry and occupational skills:

- District Attorney's office
- Public Defender's office
- Alameda County Training and Education Center
- Alco Parking Garage
- Auditor Controller/Clerk-Recorder – Central Collections
- General Services Agency (2)
- County Administrator's Office

Project SEARCH interns are gaining clerical and administrative skills, such as: computer, project/task management, as well as the following soft skills: professionalism, punctuality, active listening, and communication.

**Employer Forum** – ACWDB staff, in partnership with EBI and the City of Berkeley, hosted and held, *Expanding Your Talent Pool – A Forum on Employing Individuals with Disabilities* on May 31, 2019, at the Ed Roberts Campus in Berkeley. Employers from Lawrence Livermore

National Laboratory, Cooper Harbor, and Claremont Club and Spa hotel were joined with their employees with disabilities on a panel to discuss their experiences in working together. The panel was moderated by ACWDB member, Tom Heinz, who expertly asked engaging and thought-provoking questions. ACWDB member Chris Rose, also served as an employer panelist and shared helpful insights.

Employers were eager to share the many benefits of hiring employees with disabilities, such as: increased retention, dedicated work habits, and being able to fill hard-to-fill jobs. Employee panelists mentioned that their employment helps them contribute to their families, gives them a sense of pride, and helps them feel more included and confident. Both employers and employees found success in working with EBI, which is a long-standing CBO in the East Bay. EBI works closely with both employers and employees to identify and cultivate job opportunities for people with disabilities.

One of the goals of the event was to spark the interest of employers and educate them about the benefits of hiring people with disabilities, as well as highlight the network of support and resources available to companies to assist in successfully recruiting, hiring, and retaining people with disabilities.

Twenty-three individuals attended the event, with several ACWDB members in attendance or playing a role in the event (Paul Reyes, Tom Heinz, Chris Rose, Kathy Mello, and John Torok). Other attendees represented both the private and public sectors. Staff facilitated an activity and distributed surveys for attendees to complete. Participant responses can be found in Attachment V.A.1.

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

**ATTACHMENT:**

V.A.1. – Expanding Your Talent Pool Event Activity and Survey Results

## Expanding Your Talent Pool Event Activity and Survey Results

### Event Activity

As the event concluded, participants were asked to answer the following question: **“What are three things you are inspired to do or bring back to your company after today’s event?”** There was a 70% response rate to the event activity. The following themes emerged from 16 attendees who participated in the activity:

#### **1. Increasing Partnerships and Exploring Resources and Information**

- Partnering with EBI:
  - Contact EBI for potential cross-referrals
  - Reach out to EBI when we have open and new position
  - Help to promote/participate in EBI partnership
  - Learn more about East Bay Innovations
  - Look into Project SEARCH
  
- Partnering with the ACWDB and other local boards:
  - Information about ACWDB, EBI, and other resources that can help our organization in its efforts
  - Expand partnership with local workforce development board
  - Continue to work with the ACWDB to support legislation that assists employers and individuals with disabilities obtain employment, training, and supports.
  
- Partnering with Employers:
  - Do more outreach with manufacturers (2)<sup>1</sup>
  - Contact the Claremont
  - Increase local partnerships with companies in Alameda County
  - Outreach to employers willing to hire more individuals with disabilities
  
- Other Partner Comments:
  - Explore implementation – follow-up
  - Understand/explore equivalent organizations in other regions
  - Talk with the Director about what more we can do to expand opportunities within the Agency
  - Make new contacts

#### **2. Making Program/Organizational Changes**

- Increase amount of Job Coaches
- Identify jobs we [as an organization] can train for
- [Explore] Federal regulation section 503 Mandate<sup>2</sup>

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<sup>1</sup> Indicates that there was more than one person who made the comment.

<sup>2</sup> Section 503 overview can be found at: <https://www.dol.gov/ofccp/regs/compliance/section503.htm>

- Information about the Project SEARCH programs and ways in which the Tool Works' Supported Employment program can improve
- Take the Disability Equality Index Survey (2)<sup>3</sup>
- Broaden referral sources
- Explore working interviews
- Host a disability focused-job fair
- Host an informational session with disability resource providers for clients with disabilities and their caregivers
- Refer existing employees with disabilities for coaching services

### **3. Sharing Information**

- Share information to our (Milpitas, Santa Clara County) workforce boards, Department of Rehabilitation (DOR), and SARC (San Andreas Regional Center)
- Talk to organizer of the event to find out how the event was sponsored
- Spread the word to other employers about opportunities to engage
- Sow the seeds internally for education/informing
- Involve our WDB, DOR, Regional Center, Employment Development Department (EDD) to do an event like this

### **4. Diversity and Inclusion**

- Create an equitable opportunity for all disabilities
- Be more thoughtful about accessibility and inclusion at work in general
- How do we get more disabled individuals to the upper levels?
- Increase representation and the diversity of perspective we share (I work in communications/marketing) - elevating and empowering people to tell their own stories as that part of the panel was so powerful
- Thoughtful and accessible hiring and recruitment practices

### **5. Facilitating Traction with Human Resources**

- Talk to our HR Department
- Ways in which hiring people with disabilities can benefit employers
- Speak with my manager and getting buy-in from executives on this initiative

### **6. Changed Perceptions**

- Workers with disabilities can do multiple jobs, take pride in their jobs, and are a hidden resource
- Consider the value of hiring people with disabilities in unchartered position

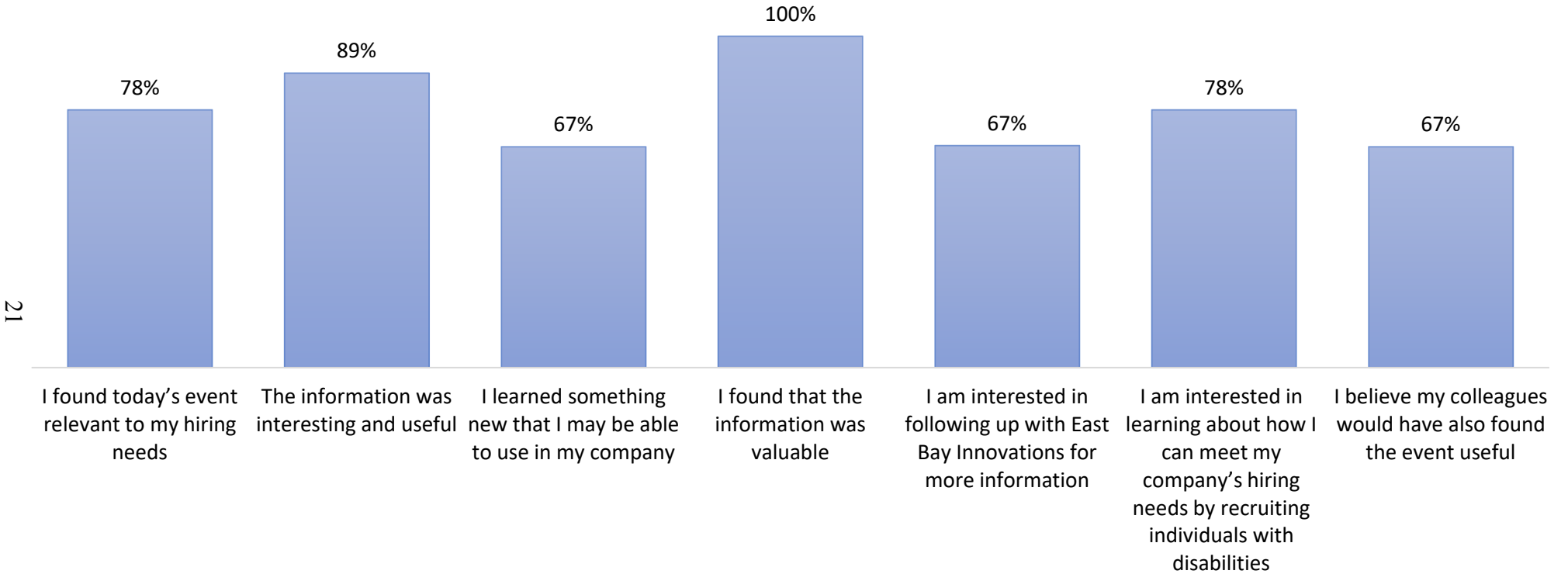
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<sup>3</sup> The Disability Equality Index (DEI) can be found <https://disabilityin.org/what-we-do/disability-equality-index/>

**Survey Results** - Event attendees were also asked to complete a seven-question survey. There was a 40% response rate to the survey and nine individuals participated in the survey.

### Expanding Your Talent Pool Survey Results

n = 9





## **ITEM V.B. – INFORMATION**

### **CONDITIONAL FUNDING**

On May 9, 2019, the Alameda County Workforce Development Board (ACWDB) approved the funding recommendation for Workforce Innovation and Opportunity Act service providers for program year 2019/2020. The board approved recommendation allowed for services providers under corrective action to be funded conditionally for PY 2019/2020.

At the Executive Committee on April 24, 2019, a committee member posed an inquiry regarding the parameters that would be established under conditional funding. Staff is responding to that request as follows:

1. Conditional funding may apply to any provider with deficiencies identified under a corrective action plan at the end of the program year (June 30). This is based on their contract performance goals and other contract requirement. Conditional funding imposes additional requirements and/or restrictions on performance and contract reimbursement:
  - a. Unmet performance goals from the previous program year will roll-over into the subsequent program year. Providers must meet rolled performance goals no later than September 30.
  - b. ACWDB will hold 25% or a selected amount of contract funding in reserve. Reserve funding will not be available for reimbursement until 100% of designated performance goals are met, as well as a demonstrated progress toward attainment of all other annual performance goals.

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



## **ITEM V.C. – INFORMATION**

### **EMPLOYER OUTCOMES FOR CUSTOMIZED, INCUMBENT WORKER AND ON-THE-JOB TRAININGS**

#### **BACKGROUND:**

At the May 9, 2019 Alameda County Workforce Development Board (ACWDB) meeting, the Board approved modifying Customized Training, Incumbent Worker, and On-the-Job Training (OJT) policies to include employer outcomes to address challenges around completion, placement, and retention of participants in trainings. The Board also approved adding criteria to policies that employers must meet in order to qualify for subsequent trainings.

#### **UPDATE:**

As the ACWDB enters PY 2019/2020, the Business Services Unit (BSU) is focused on incorporating training modifications into department policies, master agreements, and putting together a plan to communicate changes to Career Service Providers (CSP) and Youth programs. Changes will ultimately be communicated to providers via Action Bulletins, which serve to direct our providers in implementing ACWDB policies, and procedures to follow to this end.

BSU staff has begun to add modified language to the policies and is working to streamline training procedures for employers and provider staff. For the OJT program, the BSU has laid out a series of steps to take in order to gain feedback and improve this process. These include:

- Process review meetings with staff as well as with ACWDB's third party vendor, which processes training contracts and invoices;
- Technical Assistance sessions with providers outlining procedures and providing strategies for success;
- An employer workgroup with representatives from small, medium and large businesses to discuss the intent of the trainings and gain feedback for improvement to policies.

While process and procedures will be reviewed and communicated to the providers in the near future, the BSU will not make any substantive changes to policies until after the employer peer feedback group. Any definitive policy modifications will be brought to the Committees and full Board for review. The BSU will also continue to assess the training procedures and policies on an ongoing basis to provide continuous quality improvement.

