

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD
(<http://www.acwdb.org>)

In partnership with the
BOARD OF SUPERVISORS

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

September 12, 2019

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, September 12, 2019
9:00 AM – 12:00 Noon
Eden Area Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Rooms A & B (#225 & 226)
Hayward, CA

AGENDA

PAGE

I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Minutes of May 9, 2019 - ACTION 1
- C. WDB Chair Report
- D. Committee Chairs' Report
- E. Director's Report

II. PUBLIC FORUM

The public can address the Board on issues other than those on the agenda. Members of the public who wish to address the Board on published issues should do so at the time the agenda item is being discussed.

- III. PRESENTATION – Public Policy Institute of California – “Career Pathways and Upward Mobility at California’s Community Colleges 9

IV. ACTION ITEMS – PUBLIC HEARING

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- E. Revised Contract Renewal Criteria Recommendations for the Young Adult Future Force Career Program and the Youth Innovation Program for PY 2019-2021 35
- F. Approval of Alameda County Workforce Development Board Recommended Annual Budget – PY 2019/2020 37

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VII. MATTERS INITIATED BY BOARD MEMBERS

VIII. ANNOUNCEMENTS

If you have questions on the agenda items or need additional information, please contact Patti Castro, Director, at (510) 259-3843 or email pcastro@acgov.org.

Members of the public who wish to address the WDB may do so during the PUBLIC FORUM or at the time an Agenda item is discussed. Sign-up cards are available at the rostrum.

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

If you require specific accommodation due to a disability, please call Sheroza Haniff, Board Secretary at (510) 259-3842 at least 72 hours in advance.

NEXT WDB MEETING: DECEMBER 12, 2019

ITEM I.B. – ACTION

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

QUARTERLY MINUTES OF MAY 9, 2019

MEMBERS PRESENT

Abbott, Tyler
Baker, Alexandria
Dozier, Julia
Heinz, Tom
Kapoor, Tina
Lam, Tony
McCormick, Bethany
Maxwell, Nan
Mello, Kathy
Oberoi, Kalpana
Ong, Jennifer
Rose, Christopher
Torok, John

MEMBERS ABSENT

Baiter, Stephen
Bowser, Jeff
Cogley, Jennifer
Darby, Eric
Frazier, Brad
Mello, Kathy
Nichols, Larry
Reyes, Paul
Salem, Brian
Scrafano, Kimberly
Stoller, Melissa
Wagner, Mario

STAFF PRESENT

Castro, Patti
Boykin, Rhonda
Brown, Tamia
Contreras, Javier
Dias, David
Dovey, Quinallison
Garcia, Michele
Haniff, Sheroza
Miller, Samantha
Mitchell, Jennifer
Perry, Deidra
Reed, Latoya
San Mames, Carmelo
Soto, Nancy
Torres, Delia
Turner, Charles

Chairperson Ong called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:13 A.M. on Thursday, May 9, 2019. A quorum was present.

ITEM I.B. – MINUTES OF ACWDB QUARTERLY MEETING FOR March 14, 2019.

A correction (as follows) was to the March 14, 2019 minutes was announced, from page 3

*Awarded Additional Assistance grant in the amount of \$995,000.00
in February to serve 200 laid off workers from several companies
over an 18 - month period*

A motion to approve the minutes was made by **Abbott/Torok/carried.**

ITEM I.C. – CHAIRPERSON’S REPORT. Chairperson Ong announced the following:

- The Executive Committee approved the WIOA Funding Recommendations for PY 19/20 – Action before the Board
- Approved ACWDB Preliminary Annual Budget for PY 19/20 – Action before the Board
- “Women Breaking Barriers to Success” event highlights and recognition of Ad Hoc Committee. Certificates of Recognition were presented to the Committee members
- New ACWDB member Stephen Baiter, from the East Bay Economic Development Alliance appointed to the Board, not present, however.

ITEM I.D. – COMMITTEE CHAIRS’ REPORTS.

Jennifer Ong, Chair of the Executive Committee, discussed highlights from the Executive Committee on April 24, 2019:

1. Discussed Status of the MOU with the Required WIOA Partners
2. Attended National Association of Workforce Boards Forum in March; visited Senators Feinstein and Harris’ staff
3. Provided Board Member roster updates
4. Mentioned the Recertification of the Board is in progress. This is a required State process that happens every 2 years
5. Staff provided a Legislative update

Alexandria Baker, Chair of the Youth Committee, reported the following from the April 8, 2019 meeting:

1. Recommendation for Board approval that contracts with the three current providers for the Future Force Youth and Young Adult Program be renewed upon satisfactory resolution of any deficiencies with the renewal criteria. The recommendation also states that if the renewal criteria is not met, then contract funding would be conditional
2. Recommendation for Board approval that staff negotiate a contract with Eden Regional Occupation Program for the Youth Innovation Program for program year 2019/2020
3. Recommendation for Board approval – Youth Incentive Payment Policy which will give youth providers additional strategies with their program design
4. Reviewed and discussed the new report titled “The Story Behind the Numbers” which is a summary of monthly reports submitted by youth service providers

John Torok, Vice-Chair of the Systems and Strategies Committee, reported the following from the April 17, 2019 meeting:

1. Action Item: Contract Renewal Recommendation for Adult and Dislocated Workers Services Providers PY2019/20. Committee approved the criteria recommended by staff
2. Information Item: Disability Employment Accelerator Grant Update

Christopher Rose, Vice-Chair of the Organizational Effectiveness Committee, reported the following from the April 10, 2019 meeting:

1. Panel discussion called the “Changing Populations in WIOA Participation”
2. Action Item: Employer Outcomes for Customized, Incumbent Worker, & On-the-Job Trainings (OJT)
3. Action Item: Industry Sector & Occupational Framework (ISOF)
4. Provided an Information Item update on Improving Youth Credential Attainment Rates
5. Provided an Information Item update on AJCC Certification

ITEM I.E. – DIRECTOR’S REPORT. Patti Castro reported the following:

Admin Updates:

- Carmelo San-Mames is the latest addition to the ACWDB department, as the Strategic Training Partnerships Coordinator
- Preliminary WIOA Allocations for three streams were received on April 24, 2019 with nearly a nine percent (9%) cut
- Start of the fiscal and procurement review. The State's Monitoring Report from EDD's January 2019 programmatic review is expected
- Initiated the State required Board Recertification process which directs each board to self-assess and provide back-up documentation on the status of their local board. Staff submitted the document packet, and the item goes before the Board of Supervisors in June
- Updates to the ACWDB membership roster will occur after June 30, 2019

Updates on Grants:

- WIOA funding levels are preliminary
- A proposal was submitted on behalf of the Tri- Valley Sub Regional Network for English Language Learners to pilot a collaborative approach to serving individuals with language barriers. The grant is expected to be \$300,000.
- Received the East Bay Works, Regional Planning Unit's Prison-to-Employment Grant but the State has recently adjusted the grant for their administrative purposes. The adjusted level is \$2.3 million. Staff will continue to monitor
- Staff participated in a webinar hosted by the State on the impending SB1 funds for workforce development, which focuses on pre-apprenticeship/pipeline training. Significant partnerships with the Building Trade Councils (BTCs) are expected. SB1 efforts will also be regionally focused
- The Career Pathway Trusts grants will be winding down on June 30, 2019, and the Storm Grant will be winding down on September 30, 2019.
- Staff presented updates on the Modified Local Plan and the Reentry Initiatives to the Alameda County Board of Supervisors Social Services Committee on April 22, 2019

Event Updates:

- The “Women Breaking Barriers to Success” event was held on April 25, 2019, ACWDB extends gratitude to the Ad-Hoc Committee, contributors and participants
- East Bay Economic Development Alliance Innovation Awards were held in Oakland
- On April 10, 2019, the San Leandro Adult School and the Health Care Services Agency hosted the Health Careers and Resource Fair with 150 high school students in attendance

- On April 30, 2019, the AM Bay Area Summit was held in Oakland at the Chabot Space and Science Center. ACWDB members and staff attended.
- STEM Career Day will take place on May 16, 2019, in Emeryville and Berkeley
- A forum called “Expanding Your Talent Pool” will be held on May 31, 2019 in Berkeley focusing on employing individuals with disabilities. ACWDB and the City of Berkeley are jointly hosting this event
- A job fair hosted by the Alameda County Social Services Agency and Reach Center will take place in Ashland on June 4, 2019

Other Announcements:

- Staff will meet with the “All In” Interim Director to discuss possible alignment opportunities with focus on poverty and homelessness
- Staff will be working with the Board of Supervisors on the Chief Local Elected Official Agreement
- The Governor is going to appoint a Commission on the Future of Work, the CWA encourages volunteers from local boards.
- Latoya Reed is working on the latest Quarterly Labor Market Report which will be available to the public

ITEM II – RECOGNITION.

- Recognition of Tamia Brown and Quinallison Jarin for five years of service within Alameda County, in accordance to the National Public Service Employees Recognition Week
- Recognition of service to Julia Dozier, Tom Heinz, Nan Maxwell, and Larry Nichols for their contributions on the ACWDB
- Recognition of services and support to the business leaders associated with the Career Pathways Trust (CPT) programs:

Diversified Mortgage Group	Ed Mack Agbuya, Joel Tannenbaum
Everett Graphics	Cindy Convento, Nyle Buss, Mark Lockary
Federal Aviation Administration	Roy Dickerson
Inland Metal Technologies	Martin Sullivan
McIntyre	Paul Farsight, Joe Farsight
Northwood Design Partner	Mike Hayes
Santini Foods	Phil Mosca
Scandic Springs	Hale Foote, Andrew Roberts
Semifreddi's	Tom Frainer, Mike Rose
Tiburcio Vasquez Health Center	Carlos Londono, David Vliet
Walgreens	Andrew Stevenson, Linh Tran
Walgreens	Tom Saulenas
Wells Fargo Bank	Kim Ponce

ITEM III - PUBLIC FORUM.

Chairperson Ong opened the Public Forum.

There were no public comments.

Chairperson Ong closed the Public Forum.

ITEM IV.A. CONTRACT RENEWAL RECOMMENDATIONS FOR ADULT AND DISLOCATED WORKER CAREER SERVICE PROVIDERS - PY 2019/2020.

Chairperson Ong read the recommendation. Julia Dozier recused herself from the presentation. David Dias, provided the background, criteria and performance updates. He commended the performance of the AJCC and partners for their implementation efforts. Continuous analysis of on-the-job training targets between staff and providers have taken place. Staff maintains confidence in the success models.

Chairperson Ong opened the public hearing, and with no input closed the public hearing.

A motion to approve the recommendations was made by **Maxwell/Lam/carried.**

ITEM IV.B. CONTRACT RENEWAL RECOMMENDATIONS FOR FUTURE FORCE YOUTH AND YOUNG ADULT CAREER PROGRAMS – PY 2019/2020.

Chairperson Ong read the recommendation. Deidre Perry presented the item including a brief background; described criteria and outcomes of contract performance by providers. Patti Castro also described conditional receipt of funds and the adherence to performance obligations by service providers.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Torok/Baker/carried.**

ITEM IV.C. CONTRACT RECOMMENDATIONS FOR THE YOUTH INNOVATION PROGRAM – PY 2019/2020.

Chairperson Ong read the recommendation. Deidre Perry provided background, program design elements in association with the Eden ROP program, and described the importance of services to in-school youth.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Abbott/Maxwell/carried.**

ITEM IV.D. APPROVAL OF THE YOUTH INCENTIVE PAYMENT POLICY.

Chairperson Ong read the recommendation. Deidre Perry described the policy as a tool in recruitment and retention, and briefly outlined stipulations in the contract for the youth providers.

Chairperson Ong opened the public hearing, and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Maxwell/Kapoor/carried.**

ITEM IV.E. EMPLOYER OUTCOMES FOR CUSTOMIZED, INCUMBENT WORKER AND ON-THE-JOB TRAINING STRATEGIES. Chairperson Ong read the recommendation in the packet. Samantha Miller provided background on this item outlining discussion, policy and feedback pertaining to employer outcomes for training programs. Patti Castro also further iterated the expectation of having performance measures for on-the-job training contractors and to leverage the employer fund contributions.

Chairperson Ong opened the public hearing.

Sarah Holtzclaw from Tri-Valley Career Center expressed opposition of the recommendation.

Chairperson Ong closed the public hearing

A motion to approve the recommendations was made by **Baker/Lam/carried.**

Abstention: Julia Dozier

ITEM IV.F. INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK (ISOF).

Chairperson Ong read the recommendation. Latoya Reed provided background and uses of the Industry Sector and Occupational Framework (ISOF), which is a driving force in the Workforce Innovation and Opportunity Act (WIOA) training program policies and is strategically integrated into the Local Plan. She referenced a snapshot on page 27 which outlines the priorities of ISOF in three tiers and further described discussion from the Organizational Effectiveness Committee, whom unanimously voted to approve staff's recommendation.

Chairperson Ong opened the public hearing and with no input, closed the public hearing.

A motion to approve the recommendations was made by **Maxwell/Abbott/carried.**

ITEM IV.G. MEMORANDUM OF UNDERSTANDING BETWEEN THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD AND REQUIRED PARTNERS OF THE AMERICA'S JOB CENTER OF CALIFORNIA SYSTEM PY 2019-2022.

Chairperson Ong read the amended motion and recommendation. Kalpana Oberoi recused herself from the presentation and discussion of the item. Rhonda Boykin briefly described the background of the Memorandum of Understanding (MOU) as a roadmap in navigate the coordination of services amongst local boards and other partners in the America's Job Center of California (AJCC) system. She further described the process of drafting the MOU. The final MOU is expected to be brought to the County Board of Supervisors in September 2019.

Chairperson Ong opened the public hearing and with no input, closed the public hearing.

A motion to approve the recommendation was made by Dozier/Heinz/carried.

ITEM IV.H. FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT SERVICE PROVIDERS FOR PY 2019/2020. Chairperson Ong read the recommendation. Jennifer Mitchell explained the relationship between Item IV.H. and Items IV. A. through IV.C., and explained the recommendation in detail, referencing past funding recommendations for each WIOA service providers based on allocations, allocations that approximate a 9% decrease in funding. Jennifer further expressed the importance of allotting for contract maximums and conditional funding to serve existing vulnerable populations. Deficiencies in contracts have been identified and corrective action has taken place. Significant deficiencies will trigger conditional funding.

Chairperson Ong opened the public hearing and with no input, closed the public hearing.

A motion to approve the recommendation was made by Baker/Torok/carried.

ITEM IV.I. APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD PRELIMINARY ANNUAL BUDGET – PY 2019/2020. Chairperson Ong read the recommendation. Jennifer Mitchell described the background of the preliminary budget recommendation. State allocations have been received and have been continuously trending downward, currently at a 10% reduction rate. She reviewed the WIOA Formula and Discretionary revenues on page 37 and the planned expenditures on page 38 of the packet.

Chairperson Ong opened the public hearing and with no input, closed the public hearing.

A motion to approve the recommendation was made by Torok/Baker/carried.

ITEM V. REPORTS. Chairperson Ong invited Michele Garcia to address any pertinent updates to Items V.A. through V.F. and respond to any inquiries the Board members may have. Michele explained the changes in formatting of the Local Area Performance Reports were a reflection of WIOA. Board members did not have any inquiries on the reports.

ITEM VII MATTERS INITIATED BY BOARD MEMBERS. There were no matters initiated by Board members.

ITEM VIII ANNOUNCEMENTS.

John Torok announced the Alameda Labor Council is holding their annual dinner on May 17, 2019.

The meeting was adjourned at 11:49 A.M.

