

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)  
SYSTEMS AND STRATEGIES COMMITTEE**

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**MEETING NOTICE**  
**Wednesday, November 13, 2019**  
**9:00 – 11:00 A.M.**  
**Eden Area Multi-Service Center**  
**24100 Amador Street, 2<sup>nd</sup> Floor**  
**California Poppy Rooms A/B (#225/226)**  
**Hayward, CA**

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**AGENDA**

	<b>PAGE</b>
<b>I. CALL TO ORDER AND ROLL CALL</b>	
<b>II. PUBLIC FORUM</b>	
The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
<b>III. PRESENTATION - EveryOne Home and the Housing and Urban Development Continuum of Care – Laura Guzman, Continuum of Care Director for EveryOne Home</b>	1
<b>IV. ACTION ITEMS / PUBLIC HEARING</b>	
A. Procurement for Reentry Career and Support Services	3
B. Procurement and Contracts Authorization for Biothech Advance Manufacturing Rapid Reemployment	5
C. Systems and Strategies Committee Meeting Calendar for 2020	7
<b>V. INFORMATION ITEMS</b>	
A. Construction Pre-Apprenticeship Pipeline for Ex-Offenders Pilot Project	9
B. Innovations in Reentry Initiative - Second Chance Act Smart Reentry Program – Update	11
C. Certification of the Eden Area Comprehensive America’s Job Center of California (AJCC) - Update	13
<b>VI. MATTERS INITIATED BY COMMITTEE MEMBERS</b>	
<b>VII. ANNOUNCEMENTS</b>	

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

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

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

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

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

**NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING: FEBRUARY 19, 2020**

### **ITEM III. - PRESENTATION**

#### **EVERYONE HOME AND HOUSING AND URBAN DEVELOPMENT CONTINUUM OF CARE**

##### **BACKGROUND:**

Addressing homelessness is a growing concern in Alameda County and across the state generally. The cost of living in the Bay Area burdens many working poor, lower income and middle-income individuals, contributing to homelessness. Cost of living issues are further exacerbated by the high cost of child-care, health care, and other costs, as well as housing stock and affordable housing shortages.

Efforts to end homelessness doesn't happen overnight nor does it happen in a vacuum. It requires a comprehensive approach with multiple stakeholders, working collaboratively to respond to the various needs of homeless individuals and those at-risk for homelessness. The Housing and Urban Development (HUD) has released a directive, calling on Continuum of Care (CoC) organizations to align their efforts with local workforce development agencies to find collaborative solutions for homeless individuals.

On November 13, 2019, Laura Guzman - HUD Continuum of Care Director for EveryOne Home, will present to the Systems and Strategies Committee, sharing information on the HUD's directive, promising partnerships, the plan to end homelessness, and more. EveryOne Home is a county-wide, multi-sector collective impact initiative, as well as the CoC lead organization on a mission to end homelessness in Alameda County.

As the lead staff for the HUD CoC Board, Laura directs the development of the CoC \$35 million federal funding application and plans, and also conducts the Alameda County biennial homeless point in time count. She is also a member of the Alameda County Health Care for the Homeless Commission.

Laura is the former founding Director of the Mission Neighborhood Resource Center in the Mission district of San Francisco, where she provided integrated survival and medical services to homeless single adults living in the street, Single Residency Occupancy (SRO) hotels, and in permanent supportive housing for over 16 years. She also co-directed San Francisco's first innovative Navigation Center in 2015.

Laura has 26 years of experience in California's non-profit sector, and 23 years of experience working with homeless communities and within grassroots and multi-sector collaborations providing advocacy and policy development in the areas of HIV/AIDS, health, housing, and homelessness. Born in Buenos Aires, Argentina, she migrated to the United States in 1985 and has lived in Alameda County since 1987.

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



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

### **PROCUREMENT FOR REENTRY CAREER AND SUPPORT SERVICES**

#### **RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB) Systems and Strategies Committee:

1. Authorize staff to release a Request for Proposal (RFP) for reentry career and support services under the Prison to Employment Initiative (P2E) grant funds;
2. Approve staff to enter into contracts with successful bidder(s) of the procurement process for a two-year cycle covering 2020-2022.