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



## **ITEM V.D. – INFORMATION**

### **CALIFORNIA’S 2019 BUDGET BILL - STATE INVESTMENTS IN WORKFORCE AND EDUCATION**

#### **BACKGROUND:**

California’s 2019 Budget Bill was enacted on June 27, 2018. The 2019 Budget Bill makes some investments in workforce development – perhaps not as many as seen in the 2018 Budget Bill under Governor Jerry Brown’s administration. The workforce development investments in the current administration tend to be more targeted in scope, rather than the general and more broad workforce development investments as seen previously. Staff highlights workforce and education investments that have implications for the workforce system and workforce programs, as well as those that may have some future local impacts.

#### **Workforce Development Investments**

1. The Enacted Budget includes \$165M over the course of five years, from the Greenhouse Gas Reduction Fund (Cap and Trade Expenditure Plan), to the California Workforce Development Board (CWDB). Funds will resource 11 positions and increase job training and apprenticeship opportunities focused on disadvantaged communities that are disproportionately impacted by climate change. Specifically, funds will be targeted toward:
  - A. Multi-craft pre-apprenticeship programs to increase access to rapidly growing construction careers necessary to build the infrastructure needed for climate resiliency and a carbon-neutral economy; and,
  - B. Expansion of the High Road Training Partnership program to foster connections among employers, workers, and communities to analyze climate- and technology-related occupational changes, develop skills training solutions, and promote strategies that support more resilient economies in specific regions across the state.
2. The Enacted Budget includes \$195M over the next four years, for the Early Learning and Care Workforce Development Grant Program. The grant program will enable child care and preschool workforce professional development and training, in order to improve quality of care and provide accessible avenues for child care professionals to advance in the early education/child care professional continuum.
3. The Enacted Budget includes one-time \$50M to increase training opportunities in existing mental health workforce programs administered by the Office of Statewide Health Planning and Development, as well as \$25M to implement the new 2020-25 Workforce Education and Training Plan.

## **Workforce Development in Education Investments**

1. The Enacted Budget includes \$37.1M for the Educator Workforce Investment Grants for teachers and paraprofessionals, including:
  - A. \$22.1M for professional development related to social emotional learning, computer science, restorative practices, and ethnic studies;
  - B. \$10M for professional development related to the implementation of the English-Learner Roadmap; and,
  - C. \$5M for professional development related to special education and inclusive practices.
2. The Enacted Budget includes a one-time increase of \$4.75 million Proposition 98 settle-up to support the improvement of workforce development programs at specified colleges.

## **Program Implications and Recommendations**

- ACWDB staff may consider priming the local area and providers for future grant opportunities that arise from the Cap and Trade Expenditure Fund. Identifying “green” industry training providers who are Multi-Craft Core Curriculum (MC3) certified, as well as disadvantaged job seekers living in carbon emission-affected areas, may be a natural starting point.
- WIOA providers may find leverage opportunities by partnering with entities that will administer workforce training for early childhood and mental health workforce development initiatives.

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

## **ITEM V. E. – INFORMATION**

### **CAREER PATHWAYS TRUST II GRANT CLOSEOUT SUMMARY**

#### **BACKGROUND:**

In 2015, the Alameda County Workforce Development Board (ACWDB) was funded \$250,000 under the Career Pathway Trust II (CPT II) grant by the Alameda County Office of Education (ACOE) to coordinate the relationships and activities between sector pathway employers and the alternative schools in Alameda County. This project, which provided multiple entry and exit points for youth to access education and career pathways and build knowledge and skills for high-wage careers has sunset effective June 30, 2019.

#### **Alameda County Workforce Development Board's Role:**

The CPT II project provided employer-to-education connection services through Career Technical Education benefiting students in the K-12 education system. CPT II support was directed toward five (5) alternative/continuation schools in the Eden and North Cities areas of Alameda County. Partner schools included Berkeley Technical Academy, Island Alternative, Royal Sunset, Lincoln, and Brenkwitz.

CPT II project staff coordinated WBL activities which included outreach to employers and colleges to support industry sector and career pathways as follows:

- Presentations from industry experts for students at the school sites
- Work site tours for students
- Summer internships for students
- Job shadowing opportunities
- Student mentor experiences
- Career and job fairs held at school sites
- Work-readiness workshops at school sites
- Community college tours / special events such as Advanced Manufacturing Day
- Community college presentations to students at school sites

#### **ACWDB also supported regional CPT II in collaboration with Contra Costa's East Bay Earn & Learn efforts in the following ways:**

- Aligning employee-education liaison activities as identified in the ACOE CPT II MOU with regional sector strategies in five sectors:
  - Construction;
  - Education;
  - Advanced Manufacturing;
  - Engineering; and
  - Computer Technologies & Digital Arts.
- Coordinating employer engagement around work-based learning experiences to support an exchange of information from employers to the schools to help enhance school curriculum offerings.

- Supporting our youth partners by identifying businesses open to providing internships for Workforce Innovation and Opportunity Act (WIOA) eligible youth.
- Working with Cal State East Bay’s Institute for STEM Education, to co-sponsor STEM events in fall, 2018 and spring, 2019. STEM Career Awareness Day highlighted the range of STEM careers and encouraged students to pursue one-on-one conversations with industry leaders, site visits, and networking with local employers.

**Sustainability:**

East Bay Earn & Learn collaborated with the Salesforce company to develop a client relationship management database, “Earn & Learn Employer Network Activated”, (ELENA). It will be used to continue the work of promoting WBL opportunities between partner schools and business/industry. Individual businesses “pledge” on ELENA, to provide WBL activities which allow a school to identify a representative to facilitate work with businesses furthering the development of WBL activities.

ACWDB’s Youth service provider, Eden Area ROP will be utilizing ELENA to support WBL activities for their in-school youth participants, which will include some partners schools.

**Program Year 2018/2019 Grant Deliverables:**

- 1) *Expand WBL opportunities to partner schools by providing sequenced experiences for students and linked work-based learning*
  - a. Provided over 40 WBL activities to partner schools
- 2) *Engage and recruit employers to provide WBL experiences to students*
  - a. Outreached to 64 employers
  - b. Engaged 34 employers to provide WBL experiences to partner schools
- 3) *Facilitate direct connection between partner schools and community colleges*
  - a. Provided 12 community college tours which included student participation in special events.
  - b. Coordinated community college participation at five (5) career/college day events located at partner schools.
  - c. WBL Coordinator attended 10 Community College Counseling Collaborative Committee monthly meetings to support on-going inclusion of alternative schools.
- 4) *Increase WBL opportunities by 50%*
  - a. Minimum 75% increase at partner schools
    - i. Facilitated connections between school and businesses for on-going WBL engagement
    - ii. Provided school partners with business outreach contacts for continued WBL
    - iii. Supported East Bay Earn & Learn / ELENA:

For more information, please contact Nancy Soto, Work-Based Learning Coordinator at (510) 259-3839 or by e-mail at [nancy.soto@acgov.org](mailto:nancy.soto@acgov.org).

## **ITEM V.F. - INFORMATION**

### **TWO-YEAR MODIFIED LOCAL PLAN STATUS UPDATE**

#### **BACKGROUND:**

Two-Year Modified Regional and Local Plans (Modified Plans) are required by the California State Workforce Development Board (State Board) in alignment with the Workforce Innovation and Opportunity Act (WIOA). Modified Plans are subsequently submitted after initial Four-Year Regional and Local Plans. In late July 2018, the State Board released a directive with the required components, planning efforts, new target groups, and partnerships to include in Modified Plans.

At the core of the Modified Local Plan are partnership agreements aimed at targeting four broad groups for participation in workforce development and WIOA services and programs. These groups include: CalFresh and CalFresh Employment and Training participants, Department of Child Support clients, English Language Learners, and people with disabilities (developmental and/or intellectual).

ACWDB staff managed several processes related to modifying the Local Plan project and held planning sessions in late October and early November, collected feedback from stakeholders and members from the community, met with new partner agencies to take stock of program gaps that partners will address to meet the needs of new target groups through co-enrollment efforts, launched an employer survey, coordinated other planning processes, and wrote the plan in alignment with the State Board's Directive.

#### **UPDATE:**

The Modified Local Plan was approved by the ACWDB at their regular meeting on March 14, 2019, which staff then submitted to the State Board for review. The State Board informed staff that the Modified Local Plan exceeded several areas of the directive but received conditional approval on June 13, 2019, pending the revision of one section related to CalFresh Employment and Training program data. Staff revised the section to meet the State's requirement and re-submitted the Modified Local Plan.

The Modified Local Plan was approved by the State Board on June 19, 2019 and forwarded to the County of Alameda Board of Supervisors (BOS) for their approval on July 23, 2019. Both Modified Plans received BOS approval from the BOS on July 23, 2019. Staff forwarded evidence of BOS approval to the State Board to meet their final August 1, 2019 deadline. All processes related to modifying the Local Plan are now complete, and staff is now working with the new partners and other workforce system stakeholders to implement new partnership agreements articulated in the Modified Local Plan.

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



## **ITEM VI.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2018/2019; 4<sup>th</sup> Quarter; 7/1/2018 through 6/30/2019**

#### **BACKGROUND:**

Local Area Performance is negotiated with the California Workforce Development Board biennially. New Local Area Performance measures and goals were approved by the Alameda County Workforce Development Board through an Action Item at their December 13, 2018 meeting.

Local Area Performance reports were recently updated through the State of California's CalJOBS system and now reflect Workforce Innovation and Opportunity Act (WIOA) performance measures.

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

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

The new format for the Local Area Performance Reports provides a glimpse into the demographics of the populations that receive services under the WIOA programs in Alameda County.

Median Quarterly Earnings for formerly enrolled WIOA participants in Alameda County continues to exceed our Local Area goals.

