

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)
ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE**

**Wednesday, February 6, 2019
9:30 – 11:30 A.M.
Eden Area Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Rooms A/B (#225/226)
Hayward, CA**

AGENDA

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I. CALL TO ORDER AND ROLL CALL	
II. PUBLIC FORUM	
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.	
III. ACTION ITEMS / PUBLIC HEARING	
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COMMITTEE MEMBERS: Brian Salem (Committee Chair); VACANT (Committee Vice-Chair); Tyler Abbott; Jennifer Cogley; Julia Dozier; Brad Frazier; Nan Maxwell; James Paxson; Christopher Rose.

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 OE COMMITTEE MEETING IS APRIL 10, 2019

ITEM III.A. – ACTION / PUBLIC HEARING

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE
MEETING CALENDAR FOR 2019

RECOMMENDATION:

That the Alameda County Workforce Development Board’s (ACWDB) Organizational Effectiveness (OE) Committee consider and approve the meeting dates, times and places for the 2019 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 OE 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.

<u>DATES</u>	<u>TIME</u>
April 10, 2019	9:30 – 11:30 AM
August 7, 2019	9:30 – 11:30 AM
November 6, 2019	9:30 – 11:30 AM

NOTE:

All meetings are located at the Eden Area Multi Service Center, (24100 Amador Street, 2nd Floor, California Poppy Conference Room, A & B, Hayward, CA), and are scheduled for the first Wednesday of the month, except for in April, 2019 to allow time to generate quarterly reports.

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

ITEM III.B. – ACTION / PUBLIC HEARING

**SELECTION OF ORGANIZATIONAL EFFECTIVENESS COMMITTEE
VICE-CHAIR**

RECOMMENDATION:

That the Organizational Effectiveness (OE) Committee selects a member to serve as Vice-Chairperson to this committee.

BACKGROUND:

Article V. Committees Section 5.1.2 of the Alameda County Workforce Development Board (ACWDB) Bylaws state:

“The Workforce Development Board Chairperson shall appoint the chairpersons of the standing committees and shall approve the membership of the committees. All committees shall select a Vice-Chairperson from among the members of that committee”.

During the prior program year, Bram Briggance resigned from the ACWDB. Subsequently, Brian Salem, who had served this committee as Vice-Chairperson, accepted the appointment of Chairperson. As a result, the OE Committee now needs to select a new Vice-Chair.

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

ITEM IV.A. – DISCUSSION

IMPROVING YOUTH CREDENTIAL ATTAINMENT RATES

BACKGROUND:

This item is intended to provide the Organizational Effective (OE) Committee members with information and an opportunity to discuss strategies for improving credential attainment rates for Workforce Innovation and Opportunity Act (WIOA) Youth Service Providers.

Credential attainment rates are calculated using the following formula:

Numerator: The number of youth participants who reported credential attainment by the 4th quarter, post-exit from WIOA services

Denominator: The number of youth participants who were enrolled in specific training activities during participation in WIOA-funded services

Credential attainment rates are reflected in the Local Area Performance Reports Quarterly Summary. Local Area Performance reports for the 1st Quarter of PY 2018/2019 reflected Youth Credential Attainment at 10.81% (the goal is 53.0%).

Measure	Fund Stream	Goal	Actuals	Num/Den
Degree/Certificate Attainment (10/1/2016 – 9/30/2017)	WIOA Youth (16 – 24 years)	53.0%	10.81%	20 / 185

This data is representative of youth participants who were exited from Workforce Investment Act (WIA)/WIOA funded services between 10/1/2016 and 9/30/2017. Attainments had to be reported in the CalJOBS system to be counted toward this measure.

Local Area Performance reports for the 2nd Quarter of PY 2018/2019 reflect Youth Credential Attainment at 16.7% which is still low, but does show an increase from the previous quarter.