#### **BACKGROUND:**

The California Workforce Development Board (CWDB) released a Request for Applications for the P2E Initiative grant funds in November 2018. There were approximately \$34 million in State general funds available for the implementation of regional plans to serve the formerly incarcerated and other justice-involved individuals. In April 2019, the East Bay Regional Planning Unit (RPU) comprised of County of Alameda, County of Contra Costa, city of Oakland, and city of Richmond workforce boards was awarded \$2,307,284. ACWDB is the regional fiscal agent selected by the partners in the RPU. ACWDB's portion of the award is \$749,847. In mid-September 2019, ACWDB received notification from the State for contracting process to begin. In November 2019, the County of Alameda Board of Supervisors, as our Chief Elected Official, has approved an action to receive the P2E funding.

ACWDB staff will conduct one procurement process for services under the P2E funding streams – direct services / implementation and supportive services / earn and learn activities. The RFP process will identify organizations that can demonstrate the ability to provide reentry career and support services to compliment work experience/employment opportunities which can support the ACWDB P2E grant priorities. The ACWDB anticipates up to \$160,000 will be available from the P2E funds. The successful responder(s) will provide pre- and post-release engagement activities to support the justice-involved and formerly incarcerated individuals.

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).



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

### **PROCUREMENT AND CONTRACTS AUTHORIZATION FOR BIOTECH ADVANCE MANUFACTURING RAPID REEMPLOYMENT (BAMRR)**

#### **RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB) System and Strategies (S&S) Committee:

1. Authorize staff to enter into contracts with service providers after an initial competitive procurement process to expend State award in alignment with BAMRR grant objectives.
2. Approve the award list of current successfully submissions which includes:
  - A. Fremont Adult and Continuing Education
  - B. Chabot Las Positas Community College District
  - C. Laney College
  - D. Ohlone Community College District
  - E. Rubicon Programs, Inc.
3. Authorize staff to negotiate and award additional contracts on an ongoing basis to meet BAMRR grant objectives and deliverables.

#### **BACKGROUND:**

In January 2019, the ACWDB was awarded a Governor's Dislocated Worker Additional Assistance Grant in the amount of \$995,000. The application was based on a sharp increase in layoff activity in FY 2018/2019. Inclusive of this activity were several large-scale layoffs including 800 workers at Tesla. The primary goal of the grant is to make training and job placement available to an additional 200 dislocated workers.

Beginning in April of 2019, staff began the process of identifying implementation providers and partnership alignments. In May of 2019, staff conducted a competitive procurement process that resulted in several qualifying providers. The announcement was posted on the ACWDB website, as well as shared via social media channels and e-mailed to approximately 300 organizations and individuals. The process included an applicant information session that was held on May 30, 2019.

In order to increase the collective capacity of the selected providers, staff continues to explore, partnerships, initiatives and programs to meet all BAMRR goals.

For more information kindly contact Carmelo San Mames, Sr. Strategic Partnership Coordinator at (510) 259-3828 or by email at [carmelo.san-mames@acgov.org](mailto:carmelo.san-mames@acgov.org).



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

**SYSTEMS AND STRATEGIES COMMITTEE MEETING CALENDAR FOR 2020**

**RECOMMENDATION:**

That the Alameda County Workforce Development Board’s (ACWDB) Systems and Strategies (S&S) Committee consider and approve the meeting dates, times and places for the 2020 calendar year.

**BACKGROUND:**

The Bylaws state under Section 4.4.2 Regular Meetings of Standing Committees that:

*“Each committee shall set the date, time, and place of regular meetings by resolution and shall state the date, time, and place of each meeting in the agenda to be posted for that meeting”.*

In order to secure adequate meeting space, provide timely notice to the public, and allow ACWDB staff an opportunity to plan in advance with the Chair, staff recommends that the S&S Committee consider the following meeting dates and times as listed below. As the meeting dates approach, if there are no Action Items for the Committee to consider, staff will confer with the Chair, then provide adequate notification in the event of cancellation.

<b><u>DATES</u></b>	<b><u>TIME</u></b>
February 19, 2020	9:00 – 11:30 AM
April 15, 2020	9:00 – 11:30 AM
August 19, 2020	9:00 – 11:30 AM
November 18, 2020	9:00 – 11:30 AM

**NOTE:**

All meetings are located at the Eden Area Multi Service Center, (24100 Amador Street, 2<sup>nd</sup> Floor, California Poppy Conference Room, A&B, Hayward, CA), and are scheduled for the third Wednesday of the month.

For further information, contact Tamia Brown, Program Financial Specialist at (510) 259-3884 or email at [Tamia.Brown@acgov.org](mailto:Tamia.Brown@acgov.org).