Alameda County Workforce Development Board service providers have exceeded goals in the following areas:

- 2<sup>nd</sup> Quarter Placement Rate for WIOA Adults = 107%
- 4<sup>th</sup> Quarter Placement Rate for Youth and WIOA Adults = 100.3% and 113.8%, respectively
- Credential Attainment Rate for WIOA Adults = 106.4%

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](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

VI.A.1. – Local Area Performance Report PY2018-2019 Q4



**LOCAL AREA PERFORMANCE REPORTS**  
**ADULTS, DISLOCATED WORKERS AND YOUTH**  
 PY 2018/2019; Quarter 4 (7/1/2018 through 6/30/2019)

Performance Items	IS & OS Youth			WIOA Adults			Dislocated Workers		
	Current Total	% of Served		Current Total	% of Served		Current Total	% of Served	
<b>SUMMARY INFORMATION</b>									
<b>Total Exitters</b> (Cohort Period: 4/1/2018 - 3/31/2019)	412			356			396		
<b>Total Participants Served</b> (Cohort Period: 7/1/2018 - 6/30/2019)	370	100%		409	100%		566	100%	
<b>BARRIERS TO EMPLOYMENT (Priority Populations)</b>									
	<b>Current Total</b>	<b>% of Served</b>		<b>Current Total</b>	<b>% of Served</b>		<b>Current Total</b>	<b>% of Served</b>	
Eligible Veterans	0	0%		18	4%		10	2%	
Individuals with a Disability	54	15%		71	17%		6	1%	
Low-income individuals	358	97%		260	64%		219	39%	
Ex-offenders	30	8%		21	5%		7	1%	
Homeless individuals or runaway youth	91	25%		22	5%		3	1%	
Current or former foster care youth	24	6%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	90	24%		32	8%		8	1%	
Single parents (Including single pregnant women)	29	8%		57	14%		42	7%	
<b>CORE INDICATORS OF PERFORMANCE</b>									
	<b>Total Current Period</b>	<b>PY 18/19 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 18/19 Goals</b>	<b>% of Goal</b>	<b>Total Current Period</b>	<b>PY 18/19 Goals</b>	<b>% of Goal</b>
<b>Placement Rate 2nd Quarter Post Exit</b> ① (Cohort Period: 7/1/2017 - 6/30/2018)	57.0%	61.5%	<b>92.7%</b>	70.6%	66.0%	<b>107.0%</b>	70.5%	72.0%	<b>97.9%</b>
<b>Placement Rate @ 4th Quarter Post Exit</b> ① (Cohort Period: 1/1/2017 - 12/31/2017)	62.2%	62.0%	<b>100.3%</b>	74.0%	65.0%	<b>113.8%</b>	69.5%	70.0%	<b>99.3%</b>
<b>Median Earnings/Quarter</b> (Cohort Period: 7/1/2017 - 6/30/2018)	\$ 3,566.74	Baseline	<b>N/A</b>	\$ 7,117.90	\$5,500.00	<b>129.4%</b>	\$ 11,272.93	\$7,700.00	<b>146.4%</b>
<b>Credential Rate</b> (Cohort Period: 1/1/2017 - 12/31/2017)	32.3%	53.0%	<b>60.9%</b>	64.9%	61.0%	<b>106.4%</b>	41.7%	57.0%	<b>73.2%</b>
<b>Measurable Skill Gains</b> ② (Cohort Period: 7/1/2018 - 6/30/2019)	20.8%	30.70%	<b>67.8%</b>	13.9%	26.39%	<b>52.7%</b>	18.9%	18.59%	<b>101.7%</b>

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

② Measurable Skill Gains is a Performance Measure that applies only to the Regional Planning Unit (RPU) (The four local areas that exist within Alameda and Contra Costa Counties).



## ITEM VI.B.1. – REPORTS

### SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2018/2019; Quarter 4 (July 1, 2018 through June 30, 2019)

#### BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Sub-Regional Workforce Network of Career Service Providers (CSP) 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 of California’s career networking system (CalJOBS) and then take advantage of services: workshops, computers, and other universal services that are offered through ACWDB’s workforce resource system.

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

The State’s CalJOBS system offers us the ability to report on the number of job seekers who reside within our Local Area and **who utilize the online CalJOBS system** to meet their job search and vocational training needs.

#### ANALYSIS OF REPORT:

The statistics in the attached report reflect that on average, ACWDB’s CSPs touch approximately 40.7% of the unemployed labor force in Alameda County. This number represents nearly 10,000 individuals county-wide of the approximate 24,500 that are unemployed in this region.

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

#### ATTACHMENT:

VI.B.1.a. – Services to Unemployed PY19-19 Q4



**SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION**  
**WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA**  
**PY 2018/2019, 4th Quarter; (07/01/2018 through 6/30/2019)**

Labor Force Participation	Planning Areas within ACWDB's Local Area				
	North Cities	Eden Area	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area <sup>1</sup>	100,700	283,400	292,000	117,200	793,300
Unemployment Number	2,900	8,000	10,000	3,600	24,500
Unemployment Rate	2.9%	2.8%	3.4%	3.1%	3.0%
TOTAL INDIVIDUALS RECEIVING SERVICES <sup>2</sup>	1,610	3,908	2,791	1,670	9,979
<b>% of Total Unemployed Labor Force Served<sup>3</sup></b>	55.5%	48.9%	27.9%	46.4%	40.7%

<sup>1</sup> Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2018 Benchmark; Published 7/19/2019

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

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

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

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

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

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

NOTE: There were an additional 230+ 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.

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

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

*Template Revised 09/19/2016*



## **ITEM VI.B.2. – REPORTS**

### **CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)** **ADULTS AND DISLOCATED WORKERS** **PY 2018/2019; Quarter 4; (7/1/2018 through 6/30/2019)**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) staff received Board approval at the September 13, 2018 meeting to move forward with implementation of the new Contract Performance measures and goals established for PY 2018/2019.

For PY 2018/2019, ACWDB continues to utilize the Industry Sector and Occupational Framework (ISOF) to measure the effectiveness of vocational training and sustainable employment opportunities relevant to this region of California. Effective July 1, 2017, ACWDB opted to include a requirement that all ISOF Tier I job placements pay a wage at or above the current minimum wage for the State of California (presently \$11.00 per hour for businesses with 26 or more employees and at \$10.50 for businesses with 25 employees or fewer) – this requirement remains in effect for PY 2018/2019.

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

As a workforce system, ACWDB's Adult and Dislocated Worker Career Service Providers (CSP) were able to exceed the system-wide enrollment goals. Two of the CSPs were able to exceed their enrollment goals for both their Adult and Dislocated Worker populations. CSPs in the North Cities and Tri-Cities regions fell below goal for their Adult and Dislocated Worker enrollments, respectively.

Both as a system and independently, ACWDB's CSPs continue to excel in ensuring their participants have access to training and employment opportunities that fall within ACWDB's ISOF industry sectors.

Two of the four ACWDB CSPs were unable to attain their goal for participants placed into On-the-Job Training opportunities. System-wide, we achieved 80% of that annual goal. CSPs in the Eden and North Cities regions were able to meet their on-the-job training enrollment goals.

ACWDB's CSP in the Tri-Valley region, was the only provider to exceed their credential attainment goals for the program year. All other CSPs fell short of their annual credential attainment goals.

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

#### **ATTACHMENTS:**

VI.B.2.a. – Contract Performance Indicators Report



## 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 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	262	234	112.0%	368	331	111.2%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$149,099	\$173,067	86.2%	\$270,411	\$294,953	91.7%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	25	31	80.6%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	99.0%	75.0%	132.1%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
% ENTERED EMPLOYMENT (of closed cases)	70.4%	75.0%	93.9%	81.7%	75.0%	108.9%
% OF JOB PLACEMENTS WITHIN ISOF*	71.1%	50.0%	142.3%	77.6%	50.0%	155.2%
% THAT ATTAINED CREDENTIAL (of participants in training) <sup>^</sup>	33.1%	60.0%	55.1%	35.0%	60.0%	58.3%

① Reflective of annual goals with anticipated full compliance by June 30, 2019.

② In PY 2018/19 OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

<sup>^</sup> Not a Contract Performance Measure, but data feeds up to the State for inclusion in the Local Area Performance calculation.

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

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

Template Revised August, 2018

## 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 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	102	91	112.1%	133	129	103.1%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$59,771	\$63,907	93.5%	\$86,082	\$110,624	77.8%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	12	12	100.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
% ENTERED EMPLOYMENT (of closed cases)	80.0%	75.0%	106.7%	68.1%	75.0%	90.8%
% OF JOB PLACEMENTS WITHIN ISOF*	71.9%	50.0%	143.8%	75.8%	50.0%	151.6%
% THAT ATTAINED CREDENTIAL (of participants in training)^	43.3%	60.0%	72.2%	51.4%	60.0%	85.6%

① Reflective of annual goals with anticipated full compliance by June 30, 2019.

② In PY 2018/19 OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

^ Not a Contract Performance Measure, but data feeds up to the State for inclusion in the Local Area Performance calculation.

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

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

Template Revised August, 2018

**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 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

BENCHMARKS	ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	36	49	73.5%	87	70	124.3%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$43,615	\$43,615	100.0%	\$64,732	\$64,732	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	7	7	100.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
% ENTERED EMPLOYMENT (of closed cases)	45.0%	75.0%	60.0%	39.0%	75.0%	52.0%
% OF JOB PLACEMENTS WITHIN ISOF*	77.8%	50.0%	155.6%	91.3%	50.0%	182.6%
% THAT ATTAINED CREDENTIAL (of participants in training)	0.0%	60.0%	0.0%	5.6%	60.0%	9.3%

① Reflective of annual goals with anticipated full compliance by June 30, 2019.

② In PY 2018/19 OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

^ Not a Contract Performance Measure, but data feeds up to the State for inclusion in the Local Area Performance calculation.

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

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

Template Revised August, 2018

**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 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE: BENCHMARKS	ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	82	61	134.4%	84	86	97.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$23,540	\$42,604	55.3%	\$74,100	\$74,100	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	4	8	50.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
% ENTERED EMPLOYMENT (of closed cases)	75.9%	75.0%	101.2%	70.7%	75.0%	94.3%
% OF JOB PLACEMENTS WITHIN ISOF*	58.7%	50.0%	117.5%	88.6%	50.0%	177.1%
% THAT ATTAINED CREDENTIAL (of participants in training)	22.2%	60.0%	37.0%	21.1%	60.0%	35.1%

① Reflective of annual goals with anticipated full compliance by June 30, 2019.

② In PY 2018/19 OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

^ Not a Contract Performance Measure, but data feeds up to the State for inclusion in the Local Area Performance calculation.

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

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

Template Revised August, 2018

## 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 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS	42	33	127.3%	64	46	139.1%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$22,173	\$22,941	96.7%	\$45,497	\$45,497	100.0%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	2	4	50.0%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	92.3%	75.0%	123.1%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	100.0%	75.0%	133.3%			
<b>IS ANYONE BETTER OFF?</b>						
% ENTERED EMPLOYMENT (of closed cases)	80.8%	75.0%	107.7%	86.7%	75.0%	115.6%
% OF JOB PLACEMENTS WITHIN ISOF*	76.2%	50.0%	152.4%	89.2%	50.0%	178.5%
% THAT ATTAINED CREDENTIAL (of participants in training)	66.7%	60.0%	111.1%	72.4%	60.0%	120.7%

① Reflective of annual goals with anticipated full compliance by June 30, 2019.

② In PY 2018/19 OJT Enrollment Goals span across both the WIOA Adult and the Dislocated Worker funding streams.

^ Not a Contract Performance Measure, but data feeds up to the State for inclusion in the Local Area Performance calculation.