ITEM III. PRESENTATION

PUBLIC POLICY INSTITUTE OF CALIFORNIA **“CAREER PATHWAYS AND UPWARD MOBILITY AT CALIFORNIA’S** **COMMUNITY COLLEGES”**

BACKGROUND:

The Public Policy Institute of California (PPIC) is an independent, nonpartisan research organization dedicated to informing and improving public policy in the state of California. PPIC recently completed a body of research focused on career technical education (CTE), in the community college system. CTE is also known as “vocational training” prepares individuals for middle-skill jobs that require more than a high school diploma, but less than a four-year degree. Career education connects students to career pathways with more opportunities for advancement in their jobs and opportunities to increase their wages. Their research on “Career Pathways and Upward Mobility at California’s Community Colleges” examines whether career education pathways improve students’ long-term earnings and the many factors associated with wage gain.

Staff is excited to have this very relevant presentation since the workforce system relies heavily on the community college system to train workers, improve completion rates, and create access and opportunities for diverse populations. In addition, our Local Area often invests Workforce Innovation and Opportunities Act (WIOA) funds in supporting individuals who choose a career pathway at a community college. WIOA customized training funds also support cohort training through the community colleges’ contract education systems. The authors’ findings provide valuable information for discussions with our system providers in career education planning, and informs those involved in customer career counseling/guidance.

The presentation will be conducted by Sarah Bohn, Director of Research and Shannon McConville, Research Fellow, both from the Public Policy Institute of California. If you’d like to read the PPIC report ahead of the meeting, please go to their website here:

<https://www.ppic.org/publication/career-pathways-and-economic-mobility-at-californias-community-colleges/>

For more information, please contact Patti Castro, Director at pcastro@acgov.org or by phone at 510-259-3843.

ITEM IV.A. - ACTION/PUBLIC HEARING

**APPROVAL OF THE LOCAL CHIEF ELECTED OFFICIAL AGREEMENT
BETWEEN THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD AND
THE BOARD OF SUPERVISORS**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the new Chief Elected Official (CEO) Agreement between the Alameda County Workforce Development Board and the Board of Supervisors (BOS).

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires a formal agreement between the local workforce development board and the local chief elected official for the purposes of defining roles and responsibilities for the administration, implementation, and oversight of programs. Your board's current Chief Elected Official (CEO) Agreement with the County of Alameda Board of Supervisors (BOS) expires on September 30, 2019. On July 19, 2019 staff met with the Office of County Counsel and board aides representing Supervisors Nate Miley, Keith Carson, and Wilma Chan, to discuss proposed revisions to the document and the timeline for both boards to approve and sign a new Agreement.

For your review and approval, Victoria Wu, Assistant County Counsel, drafted the attached CEO Agreement (Att. IV.A.1.) on behalf of the BOS which will be effective until the end of the federal fiscal year - September 30, 2022. Revisions to the CEO Agreement incorporates the BOS language around their strategic workforce priorities for Vision 2026 and requires WIOA program/services planning to align with their 10X Goals, specifically "Employment for All". In addition, the CEO Agreement now includes language related to the ACWDB assignment to the East Bay Regional Planning Unit (RPU) and the ACWDB's role and responsibilities as a partner and/or fiscal administrator in the RPU. The current CEO, soon to expire, only addresses the local role for your board.

If approved by the ACWDB on September 12, the CEO Agreement will be forwarded to the BOS for action at their September 24, 2019 meeting.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met on August 28th. Staff reviewed the organizational structure that is in place for the ACWDB, its staff, and the relationship to the BOS and the Social Services Agency (SSA). The purpose of the CEO Agreement was also discussed. The Committee unanimously approved the recommendation.

For more information, please contact Patti Castro, Director at pcastro@acgov.org or by phone at (510) 259-3843.

ATTACHMENT:

IV.A.1.- Local CEO Agreement Between WDB and BOS

LOCAL CHIEF ELECTED OFFICIAL (CEO) AGREEMENT
BETWEEN WORKFORCE DEVELOPMENT BOARD AND THE BOARD OF
SUPERVISORS

A. GENERAL

1. This agreement is entered into between the Workforce Development Board of the County of Alameda (hereinafter “WDB”) and the Board of Supervisors of the County of Alameda (hereinafter “BOS”) for the purpose of implementing programs under the Workforce Innovation Act of 2014, 29 U.S.C. Section 3101 et seq. (hereinafter “WIOA”).
2. The purpose of this agreement is to detail the respective roles and responsibilities of the parties in administering funds and programs under WIOA.
3. The effective date of this agreement is the date of the approval of the agreement by the Board of Supervisors. This agreement shall remain in effect until terminated by one of the parties or at the end of federal fiscal year 2022 (9/30/22), whichever is earlier. Either party may terminate the agreement, by giving the other party thirty (30) days written notice of intent to terminate, and the agreement shall terminate thirty days from the date of the notice.

B. RECITALS AND DEFINITIONS

1. The Governor of California (hereinafter “Governor”) designated the County of Alameda, excluding the City of Oakland, as a Local Workforce Development Area (hereinafter “LWDA”), pursuant to WIOA Section 106. The LWDA consists of the cities of Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Newark, Piedmont, Pleasanton, San Leandro, and Union City, and all unincorporated areas of the County of Alameda.
2. The Governor established the Regional Planning Units (RPU). The County of Alameda is in the East Bay RPU.
3. The BOS is the Local Chief Elected Official (hereinafter “CEO”) as defined in WIOA Section 3(9)(A).
3. The WDB is the Local Workforce Development Board as defined in WIOA Sections 3(33) and 107.
4. The BOS established the WDB pursuant to WIOA Section 107. The BOS approved the current composition of the WDB and appointed the members of the WDB on March 8, 2016. It is within the discretion of the BOS to change the composition of the WDB as it determines necessary, so long as the BOS adheres to the WDB composition requirements pursuant to WIOA Section 107. The BOS continues to appoint members as vacancies occur on the WDB.

5. The Alameda County Social Services Agency (hereinafter “SSA”) is an agency of the County of Alameda under the jurisdiction of the BOS. The WDB Division is a division of the SSA. The Executive Director of the WDB is the Director of the WDB Division of the SSA, (hereinafter “WDB Director”).
6. The Auditor-Controller of the County of Alameda (hereinafter “Auditor-Controller”) is that person elected as Auditor of the County of Alameda.
7. “Workforce development funds” are grant funds allocated to the LWDA pursuant to Section 128 and 133 of WIOA.
8. Pursuant to WIOA Section 107(12)(B)(i)(I), the BOS is the local grant recipient for workforce development funds allocated to the LWDA and is responsible for such funds as provided under the WIOA. Pursuant to WIOA Section Section 107 (12)(B)(i)(III), the BOS is to disburse workforce development funds for approved workforce development purposes when so requested by the WDB, in accordance with the plan approved between the BOS and the WDB and in accord with the WIOA regulations.
9. BOS may be the grant recipient of East Bay RPU funds in accordance with the State WDB policy.

C. APPOINTMENT AND GOVERNANCE OF WDB

1. The BOS shall appoint members to the WDB, in accordance with criteria established by the Governor under WIOA Section 107(b). The WDB shall notify the County Administrator’s Office in writing of any vacancy on the WDB.
2. The BOS is authorized to approve, adopt, or revise a WDB Conflict of Interest Code or amendments thereto, in accordance with California State laws governing conflicts of interest, including but not limited to the Political Reform Act of 1974 (Government Code Section 81000 *et seq.*).
3. The BOS agrees to review a decision of the WDB to remove a member of the WDB or if such review is requested by the removed member, in accordance with Articles 3.8.5 of the WDB Bylaws. The WDB agrees to abide by the decision of the BOS concerning removal of a member of the WDB.

D. FISCAL RESPONSIBILITIES AND OVERSIGHT

1. The WDB shall develop a plan and a budget, that is consistent with the Local Plan and Regional Plan for carrying out its statutory duties, subject to the approval of the BOS, and pursuant to WIOA Section 107(12)(A). Such plan and budget shall be developed by the WDB in cooperation with the BOS. Such plan and budget shall be mutually approved by the WDB and the BOS.

2. Pursuant to WIOA Section 107(12)(B)(i)(I), the BOS shall act as the local or regional grant recipient for workforce development funds.
3. The BOS has authorized the SSA to assume primary responsibility for administration of workforce development funds to be used in accordance with the WDB plans and consistent with the WIOA. The SSA shall work with the Auditor-Controller's Office for the administration of workforce development funds.
4. The WDB will request disbursements from workforce development funds only in accordance with the mutually approved WDB Local Plan and Regional Plan. Subject to the approval of the SSA and Auditor-Controller, disbursements of \$25,000 or less may be authorized by the WDB Director at the direction of the WDB. Disbursements in excess of \$25,000 are subject to approval by the BOS. Whenever the WDB seeks to have the SSA disburse funds in excess of \$25,000, the SSA shall request BOS approval. Pursuant to WIOA 107(12)(B)(i)(III), the BOS shall authorize disbursement of workforce development funds for workforce development activities in accord with the Local Plan, when requested to do so by the WDB, provided that the disbursement does not violate a provision of WIOA or any other provision of law or the policies of the County Auditor-Controller, the SSA or the BOS.
5. Should the BOS fail to timely authorize the disbursement of workforce development funds when requested by the WDB Director, the parties shall use the dispute resolution procedures described in Section H of this Agreement.
6. The BOS, through the Auditor-Controller's Office, shall direct the SSA, as the fiscal agent for the WDB, to make certain that the WDB's budget and expenditures are properly maintained and accurate and that payments and reimbursements of WDB expenditures are approved by the WDB Director or Assistant Director, and in accordance with the mutually approved Local Plan and Regional Plan between the WDB and the County. The purpose of SSA's fiscal oversight of the WDB is to ensure the safekeeping of funds, to prepare all financial reports, and to review financial transactions, in accordance with the laws and regulations pertaining to the WIOA.
7. The SSA and the WDB shall be jointly responsible to ensure compliance with all county, State, and federal accounting, auditing, and monitoring requirements, including, but not limited to, the requirements set forth in 2 CFR 200 and WIOA Notice of Proposed Rule Making (NPRM) 20 CFR.
8. Pursuant to and in accordance with a resolution of the BOS dated April 26, 2011, the following persons are authorized to execute all plans, plan modifications, plan adjustments, grants, grant applications, sub-grant agreements, or any other document amendments connected with the administration of WIOA funds: SSA Director, Assistant Agency Director, and WDB Director. The BOS may, in its discretion, authorize the WDB Assistant Director to execute all or some such documents. Should the positions listed in this paragraph be filled by other individuals in the future, the BOS hereby authorizes such individuals to execute the documents listed in this paragraph.

9. The BOS shall be accountable for WIOA funds received in accord with WIOA. To the extent WDB members are acting within the scope and course of their duties as WDB members, the County will indemnify the WDB for liability arising from the misuse of workforce development funds. Nothing provided herein shall be construed to obligate the County to indemnify the WDB or WDB members for any liability that results from the intentional misconduct of any WDB member.
10. The WDB may solicit and accept grants and donations from sources other than workforce development funds, pursuant to WIOA Section 107(12)(B)(3)(ii), and subject to BOS approval of any agreement related to such grant or donation. Such grant funds and donations shall be subject to the same financial oversight by SSA as WDB funds and as more fully set forth above.

E. PROGRAM, POLICY AND PLANNING FUNCTIONS

1. Pursuant to WIOA Section 107(d), the WDB and BOS shall cooperate to carry out the following functions:
 - (a) The WDB, in partnership with the BOS, shall develop and submit to the State and the Governor an approved comprehensive Local Plan, as described in WIOA Section 108. All funds disbursed shall be in accordance with such Local Plan.
 - (b) The WDB in partnership with the three assigned East Bay RPU WDBs, shall develop a Regional Plan approved by the BOS. All funds disbursed shall be in accordance with such Regional Plan.
 - (c) The WDB, with the agreement of the BOS, shall designate and certify one American Job Center of California (AJCC) operator, negotiate a memorandum of understanding with the mandatory AJCC partners, and conduct oversight with respect to the entire Career Center System, all pursuant to WIOA Section 121.
 - (d) The WDB, upon agreement by the BOS, in accord with its memorandum of understanding, may terminate the eligibility of the AJCC.
 - (e) The WDB, in partnership with the BOS, shall conduct oversight with respect to programs of youth activities, to ensure both fiscal and programmatic accountability. 20 CFR Section 664.110.
 - (f) The WDB, in partnership with the BOS, shall conduct oversight with respect to employment and training activities and the Career Services System.
 - (g) The WDB, the BOS, and the Governor's Office shall negotiate and reach agreement on local performance measures as described in WIOA Section 116(c).

2. The WDB is responsible for carrying out the approved Local Plan and developing policies and programs to implement the Local Plan using workforce development funds contained within the budget. The BOS delegates to the WDB Director responsibility for administering such policies and programs in accordance with the approved Local Plan and budget and in accordance with the directives of the WDB. The BOS does not authorize or direct the WDB Director to fund any program or carry out any activity unless it is in strict accordance with the approved Local Plan and the budget and approved by the WDB.
3. The WDB is responsible for carrying out the approved Regional Plan and developing policies and programs to implement the Regional Plan using workforce development funds contained within the budget and as additional funding is received by the East Bay RPU. The BOS delegates to the WDB Director responsibility for administering such policies and programs in accordance with the approved Regional Plan and performance measures negotiated by the East Bay RPU members and the State.
4. The WDB Director, following delegation from the BOS and the directions and policy guidance of the WDB, is responsible for implementing workforce development programs and policies; administering program funding determinations within the 4 year plan and the budget approved by the WDB and the BOS; implementing the terms of the Memorandum of Understanding between the WDB and AJCC mandated partners; developing grievance procedures for customers and stakeholders of the workforce development system; administering requests for proposal; negotiating contracts and grant agreements; monitoring the performance of the Career Service System; and other activities consistent with law.
5. The WDB, in accordance with the BOS adoption of Vision 2026, shall incorporate strategic priorities into its employment program and workforce system planning; and shall align with 10X Goals, specifically “Employment for All”. The Local Plan shall reflect the operating principles established by the BOS in the Vision 2026 framework.

F. IDENTIFICATION OF SERVICE PROVIDERS

1. The WDB is responsible for carrying out all of the functions pursuant to WIOA Section 107(d). All awards of grants and contracts are subject to approval by the BOS. The BOS shall approve such awards in accordance with the Local Plan or Regional Plan and within the budget unless an award violates a provision of WIOA or any Board policy. If the BOS fails to approve an award, the parties shall utilize the dispute resolution procedures set forth in Section H of this Agreement.
 - (a) The WDB shall identify eligible providers of youth activities by awarding grants or contracts on a competitive basis and in accordance with the BOS contracting policies and based on the recommendations of the Youth Committee.

(b) The WDB shall identify eligible providers of adult and dislocated worker career services, including the operator(s) of the AJCC by awarding grants or contracts through a competitive procurement process and in accord with the foregoing provisions.

(c) The WDB shall identify eligible service providers through a competitive procurement process for targeted workforce services deemed necessary for the implementation of awarded State and Federal discretionary grant dollars (non-WIOA) to the Alameda County WDB or to the East Bay RPU, when designated by the East Bay RPU members.

G. WDB DIRECTOR AND STAFF

1. The BOS, with the assistance of SSA and County Human Resource Services, using WIOA budgeted funds, shall assist in the staffing of the WDB with a WDB Director, an Assistant Director, and a WDB Secretary. The BOS shall authorize the SSA to provide additional staff to the WDB using WIOA budgeted funds provided that funding for such staff is included in the budget developed by the WDB, subject to BOS approval as provided in Section D.8 of this agreement. Staff to the WDB will be employed by the County of Alameda.

2. The WDB and the BOS shall use the following procedures for selecting, appointing, reporting relationship, and performance evaluation of the WDB Director.

(a) The BOS shall approve any changes to the classification for the WDB Director position as designated by the Alameda County Human Resources Department in consultation with the WDB.