Measure	Current	Goal	% of Goal
Credential Attainment Rate By 4 th Quarter Post Exit	16.7%	53.0%	31.5%

CHALLENGES THAT MAY HAVE CONTRIBUTED TO LOW PERFORMANCE ATTAINMENTS IN THE PAST:

1. The State’s inability to provide clarification regarding which training enrollment activities would place a WIOA youth participant in the denominator of this measure;
2. The WIA/WIOA mandate to place youth with barriers in employment and/or complete an educational program;

3. Ability of case managers to maintain contact with former participants for a full year after they exit from the program;
4. Fewer vendors on the Eligible Training Provider List (ETPL) due to complex criteria, reporting outcomes, and inconsistent oversight;
5. Lack of cohesive partnerships with other service providers and sector specific training organizations;
6. Ineffective strategies to increase shorter term training options.

IDEAS TO ADDRESS THESE CHALLENGES AND IMPROVE PERFORMANCE IN THE FUTURE:

1. Research best practices that are utilized by other workforce boards and youth serving organizations;
2. Identify existing opportunities that are available through the adult schools, community colleges and sector-focused training organizations;
3. Collaborate and strategize with current providers in ACWDB's sub-regional networks on existing programs and services that can be adapted/integrated into industry recognized credentials;
4. Identify resources within California Workforce Association's (CWA) Training Institute for capacity building, professional development, and technical assistance.
5. Create more opportunities for pre-apprenticeships.
6. Work with labor unions more effectively.

For further information, contact Michele G. Garcia, Workforce Board System Administrator at (510) 259-3802 or email at mggarcia@acgov.org or Deidra Perry, Program Financial Specialist at (510) 259-3827 or email at deperry@acgov.org.

ATTACHMENT:

IV.A.1 and IV.A.2. – PY 2018/2019 Contract Performance Goals

PY 2018/2019 Contract Performance Goals

In-School Youth

SOULCIETY	
BENCHMARKS	GOAL
HOW MUCH DID WE DO?	
# OF ENROLLMENTS by 4/30/2019 (FULL Enrollment)	55
HOW WELL DID WE DO?	
% RECEIVE WORK-BASED LEARNING ACTIVITIES ①	100.0%
% RECEIVE SOFT-SKILLS/LEADERSHIP TRAINING ②	100.0%
IS ANYONE BETTER OFF?	
% YOUTH PLACEMENT ③ (of closed cases)	61.0%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	50.0%

Out-of-School Youth

BERKELEY YOUTH ALTERNATIVES	
BENCHMARKS	GOAL
HOW MUCH DID WE DO?	
# OF ENROLLMENTS by 4/30/2019 (FULL Enrollment)	63
HOW WELL DID WE DO?	
% RECEIVE WORK-BASED LEARNING ACTIVITIES ①	100.0%
% RECEIVE SOFT-SKILLS/LEADERSHIP TRAINING ②	100.0%
IS ANYONE BETTER OFF?	
% YOUTH PLACEMENT ③ (of closed cases)	61.0%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	50.0%

Out-of-School Youth

HAYWARD ADULT SCHOOL	
BENCHMARKS	GOAL
HOW MUCH DID WE DO?	
# OF ENROLLMENTS by 4/30/2019 (FULL Enrollment)	73
HOW WELL DID WE DO?	
% RECEIVE WORK-BASED LEARNING ACTIVITIES ①	100.0%
% RECEIVE SOFT-SKILLS/LEADERSHIP TRAINING ④	100.0%
IS ANYONE BETTER OFF?	
% YOUTH PLACEMENT ③ (of closed cases)	61.0%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	50.0%

Out-of-School Youth

LA FAMILIA (TRI CITIES)	
BENCHMARKS	GOAL
HOW MUCH DID WE DO?	
# OF ENROLLMENTS by 4/30/2019 (FULL Enrollment)	43
HOW WELL DID WE DO?	
% RECEIVE WORK-BASED LEARNING ACTIVITIES ①	100.0%
% RECEIVE SOFT-SKILLS/LEADERSHIP TRAINING ②	100.0%
IS ANYONE BETTER OFF?	
% YOUTH PLACEMENT ③ (of closed cases)	61.0%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	50.0%