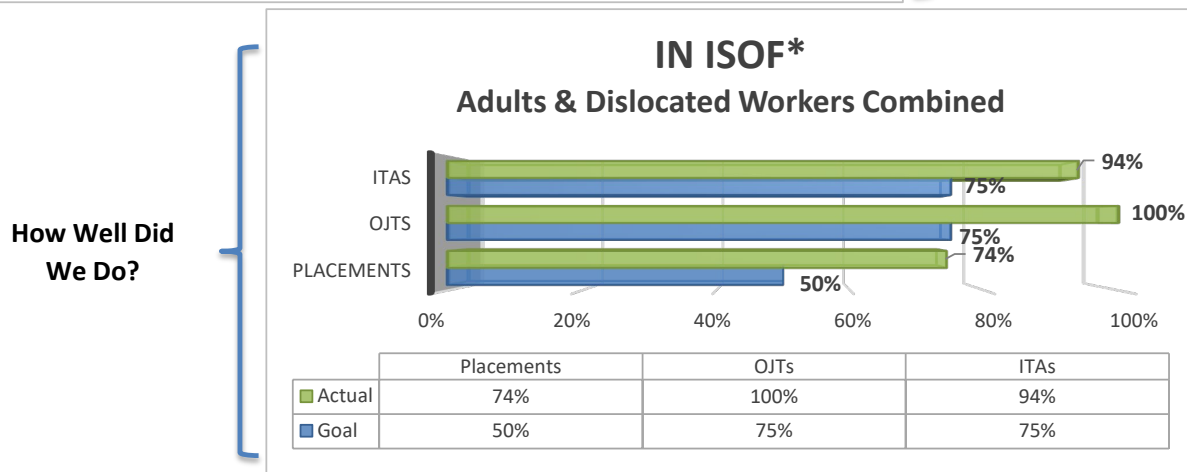
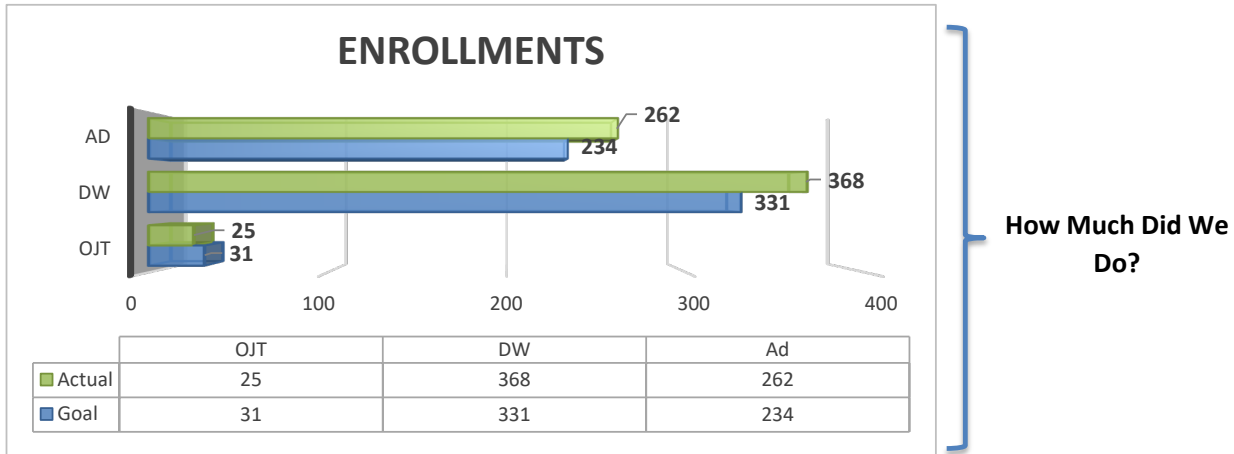
\* ISOF = ACWDB's Priority Industry Sector and Occupational Framework

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

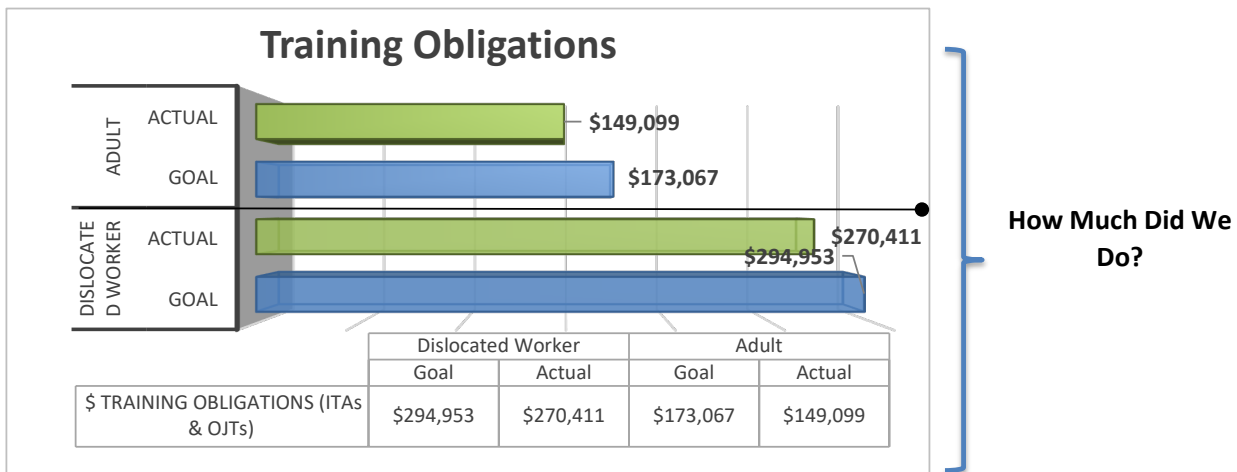
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**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)  
AGGREGATE DATA**

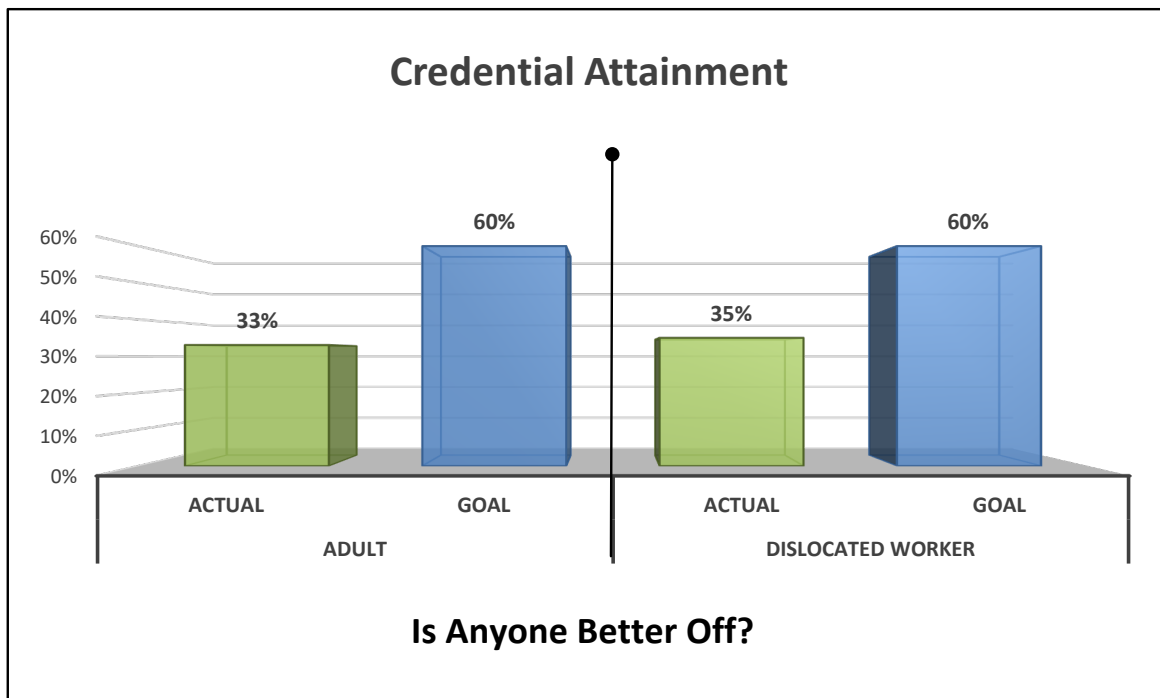
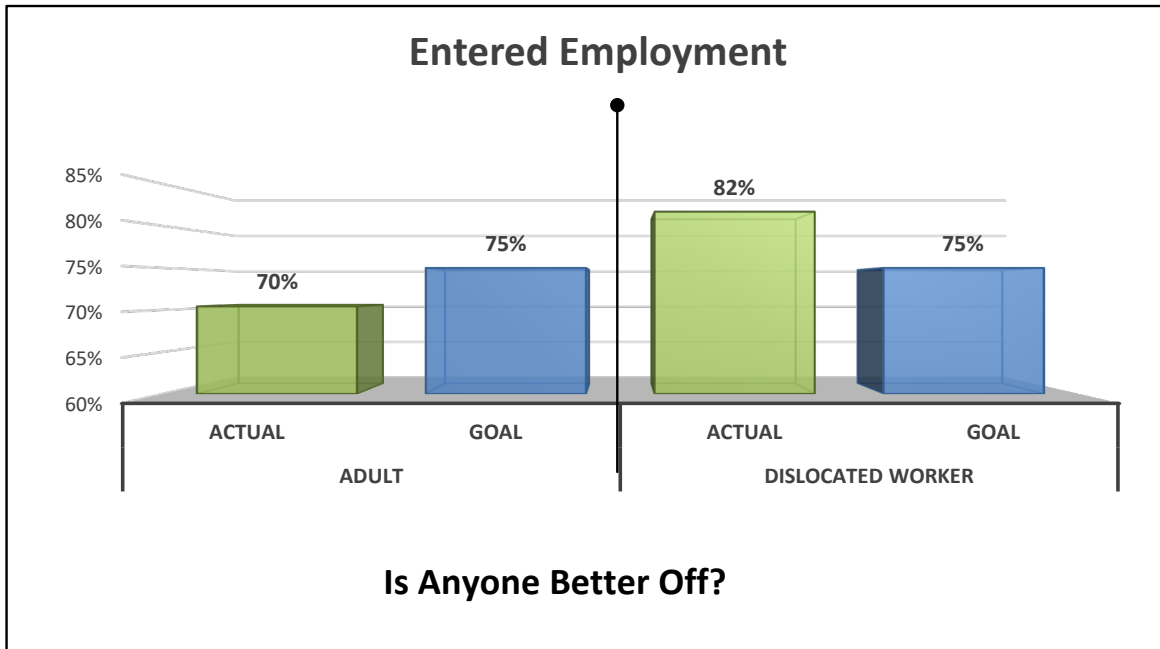
PY 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019



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



**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)**  
**AGGREGATE DATA**  
PY 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019





## **ITEM VI.C. - REPORT**

### **YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS** **PY 2018/2019; 4th Quarter; 7/1/2018 through 6/30/2019**

#### **BACKGROUND:**

The program year (PY) 2018/2019 represented the first year of a three-year cycle for the new Workforce Innovation and Opportunity Act (WIOA) Youth Innovation and Young Adult Future Force program designs. While the mandate for the allocation of WIOA Youth funds requires a minimum of 75% of youth funding towards out-of-school WIOA eligible youth, the Alameda County Workforce Development Board (ACWDB) has allocated youth funds as follows:

1. Ninety percent (90%) of the funds are allocated for out-of-school Youth (not enrolled in school) to provide opportunities to reconnect with education, gain employment, improve basic skills in reading and math, and improve job skills by participation in career readiness, work experience, and internship activities depending on the assessment of need and the individual employment plan.
2. Ten percent (10%) of the funds are allocated for in-school Youth (attending any secondary or post-secondary school) to provide opportunities to remain in school and achieve their educational goals.

The quarterly contract performance reports provide the ACWDB, its committees and the youth program operators a way of monitoring performance at a contractual level during the fiscal year. The report is based on actual counts of customer enrollments and exit outcomes. This data is real time and not measured from the State's Base Wage File data system.