(b) Should the position of WDB Director become vacant, the Alameda County Human Resources Department and/or the SSA Human Resources Department shall recruit candidates for the WDB Director position according to standard procedures for the classification and in compliance with County Civil Service Rules.

(c) A joint committee composed of representatives of SSA management and WDB members will screen candidates for the WDB Director position who have been certified to an eligible list after Civil Service examination.

(d) The joint committee will refer a candidate or candidates for appointment to the Director of the SSA. The SSA Director shall have sole appointing authority, provided that the SSA Director shall only appoint a candidate recommended by the joint committee.

(e) The WDB Director shall be supervised by the SSA Agency Director, or any successor position assigned similar duties in the event of reorganization within the SSA (hereinafter "Assistant Agency Director"). The WDB Director shall report to the WDB for policy direction and system oversight, and to the Agency Director or an Assistant Agency Director for fiscal and administrative operating procedures.

(f) The WDB Chairperson and the SSA Agency Director (and/or the Assistant Agency Director delegate) shall jointly prepare performance evaluations of the WDB Director at intervals established by SSA management procedures. The SSA Director shall oversee all areas of needed improvement or discipline recommended in the performance evaluation.

3. The WDB Director shall select and supervise all subordinate staff to the WDB, subject to County of Alameda civil service and human resources procedures.

H. DISPUTE RESOLUTION

1. The parties agree to use the following dispute resolution procedures in the event:

(a) The BOS and WDB fail to agree on a decision or action which requires the cooperation of the parties pursuant to this Agreement or the WIOA.

(b) The BOS fails to authorize a contract, grant, or disbursement of funds that is consistent with the Local Plan and budgeted with WDB funds.

(c) The WDB is alleged to have exceeded its jurisdiction under this Agreement, the Local Plan, and/or the budget or the WIOA.

The dispute resolution procedure is not available if the matter contested is within the sole discretion of the Board of Supervisors, the Auditor-Controller, the Civil Service Commission or the Social Services Agency.

2. In the event that the WDB and BOS cannot reach a mutually satisfactory agreement regarding a dispute described by H1(a)-(c), the two parties shall meet to discuss and attempt a resolution to the disagreement. When one or both parties to this Agreement conclude that a consensus between the parties, cannot be reached, all unresolved issues pertaining to the dispute shall be submitted to binding arbitration of an independent arbiter, mutually agreed upon by both parties, selected from a pool of four persons, two each recommended by each party. Both the WDB and the BOS agree to equally share any cost of retaining the arbiter and to be bound by the decision of the arbiter. Continued performance of the Local CEO Agreement, during any dispute resolution, is assured.

I. MANAGEMENT SUPPORT

The WDB, through the SSA, may request professional support from the Office of the County Counsel (hereinafter "OCC"), the County Administrator's Office, Human Resources, the Auditor-Controller's Office, Information and Technology Department, General Services Agency, and other county agencies that generally serve the operational departments of the County of Alameda. With regards to the OCC specifically, SSA will fund the cost of routine and incidental legal services provided to benefit the WDB through its retainer with the OCC, except where there is a conflict between the WDB and any other County entity in which case the OCC will not represent the WDB and the WDB

will obtain separate counsel at its own expense. "Routine and incidental legal services" does not include litigation or defense of alleged personal injury or damages.

J. COMPLETE AGREEMENT, MODIFICATIONS, SEVERABILITY

1. This Agreement is the complete agreement of the parties.
2. Any modifications to this Agreement must be in writing and executed by the parties.
3. If any one portion of this Agreement is found to be unenforceable, all other portions of the agreement shall remain in full effect.

Executed:

Date: _____

Signature: _____

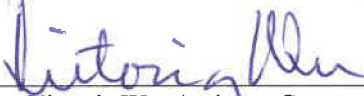
Jennifer Ong, Chairperson
Alameda County Workforce Development Board

Date: _____

Signature: _____

Richard Valle, President
County of Alameda Board of Supervisors

Approved as to form:
Donna R. Ziegler, County Counsel

By:  _____
Victoria Wu, Assistant County Counsel

Date: 12 AUG 2019

August 12, 2019 Rev.#2

ITEM IV.B. – ACTION / PUBLIC HEARING

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

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

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

1. Inclusion of the government sector as a priority industry within the Industry Sector and Occupational Framework (ISOF); and,
2. Extension of 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 IV.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.¹ 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.² See Attachments IV.B.2. and IV.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).

¹ 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.

² 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 IV.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 IV.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 Specialists³

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.

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.

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

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.

JOINT ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE AND SYSTEMS & STRATEGIES (S&S) COMMITTEE DISCUSSION:

A committee member asked how adding the government might intersect with the business engagement efforts by staff. Staff responded and reinforced how the career services providers are using the tool to interact with job seekers. Staff also replied that in many ways we are already working with government entities in different capacities.

It should also be noted that staff has had some initial conversations with Human Resources within the Social Services Agency, regarding hiring and recruitment efforts of workers with more barriers to employment, such as justice-involved individuals. A committee member also shared the need for classified staff within the public education system/school district. Staff added that there was a general shortage of technology workers in the government sector due to the higher wages in the private sector, that then act as a magnet to tech workers.

There was a clarifying question regarding the short list of occupations in the ISOF, wondering if there were more occupations. Staff responded that the one-page ISOF diagram is simply a quick bird’s eye view of the model and that supporting documentation gives more details on corresponding high-growth occupations. Staff provides the ISOF and all of its supporting documentation to service providers and will update the ISOF policy and corresponding documentation, once the recommendation is approved by the full board.

Committee members unanimously approved the recommendations.

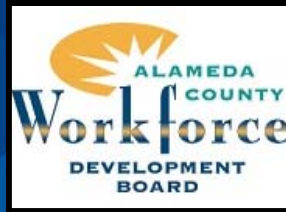
For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at: latoya.reed@acgov.org.

ATTACHMENTS:

IV.B.1. – ISOF Tiered Diagram

IV.B.2. – QCEW 4th Quarter Government Sector Employment

IV.B.3. – QCEW 4th 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
- 1st 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

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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 IV.C. – ACTION / PUBLIC HEARING

BUSINESS SERVICES UNIT PERFORMANCE MEASURES PY 2019/2020

JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND SYSTEMS & STRATEGIES (S&S) COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) 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.

JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND SYSTEMS & STRATEGIES (S&S) COMMITTEE DISCUSSION:

There was a discussion around the types of business services the BSU tracks and the service requests from businesses. This information was not included in the item itself, but staff currently provides this information in a BSU Performance Indicator Report which is included in this packet. There was a request that the report be provided bi-annually rather than annually, which BSU staff will do. A December report will be generated and shared with board and OE Committee.

In addition, committee members made suggestions for tracking information such as the number of participants at Rapid Response events, or to survey customers to determine which business services have impacted them the most. These are considerations BSU staff will take into account when further developing how to collect business data in the near future.

Committee members also inquired about the outcomes of the approved measures, and BSU staff will ensure that we meet, if not exceed, outcomes from the performance measures for PY 2018/2019. Staff shared that the approved measures for PY 2019/2020 were developed to better tell the story of the impact of the BSU's business engagement work and include much of the same performance information that was collected in PY 2019/2020.

After the discussion the item was approved unanimously.

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

ITEM IV.D. – ACTION ITEM / PUBLIC HEARING

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

**JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND SYSTEM & STRATEGIES
(S&S) COMMITTEE RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB) 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 25th 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, 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 program year (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 25th 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.

JOINT ORGANIZATIONAL EFFECTIVENESS (OE) AND SYSTEMS & STRATEGIES (S&S) COMMITTEE DISCUSSION:

There was a discussion around the performance milestones as well as target dates for certain enrollments by the Joint OE and S&S Committee. After the discussion, the item was approved unanimously.

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

ITEM IV.E. – ACTION/PUBLIC HEARING

**REVISED CONTRACT RENEWAL CRITERIA RECOMMENDATIONS
FOR THE YOUNG ADULT FUTURE FORCE CAREER PROGRAM AND THE
YOUTH INNOVATION PROGRAM
FOR PY 2019-2021**

YOUTH COMMITTEE (YC) RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB) approve the following Revised Contract Renewal Criteria for program years (PY) 2019-2021 for the Future Force Young Adult Career Program and the Youth Innovation Program:

1. Meets requirements for program and fiscal monitoring for PY 2019/2020 and 2020/2021;
2. Meets 80% of annual enrollment, Work-based Learning opportunities, Core Skills/Leadership goals by end of the second quarter (December) and 100% by the end of the third quarter (March);
3. Shows significant progress toward achieving the following annual performance goals by end of third quarter (March);
 - a. Placement in Training (that leads to a WIOA recognized credential)
 - b. Credential Attainments
 - c. Placements at Closure
4. Meets 85% submission of an acceptable Monthly Report Narrative (MRN) and invoice by the 25th of each month.

BACKGROUND:

On March 14, 2019, the ACWDB approved contract renewal criteria that was recommended by the YC. 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 youth service providers accountable for achieving success towards performance goals. Additionally, early achievement of contract performance goals is being encouraged in order to:

- Have early data for contract renewal recommendations;
- 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 youth 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 findings 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 youth target groups.

The contractual performance goals were established to ensure WIOA compliance as well as local area and state performance goals.

Youth providers are also required to submit invoices along with an MRN by the 25th day of each month. The MRN 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 youth service providers demonstrate substantial progress towards 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.

YOUTH COMMITTEE (YC) DISCUSSION:

The YC met and discussed the recommendation on August 12, 2019 and voted unanimously to approve staff's recommendations.

For further information, please contact Deidra Perry, Program Financial Specialist at (510) 259-3827 or by email at deperry@acgov.org.

ITEM IV.F. – ACTION / PUBLIC HEARING

**APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
RECOMMENDED ANNUAL BUDGET – PY 2019/2020**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the Recommended Annual Budget, as presented in Attachment V.F.1-2, for program year (PY) 2019/2020 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants.

BACKGROUND:

Each year the ACWDB approves an annual budget for the activities and services implemented in the Local Workforce Development Area (Local Area). At a minimum, the annual budget includes WIOA Adult, Dislocated Worker, Rapid Response, and Youth Formula funding allocated to the Local Area. Where applicable, the annual budget shall include other revenues under the direction of ACWDB. The budget addresses grant-source revenues and the projected ACWDB Department and WIOA program expenditures for the full program year of July 1, 2019 through June 30, 2020, as presented in the attachments to this Item.

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

BUDGET CONSIDERATIONS:

Revenue for PY 2019/2020

WIOA Formula Grants – State Allocations

PY 2019/2020 WIOA Adult, Dislocated Worker, and Youth Formula allocations were issued by the State of California on April 24, 2019. Overall, ACWDB received a net reduction of \$435,031 (8.4%) from PY 2018/2019 WIOA Adult, Dislocated Worker and Youth funding. PY 2019/2020 WIOA Rapid Response and Rapid Response Layoff Aversion funding allocations were issued on June 20, 2019 and are included in this recommended budget. ACWDB received an increase of \$243,419 (103%) in Rapid Response program funding from PY 2018/2019. The increase in Rapid Response funding helps offset the reduction in WIOA Adult, Dislocated Worker and Youth formula funding. Total WIOA funding for PY 2019/2020 decreased by \$191,612 (3.7%) from PY 2018/2019.

Training Set-Aside

For PY 2019/2020, California WIOA requires that each Local Board spend an amount that is at least 30% of the total WIOA Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the WIOA Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30% amount may

be from other funds, including WIOA Discretionary funds and non-WIOA funds spent on training of participants. The 20% is a minimum requirement and is therefore taken off the top of each allocation for Adults and Dislocated Workers.

Discretionary Grants

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

Several ACWDB discretionary grant programs ended during PY 2018/2019: Career Pathways Trust II (ACOE), and Career Pathways Trust II (San Jose Evergreen) completed services with full expenditure of grant funds on June 30, 2018. With the recent awards of the Prison-to-Employment Regional Implementation Grant and the Biotech & Advanced Manufacturing Additional Assistance Grant, ACWDB will realize a net increase of \$897,714 in overall discretionary grant funding from PY 2018/2019 to PY 2019/2020. The increase in overall discretionary funding will minimize the impact of WIOA formula funding reductions on ACWDB Department functions and increase available funding to ACWDB program providers.

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

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this recommendation on August 28, 2019. Discussion included the changes from the Preliminary Budget for PY 2019/2020 approved by the ACWDB in May 2019, increases in WIOA Rapid Response funding, and the possibility of funding reductions from the levels included in the Recommended Budget for PY 2019/2020. The item passed unanimously.

ATTACHMENTS:

IV.F.1. - WIOA Formula and Discretionary Grant Revenues – July 1, 2019 through June 30, 2020

IV.F.2. - Planned Expenditures of ACWDB Revenues – July 1, 2019 through June 30, 2020

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

RECOMMENDED ANNUAL BUDGET - PY 2019/2020
WIOA FORMULA and DISCRETIONARY REVENUES

GRANT / FUNDING SOURCE		AVAILABLE REVENUE		
		Approved PY 2018/2019	Preliminary PY 2019/2020	Recommended PY 2019/2020
WIOA Formula Funds		December 2018	May 2019	August 2019
1.	WIOA ADULT PROGRAMS	\$1,419,316	\$1,272,930	\$1,272,930
2.	WIOA DISLOCATED WORKERS	\$2,038,254	\$1,904,920	\$1,904,920
3.	WIOA YOUTH PROGRAMS	\$1,501,261	\$1,345,950	\$1,345,950
4.	WIOA RAPID RESPONSE	\$191,402	\$191,402	\$382,804
5.	WIOA RAPID RESPONSE / Layoff Aversion	\$44,631	\$44,631	\$96,648
6.	TOTAL WIOA FORMULA ALLOCATIONS (1)	\$5,194,864	\$4,759,833	\$5,003,252
Discretionary Funds				
7.	Construction Pre-Apprenticeship Pipeline (2)	\$167,000	\$83,000	\$120,300
8.	Career Pathways Trust II (ACOE)	\$152,000		
9.	Career Pathways Trust II (San Jose Evergreen)	\$174,000		
10.	Second Chance Act Smart Re-Entry Program (3)	\$209,782	\$209,782	\$209,782
11.	Storm 2017 - Nat'l Dislocated Worker Grant Project	\$560,000		\$36,500
12.	Prison-to-Employment Regional Planning Grant (4)	\$95,000	\$25,000	\$11,000
13.	Prison-to-Employment Regional Implementation Grant (5)		\$2,428,718	\$922,914
14.	Biotech & Advanced Manufacturing Addtl Assistance Grant (6)		\$945,000	\$975,000
15.	Mathematica Program Evaluation Study	\$20,000		
16.	TOTAL DISCRETIONARY FUNDING	\$1,377,782	\$3,691,500	\$2,275,496
17.	TOTAL AVAILABILITY for PROGRAM YEAR	\$6,572,646	\$8,451,333	\$7,278,748

NOTES:

- (1) Funding levels include final PY 2019/2020 WIOA Adult, Dislocated Worker, Youth and Rapid Response Formula allocations.
- (2) ACWDB awarded \$250,000 for 6/1/18 through 12/31/19. Includes pro-rated revenue of \$120,300 for PY 2019/2020.
- (3) ACWDB awarded \$419,563 for 10/1/17 through 9/30/20. No direct grant funding for first year (planning year, 2017-18). Grant funding for ACWDB began 10/1/18, with implementation funding of \$209,782 each year for two years.
- (4) Prison-to-Employment planning grant awarded for \$95,000 for 10/1/18 through 3/31/20. Estimated revenue remaining in PY 2019/2020 is \$11,000.
- (5) ACWDB awarded \$2,428,718 for Prison-to-Employment Regional Implementation Grant for 7/1/2019 through 6/30/21. ACWDB will serve as fiscal agent this regional project, with \$789,286 allocated for services in Alameda County and the remaining \$1,639,432 allocated for services provided by East Bay RPU workforce partners. Estimated revenue for PY 2019/2020 is \$922,914.
- (6) ACWDB awarded \$995,000 for Biotech & Advanced Manufacturing Rapid Reemployment project for 1/1/19 through 5/31/20. Project is funded by Governor's Additional Assistance funds to serve 200 dislocated workers as a result of closures in the Manufacturing and Biotechnology sectors. Estimated revenue remaining in PY 2019/2020 is \$975,000.