LA FAMILIA (TRI VALLEY)	
BENCHMARKS	GOAL
HOW MUCH DID WE DO?	
# OF ENROLLMENTS by 4/30/2019 (FULL Enrollment)	24
HOW WELL DID WE DO?	
% RECEIVE WORK-BASED LEARNING ACTIVITIES ①	100.0%
% RECEIVE SOFT-SKILLS/LEADERSHIP TRAINING ②	100.0%
IS ANYONE BETTER OFF?	
% YOUTH PLACEMENT ③ (of closed cases)	61.0%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	50.0%

① **Work-based learning activities:**

- | | | |
|----------------------------|----------------------------|---------------------------------|
| 400-Summer Employment | 426-Work-Experience Unpaid | 433-Career Awareness |
| 408-Internship (Unpaid) | 427-Internship (Paid) | 434-Career Exploration |
| 409-Job Shadow | 431-Pre-Apprentice | 437-PreApprentice |
| 425-Work Experience (Paid) | 432-Apprentice | w/Occupational Skills Training) |

② **Soft Skills/Leadership –**

Activity 410-Leadership Development Services
*“Participation in leadership development opportunities that encourages leadership development that may include community service and peer mentoring and tutoring; foster responsibility and other positive social and civic behaviors; **organizational and team work training; decision-making training**, as appropriate; citizenship training, including life skills training such as parenting and **work behavior training**, civic engagement.*

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

ITEM IV.B. – DISCUSSION

**EDEN AREA COMPREHENSIVE AMERICA’S JOB CENTER OF CERTIFICATION -
UPDATE**

BACKGROUND:

On May 10, 2018, the Alameda County Workforce Development Board (ACWDB) approved the certification of the Eden Area Comprehensive America’s Job Center of California (AJCC). Under the Workforce Innovation and Opportunity Act (WIOA) local Boards are required to certify their Comprehensive AJCCs every three years, by conducting an independent and objective evaluation. ACWDB had retained a consultant to conduct the evaluation.

There are two levels of certification - Baseline and the Hallmarks of Excellence. The Baseline certification focused on compliance with WIOA statutes and regulations and was successfully submitted by ACWDB staff to the State in December 2017. Within the Hallmarks of Excellence, there are a total of eight measures concentrated on continuous improvement through identifying the Comprehensive AJCC’s strengths, as well as areas where improvements could be recommended. For a successful certification, the AJCC must receive a ranking of 3 or better on a scale of 1 to 5 in each hallmark.

At the Organizational Effective (OE) Committee meeting in April 2018, the ACWDB consultant presented the results of the evaluation. The Comprehensive AJCC met the standards for Hallmarks of Excellence in each category with a score of 3 or better. The ranking definitions are as follows:

- 3 – Have a satisfactory amount of the hallmark in place for the majority of the time.
- 4 – Significantly meeting the hallmark with room for improvement.
- 5 – Achieving and excelling at the hallmark.

Below is a summary of the rankings:

Eden Area Comprehensive AJCC Summary of 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

UPDATE:

The certification process also includes a continuous improvement plan of over 18 goals covering program years 2018-2020. The ACWDB staff meets with Eden Area Comprehensive AJCC/Rubicon Programs on a quarterly basis to review goals and discuss progress. On January 14, ACWDB was given an update by Rubicon Programs on the status of the improvement goals which is stated below.