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

##### **In-School Youth:**

ACWDB's in-school Youth program suffered challenges early in the program year with the loss of the service provider that had originally been selected for WIOA in-school Youth services. La Familia Counseling agreed to take on the project and serve a small number of youth for the second half of the program year.

La Familia enrolled 83.3% of their goal; attained 90% of their Work-Based Learning goals; and 10% of their Youth Placement goal.

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

Of the three out-of-school Youth service providers, all but one exceeded their enrollment goals for PY 2018/2019.

The out-of-school service providers continue to struggle with the Youth Placement (placement in employment, education, advanced training or the military) measure – which hit only 27.3% of goal for the program year.

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

**ATTACHMENT:**

VI.C.1. – REPORT Youth CPIR PY18-19 Q4

## YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**AGGREGATE OF ALL ACWDB YOUTH PROVIDERS**

PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
BENCHMARKS	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	10	12	83.3%	191	167	114.4%
<b>HOW WELL DID WE DO?</b>						
% RECEIVED WORK-BASED LEARNING ACTIVITIES <sup>①</sup>	90.0%	100.0%	90.0%	76.3%	100.0%	76.3%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING <sup>②</sup>	100.0%	100.0%	100.0%	69.7%	100.0%	69.7%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT <sup>③</sup> (of closed cases)	10.0%	61.0%	16.4%	16.6%	61.0%	27.3%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	100.0%	50.0%	200.0%	75.0%	50.0%	150.0%

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

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

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

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

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

**LA FAMILIA COUNSELING - Youth Innovations (YIE)**

PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	10	12	83.3%
<b>HOW WELL DID WE DO?</b>			
% RECEIVED WORK-BASED LEARNING ACTIVITIES <sup>①</sup>	90.0%	100.0%	90.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING <sup>②</sup>	100.0%	100.0%	100.0%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT <sup>③</sup> (of closed cases)	10.0%	61.0%	16.4%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	100.0%	50.0%	200.0%

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

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

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

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

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	80	60	133.3%
<b>HOW WELL DID WE DO?</b>			
% RECEIVED WORK-BASED LEARNING ACTIVITIES <sup>①</sup>	75.0%	100.0%	75.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING <sup>②</sup>	77.5%	100.0%	77.5%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT <sup>③</sup> (of closed cases)	28.6%	61.0%	46.8%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	63.6%	50.0%	127.3%

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

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

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

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

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## YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	50	52	96.2%
<b>HOW WELL DID WE DO?</b>			
% RECEIVED WORK-BASED LEARNING ACTIVITIES <sup>①</sup>	82.0%	100.0%	82.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING <sup>②</sup>	46.0%	100.0%	46.0%
<b>IS ANYONE BETTER OFF?</b>			
% YOUTH PLACEMENT <sup>③</sup> (of closed cases)	21.3%	61.0%	34.9%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	83.3%	50.0%	166.7%

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

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

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

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

Template Revised August, 2018

# YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019

FUND SOURCE:	OUT-OF-SCHOOL					
Sub Region:	Tri-Cities (YOT)			Valley (YOY)		
PERFORMANCE MEASURES	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	39	35	111.4%	22	20	110.0%
<b>HOW WELL DID WE DO?</b>						
% RECEIVED WORK-BASED LEARNING ACTIVITIES <sup>①</sup>	84.6%	100.0%	84.6%	63.6%	100.0%	63.6%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING <sup>②</sup>	87.2%	100.0%	87.2%	68.2%	100.0%	68.2%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT <sup>③</sup> (of closed cases)	43.6%	61.0%	71.5%	26.1%	61.0%	42.8%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	100.0%	50.0%	200.0%	50.0%	50.0%	100.0%

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

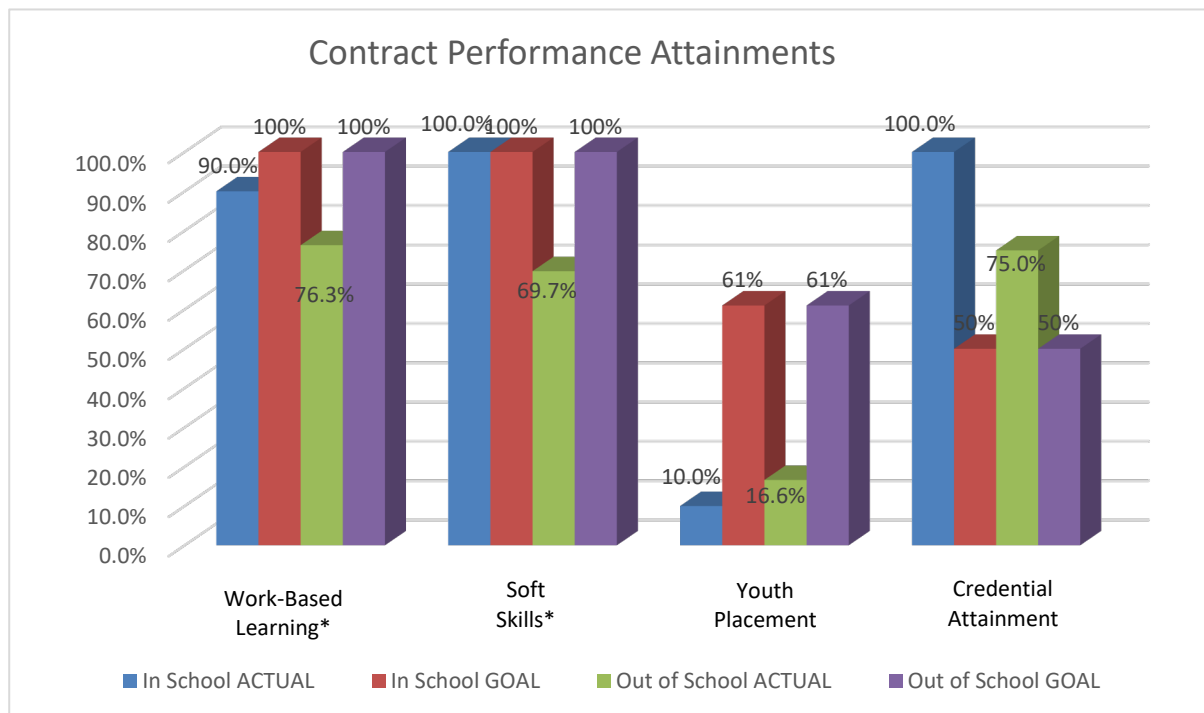
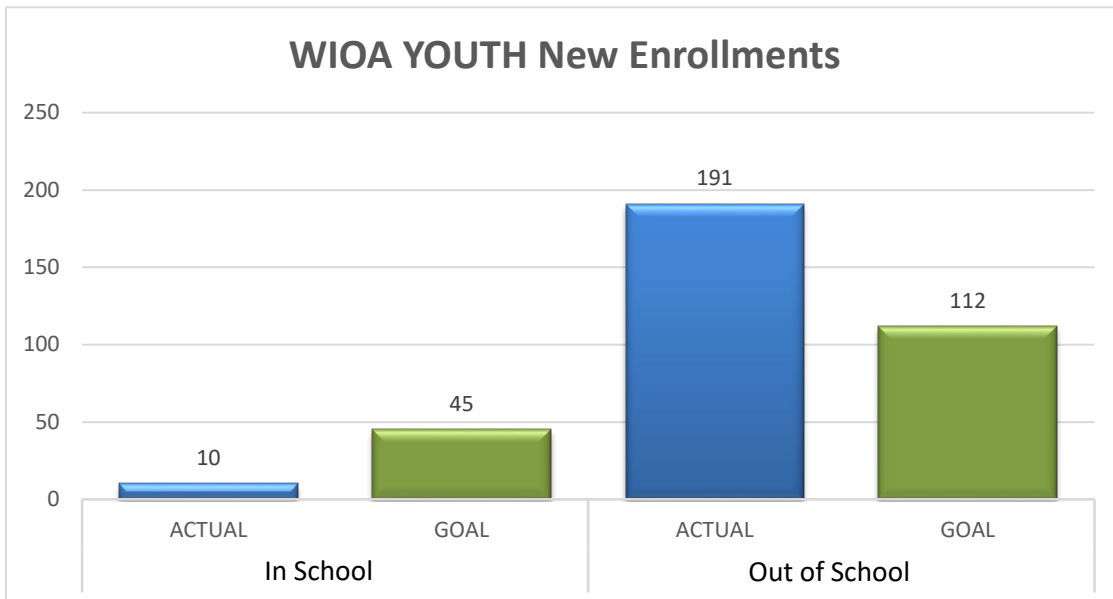
② Soft Skills/Leadership = Activity 410-Leadership Development Services

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

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

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**YOUTH CONTRACT PERFORMANCE INDICATORS REPORT**  
**AGGREGATE OF ALL ACWDB YOUTH PROVIDERS**  
**PY 2018/2019; 4TH QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019**



## **ITEM VI.D. – REPORTS**

### **FINANCIAL INDICATOR REPORTS – PY 2018/2019**

#### **BACKGROUND:**

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2018/2019. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Providers and Youth Providers as of May 31, 2019.

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; and
- Be an indicator of the potential for the recapture of funds.

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

Invoices submitted by AJCC and Career Services Providers indicate compliance with the contract budget expenditure plans for PY 2018/2019. With the exception of Chabot-Las Positas Community College District, expenditures through 5/31/19 indicate that providers will not fully expend contract budgets as of 6/30/19. Please refer to Attachment VI.D.1.

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

The contract for the in-school Youth Innovation Program has been terminated. The provider, Soulciety, was not able to execute the contract requirements. ACWDB took action to approve the deobligation of funding at its March 2019 meeting.

Invoices submitted by out-of-school Youth Providers (Berkeley Youth Alternatives, La Familia, Hayward Unified School District) indicate compliance with the contract budget expenditure plans for PY 2018/2019. With the exception of La Familia, expenditures through 5/31/19 indicate that providers will not fully expend contract budgets as of 6/30/19. Please refer to Attachment VI.D.2.

Final PY 2018/2019 Financial Indicator Reports will be provided at the November 2019 Organizational Effectiveness Committee meeting. These reports will include total expenditures for each provider through 6/30/19.

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

**ATTACHMENTS:**

VI.D.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2018/19 Report

VI.D.2. - Financial Indicator Report – Youth Providers PY 2018/19 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**AJCC/CAREER SERVICES PROVIDERS**  
**REPORT DATES: 7-1-18 thru 5-31-19**

<b>PROGRAM YEAR 2018-19 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,877,536		\$1,415,440	75.4%	\$462,096.41
Peralta CCD	\$375,383	3/31/18	\$232,694	62.0%	\$142,688.78
Rubicon Programs	\$787,139	5/31/19	\$561,269	71.3%	\$225,870.18
Ohlone CCD	\$464,759	5/31/18	\$385,143	82.9%	\$79,615.90
Chabot Las Positas CCD	\$250,255	5/31/19	\$236,333	94.4%	\$13,921.55

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**YOUTH PROVIDERS**  
**REPORT DATES: 7-1-18 thru 5-31-19**

<b>PROGRAM YEAR 2018-19 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,056,861		\$816,758	77.3%	\$240,103.49
Soulciety	\$114,096	12/31/18	\$22,796	20%	\$91,300.41
BYA / Berkeley Youth Alternatives	\$318,327	5/31/19	\$226,132	71.0%	\$92,195.38
SACCCRMH / La Familia	\$368,864	5/31/19	\$304,264	82.5%	\$64,600.34
Hayward Unified School District	\$369,670	5/31/19	\$286,362	77.5%	\$83,307.77

## **ITEM VI.E. – REPORTS**

### **TRAINING EXPENDITURES REPORT – PY 2018/2019**

#### **BACKGROUND:**

This item presents the Training Expenditures Report for Alameda County Workforce Development Board (ACWDB) service providers for PY 2018/2019. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Formula funds and allowable leveraged training expenditures as of June 30, 2019.