PRELIMINARY ANNUAL BUDGET - PY 2019/2020

PLANNED EXPENDITURES -- PY 2019/2020WIOA FORMULA ALLOCATIONS & DISCRETIONARY GRANTS

For Period of: July 1, 2019 thru June 30, 2020	WIOA Formula Funds (1)	Discretionary Funds	Approved PY 2018/2019 BUDGET - DEC 2018	Preliminary PY 2019/2020 BUDGET - MAY 2019	Recommended PY 2019/2020 BUDGET - AUG 2019
Planned Expenditures:					
A. WIB Dept - Planning/Fiscal/Board Support	\$716,006	\$350,051	\$970,235	\$ 962,057	\$ 1,066,057
B. MIS Reporting - Tracking/Eligibility	\$350,904	\$195,457	\$540,299	\$ 537,361	\$ 546,361
C. Business Services	\$455,238	\$203,601	\$542,809	\$ 578,839	\$ 658,839
D. Systems Support	\$183,589	\$73,297	\$205,045	\$ 206,467	\$ 256,886
E. ITAs-OJTs / Employer / Customized Training Projects (2)	\$635,570 (20%)	\$734,000 (10%)	\$691,514	\$ 1,369,570 (30%)	\$ 1,369,570 (30%)
F. WIOA Comprehensive AJCC & Career Services (3)	\$1,652,482		\$1,787,536	\$ 1,652,482	\$ 1,652,482
H. WIOA Youth Services & Strategies (3)	\$1,009,463		\$1,140,958	\$ 1,009,463	\$ 1,009,463
I. Discretionary Project Service Providers (4)		\$719,090	\$694,250	\$ 2,135,094	\$ 719,090
J. Total Planned Expenditures	\$5,003,252	\$2,275,496	\$6,572,646	\$ 8,451,333	\$ 7,278,748
Total Revenue - Attachment A	\$5,003,252	\$2,275,496		\$8,451,333	\$7,278,748
Total under / (over) allocation	0	(0)		0	(0)

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NOTES:

- (1) Funding levels include final PY 2019/2020 WIOA Adult, Dislocated Worker, Youth and Rapid Response Formula allocations.
- (2) A minimum of 20% (planning estimate - \$635,570) of WIOA Adult + Dislocated Worker formula funds must be spent on training. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation.
Up to 10% (planning estimate - \$317,785) may be training dollars from other sources.
- (3) Funding recommendations based on the approved WIOA Formula Funding Allocation Methodology, and represent contract maximums.
- (4) Includes discretionary project funding to existing WIOA Career Service Providers, WIOA Youth Providers and awards to newly procured providers.

ITEM V.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2018/2019; 4th 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 (ACWDB) 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.

ACWDB service providers have exceeded goals in the following areas:

- 2nd Quarter Placement Rate for WIOA Adults = 107%
- 4th 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.

ATTACHMENT:

V.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	
SUMMARY INFORMATION									
Total Exitters (Cohort Period: 4/1/2018 - 3/31/2019)	412			356			396		
Total Participants Served (Cohort Period: 7/1/2018 - 6/30/2019)	370	100%		409	100%		566	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)									
	Current Total	% of Served		Current Total	% of Served		Current Total	% of Served	
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%	
CORE INDICATORS OF PERFORMANCE									
	Total Current Period	PY 18/19 Goals	% of Goal	Total Current Period	PY 18/19 Goals	% of Goal	Total Current Period	PY 18/19 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① (Cohort Period: 7/1/2017 - 6/30/2018)	57.0%	61.5%	92.7%	70.6%	66.0%	107.0%	70.5%	72.0%	97.9%
Placement Rate @ 4th Quarter Post Exit ① (Cohort Period: 1/1/2017 - 12/31/2017)	62.2%	62.0%	100.3%	74.0%	65.0%	113.8%	69.5%	70.0%	99.3%
Median Earnings/Quarter (Cohort Period: 7/1/2017 - 6/30/2018)	\$ 3,566.74	Baseline	N/A	\$ 7,117.90	\$5,500.00	129.4%	\$ 11,272.93	\$7,700.00	146.4%
Credential Rate (Cohort Period: 1/1/2017 - 12/31/2017)	32.3%	53.0%	60.9%	64.9%	61.0%	106.4%	41.7%	57.0%	73.2%
Measurable Skill Gains ② (Cohort Period: 7/1/2018 - 6/30/2019)	20.8%	30.70%	67.8%	13.9%	26.39%	52.7%	18.9%	18.59%	101.7%

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 V.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.

ATTACHMENT:

V.B.1.a. – REPORT Services to Unemployed PY18-19 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 ¹	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 ²	1,610	3,908	2,791	1,670	9,979
% of Total Unemployed Labor Force Served³	55.5%	48.9%	27.9%	46.4%	40.7%

¹ 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 ²"NOTE".

² 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.

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

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

Template Revised 09/19/2016

ITEM V.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR) **ADULTS AND DISLOCATED WORKERS** **PY 2018/2019; Quarter 4 FINAL (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 program year (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 (CSPs) 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.

ATTACHMENTS:

V.B.2.a. – REPORT Ad DW CPIR PY18-19 Q4

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB-FUNDED CAREER SERVICE PROVIDERS

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

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# 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) ^②	25	31	80.6%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	99.0%	75.0%	132.1%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	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) [^]	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.

[^] 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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# 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) ^②	12	12	100.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	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

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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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# 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) ^②	7	7	100.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# 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) ^②	4	8	50.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# 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) ^②	2	4	50.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	92.3%	75.0%	123.1%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% 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

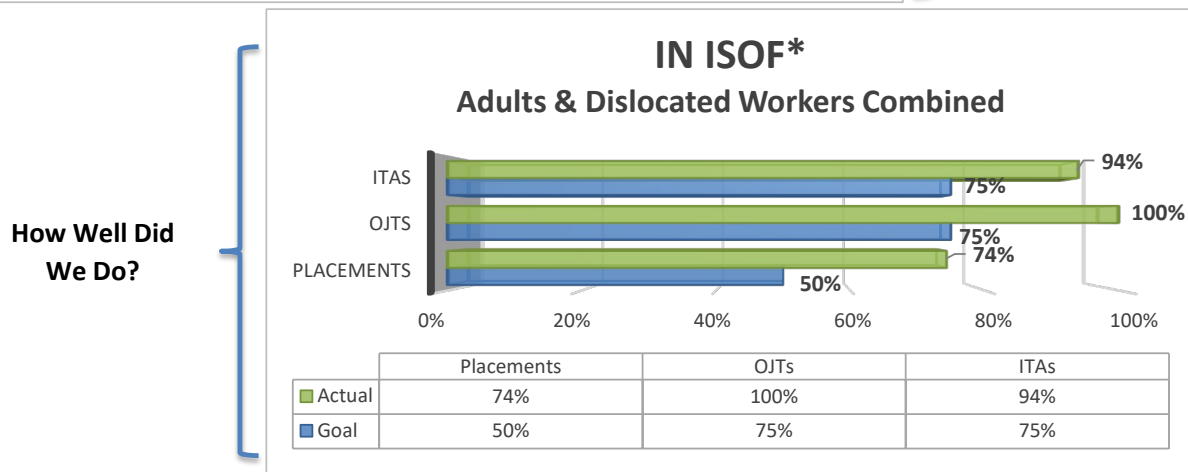
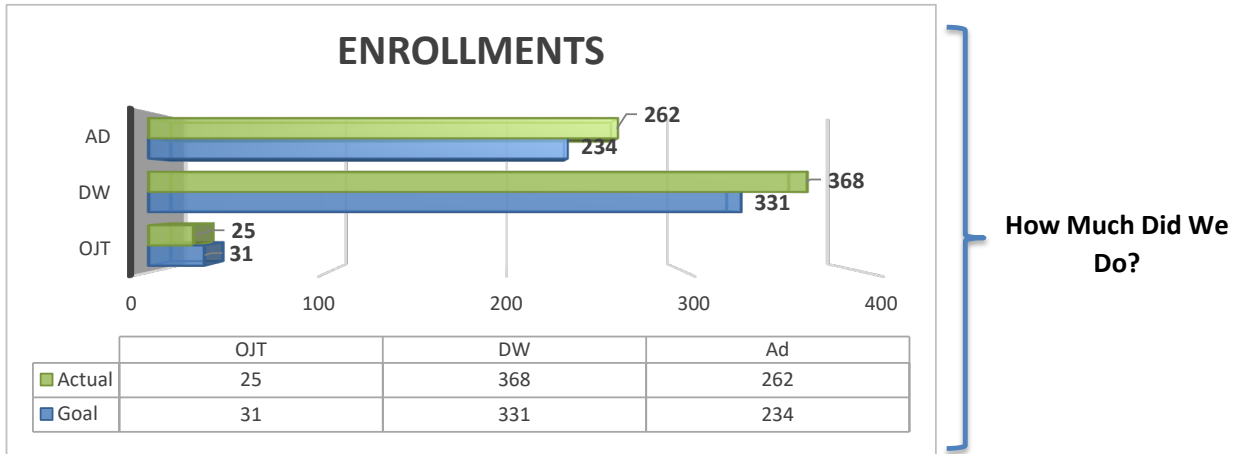
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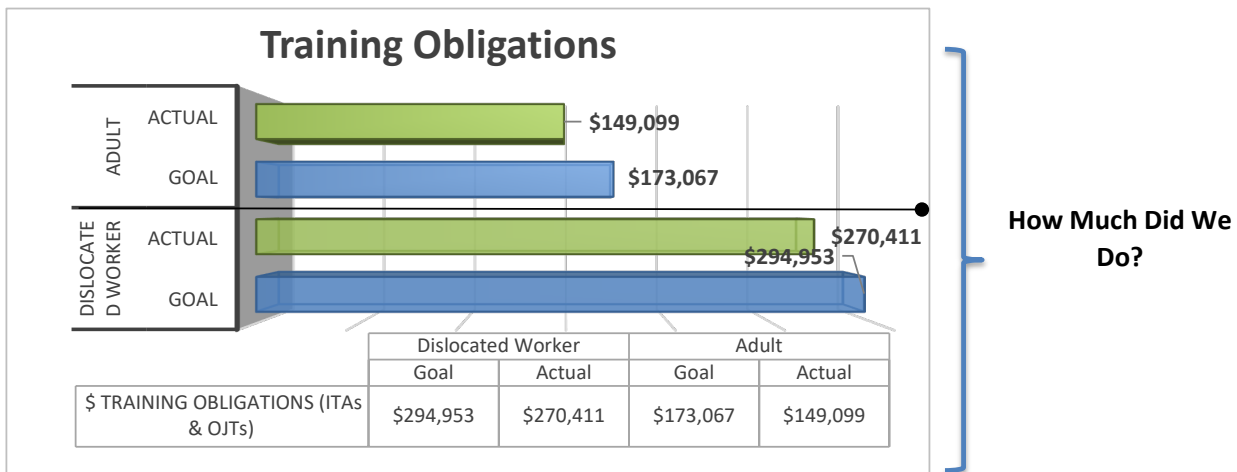
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**CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)
AGGREGATE DATA**

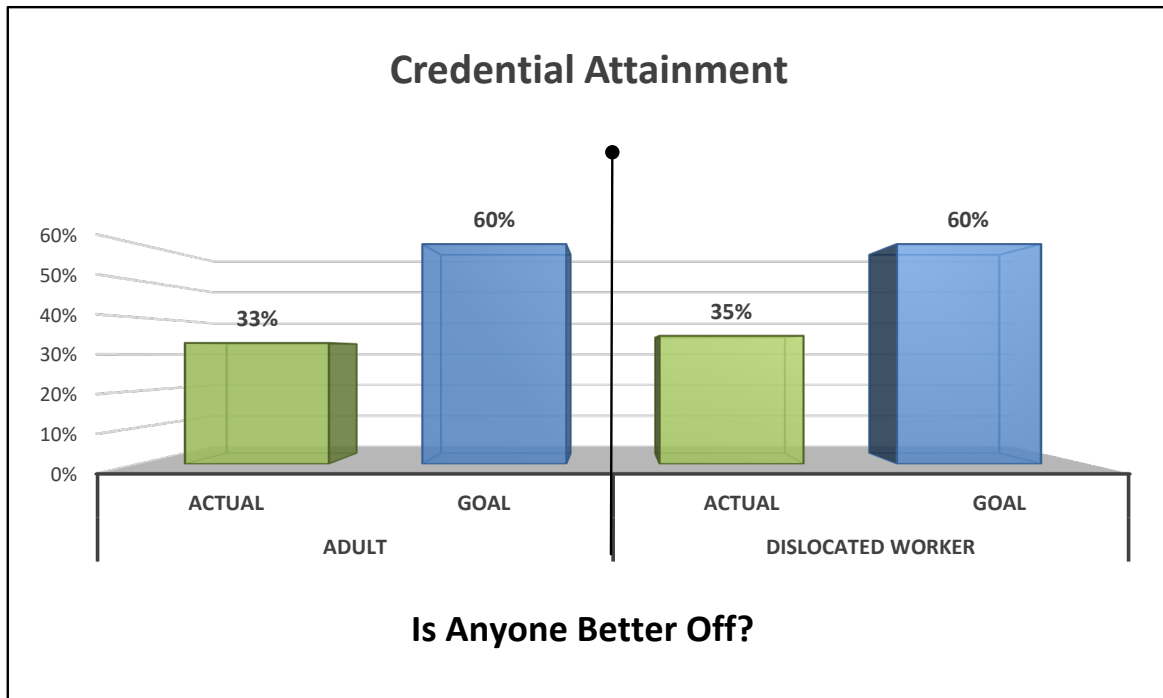
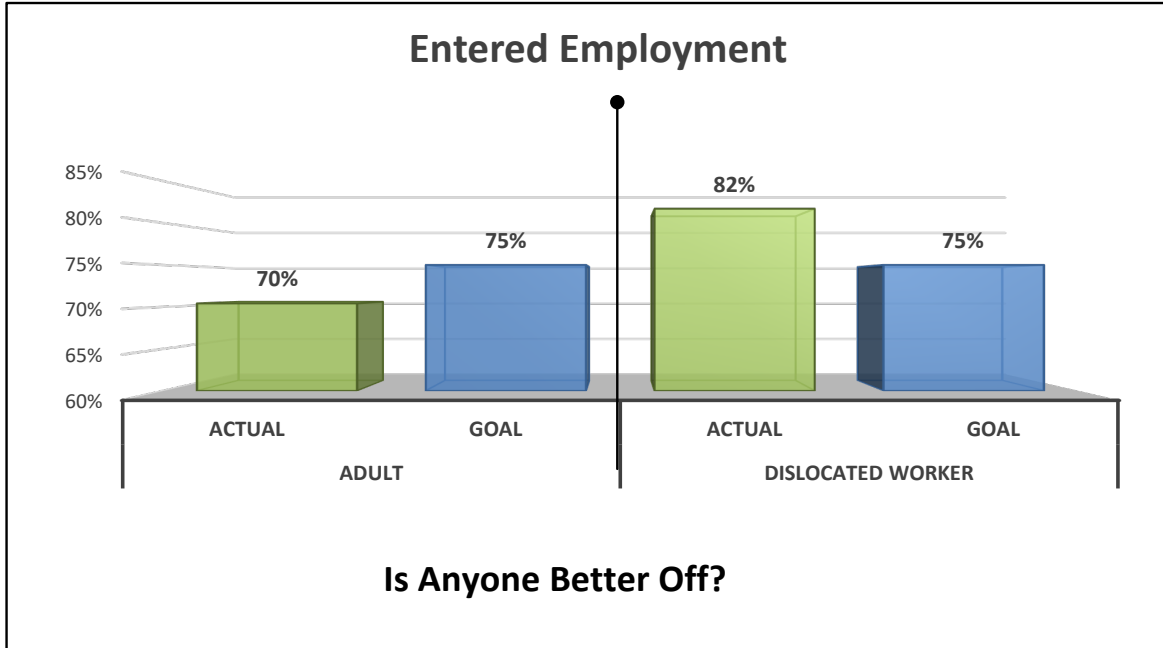
PY 2018/19; 4th QUARTER - JULY 01, 2018 THROUGH JUNE 30, 2019



* 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 V.C. - REPORT

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2018/2019 4th Quarter FINAL; 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. Staff is analyzing more deeply the data, demographics and strategies to understand the program dynamics. More guidance and technical assistance may be warranted.