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

### **CONSTRUCTION PRE-APPRENTICESHIP PIPELINE FOR EX-OFFENDERS PILOT PROJECT - UPDATE**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) was awarded \$250K from the California Workforce Development Board (CWDB) for the Construction Pre-Apprenticeship (CPA) Pipeline for Ex-Offenders Pilot. The CPA Pipeline Pilot is a demonstration grant that serves the probation or parole populations and justice-involved individuals. This project is aimed to develop the program infrastructure for greater access to trades jobs for the targeted populations and underrepresented communities. ACWDB also set an objective to implement the Multi-Craft Core Curriculum (MC3)<sup>1</sup> construction pre-apprenticeship training at Santa Rita Jail Job Center (SRJ). It is a pre-release model of service to enhance and expand the career services provided at SRJ.

The coordination among California Department of Corrections and Rehabilitation (CDCR) and/or California Prison Authority (CALPIA), the trades and Alameda County Probation was an emphasis for this project. Also, a State directive required the close alignment with the local Building Trades and the trade's joint apprenticeship programs. The grant priorities include: 1) improve program capacity with Building Trades; 2) build sustainable partnerships to coordinate among the trades industry employers; and 3) align the trades with reentry programs and connect MC3 program participants with apprenticeship slots in the construction industry.

The demonstration project term is July 2018 through December 2019, and the grant is funded to serve a minimum of 20 participants.

#### **HIGHLIGHTS:**

##### **MC3 at SRJ**

The strong collaborative relationship with the Alameda County Sheriff's Office (ACSO) provided the opportunity to expand services in SRJ by offering the CPA training program to participants. ACSO played an integral role in the planning and implementation of the CPA training program. ACSO actively participated in convenings with the jail's education provider, Five Keys Charter Schools and Programs, Inc and it was instrumental in certifying instructors and delivering the MC3 curriculum for the CPA training program. To date, 90 students have enrolled; one student completed the certification while incarcerated and an additional 12 participants are on track to complete the program by December 2019.

##### **Collaboration with Construction Trades Workforce Initiative**

ACWDB contracted with Construction Trades Workforce Initiative (CWTI) to build sustainable partnerships with organizations and further develop the workforce pipeline into the building trades industry. CTWI convened stakeholders (Apprenticeship Coordinators, Contractors, MC3

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<sup>1</sup> *The Multi-Craft Core Curriculum is a comprehensive pre-apprenticeship training, developed and approved by the Building Trades National Apprenticeship and Training Committee in 2008*

training providers, Project Labor Agreement administrators and Building Trades Council leaders) to discuss the pipeline development which included sharing the implementation of the CPA training program at SRJ, the value of the MC3 curriculum, and encouraging employer and union recruiters to put emphasis on preferential treatment for graduates of the MC3 certification program. A major emphasis called attention to MC3 as a key tool that training partners use to adequately prepare community members to become successful union apprentices.

#### Cypress Mandela Pre-Apprentice/Apprentice Programs

Cypress Mandela Training Center, Inc., a contracted training provider for ACWDB, offers a 16-week construction trade pre-apprenticeship program for men and women over 18 years of age. Training is both hands on and in classroom. Cypress Mandela is one of few providers certified to deliver the MC3 curriculum in the region, known to prepare students for skilled trades jobs relevant to today's construction industry. A cohort of nine students enrolled and completed the 16-week training program in late September 2019. Thus far, one student has successfully entered the Carpenters Apprentice program.

#### Reentry Expo

ACWDB's Reentry Services staff worked diligently with ACSO, to participate in the Reentry Expo. The Reentry Expo is an annual event held at the SRJ; the Inmate Services Unit hosts this event inside the Transition Center. The goal is to create a bridge to reentry services and resources for those inmates who are soon to be released from custody. The event is unique because it allows reentry program providers pre-release access to more than 400 potential clients. The participants will use services to assist them as they make plans for a successful transition back to their families and communities. Staff worked closely with CWTI to ensure the Alameda County Building Trades Council (BTCA) brought supporters from the trades, which included the Sheet Metal workers local 104, Plumbers, Steamfitters, refrigeration and pipeline Local Union 342, Iron Workers Union Local 378, Union of Painters and Allied Trades, and the Operating Engineers Journeymen. The event was well attended by numerous employer's representing other industries.

ACWDB is on track to meet the performance requirements for the demonstration of the CPA Pipeline Pilot. A solid infrastructure was developed and implemented with grant funds, now systems are in place to continue working with trainers, partners, and stakeholders to maintain an adequately trained pipeline for individuals entering the building trades industry. The CPA training at the SRJ will continue well beyond the grant term ending December 2019.