Hallmark	Action	Agency	Due Date	Status
2	Make the Limited English Proficiency Plan available in Alameda County threshold languages.	ACWDB & AJCC	December 31, 2018	In progress
3	Update the partner services inventory and review or update quarterly.	AJCC	October 31, 2018	Done
3	Utilize the partner service inventory to update Eden Area AJCC collaborative outreach collateral.	AJCC	December 31, 2018	Done
4	Update their organizational chart to include collocated partners.	AJCC	December 31, 2018	Done
4	Update client flow chart to include partner services.	AJCC	December 31, 2018	Done
6	Expand access to business publications and industry resources.	AJCC	October 31, 2018	Done
7	Ensure that partner services eligibility trainings are conducted.	AJCC	December 31, 2018	Done
1	Ensure addition of Eden Area AJCC signage on the third floor.	ACWDB	December 31, 2018	In progress

The status of the two hallmarks that are “in progress” was delayed due to the coordination required with third parties. The Limited English Proficiency Plan forms are in the process of being translated by the Social Services Agency language translation services. The AJCC signage is in the final stages of being purchased and installed.

Below are the following goals with the corresponding hallmark through March 2019:

Hallmark	Action	Agency	Due Date
2	Enhance Eden Area AJCC website to include additional virtual resources	AJCC	March 21, 2019

3	Complete research into a collaborative referral tracking mechanism to enhance referral outcomes.	ACWDB & AJCC	March 21, 2019
6	Expand the advanced manufacturing and banking sector symposium series to include health care and construction sectors.	AJCC	March 21, 2019

An update on the status of these goals will be presented at the next OE Committee meeting on April 10, 2019

The certification process and updates reside with the OE Committee, but the Systems and Strategies (S&S) Committee will also be informed of the continuous progress the Comprehensive AJCC makes in accomplishing improvement goals.

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

ITEM IV.C. – DISCUSSION

ESTABLISHING EMPLOYER OUTCOMES FOR CUSTOMIZED TRAINING

BACKGROUND:

This item is intended to provide the Organizational Effective (OE) Committee members with an opportunity to provide input on employer outcomes or benchmarks for Alameda County Workforce Development Board's (ACWDB) Customized Training program. It is important to receive OE Committee feedback on this issue in light of the large public investment ACWDB makes in training for companies, and to help determine criteria for approving additional trainings per employer as ACWDB works to update the Customized Training policy and procedures in PY 19/20. The current training pool for Customized Training is \$100,000 out of a total training budget of \$691,514.

Customized Training:

ACWDB's Customized Training program serves the interests of both workers and employers by supporting access to high-quality, market-driven education and skills training. The program has provided assistance to dozens of Alameda County employers who have identified a need for new or upgraded worker skills that are necessary to maintain or increase their competitiveness in the global economy and/or to help avert layoffs. Customized Training includes Incumbent Worker Training which enhances an employee's potential for increased earnings and helps develop skills that benefit their employers. Incumbent Worker Trainings make up a large number of the Customized Trainings ACWDB supports.

Definition of Customized Training:

- Designed to meet the special requirements of an employer (including a group of employers);
- Conducted with a commitment by the employer to employ, or in the case of incumbent workers, continue to employ, an individual on successful completion of the training; and
- For which the employer must pay a significant portion of the cost of training (the employer contribution is 50%, approved by the ACWDB on September 10, 2015) and this is still in effect.

PY 17/18 Results:

In PY 17/18, three employers participated in Incumbent Worker Trainings resulting in a total of \$34,160 expended in Workforce Innovation and Opportunity Act (WIOA) training dollars. A total of 40 employees benefitted from these trainings to increase their skills in areas such as English as a Second Language (ESL) and Inventory Management, often leading to a wage increase or promotion. Because participants in Customized Training are also enrolled in WIOA, ACWDB staff conducts quarterly follow-up for one year after completion with the employer to determine any promotions, wage increases or job changes that have occurred. Currently, this is the only outcome of the training that ACWDB officially measures although results of the success of any given training are well documented by staff.