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

ATTACHMENT:

V.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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	10	12	83.3%	191	167	114.4%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	90.0%	100.0%	90.0%	76.3%	100.0%	76.3%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	100.0%	100.0%	100.0%	69.7%	100.0%	69.7%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ^③ (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 ^①	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	10	12	83.3%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	90.0%	100.0%	90.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	100.0%	100.0%	100.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (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

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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 ^①	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	80	60	133.3%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	75.0%	100.0%	75.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	77.5%	100.0%	77.5%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (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

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Template Revised August, 2018

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 ^①	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	50	52	96.2%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	82.0%	100.0%	82.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	46.0%	100.0%	46.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (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

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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 ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	39	35	111.4%	22	20	110.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	84.6%	100.0%	84.6%	63.6%	100.0%	63.6%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	87.2%	100.0%	87.2%	68.2%	100.0%	68.2%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ^③ (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)

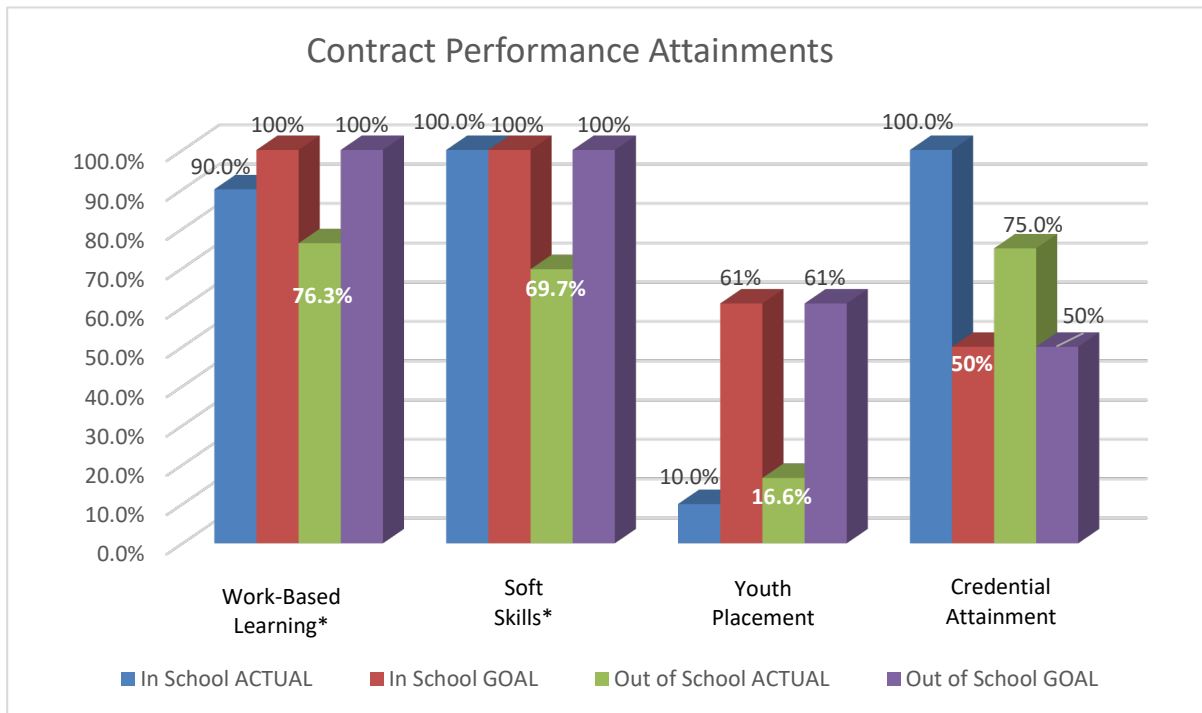
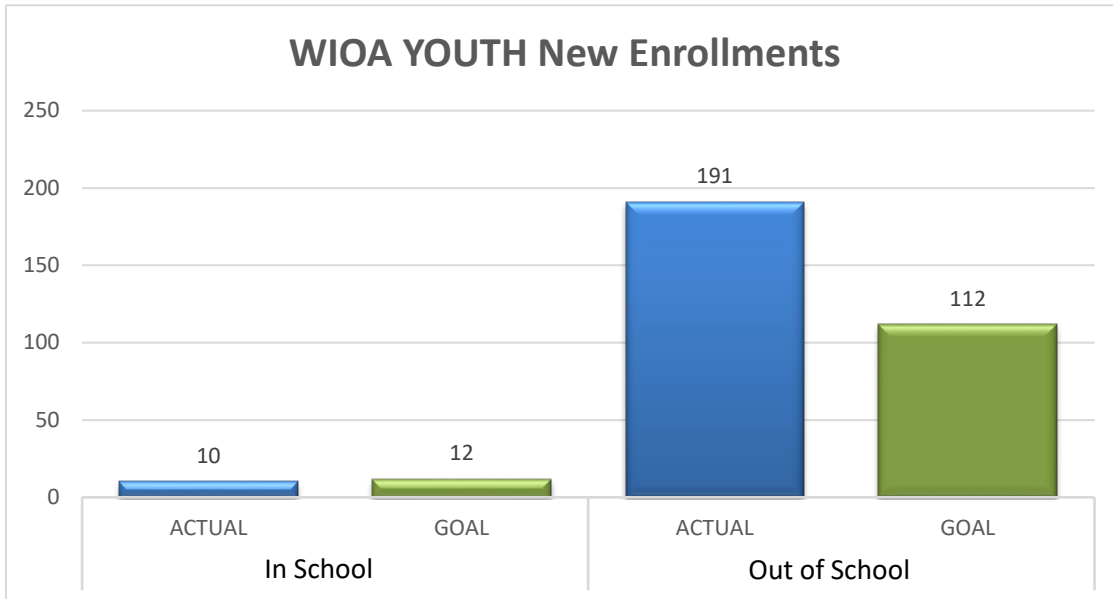
② Soft Skills/Leadership = Activity 410-Leadership Development Services

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

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

Template Revised August, 2018

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



ITEM V.D. – REPORT

RAPID RESPONSE REPORT PY 2018/20

BACKGROUND:

During program year (PY) 19/20, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) had documented 48 layoff/closure events, affecting 5,962 laid off workers since July 1, 2018. Rapid Response activity is recorded based on the PY July 1, 2018 through June 30, 2019. Please refer to Attachment V.D.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, closed 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 on 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.

ATTACHMENTS:

V.D.1. - ACWDB Layoff and Closure PY 2018/2019

V.D.1.a. – Rapid Response Charts PY 2018/2019

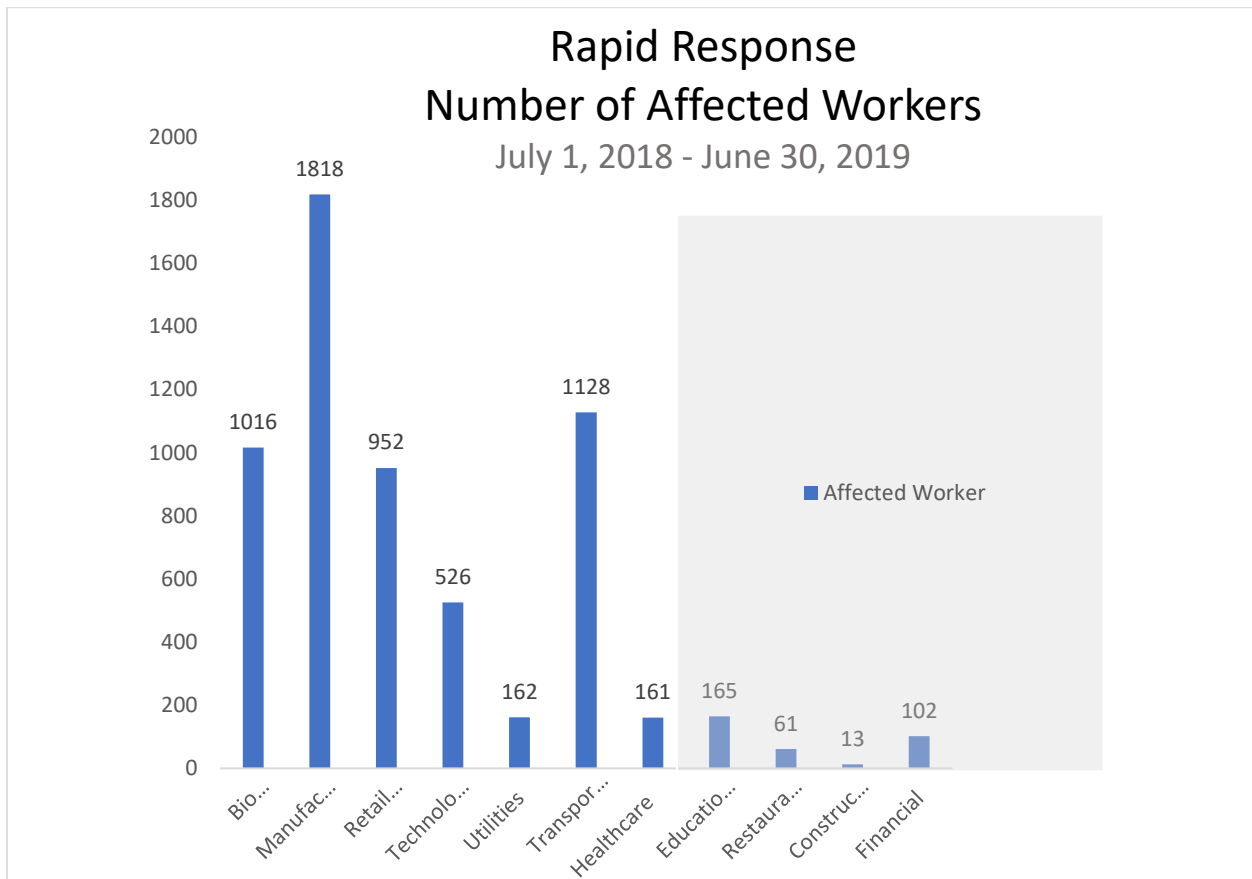
ACWDB Layoff and Closure PY 2018/2019

WARN							
The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time.							
Total Employers: 48 Total Affected Workers: 5,962							
Employer	Union	Location	Industry	Closure/ Layoff	Layoff Date	Affected Workers	TAA Status
NORTH CITIES RAPID RESPONSE EVENTS – Employer: 12 Total Workers: 1243							
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	
TRI CITIES RAPID RESPONSE EVENTS - Employers: 14 Total Workers: 2,314							
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

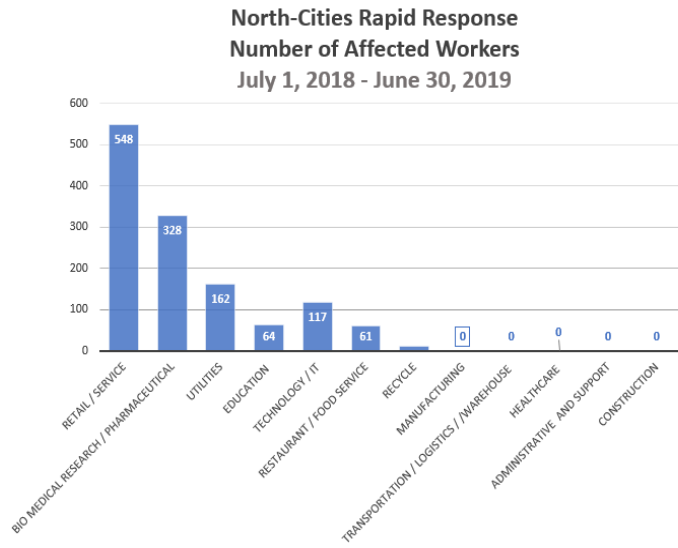
Tesla		Fremont	Manufacturing	Layoff	3/20/2019	802	
CEVA		Newark	Transportation/ Logistics	Closure	4/14/2019	113	
JCPenney		Newark	Retail	Closure	5/3/2019	60	
Excelitas Technologies		Fremont	Manufacturing	Closure	9/30/2019	155	
TRI VALLEY RAPID RESPONSE EVENTS - Employers: 10 Total Workers: 812							
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	
EDEN AREA RAPID RESPONSE EVENTS - Employers: 13 Total Workers: 1,648							
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	
Total Affected Workers:						6,017	

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



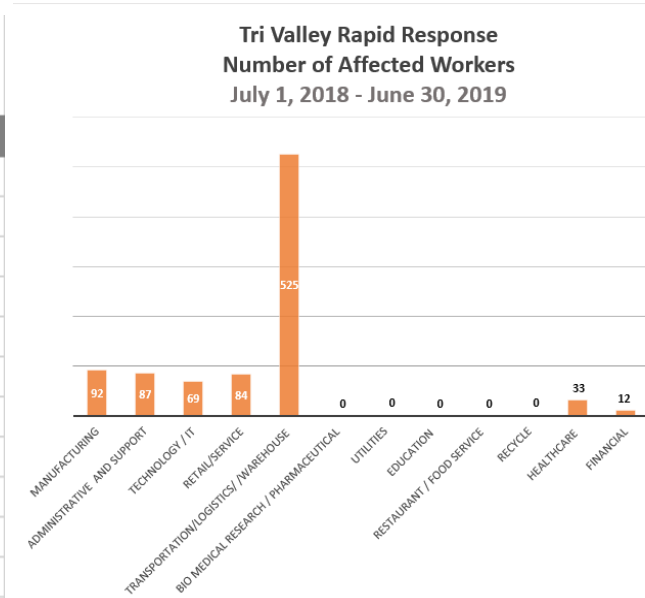
NORTH-CITIES RAPID RESPONSE

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

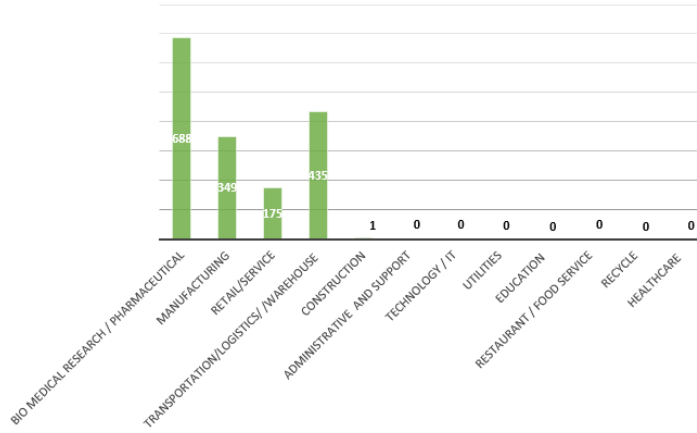
Industry	Affected Workers
Manufacturing	92
Administrative and Support	87
Technology / IT	69
Retail/Service	84
Transportation/Logistics/ Warehouse	525
Bio Medical Research / Pharmaceutical	0
Utilities	0
Education	0
Restaurant / Food Service	0
Recycle	0
Healthcare	33
Financial	12



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

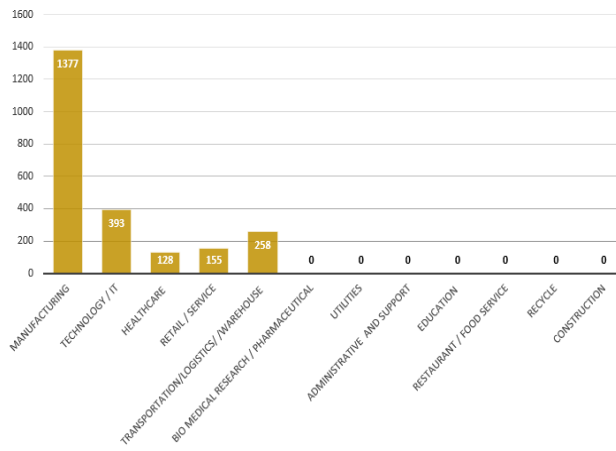
**Eden Area Rapid Response
Number of Affected Workers
July 1, 2018 - June 30, 2019**



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**



ITEM V.E. – 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.E.1.