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

**ITEM V.B. - INFORMATION**

**INNOVATIONS IN REENTRY INITIATIVE**  
**SECOND CHANCE ACT SMART REENTRY PROGRAM - UPDATE**

**BACKGROUND:**

The Santa Rita Jail Job Center (SRJ) initiated career services to inmates in May of 2016, seeded by the Department of Labor’s Linking Employment Activities to Pre-Release (LEAP) grant. The partnership between Alameda County Workforce Development Board (ACWDB) and the Alameda County Sheriff’s Office (ACSO) has focused on system integration of workforce development and public safety.

In October 2018, ACSO was awarded a three-year Second Chance Act Grant from the U.S. Department of Justice - Innovations in Reentry Initiative: Focused on evidence-based strategies for successful reentry from incarceration to the community. The grant proposed to expand ACSO’s Operation My HomeTown (OMHTx) services and foster the development of the SRJ career services. OMHTx services aim to reduce recidivism and promote job readiness utilizing the evidence based “Integrated Reentry and Employment Strategy”. This integrated tool links the science of reducing risk for criminal activity with promising strategies for improving outcomes for hard to employ populations.

Under the OMHTx project, ACSO is the lead County agency in partnership with ACWDB and Probation. ACWDB’s role is to build capacity and scale up the SRJ career services model utilizing evidence-based practices on integrated reentry and employment strategies, as well as engage with employers for employment opportunities. Some of the SRJ services include case management services, risk assessment, individual employment reentry plan, basic career services, Metrix Learning online training, and Construction Pre-Apprenticeship training.

OMHTx project will serve up to 160 clients in the federal program years October 2018 through September 2020.

**HIGHLIGHTS:**

**OMHTx**

The first year of performance for the OMHTx ended September 30, 2019 and is as follows:

Number of Individual Enrollments	55
Number of Individuals Successful Pre-Release Services	35
Number of Individuals in Post-Release Services	17
Number of Individuals Successful Post-Release Exits	11
Number of Individuals Exits	33
Lack of Engagement	9

One of the key strategies for the grant program is the expansion of the career services in the jail, representing a shift that builds pre-release engagement from within the jail in hopes of improving reentry and employment outcomes for the participants. The partners are deliberate in following the fidelity of the grant, even if it means the number of individuals served is less than the goal. ACSO and ACWDB are committed to analyzing gaps and bottlenecks and developing a plan to address gaps and enhance coordination.

SRJ Basic Career Services

Some individuals that are at a lower risk of future criminal activity, but notably different levels of job readiness may not be eligible for the OMHTx services, these individuals may receive programing that prepares them for employment under SRJ basic career services.

Transition Center at SRJ

In early July, ACSO began to renovate the Transition Center at SRJ, the space staff and partners occupy to provide services. ACSO, is renovating the transition center space to improve movement and participant access to services. The newly renovated space will have flexible cubical designed to allow for staff to conduct one-one interviews and easily transfer space for group activities. The renovation is scheduled to end in late November.

Reentry Initiatives Summary

The chart below shows activities provided at SRJ under all grant categories:

**ACWDB Reentry Initiatives Summary Report**

*Reporting Range: October 1st 2018 - September 30th 2019*

**Summary Report**

<b># of Enrolled Individuals:</b>	<b>114</b>
<b># of Unique Individuals Served:</b>	<b>113</b>
<b>Total # of Services Provided:</b>	<b>873</b>
<b># Services Provided through OMHTx:</b>	<b>332</b>
<b># Services Provided through SRJ Basic:</b>	<b>521</b>
<b># Services Provided through CPA:</b>	<b>19</b>

*Reports ran on 10/04/2019*

For further information, please contact Tamia Brown, Program Financial Specialist, at (510) 259-3884 or by email [tamia.brown@acgov.org](mailto:tamia.brown@acgov.org).

## **ITEM V.C. - INFORMATION**

### **CERTIFICATION OF THE EDEN AREA COMPREHENSIVE AMERICA'S JOB CENTER OF CALIFORNIA (AJCC) - UPDATE**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) approved the certification of the Eden Area Comprehensive America's Job Center of California (AJCC) in May 2018. The certification process encompassed a third-party evaluation to assess the quality of services and effectiveness of the AJCC through the eight Hallmarks of Excellence, which also included a plan of continuous improvement goals for the three-year certification period.

ACWDB staff provides updates to the Committees and Board on the progress of Eden Area Comprehensive AJCC/Rubicon Programs, and the ACWDB staff are making towards accomplishing the 19 improvement goals highlighted in the plan. The last update provided to the Board focused on the status of continuous improvement goals through April 2019, and the roll-out on the next set of goals pending completion by July 1, 2019.