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 2018/2019, California WIOA requires that each Local Board spend an amount that is at least 30% of the total WIOA Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the WIOA Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30% amount may be from other funds, including WIOA Discretionary funds and non-WIOA funds spent on training of participants. For PY 2018/2019, the 30% training requirement is \$1,037,271, of which at least \$691,514 (20%) must be WIOA Adult/Dislocated Worker Formula expenditures and no more than \$345,757 (10%) may be leveraged training funds from other sources.

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

As of June 30, 2019, total training expenditures and obligations, including leveraged training, amount to \$795,038 (23% of the required 30%). Please refer to Attachment VI.E.1.

ACWDB did not meet the 30% training expenditure requirement for PY 2018/2019 and PY 2017/2018. As discussed at previous meetings, the primary reason is that training expenditures lag behind training obligations due to training program start and completion dates. ACWDB staff have implemented several new strategies aimed at ensuring that the 30% training expenditure requirement is met for PY 2019/2020. Strategies include customized training, adjusted timelines for provider training obligation requirements, and targeted cohort trainings for program participants.

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

#### **ATTACHMENTS:**

VI.E.1. – Training Expenditures Report – PY 2018/2019 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**TRAINING EXPENDITURES REPORT**  
**REPORT DATES: 7-1-18 thru 6-30-19**

<b>PROGRAM YEAR 2018-19</b>	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement	% Expended
WIOA Adult/DW Training	\$691,514	\$449,281		\$242,233	13.0%
Leverage Training	\$345,757	\$345,757		\$0	10.0%
<b>Total (1)</b>	<b>\$1,037,271</b>	<b>\$795,038</b>		<b>\$242,233</b>	<b>23.0%</b>

- (1) A minimum of 20% (\$691,514) 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% (\$345,757) may be training dollars from other sources.

## **ITEM VI.F. – INFORMATION**

### **BUSINESS SERVICES UNIT REPORT**

**PY 2018/2019**

#### **BACKGROUND:**

At the December 14, 2017 Alameda County Workforce Development Board (ACWDB) meeting, the Board approved the adoption of a new business engagement model to be implemented by the ACWDB's Business Services Unit (BSU) in PY 2018/2019. In the new 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 partners to better coordinate employer-focused services throughout the County.

PY 2018/2019 was dedicated to implementing Phase I of the new model, namely convening meetings of the newly formed Alameda County Business Engagement Team (ACBET) comprised of key partners working with large numbers of employers. The BSU focused on leveraging these partnerships to conduct greater outreach to businesses, to better understand the trends and business needs of established Industry Sector Partnership groups, and share strategies with businesses around hiring from ACWDB's target populations.

#### **PROGRAM YEAR 2018/2019 BUSINESS SERVICES:**

The Alameda County Business Engagement Team (ACBET):

PY 2018/2019 was dedicated to rolling out phase I of the new business engagement model, including building coordination of a steering committee of key employer-facing partners and demand-driven initiatives. ACWDB convened regular partnership meetings of staff, collectively known as the ACBET, representing the following entities:

- Employer Advisory Council (EAC) – the Employment Development Department's small business membership body
- East Bay Economic Development Alliance's (EBEDA) Economic Development Director's Council
- Social Service Agency's Workforce & Benefits Administration – programs for employers
- Community Development Agency – serving small businesses in the unincorporated areas of Ashland and Cherryland
- The Hayward Chamber of Commerce
- The Small Business Development Center

ACBET agendas were created by BSU staff with input from members. Standing agenda items included coordinating business services across partner initiatives to maximize outreach to employers, updates on layoffs and closures, and "hot topics" that affected all partners such as Tesla's hiring and lay off activities. The BSU also provided information on ACWDB's grant

training opportunities, quarterly labor market reports on specific industries, and leveraged the partnership to help gain employer feedback for ACWDB's local and regional plan. ACWDB was also able to more effectively promote our employer-focused forums, such as the Expanding Your Talent Pool: A Forum for Employing Individuals with Disabilities and the Employer Roundtable for Reentry Hiring.

In addition, the BSU invited a series of guest speakers to present on industry sector strategies to address employer trends and current workforce needs. Speakers included leaders of the East Bay Health Workforce Partnership (EBHWP) and the Advanced Manufacturing Bay Area (AMBayArea) Partnership.

#### Business Services Unit Performance Measures:

Since transitioning to the new business engagement model on July 1, 2018, BSU staff has been collecting data on five (5) performance measures, listed below, approved by the Board at the May 10, 2018 meeting. In addition, the BSU collected data on additional measures that reflected the impact of working collaboratively with the ACBET and other employer-facing agencies. Measures were tracked by BSU staff primarily through a shared Google Document. Please see Attachment VI.E.1. *Alameda County Workforce Development Board's Business Services Unit Performance Indicator Report: PY 2018/2019* for performance to date.

#### Board Approved Measures:

##### **1) Serve 15 New Businesses**

The BSU provided services to at least 20 new businesses in PY 2018/2019. Services included providing advice on creating job descriptions and flyers, recruitment assistance, information on Customized, Incumbent Worker or On-the-Job Training (OJT), referrals to Career Services and Youth providers and providing an overview of the workforce system and ways we assisted businesses.

New businesses, including Divine Home Care, Hayward Healthcare Center, Royal Floors, Custom Label, Organic Spices, EnviroScapes, and SepiSolar contacted us through referrals from partners, or through an Internet search. Feedback from employers included appreciation for explaining how our system worked and the advantages of connecting with it.

##### **2) Provide Services to 12 Small Businesses**

BSU staff provided individualized services to 22 small businesses (less than 100 employees) in PY 2018/2019. Businesses included Stratford Optometry, Nidaan Systems, A-Para Transit, and Tric Breaking Traditions as well as many of the new businesses. Again, services varied from referrals to partners and information on training programs to sharing new job opportunities. Referrals were also made to partner agencies providing services specifically to small businesses, such as the EAC.

### **3) Enhance Rapid Response/Layoff Aversion Services to Generate 5 Additional Business Relationships through EconoVue, Business Assistance and Training Support**

ACWDB assisted Tesla in several rounds of layoffs throughout PY 18/19 and through this relationship the company inquired about the BSU's additional business services, including training. ACWDB will continue to provide business assistance to Tesla as needed in PY 19/20. BSU staff also continued to enhance business engagement and mutual understanding among regional workforce boards through its partnership with the Bay Area Rapid Response Roundtable, which it convened in fall 2018.

Enhancing Layoff Aversion Services is also a function of the Customized/Incumbent Worker Training programs, which aim to hire or skill up employees in areas critical to a company in an effort to maintain or grow rather than reduce a workforce. Similarly, for the past several years, ACWDB has utilized the successful Business Assistance Program (BAP) implemented by The Corporation for Manufacturing Excellence (MANEX) to help struggling companies identify and address weaknesses affecting their bottom line.

The reduction in Layoff Aversion funding for PY 2018/2019 in addition to the low unemployment rate resulting in companies focused on outright hiring rather than building training programs impacted both of these strategies. ACWDB will continue to assess how to incorporate these into its portfolio of business services given the changing dynamics of the current economy, and will look more closely at utilizing business outreach tools such as EconoVue to identify companies showing signs of financial stress.

### **4) Build Local and Regional Collaboration with Industry, Trade, Economic Development and Other Business-Oriented Partners**

One of the main ways ACWDB and the BSU have built regional collaboration with industry is through support of the Industry Sector Partnerships (employer roundtables) which were created under the State's Slingshot Initiative. ACWDB continues to invest resources in supporting the sustainability of these partnerships, mainly in Advanced Manufacturing, Healthcare, and Information and Communications Technology (ICT) as they are important forums through which businesses can unite around common priorities and collectively connect with workforce and education partners. In PY 2018/2019, ACWDB attended the Advanced Manufacturing Bay Area annual Summit and participated in several industry partner meetings.

BSU staff continued to engage closely with Directors of Economic Development Departments at a number of cities, including Union City, San Leandro, Hayward, Berkeley and Fremont and stayed abreast of local and regional economic initiatives through participation at the EBEDA's quarterly Economic Development Directors' Council meetings. ACWDB's Director also assisted in developing the program for the annual California Labor Federation's Building Workforce Partnerships Conference, at which all BSU staff participated and networked with both labor and workforce representatives.

## **5) 75% of events aligned with ISOF**

The Industry Sector and Occupational Framework (ISOF) remains the guiding strategy for ACWDB's work. In PY 2018/2019, BSU staff helped support employer forums which drew from a cross-section of industry represented in the ISOF. The two employer forums in addition to the Women Breaking Barriers to Success event attracted businesses from ISOF industries including healthcare and caregiving, automotive and food manufacturing, engineering, and technology.

### Baseline Measures:

The BSU collected data on a number of additional measures to determine how best to measure the extent of our business engagement within the new model.

#### **1) Collaborative Events with ACBET Partners**

ACWDB partnered with several ACBET members for events. The Employment Development Department was a partner at both employer forums. The City and Chamber of Hayward partnered with ACWDB for the Employer Roundtable for Reentry Hiring and the City of Hayward provided the site for the Women Breaking Barriers to Success event. EBEDA also provided important financial and personnel support for the Women Breaking Barriers to Success event. The City of Berkeley supported the Expanding Your Talent Pool forum and also provided financial support.

BSU staff also attended the *SF Business Times* and EBEDA sponsored Made in the Bay Area Manufacturing Innovators Forum and the EBEDA Membership meeting with the Biotech Industry panel.

#### **2) Presentations at Employer-Focused Convenings**

BSU staff was invited to present on business services at a number of employer-focused meetings and events with ACBET partners, including: Small Business Vendor meeting for BART; Employer Advisory Council meetings; Bay Area Business Roundtable convenings; Hayward Nonprofit Alliance meetings; and Hayward Chamber meetings. In addition, staff reached dozens of employers through participation at several employer events such as: the Hayward Business Expo; Senior Resource Fair for District 15; Assemblymember Bill Quirk's Small Business Forum and the Rubicon Resource Fair. Through this engagement with key partners, BSU staff was able to reach more than 200 businesses.

#### **3) Overall Employer Referrals**

One of the vital services BSU staff provides to Alameda County employers is connections to partners who can provide more helpful resources. For PY 2018/2019, BSU staff provided approximately 50 employer referrals to partners including Career

Services Providers, Youth Providers, the Employment Training Panel, Adult Schools and Community Colleges, Industry Sector Partnerships, the Small Business Development Center, the Eligible Training Provider List, and more.