Youth Providers - Status of Invoices & Expenditures:

The contract for the in-school Youth Innovation Program was terminated. The provider, Soulciety, was not able to execute the contract requirements. ACWDB took action to approve the deobligation of funding for this contract and approved \$30,000 of in-school youth funding for La Familia at its March 2019 meeting. The approval of additional funding for La Familia ensured that services were provided to in-school youth during PY 2018/2019.

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. Final invoices through 6/30/19 are expected from providers in August and early September 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. Unexpended contract funds will be used in PY 2019/2020 to help offset reductions in WIOA funding for PY 2019/2020. Please refer to Attachment VI.E.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 if you have any questions.

ATTACHMENTS:

V.E.1. - Financial Indicator Report – AJCC/Career Services Providers PY 2018/19 Report

V.E.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

PROGRAM YEAR 2018-19 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,877,536		\$1,415,440	75.4%	\$462,096.41
Peralta CCD	\$375,383	3/31/19	\$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	5/31/19	\$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

PROGRAM YEAR 2018-19 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$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 V.F. – 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 V.F.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 if you have any questions.

ATTACHMENTS:

V.F.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

PROGRAM YEAR 2018-19	Expenditure Requirement	Expenditures 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%
Total (1)	\$1,037,271	\$795,038		\$242,233	23.0%

- (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 V.G. – REPORT

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 (EBEDA)
- Social Service Agency's Workforce & Benefits Administration – programs for employers (e.g. AC Hire)
- Alameda County Community Development Agency (CDA) – serving small businesses in the unincorporated communities of Alameda County
- The Alameda County Small Business Development Center (SBDC)

ACBET agendas are 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 business leaders 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.

ATTACHMENT:

VI.G.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

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

5. 75% of ACWDB events for Business Services align with Industry Sector and Occupational Framework (ISOF)	Yes	<ul style="list-style-type: none">○ Employer Roundtable for Reentry Hiring (cross-sector)○ Employer Forum on Disabilities (cross-sector)○ Women Breaking Barriers to Success (cross-sector)	
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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>
1. Collaborative Events with ACBET Partners	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
2. Presentations at Employer-Focused Convenings	Senior Resource Fair – District 15	Presentation on BSU services including: <ul style="list-style-type: none"> ○ General BSU services ○ Recruitment ○ OJT, Customized Training, Tax credits and incentives around hiring formerly incarcerated individuals ○ Hiring from target populations ○ Small business assistance 	20
	Hayward Chamber of Commerce member meeting		20
	Small Business Vendor Meeting for BART		20
			p

	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
3. Overall Employer Referrals		<ul style="list-style-type: none"> ○ OJT Referrals to Career Services Providers ○ Recruitment Referrals to Career Service Providers/Youth ○ Business Referrals to partners/resources (ETP, ETPL) 	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.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 VI.A.1.

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

ATTACHMENT:

VI.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)¹
 - 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 Mandate²

¹ Indicates that there was more than one person who made the comment.

² 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)³
- 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

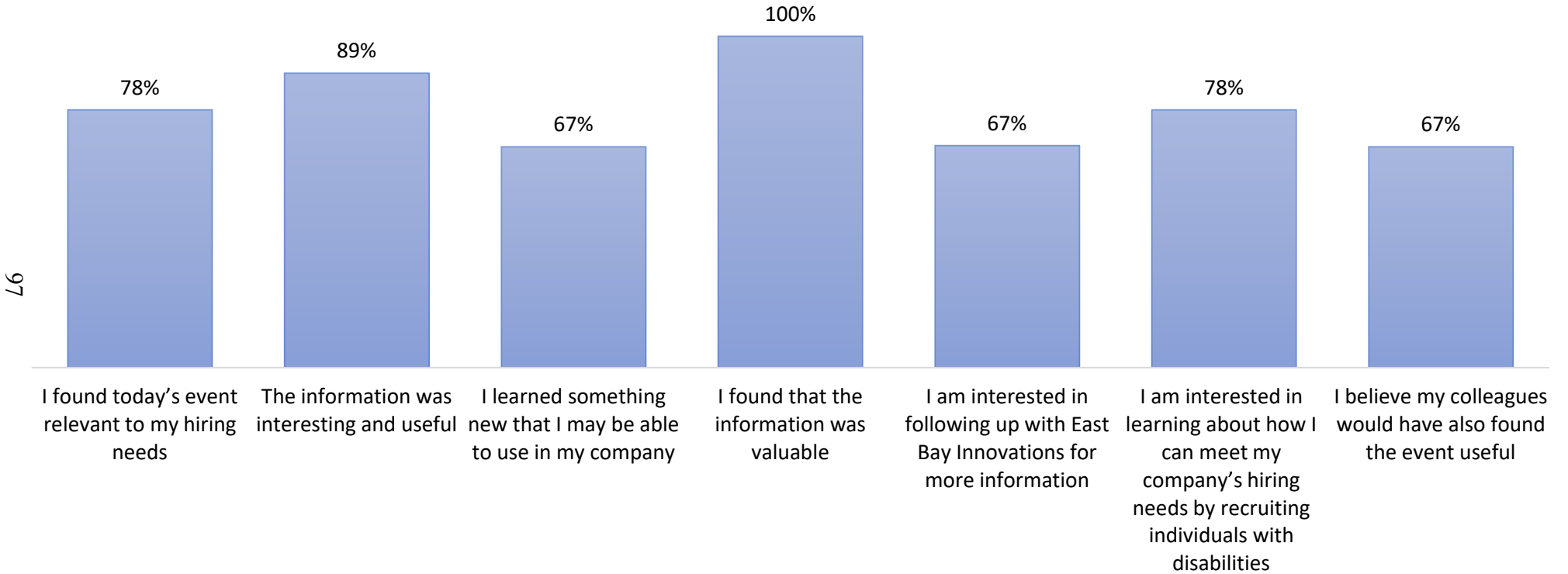
- Workers with disabilities can do multiple jobs, take pride in their jobs, and are a hidden resource
- Consider the value of hiring people with disabilities in unchartered position

³ 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 VI.B. - 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.

ITEM VI.C. – 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.

ITEM VI.D – INFORMATION

LEGISLATIVE UPDATE

BACKGROUND:

Alameda County Workforce Development Board (ACWDB) staff participates on the California Workforce Association's (CWA's) Legislative Committee in order to stay informed of new federal and state legislation, budgetary developments, and advocacy efforts.

Staff also participates on the Legislative Council, which is an inter-departmental group tasked with reviewing and developing insights and positions on legislation, legislative principles, and proposals, on the behalf of Alameda County Social Services Agency (ACSSA).

UPDATE:

Federal Legislative Updates

The Industry-Recognized Apprenticeship Programs Notice of Proposed Rule Making (IRAP NPRM) was released on June 25, 2019. An Executive Order established a task force to formulate a strategy for expanding apprenticeships to address skills gaps in the nation. The IRAP NPRM is built off the key findings of the Apprenticeship Taskforce.

The IRAP NPRM mainly calls for alignment with the National Apprenticeship Act (NAA), in order to establish a process for identifying Standards Recognition Entities (SREs). SREs will act as a clearinghouse for recognizing industry-recognized apprenticeships to the Department of Labor (DOL). The IRAP NPRM further outlines how SREs would qualify, their responsibilities, hallmarks of high-quality apprenticeship programs, the roles of each involved party, and how SREs will interact with existing registered apprenticeship systems. IRAP NPRM public comments are being accepted until August 26, 2019.

State Legislative Updates

AB 593 proposes changes to the Unemployment Insurance Code (UIC), allowing workforce development boards to access quarterly base wage data to evaluate and track long-term job seeker outcomes. AB 593 has passed out of the Assembly and onto the Senate, where it has been ordered for a third reading.

AB 593 has been called into question for its necessity as the existing laws already enable local boards to request long-term client data. CWA is turning its efforts towards substantiating evidence that data requests have historically been declined, to build the case for the need for AB 593. Some local boards in the state had their requests declined in the past. These dynamics may factor into whether the Governor ultimately signs the bill or not.

SB 291 would establish the California Community College Student Financial Aid Program, to assist students with non-tuition related expenses, such as housing, text books, and transportation.

SB 291 has passed out of the Senate and on to the Assembly, where it has been referred to the Committee on Higher Education.

AB 23 establishes a Deputy of Business and Workforce Coordination for the Governor's Office of Business and Economic Development (GO-Biz), who would be tasked with aligning career technical education (CTE) courses, workforce training programs, pre-apprenticeship, and apprenticeship programs with regional and local labor market demands. AB 23 passed out of the Assembly, referred to the Committee on Business and Professions, and held as a suspense file in appropriations for its potential fiscal impact.

Legislative Breakfast

Staff participated in the third Annual Legislative Breakfast – Building POWER (Policy, Opportunity, Will, Engagement, and Resilience), held by the Office of Policy, Evaluation, and Planning (OPEP) on August 23, 2019. The overall goal was to engage the community and stakeholders in the process of determining legislative priorities for the ACSSA to enhance opportunities for Alameda County residents.

The Agency's Director delivered some opening remarks regarding how the current administration's agenda influences programs within SSA and several ways in which SSA is advocating for its programs, resources, and families who rely on services.

Two ACWDB staff members facilitated the "Employment for ALL" workshop, delivered a brief presentation to frame the discussion, and gathered intel from participants on advancing employment-centric programs, goals, and policies for Alameda County residents. Workshop participants shared several ideas related to creating "Employment for ALL as well as ideas for innovating strategies and policies."

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

ITEM VI.E. – INFORMATION

CONDITIONAL FUNDING PARAMETERS FOR 2019-2020

BACKGROUND:

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.

ITEM VI.F. – INFORMATION

MEASURABLE SKILL GAINS DEFINED

BACKGROUND:

During previous meetings of the Alameda County Workforce Development Board as well as at committee meetings, questions had been raised regarding the Measurable Skill Gains (MSG) performance measures. They have been negotiated between the State of California and Regional Planning Units (RPU) throughout the state.

This item is intended to provide the members of the Workforce Development Board and the community, clarification regarding how these measures are calculated and the goals that the EASTBAY *Works!* RPU have negotiated with the state.

The attached item is a print-out of the PowerPoint presentation made to the Joint Organizational Effectiveness (OE) and Systems & Strategy (S&S) Committees at their August 21, 2019 meeting.

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

ATTACHMENT:

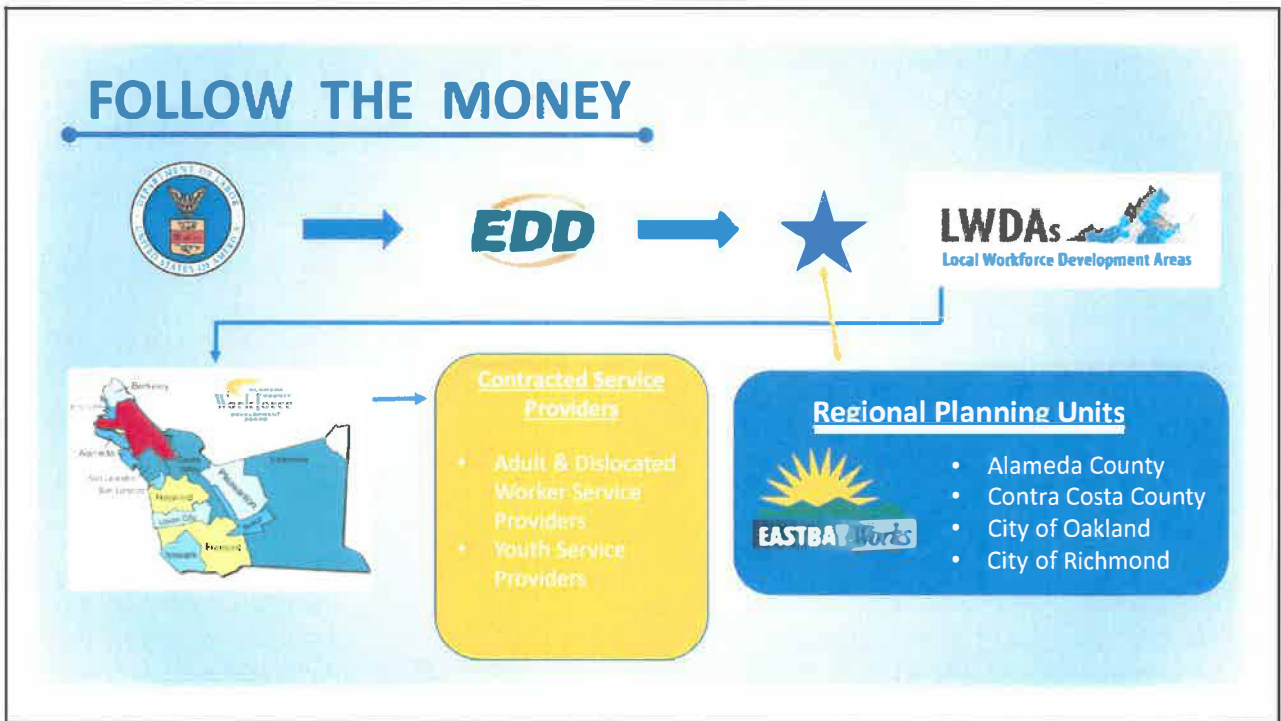
VI.F.1. – Measurable Skills Gains Defined