#### **UPDATE:**

To date the Eden Area AJCC and the Department have completed 17 of the 19 goals outlined in the certification's continuous improvement plan (see V.C.1. Status Report on Hallmarks of Excellence Continuous Improvement Goals).

Regarding the "in progress" status of improvement goal, No. 11, for the Eden Area AJCC collaborative referral tracking mechanism, Rubicon Programs and ACWDB staff are exploring implementing CommunityPro Suite. It is a referral tracking system utilized by local adult school partners. The Mid-Alameda County Consortium (MACC) is still addressing the technical issues with the system and will notify Rubicon Programs when CommunityPro Suite is ready for pilot implementation. Improvement goal No. 19, the exploration of parking vouchers, is pending with a due date of July 1, 2020.

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

#### **ATTACHMENT:**

V.C.1. – Status Report on Hallmarks of Excellence Continuous Improvement Goals



Eden Area Comprehensive America's Job Center of California (AJCC) Certification

Hallmarks of Excellence  
Status on Continuous Improvement Goals 2018-2021

	Hallmark	Action	Agency	Due Date	Status
1.	6	Expand access to business publications and industry resources.	AJCC	October 31, 2018	Done
2.	3	Update the partner services inventory and review or update quarterly.	AJCC	October 31, 2018	Done
3.	4	Update their organizational chart to include collocated partners.	AJCC	December 31, 2018	Done
4.	4	Update client flow chart to include partner services.	AJCC	December 31, 2018	Done
5.	3	Utilize the partner service inventory to update Eden Area AJCC collaborative outreach collateral.	AJCC	December 31, 2018	Done
6.	1	Ensure addition of Eden Area AJCC signage on the third floor.	ACWDB	December 31, 2018	Done
7.	2	Make the Limited English Proficiency Plan available in Alameda County threshold languages.	ACWDB & AJCC	December 31, 2018	Done
8.	7	Ensure that partner services eligibility trainings are conducted.	AJCC	December 31, 2018	Done
9.	2	Enhance Eden Area AJCC website to include additional virtual resources	AJCC	March 31, 2019	Done
10.	6	Expand the advanced manufacturing and banking sector symposium series to include health care and construction sectors.	AJCC	March 31, 2019	Done
11.	3	Complete research into a collaborative referral tracking mechanism to enhance referral outcomes.	ACWDB & AJCC	March 31, 2019	In progress
12.	1	Explore Wi-Fi to better support job seekers and employers who utilize their own web-enabled devices while at the Eden Area AJCC.	ACWDB	July 1, 2019	Done
13.	5	Perform a client flow assessment to identify service impediments that limit skill attainment of industry-recognized credentials	ACWDB & AJCC	July 1, 2019	Done
14.	8	Dedicate time as needed to review and manage social media and other feedback platforms	AJCC	July 1, 2019	Done

	Hallmark	Action	Agency	Due Date	Status
15.	5	Continue to seek strategic partnerships to maximize supportive services resources for Eden Area AJCC clients.	AJCC	July 1, 2019	Done
16.	7	Implement a training tracking mechanism that documents partner capacity building participation.	AJCC	July 1, 2019	Done
17.	8	Complete research into a data capture mechanism to more easily track client usage data.	AJCC	July 1, 2019	Done
18.	2	Ensure that all staff receive additional human-centered design resources.	ACWDB & AJCC	December 31, 2019	Done
19.	1	Explore parking vouchers or an alternative parking cost offset mechanism.	ACWDB	July 1, 2020	Pending

### Hallmark Definitions and Summary of Eden Area Comprehensive AJCC Rankings

The Hallmarks of Excellence	Ranking
1. The AJCC's physical location and facility enhances the customer experience	4
2. The AJCC ensures universal access with an emphasis on individuals with barriers to employment	4
3. The AJCC actively supports the One-Stop system through effective partnerships	4
4. The AJCC provides integrated, customer-centered services	3
5. The AJCC is an on-ramp for skill development and attainment of industry-recognized credentials which meet the needs of targeted regional sectors and pathways	4
6. The AJCC actively engages industry and labor and supports regional sector strategies through an integrated business service strategy that focuses on quality jobs	4
7. The AJCC has high-quality, well-informed, cross-trained staffing	3
8. The AJCC achieves business results through data-driven continuous improvement	4
Total Ranking for Hallmarks of Excellence:	4