There are three main challenges in regards to Customized Training for the OE Committee to consider when discussing potential outcomes of employer trainings:

- 1) Employers may not respond to requests from staff for required follow-up data on participants even when written into contracts, so staff are unable to determine if employees remain employed with a company post-training, and therefore document the outcome of ACWDB's investment;
- 2) There is no current State or local Board measure that establishes the length of retention of an employee after participating in training;
- 3) There is no policy outcome for employers around percentage of employees (individuals or cohorts) who must complete a training, and not all participants may complete a Customized Training as evidenced by the sign-in sheets required for the program.

ACWDB would like to put in place some benchmarks that address these challenges (e.g. employee retention, data for follow-up, and training completion rates) to help determine the frequency at which employers can participate in a Customized Training or Incumbent Worker Training. Current practice includes contract language stipulating that payment to employers is contingent on a participant completion rate of 80% and providing quarterly follow-up data required of participants as well as a certificate of skill attainment for each participant. These practices have not yet been formalized in policy.

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

ITEM IV.D. – DISCUSSION

ESTABLISHING EMPLOYER OUTCOMES FOR ON-THE-JOB TRAINING

BACKGROUND:

This item is intended to provide the Organizational Effective (OE) Committee members with an opportunity to provide input on employer outcomes or benchmarks for Alameda County Workforce Development Board's (ACWDB) On-The-Job Training (OJT) program. It is important to receive OE Committee feedback on this issue in light of the large public investment ACWDB makes in training for companies, and to put in place criteria for approving additional trainings per employer based on performance.

The total set aside for OJTs and Individual Training Accounts (ITAs) for PY18/19 is \$447,514. Of that amount, Career Service Providers (CSPs) are contracted for a total of 31 OJT placements at a maximum of \$5,000 per participant (31 x \$5,000 = \$155,000).

On-The-Job Training:

The OJT program provides a partial wage reimbursement to employers to help compensate for the costs associated with skills upgrade training and loss of production for newly hired employees. The OJT program can assist employers who are looking to expand their businesses and who need additional staff trained with specialized skills. The program is a demand-driven program, meaning opportunities are provided by the employer in order to meet their workforce needs. Career Service Providers and the America's Job Center of California identify job seekers who can fulfill that need. Benefits of the program include:

1. Allowing employers to select and train viable job candidates through ACWDB's workforce system to fill vacancies;
2. Providing subsidized training to a skilled job seeker to allow them to become familiar with processes specific to the hiring employer; and
3. Spending Workforce Innovation and Opportunity Act (WIOA) training dollars on specific occupational skills that will result in full-time, permanent employment for the job seeker.

In August 2018, ACWDB issued a new policy to CSPs around coordinating an OJT. Notable distinctions in the policy for employers include:

- OJT employers may receive up to 50% reimbursement of the wage rate for trainees to help defray personnel training costs.
- Employers must offer regular, full-time positions with a minimum of 32 hours per week (not temporary, seasonal, or part-time) to OJT new hires.
- Employers are allowed one "reverse referral" per contract. A reverse referral is when an OJT employer has already identified a candidate they wish to hire and who has not yet been determined eligible or appropriate for WIOA services. All reverse referral

candidates identified by an employer need to go through WIOA eligibility and intake somewhere in the ACWDB's system.

PY 17/18 Results:

- A total of 15 job seekers participated in the OJT program with 10 different employers in PY 17/18.
- Of these participants, 11 participants successfully completed their training as new hires with the company.
- The four who did not complete the term of their OJT were contracted by the same employer and not retained.
- A total of approximately \$40,593 in WIOA training dollars was expended on these individuals.

There are three main challenges in regards to the OJT program for the OE Committee to consider when discussing the establishment of local benchmarks for employer outcomes:

- 1) Although case managers conduct follow-up with OJT participants for one year after completion of the program, there is no State or local Board measure that mandates the length of retention of an employee after an OJT;
- 2) Some employers may hire several individuals through the OJT program during the year long term of the contract and then repeatedly lay them off;
- 3) Reverse referrals can incentivize employers to utilize the OJT program and satisfy their employment needs. But some employers challenge its restrictive use rationale. They want to use the program to hire employees *they* identify rather than from our system. This practice creates unnecessary rigamarole for all parties involved in the process and puts WIOA clients at a further disadvantage.