ALAMEDA COUNTY
Workforce
DEVELOPMENT BOARD

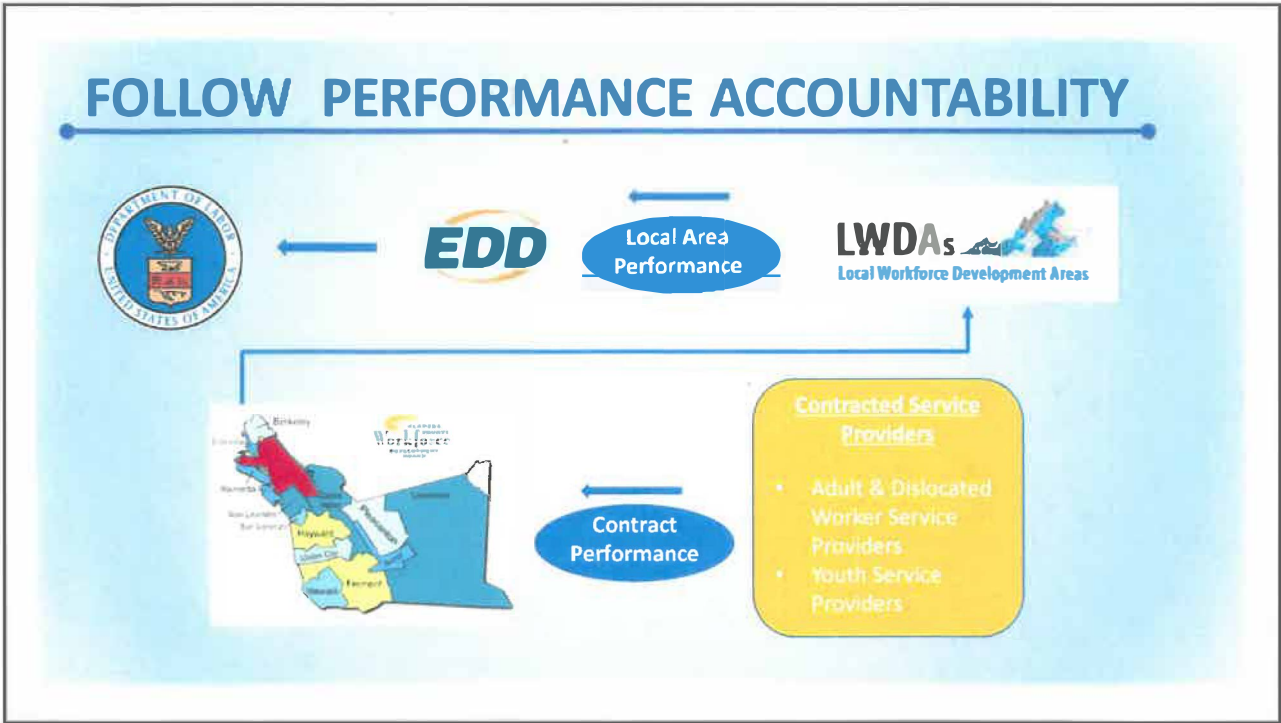
Joint
Organizational Effectiveness and Systems and Strategies
Committee Meeting
Wednesday, August 21, 2019

Discussion Item
IV.A. Measurable Skill Gains Defined

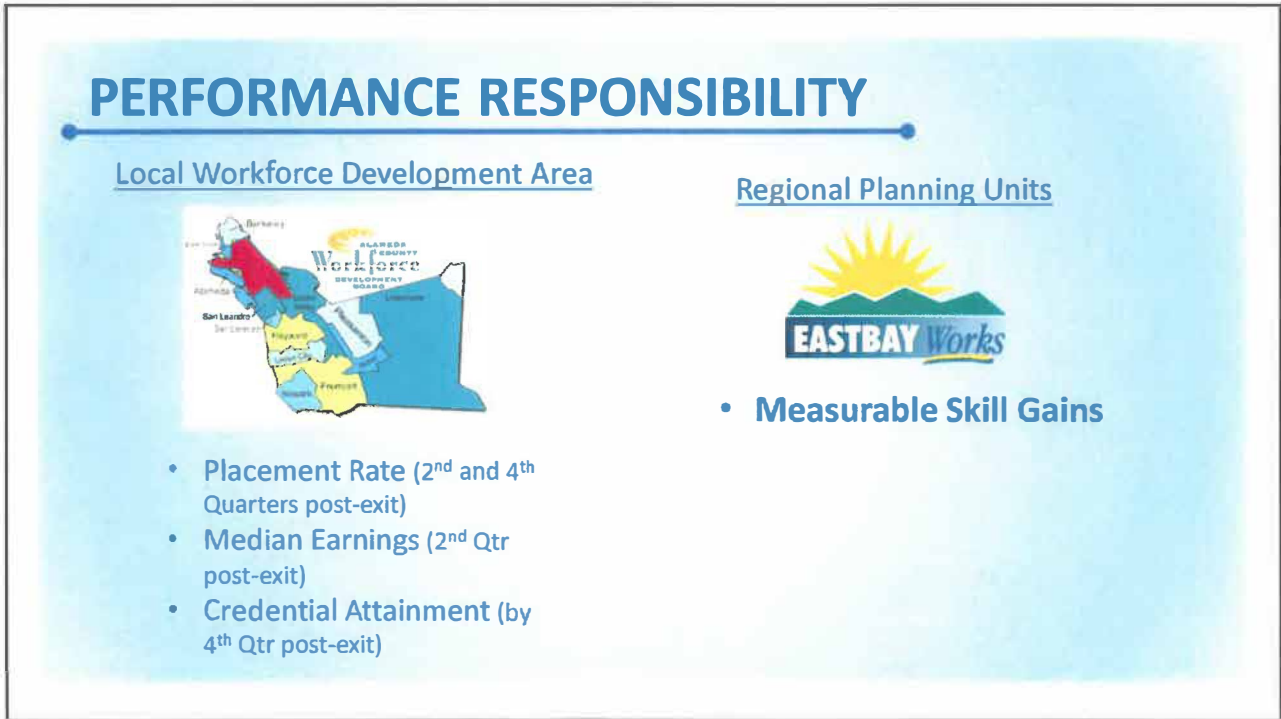
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PERFORMANCE RESPONSIBILITY

Negotiated Local Area Performance Goals



PY 2019/2020 Negotiated Performance Goals				
Adult/Dislocated Worker Measures	Adults	Dislocated Workers	Youth	Youth Measures
Employment Rate @ 2 nd Quarter Post Exit	66.50%	72.50%	62.00%	Employment/Education Rate @ 2 nd Quarter Post Exit
Employment Rate @ 4 th Quarter Post Exit	65.50%	70.50%	62.50%	Employment/Education Rate @ 4 th Quarter Post Exit
Median Earnings @ 2 nd Quarter Post Exit	\$5,700	\$8,000	BASELINE	Median Earnings
Credential Attainment by 4 th Quarter Post Exit	61.50%	58.00%	54.00%	Credential Attainment by 4 th Quarter Post Exit
EAST BAY REGIONAL PLANNING UNIT (RPU) PY 2019/2020				
Measurable Skill Gains	26.89%	19.09%	31.27%	Measurable Skill Gains

5

MEASURABLE SKILL GAINS DEFINED



6

MEASURABLE SKILL GAINS (MSG) Performance Indicator Definition

Percentage of participants who, during a program year,

are in education or training programs that lead to a recognized postsecondary credential or employment

AND

who are achieving measurable skill gains

DEFINED
AS

documented academic, technical, occupational, or other forms of progress toward a credential or employment.

As identified by enrollment activities and outcomes recorded in CaJOBS

7

Performance Indicators

Numerator

Denominator

Of those in the denominator, the total number of participants that meet the requirements of the measure for a positive result

The total population of participants that are included in the measure


8

The FIVE Types of MSG



9

Educational Functioning Level

 Documented achievement of at least one Educational Functioning Level (EFL) for a participant whose test scores placed them below the 9th grade level.

Numerator

Denominator

Participants who receive educational instruction **AND** gained at least one EFL

Participants who, during the PY, are enrolled in an education or training program that leads to a recognized postsecondary credential or employment **AND** who are ELL or BSD.

10

Educational Functioning Level



Documented achievement of at least one Educational Functioning Level (EFL) for a participant whose test scores placed them below the 9th grade level.

EFL Levels	EFL Level Description	Raw Score	Grade Level
1	Beginning ABE Literacy	203 and below	below 1.0
2	Beginning Basic Education	204 - 216	1.0 - 2.9
3	Low Intermediate	217 - 227	3.0 - 4.9
4	High Intermediate	228 - 238	5.0 - 6.9
5	Low Adult Secondary Education	239 - 248	7.0 - 8.9
6	High Adult Secondary Education	249 and above	9.0 +

These numbers have been developed for example purposes ONLY. This is not an accurate representation of the crosswalk between raw score, grade level and EFL.

11

Secondary School Diploma



Documented attainment of a secondary school diploma or its recognized equivalent.

Numerator

Participants who attained a High School diploma or its equivalent during the reporting period.

Denominator

Participants who, during the PY, are enrolled in an education or training program leading to a recognized postsecondary credential or employment **AND** who do not have a secondary education diploma at program entry.

12

Transcript / Report Card – SECONDARY ED



Documentation of a transcript or report card for secondary or post-secondary ed for one semester – showing that the participant is meeting the State unit's academic standards.

Numerator

Denominator

Participants whose transcript or report card for one semester shows they are meeting the State unit's academic standards

Participants who, during the PY, are enrolled in an education or training program leading to a recognized postsecondary credential or employment **AND** who enrolled in secondary education.

13

Transcript / Report Card – POST-SECONDARY



Documentation of a transcript or report card for secondary or post-secondary ed for one semester – showing that the participant is meeting the State unit's academic standards.

Numerator

Denominator

Participants whose transcript or report card shows they completed a minimum of 12 hrs / semester, or for pt-time students a total of at least 12 credit hours over 2 completed consecutive semesters during the PY **AND** that shows the participant is meeting the State unit's academic standards

Participants who, during the PY, are enrolled in an education or training program leading to a recognized postsecondary credential or employment who enrolled in post-secondary education.

14

Training Milestone



A satisfactory or better progress report towards established milestones from an employer or training provider (e.g. completion of OJT or one year of a registered apprenticeship program, etc.)

Numerator

Participants who, during the PY, are enrolled in OJT, Registered Apprenticeship or Work Experience and who attained satisfactory or better progress towards established milestones from an employer or training provider within the reporting period.

Denominator

Participants who, during the PY, are enrolled in OJT, Registered Apprenticeship, or Work Experience

15

Skills Progression



Successful passage of an exam that is required for a particular occupation, OR progress in attaining technical or occupational skills as demonstrated through a trade-related benchmark.

Numerator

Participants who successfully completed an exam that is required for a particular occupation, or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Denominator

Participants who, during the PY, are enrolled in an education or training program leading to a recognized postsecondary credential or employment.

16

**ALAMEDA COUNTY
Workforce
DEVELOPMENT
BOARD**

Questions?

- Educational Functioning Level**
- Secondary School Diploma**
- Transcript / Report Card**
- Training Milestone**
- Skill Progression**

17

ITEM VI.G. - INFORMATION

EDEN AREA REGIONAL OCCUPATIONAL PROGRAM **YOUTH INNOVATION PROGRAM**

BACKGROUND:

The Eden Area Regional Occupational Program (Eden ROP) is an innovative college-career training program offered collaboratively by Castro Valley, Hayward, San Leandro, and San Lorenzo School Districts. Eden ROP offers hands-on learning classes and opportunities for high school students to learn relevant skills and prepare for the future.

In partnership with local school districts and the business community, Eden ROP prepares students for college and careers by providing marketable skills and work experiences to build and sustain careers in industries such as health science and cybersecurity.

Eden ROP is a new youth service provider operating the Youth Innovation Program approved by the Alameda County Workforce Development Board. Evan Goldberg, Grants Coordinator, shared how Eden ROP plans to implement the Workforce Innovation and Opportunity Act (WIOA) in-school strategy with high school students during the 2019/2020 school year.

The Executive Committee at its August 28, 2019 meeting requested that the presentation be made available to the full board. The PowerPoint presentation is attached.

For further information, contact Deidra Perry, Program Finance Specialist at (510) 259-3827 or by email at deperry@acgov.org.

ATTACHMENT:

VI.G.1. – An Introduction to the Eden Area ROP & our WIOA Plans

An Introduction to the Eden Area ROP & our WIOA Plans



Evan Goldberg, Grant Coordinator

1



- ❖ Academic Credits
- ❖ Free Community College Credits
- ❖ Classes meet UC A-G requirements
- ❖ Certifications
- ❖ Internship and Apprenticeship Opportunities

2

When? Where? How?

❖ **TWO** sessions available daily Mon-Fri

AM session: 8:00 am-11:00 am

PM session: 12:30 pm-3:30 pm

❖ Classes are offered at the Eden Area ROP center in Hayward

❖ Buses are provided from home schools, to the ROP center, and back

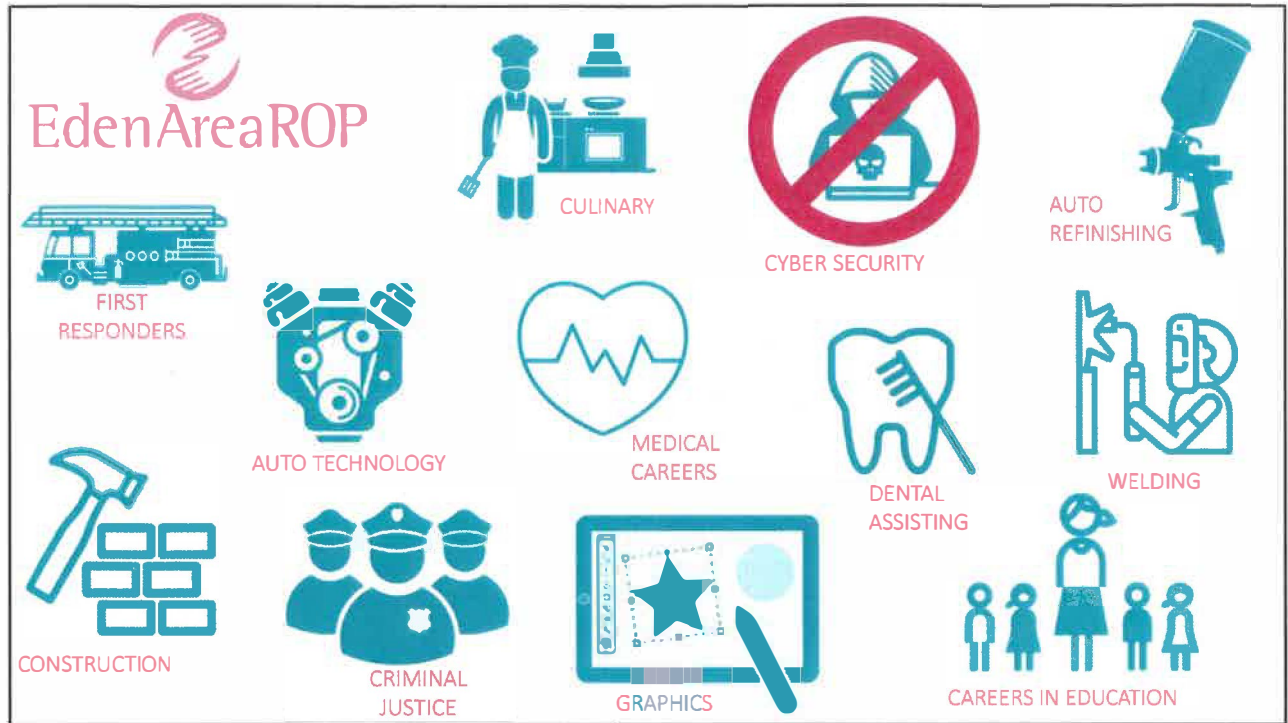
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Who can attend ROP?