**PROGRAM YEAR 2019/2020 BUSINESS SERVICES:**

For PY 2019/2020, the BSU will continue to work collaboratively with ACBET partners to leverage employer relationships and ensure stronger coordination and will also look at expanding the ACBET to include agencies that can increase our impact on employers. In addition, the BSU will focus on aligning more closely with partners including the Small Business Development Center (SBDC), and create more coordinated communication from demand-driven entities to supply-side partners. This will include increased coordination with the employer activities occurring through ACWDB's Career Services Providers.

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

**ATTACHMENT:**

VI.F.1. - Alameda County Workforce Development Board's Business Services Unit Performance Indicator Report: PY 2018/2019



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

**PY 2018/2019: 7/1/2018 through 6/30/2019**

**1. BOARD APPROVED MEASURES**

<b><u>GOALS</u></b>	<b><u>PERFORMANCE YTD</u></b>	<b><u>SERVICES PROVIDED</u></b>	<b><u>BUSINESS SERVED</u></b>
<b>1. Serve 15 new businesses</b>	20	<ul style="list-style-type: none"> <li>○ Recruitment referrals to career services</li> <li>○ Information on Customized Training (CT) and On-The-Job Training (OJT)</li> </ul>	Businesses include G2 Metal Fab, Dreisbach; Divine Home Care; Hayward Healthcare Center; Royal Floors; Organic Spices; EnviroScapes; SepiSolar; G2 Metal Lab; Closet World
<b>2. Provide Services to 12 Small Businesses (&lt;100 employees)</b>	22	<ul style="list-style-type: none"> <li>○ Presented on BSU services (recruitment, training, re-entry event, etc.). Follow-up with invite to re-entry event</li> </ul>	Businesses include Nidaan Systems, A-Para Transit, Tric Breaking Traditions; Spirit Halloween; Freedom Forever; Custom Label; G2 Metal Lab; Accent Care; A1 Sun
<b>3. Enhance Rapid Response/Layoff Aversion services to generate 5 additional business relationships (e.g. through Business Assistance Program, EconoVue, Customized Training)</b>	2	<ul style="list-style-type: none"> <li>○ Rapid Response assistance for Tesla led to increased interest in other BSU services;</li> <li>○ Enhanced business engagement for mutual understanding and assistance including creating Rapid Response Roundtable in October 2018</li> </ul>	Tesla; Bay Area Business Roundtable; Traditionally through CT/IWT Trainings and Manex contract
<b>4. Build Local &amp; Regional Collaboration with Industry, Trade, Education and other Business oriented partners</b>		<ul style="list-style-type: none"> <li>○ Provided information on Business Services, Employer Re-Entry event collaboration, Trainings</li> <li>○ Establish priorities for collaborative activities and events</li> <li>○ Ongoing engagement with Industry Sector Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>- Economic Development Departments at City of Hayward and City of Union City</li> <li>- Convene ACBET meetings with partners from SSA, EBEDA, EDD and CDA</li> <li>- Attend quarterly industry partnership meetings for ICT, Healthcare, Advanced Manufacturing, Transportation &amp; Logistics to assess talent and training needs of industry</li> </ul>

<b>5. 75% of ACWDB events for Business Services align with Industry Sector and Occupational Framework (ISOF)</b>	<p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> <li>○ Employer Roundtable for Reentry Hiring (cross-sector)</li> <li>○ Employer Forum on Disabilities (cross-sector)</li> <li>○ Women Breaking Barriers to Success (cross-sector)</li> </ul>	
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**2. BASELINE DATA COLLECTED BY BSU TO ASSESS BUSINESS ENGAGEMENT**

<u>GOALS</u>	<u>EVENT</u>	<u>SERVICES PROVIDED</u>	<u># OF BUSINESSES REACHED</u>
<b>1. Collaborative Events with ACBET Partners</b>	Employer Roundtable for Re-Entry Hiring	Provided forum where employer champions could share successful re-entry hiring stories; provide information on hiring incentives and training; feedback tables for employers on various hiring and legal topics	20 (in addition to intermediaries connected with employers)
	Employer Forum on Disabilities	Provided forum where employer champions could share successful strategies for hiring individuals with disabilities; hired employees also spoke of experiences; provided information on hiring incentives and training opportunities	10 (in addition to intermediaries connected to employers)
	Women Breaking Barriers to Success	Event focused on inspiring women with barriers through connections with successful businesswomen in their communities	More than 30 businesswomen participated as speakers and/or mentors to participants
<b>2. Presentations at Employer-Focused Convenings</b>	Senior Resource Fair – District 15	Presentation on BSU services including: <ul style="list-style-type: none"> <li>○ General BSU services</li> <li>○ Recruitment</li> <li>○ OJT, Customized Training,</li> <li>○ Tax credits and incentives around hiring formerly incarcerated individuals</li> <li>○ Hiring from target populations</li> <li>○ Small business assistance</li> </ul>	20
	Hayward Chamber of Commerce member meeting		20
	Small Business Vendor Meeting for BART		20

	Biocom Bay Area Life Resources Fair		12
	The Alameda County Employer Advisory Council (EAC) Meetings		65
	Bay Area Business Roundtable		15
	Hayward Business Expo		20
	Hayward Nonprofit Alliance		12
	Employer Forum - Disabilities		10
	Bill Quirk's Small Business Forum		15
	Rubicon Programs - Employment, Education & Resource Fair		20
<b>3. Overall Employer Referrals</b>		<ul style="list-style-type: none"> <li>○ OJT Referrals to Career Services Providers</li> <li>○ Recruitment Referrals to Career Service Providers/Youth</li> <li>○ Business Referrals to partners/resources (ETP, ETPL)</li> </ul>	50 (businesses include: Freedom Forever, Spirit Halloween, G2 Metal Fab, Census, Nidaan Systems, A-Para Transit, Tric Breaking Traditions, BART, Copper Harbor, Wisoman Foods, Bears for Humanity, Revolution Foods, Uplift Family Services, Amazon, Fremont Bank)

## **ITEM VI.G. – REPORT**

### **RAPID RESPONSE REPORT PY 2018/19**

#### **BACKGROUND:**

As of July 22, 2019, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 48 layoff/closure events, affecting 5,962 laid off workers since July 1, 2018. Rapid Response activity is recorded based on the program year (PY) July 1, 2018 through June 30, 2019. Please refer to Attachment VI.G.1. for employer data.

#### **Rapid Response Activities:**

The North Face, an iconic, worldwide brand began to close its doors in May 31, 2019 to leave the Bay Area by 2020 displacing 213 workers. The outdoor active wear maker was founded in San Leandro 42 years ago and has been headquartered in Alameda for the past eight years and is now moving to Denver. The clothing makers of all sorts are under competition from Amazon and other online retailers. VF Corporation is relocating several of its brands to the Mile-High City. VF received \$27 million in tax incentives from the state of Colorado, the second largest such package in state history. Four Rapid Response orientations were held involving a total of 152 employees in attendance.

Smithfield Foods has closed the Saag's Specialty Meats facility in San Leandro on June 28, 2019. Smithfield is transferring all production from Saag's to other Smithfield facilities. Saag's specializes in the production of premium deli meat and sausage products. Saag's had been working with other employers in the area that were hiring and conducted job fairs at their facility which included Dreisbach (Cold Storage), Columbus Manufacturing, Swiss American Sausage Co., Ghirardelli Chocolate Company, Cintas Uniform Services, Harvest Food Products, Torani, Chartwell, and Revolution Foods. Two Rapid Response orientations were held on May 29, 2019 with 61 employees in attendance.

Singulex Corp, an immune diagnostics company, will close its doors effective June 17, 2019 displacing 71 employees. Singulex was actively seeking the capital necessary to continue business operations and engaged JP Morgan Chase to assist in finding a third party - willing to invest the funds necessary to permit Singulex to continue its business, whether as a stand - alone entity or as part of another business. Singulex's efforts to secure a buyer/ investor were exhausted on June 14, 2019. Singulex filed the WARN Notice June 19, 2019. A Rapid Response orientation was held on June 26, 2019 with 29 employees in attendance.

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

#### **ATTACHMENTS:**

VI.G.1. - ACWDB Layoff and Closure PY 2018/2019

VI.G.1.a. – Rapid Response Charts PY 2018/2019



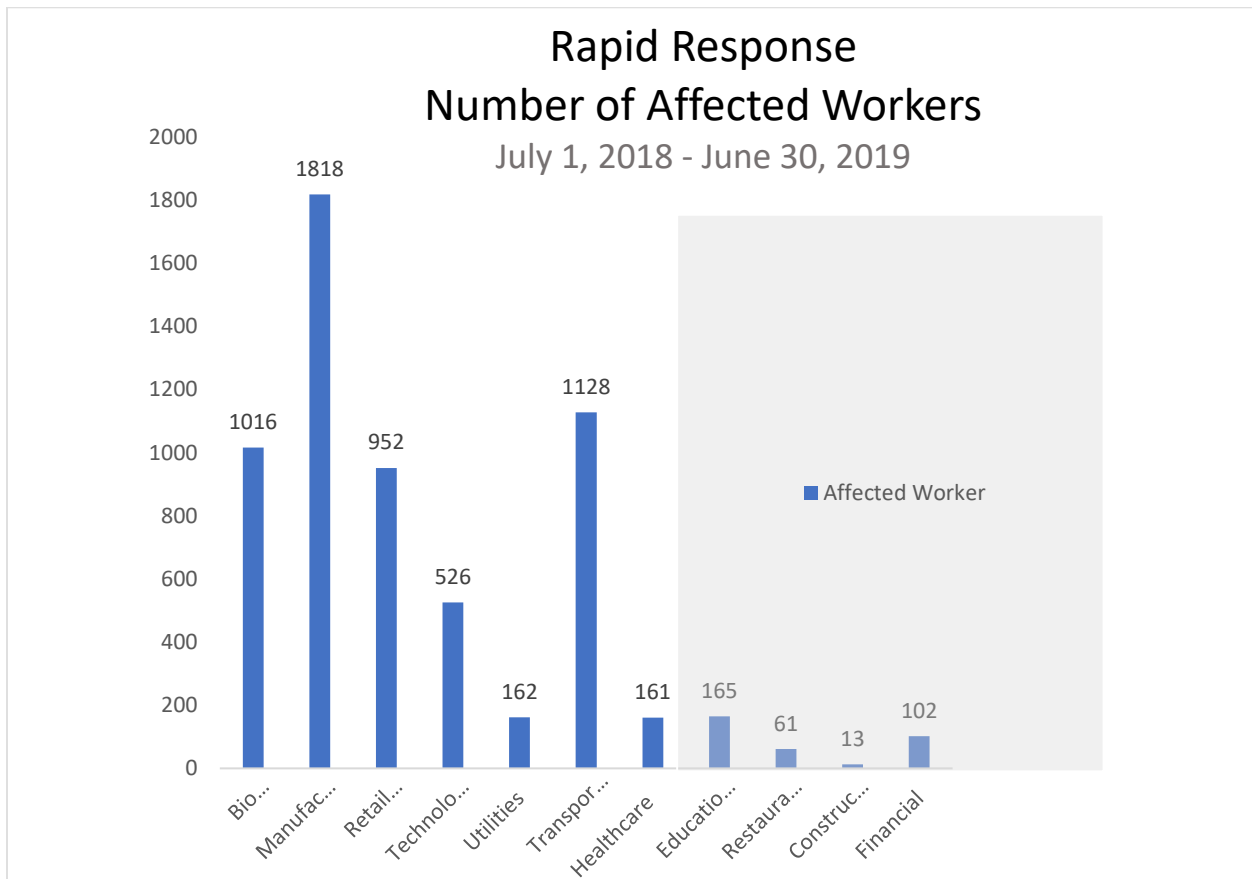
## ACWDB Layoff and Closure PY 2018/2019

<b>WARN</b>							
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.							
<b>Total Employers: 48 Total Affected Workers: 5,962</b>							
<b>Employer</b>	<b>Union</b>	<b>Location</b>	<b>Industry</b>	<b>Closure/ Layoff</b>	<b>Layoff Date</b>	<b>Affected Workers</b>	<b>TAA Status</b>
<b>NORTH CITIES RAPID RESPONSE EVENTS – Employer: 12 Total Workers: 1243</b>							
Hs. Lordships		Berkeley	Restaurant	Closure	7/1/18	61	
Aqua Metals		Alameda	Recycle	Closure	9/10/18	12	
Novartis Institutes for Bio Medical Research		Emeryville	Bio Medical Research	Closure	9/12/2018	149	
Wind River Systems		Alameda	Technology	Layoff	9/15/2018	64	
Argosy University		Alameda	Education	Closure	12/31/18	78	
Bayer US LLC		Berkeley	Bio Medical Research	Layoff	12/3/2018	108	
Orchard Supply Company LLC		Berkeley	Retail	Closure	10/20/2018	300	
E/2 E2 Consulting Engineers, Inc		Emeryville	Utilities	Closure	12/31/2018	162	
Raley's Aisle 1		Alameda	Retail	Closure	2/2/2019	12	
Instacart		Berkeley	Retail	Closure	5/11/2019	13	
VF Outdoors		Alameda	Retail	Closure	5/31/2019	213	
Singulex		Alameda	Bio Medical Research	Closure	6/17/2019	71	
<b>TRI CITIES RAPID RESPONSE EVENTS - Employers: 14 Total Workers: 2,314</b>							
TESLA		Fremont	Manufacturing	Layoff	8/14/18	420	
Esscendent		Union City	Warehouse	Closure	7/31/2018	40	
Formation Brands		Union City	Warehouse	Closure	7/31/2018	53	
Theranos		Newark	IT	Closure	8/20/2018	20	
Sears, Roebuck & Co		Newark	Retail	Closure	9/30/18	47	
Kaiam		Newark	IT	Layoff	12/31/2018	30	
Mida Industries		Fremont	Manufacturing	Layoff	9/3/2018	55	
Healthy Living Network/ Healthy Living at Home		Newark	Healthcare and_Social_	Closure	12/2/2018	128	
Jabil		Fremont	Technology	Layoff	11/19/2018	343	
Orchard Supply Company LLC		Fremont	Retail	Closure	10/20/2018	48	

## ACWDB Layoff and Closure PY 2018/2019

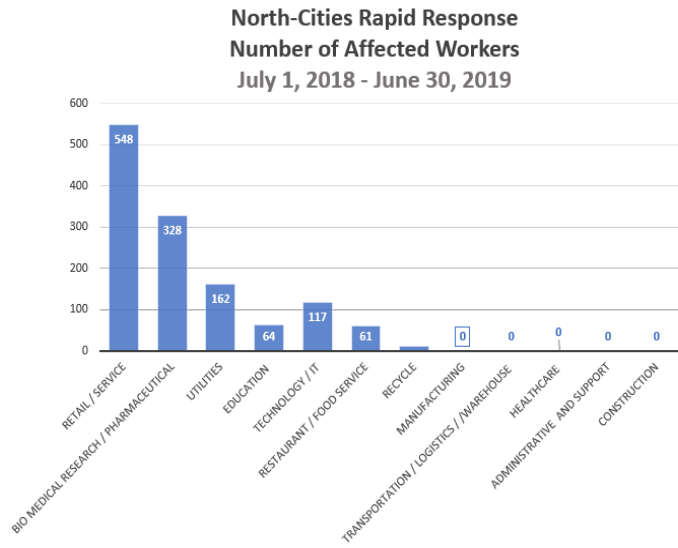
Tesla		Fremont	Manufacturing	Layoff	3/20/2019	802	
CEVA		Newark	Transportation/ Logistics	Closure	4/14/2019	113	
JCPenney		Newark	Retail	Closure	5/3/2019	60	
Excelitas Technologies		Fremont	Manufacturing	Closure	9/30/2019	155	
<b>TRI VALLEY RAPID RESPONSE EVENTS - Employers: 10 Total Workers: 812</b>							
Comcast		Livermore	Administrative and Support and	Layoff	8/17/2018	87	
Kaiser Permanente		Pleasanton	Technology	Layoff	1/8/2019	69	
Jabil		Livermore	Manufacturing	Lay off	11/19/2018	92	
Orchard Supply Company LLC		Livermore	Retail	Closure	10/20/2018	38	
Di OverniteLL		Dublin	Transportation	Closure	3/8/2019	38	
Allstate		Livermore	Retail	Closure	3/31/2019	34	
Provident		Pleasanton	Financial	Closure	4/8/2019	12	
Paramedics Plus		Livermore	Transportation	Closure	6/30/2019	487	
Staples		Pleasanton	Retail	Closure	6/22/2019	12	
Anka Behavioral Health		Dublin	Healthcare	Closure	6/27/2019	33	
<b>EDEN AREA RAPID RESPONSE EVENTS - Employers: 13 Total Workers: 1,648</b>							
Serta Simmons		San Leandro	Manufacturing	Closure	07/15/18	153	
Amneal/Impact Labs		Hayward	Pharmaceutical	Closure	8/8/18	608	
Boral Industries		Hayward	Construction	Closure	8/31/2018	1	
Lowes/ Orchard Supply Company, LLC		San Leandro	Retail	Closure	10/20/2018	57	
ThredUp Inc.		San Leandro	Retail	Closure	12/15/2018	118	
DuPont's Bay Area Innovation Center		Hayward	Bio Medical Research	Closure	1/31/2019	80	
International Paper Company		San Leandro	Manufacturing	Closure	12/14/2018	36	
DI Overnite LL		San Leandro	Transportation	Closure	3/8/2019	10	
Seeo Inc		Hayward	Manufacturing	Closure	3/15/2019	44	
CEVA		Hayward	Transportation/ Logistics	Closure	4/14/2019	234	
Pelagic Pressure Systems		San Leandro	Manufacturing	Closure	5/16/2019	35	
Smithfield Packaged Meats Corp		San Leandro	Manufacturing	Closure	6/28/2019	81	
Revolution Foods		San Lorenzo	Warehouse	Layoff	5/16/2019	191	
<b>Total Affected Workers:</b>						<b>6,017</b>	

Industry	Affected Worker
Bio Medical Research / Pharmaceutical	1016
Manufacturing	1818
Retail /Service	952
Technology / IT	526
Utilities	162
Transportation / Logistics/ /Warehouse	1128
Healthcare	161
Education , Administrative and Support	165
Restaurant / Food Service	61
Construction / Recycle	13
Financial	102



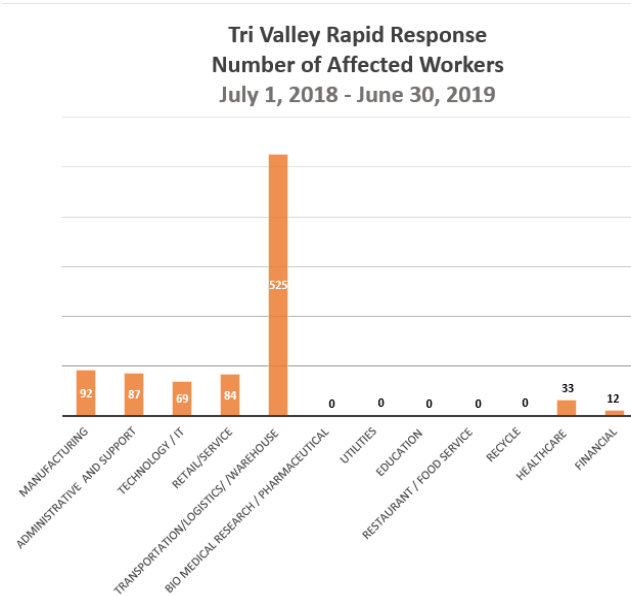
**NORTH-CITIES RAPID RESPONSE**

Industry	Affected Workers
Retail / Service	548
Bio Medical Research / Pharmaceutical	328
Utilities	162
Education	64
Technology / IT	117
Restaurant / Food Service	61
Recycle	12
Manufacturing	0
Transportation / Logistics / Warehouse	0
Healthcare	0
Administrative and Support	0
Construction	0
Financial	0



**TRI VALLEY RAPID RESPONSE**

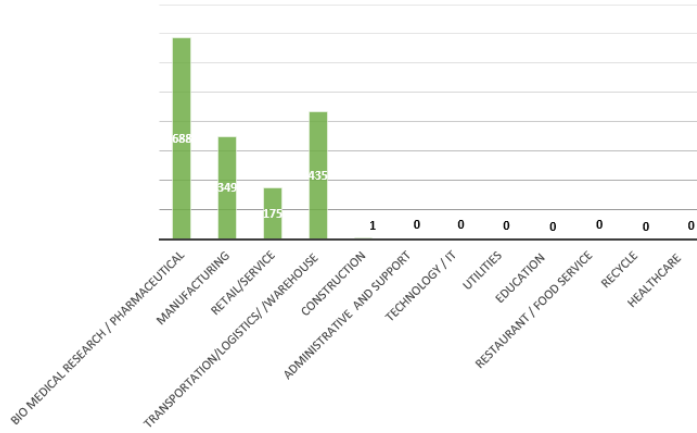
Industry	Affected Workers
Manufacturing	92
Administrative and Support	87
Technology / IT	69
Retail/Service	84
Transportation/Logistics/ Warehouse	525
Bio Medical Research / Pharmaceutical	0
Utilities	0
Education	0
Restaurant / Food Service	0
Recycle	0
Healthcare	33
Financial	12



**EDEN AREA RAPID RESPONSE**

Industry	Affected Workers
Bio Medical Research / Pharmaceutical	688
Manufacturing	349
Retail/Service	175
Transportation/Logistics/ Warehouse	435
Construction	1
Administrative and Support	0
Technology /IT	0
Utilities	0
Education	0
Restaurant / Food Service	0
Recycle	0
Healthcare	0

**Eden Area Rapid Response  
Number of Affected Workers  
July 1, 2018 - June 30, 2019**



**TRI-CITIES RAPID RESPONSE**

Industry	Affected Workers
Manufacturing	1377
Technology / IT	393
Healthcare	128
Retail / Service	155
Transportation/Logistics/ Warehouse	258
Bio Medical Research / Pharmaceutical	0
Utilities	0
Administrative and Support	0
Education	0
Restaurant / Food Service	0
Recycle	0
Construction	0

**Tri - Cities Rapid Response  
Number of Affected Workers  
July 1, 2018 - June 30, 2019**