Students enrolled in the Castro Valley, Hayward, San Leandro, and San Lorenzo and school districts—7 comprehensive high schools + continuation and alternative ed. sites



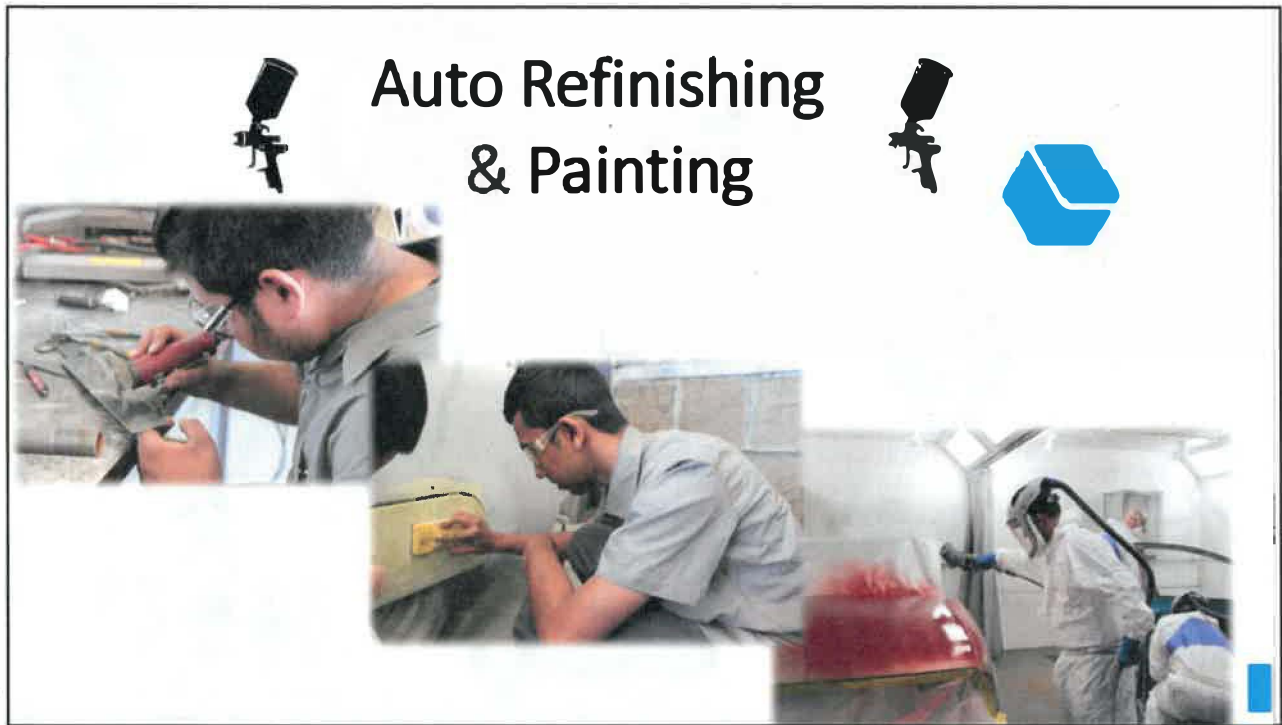
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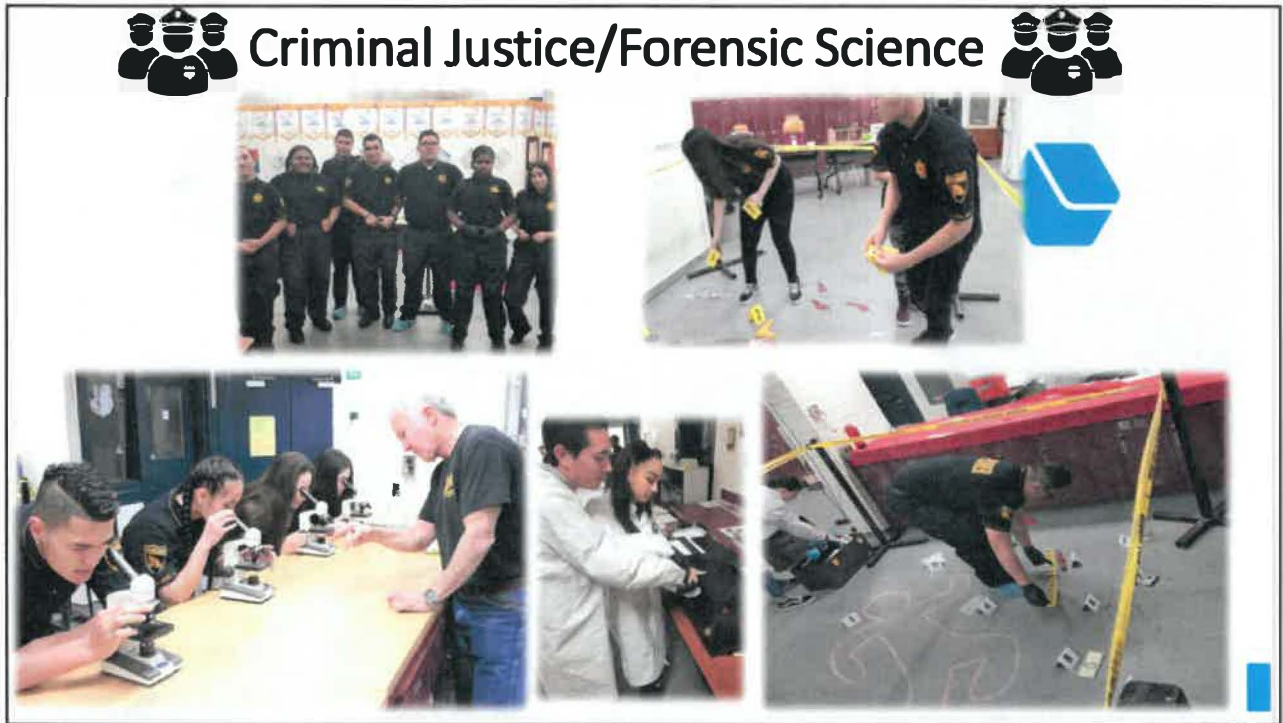
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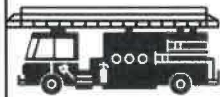


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Dental Assisting



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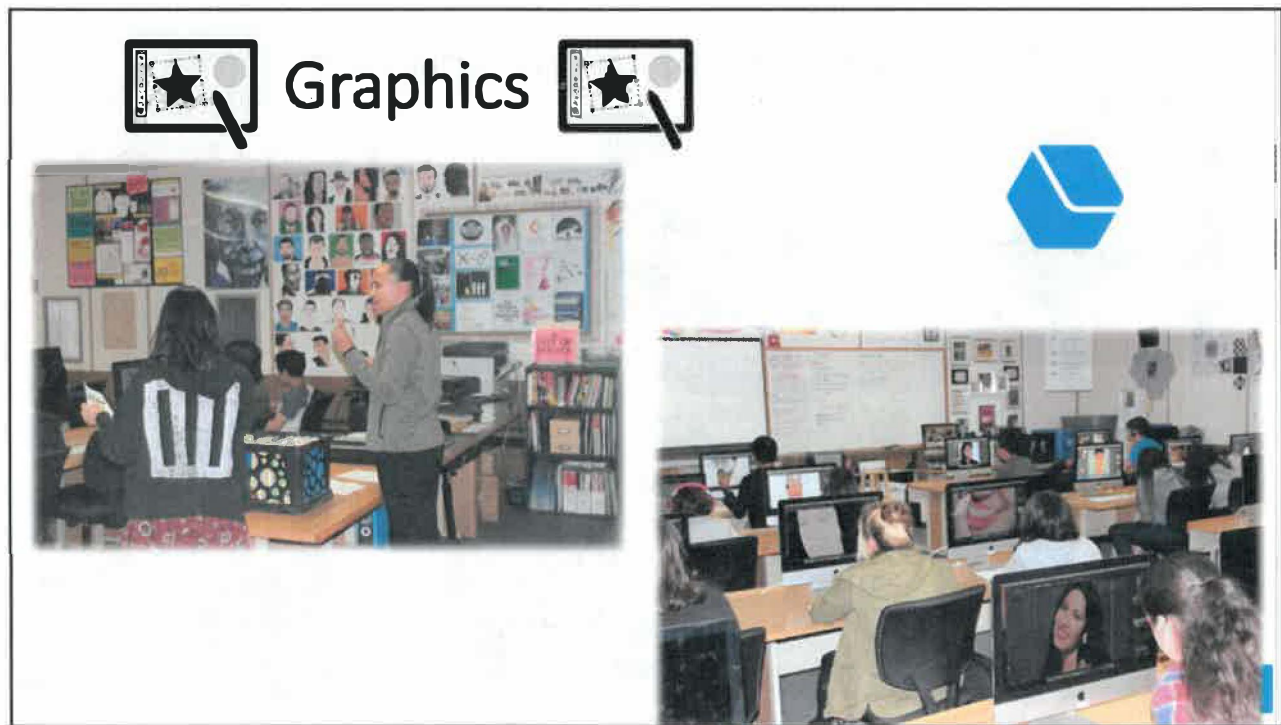
First Responders/Fire Science



14



15



16



17

WIOA Strategy-Highlights

- Experienced Leadership—Angie Alamillo +
 - Eden Area ROP administration
 - Eden Area ROP counselor
 - Relationships with Districts, Schools, and Counselors
- Comprehensive Case Management and Individualized Service Strategy
- Leveraging Eden Area ROP classes
- \$1000 stipends for Internships for students
- Building relationship with Workforce Development Board



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ITEM VI.H. INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
2019 MEETING CALENDAR *

FEBRUARY 2019

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

MARCH 2019

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

APRIL 2019

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

MAY 2019

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

AUGUST 2019

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

SEPTEMBER 2019

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

NOVEMBER 2019

4 Youth Committee (1:00 – 3:00 PM, California Poppy Room, 2nd Floor)

6 Organizational Effectiveness Committee (9:30 – 11:30 AM, California Poppy Room, 2nd Floor)

13 Systems and Strategies Committee (9:00 – 11:00 AM, California Poppy Room, 2nd Floor)

20 Executive Committee (9:30 - 11:30 AM, California Poppy Room, 2nd Floor)

DECEMBER 2019

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

NOTE: All meetings are located at the Eden Area Multi Service Center, 24100 Amador Street, Hayward.

9/25/18

ITEM VI.I. - INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – JENNIFER ONG

Jennifer Ong, Owner & Dr of Optometry
Family Eye Care
2223 Santa Clara Avenue, Suite A
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Tel: 510-521-0551
E-Mail: drjenniferong@gmail.com

Tyler Abbott, Business Consultant, Finance
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San Francisco, CA 94127
Tel: 415-786-3560
E-Mail: tyler@abbottfamily.org

Alexandria Baker, South Bay Manager, Power
Pathway
PG&E
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San Francisco, CA 94105
Tel: 925-246-3875
E-Mail: A2Bs@pge.com

Jeff Bowser, Solution Sales Champion
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Tel: 925-765-9228
E-Mail: jeff.bowser@vodafone.com

Jennifer Cogley, Deputy Director of Community
Relations
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800 Dwight Way, B64/R316
Berkeley, CA 94710
Tel: 510-705-6965
E-Mail: jennifer.cogley@bayer.com

VICE-CHAIRPERSON –
BETHANY MCCORMICK

Bethany McCormick, Engineering Recruitment
and Diversity Manager
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Tel: 925-423-0174
E-Mail: McCormick11@llnl.gov

Kathy Mello, CFO/COO
TGIF Auto Body, Inc.
4595 Enterprise Street
Fremont, CA 94538
Tel: 510-490-1342, x109
E-Mail: Kathy@tgifauto.com

Paul Reyes, Sales Manager, Northern California
Experis
345 California Street, Suite 350
San Francisco, CA 94104
Tel: 925-828-5421
E-Mail: paul.reyes@experis.com

Christopher Rose, Operations Manager
Copper Harbor Co.
2300 Davis St.
San Leandro, CA 94577
Tel: 408-508-3991
E-Mail: christopher.rose06@gmail.com

Melissa Stoller, Customer Success Manager
Marqeta
180 Grand Ave.
Oakland, CA 94610
Tel: 925-858-7900
E-Mail: mstoller@marqeta.com

BUSINESS (Continued)

Mario Wagner, CEO
RF Contractors
8055 Collins Drive
Oakland, CA 94621
Tel: 510-228-2994
E-Mail: mwagner@rfcontractors.com

VACANT (3)

EDUCATION

Vacant (1)

WIOA Title II – Adult & Literacy

Brad Frazier, Principal
San Leandro Adult School
1448 Williams Street
San Leandro, CA 94577
Tel: 510-618-4424
E-Mail: bfrazier@slusd.us

GOVERNMENT

State Employment Service

Kalpana Oberoi, Cluster Manager
Northern Division, Workforce Services Branch
State of California
Employment Development Department
7677 Oakport Street, Suite 350,
Oakland, CA 94621
Tel: 510-564-0521
E-Mail: Kalpana.oberoi@edd.ca.gov

State Department of Rehabilitation

Brian Salem, Staff Services Manager I
California State Department of Rehabilitation
1515 Clay Street, Suite 119
Oakland, CA 94612
Tel: 510-622-2776
E-Mail: bsalem@dor.ca.gov

Economic Development

Stephen Baiter, Executive Director
East Bay Economic Development Alliance
1221 Oak Street, Ste. 555
Oakland, CA 94612
Tel: 510-272-3874
Email: stephen@EastBayEDA.org

Economic Development (Continued)

Tina Kapoor, Economic Development Manager
City of Fremont
3300 Capitol Avenue
Fremont, CA 94538
Tel: 510-284-4023
E-Mail: TKapoor@fremont.gov

Vacant (1)

WORKFORCE REPRESENTATIVES (20%)

Labor (15%)

Eric Darby, Heavy Duty Journey Level Mech
A C Transit – ATU 192
8460 Enterprise Way
Oakland, CA 94621
Tel: 510-635-0192
E-Mail: edarby@atu192.org

Alfred Fortier, Assistant Business Manager
IBEW LU 1245
30 Orange Tree Circle
Vacaville CA 95687
Tel: 510-230-3188
E-Mail: AWF2@IBEW1245.com

Tony Lam, Building Trades Apprentice
SMWIA 104
4509 Laura Way
Union City, CA 94587
Tel: 510-378-5134
E-Mail: vubalam@hotmail.com

John Torok, Shop Steward
AFL-CIO/SEIU Local 1000
1909 San Pablo Ave, #E
Oakland, CA 94612
Tel: 415-202-2773
E-Mail: john.torok@edd.ca.gov

VACANT (1)

Community Based Organization

Vacant (2)

WDB COMMITTEES

Executive Committee

Jennifer Ong, WDB Chair
Bethany McCormick, WDB Vice-Chair
Paul Reyes, Systems and Strategies Committee Chair
Brian Salem, Organizational Effectiveness Committee Chair
Alexandria Baker, Youth Committee Chair

Systems and Strategies Committee

Paul Reyes, Chair
John Torok, Vice-Chair
Tina Kapoor
Tony Lam
Kalpana Oberoi
Susie Passeggi
Melissa Stoller

Organizational Effectiveness Committee

Brian Salem, Chair
Christopher Rose, Vice-Chair
Tyler Abbott
Jennifer Cogley
Brad Frazier
James Paxson

Youth Committee

Alexandria Baker, Chair
Lisa Meza, Vice-Chair
Faith Battles
Jeff Bowser
Eric Darby
Gana Eason
Linda Evans
Elizabeth Lockerbie
Kathy Mello
Raquel Ramsey-Shelton
Mario Wagner

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ITEM VI.J. - INFORMATION**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**
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Sub-Regional Workforce Networks**NORTH CITIES CAREER CENTERS****College of Alameda**

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Berkeley Adult School

1701 San Pablo

Berkeley, CA 94702

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OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK**Ohlone College Campus**

39399 Cherry Street, Room 1211
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TRI-VALLEY CAREER CENTER

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SANTA RITA JAIL CAREER CENTER

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Youth/Young Adult Program Operators – PY 2019/20**Young Adult Future Force Career Program - Out-of-School Youth Services****NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)****Berkeley Youth Alternatives**

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EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)**Hayward Unified School District/****Hayward Adult School**

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TRI-CITIES (Fremont, Newark, Union City)
East Bay Community Services dba La Familia Counseling Services

Administrative Office:
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VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)
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Youth Innovation Program – In-School Youth

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

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ITEM VI.K. – INFORMATION

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COMMONLY USED ACRONYMS

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