ACWDB would like to put in place some benchmarks that can be used consistently with employers for the use of the OJT program and to mitigate any misuse of the program and its funds.

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

ITEM V.A. INFORMATION

METRIX ONLINE LEARNING ANNUAL REPORT

BACKGROUND:

The Metrix Online Learning (Metrix) portal services are provided by NY Wired which was established to provide state and local governments, not-for-profits agencies, and corporations with innovative and affordable training programs and technology solutions. The training course content is provided by Skillsoft, which consists of cloud-based learning solutions for customers worldwide, who range from global enterprises, government and education customers to mid-sized and small businesses. This workforce training tool is flexible and easy to use online. Career Services Providers (CSP) can deploy online learning that successfully delivers clear and measurable results.

For PY 2017/2018, Metrix introduced the “Career Pathways Portal” (Portal). The Portal is designed to aggregate community resources, address skills gaps, and cost effectively align training with industry demands. Based on a Metrix assessment, individuals are placed in a targeted information technology pathway and receive a comprehensive training plan. Career pathways are customized based on the individual needs and employers’ input.

Training is divided into four skill levels: Foundation, Industry, Sector, and Occupation. The Metrix assessment identifies skills gaps, then provides automatic remediation while outlining clear training milestones. Completion of pathway milestones are rewarded through a progressive badging system that dynamically displays skills attained and highlights their transferability.

The Portal acts as virtual skills repository by seamlessly integrating online training, external training, formal education, and prior work experience. In efforts to boost usage, the Eden Comprehensive America’s Job Center of California (AJCC), has offered targeted workshops to include work readiness tips and certification programs as part of Metrix orientations. Individuals are awarded customized badges as they advance through training.

Employers will also be able to search and recruit skilled workers from the Portal talent database. Furthermore, the Portal provides opportunities for employers to participate in identifying the skill necessary to gain industry-recognized certifications. Employers may also assist in the skill-pipeline by agreeing to provide internships, apprenticeships or on-the-job training opportunities for clients who successfully pass training milestones within Metrix.

Usage Activity

Overall Metrix usage has increased in all areas during program year (PY) 2017/2018. There was a 146% increase in license distribution through Metrix. Additionally, active clients more than doubled their course completions and training hours compared to PY 2016/2017.

	PY 2016/2017	PY 2017/2018	% Change
New Registrations	180	235	31% ↑
Training Hours	2,467	8,543	246% ↑
Completions	577	1,944	237% ↑
Licenses Issued	149	389	161% ↑

Metrix delivers the newest version to all end users of the ACWDB system. The new version provides access to new Career Pathways Tools (10 industries, 200+ occupations). Users now have the advantage to determine their skills gaps through skills assessments and get customized course recommendations. Metrix training will help them close the skills gaps and improve their job opportunities that lead to a career.

New this program year, ACWDB will be delivering Metrix to the Santa Rita Jail (SRJ) Job Center, leaving no participant out of the online skills gain opportunity. Metrix has been approved by jail administration, tested by IT, and soon staff will begin orientations to inmates. This is groundbreaking for NY Wired as this is the first time, nationwide that a jail has approved the Metrix Online Learning tool to be delivered to individuals while incarcerated. NY Wired has also worked with staff to set up custom programs for the SRJ population. These programs have been designed with custom curriculum tracks in different sectors. Staff/teachers will work closely with participants to provide mentoring and guidance.

Another noteworthy accomplishment to mention is that NY Wired has managed to successfully partner with Geographic Solutions the developer of California's CalJOBS systems. Through this partnership, NY Wired will launch a pilot project with the Employment Development Department (EDD) and Geographic Solutions. This pilot will enable end users to access Metrix Online Learning through the CalJOBS system. In addition, several workforce development boards across the state will be teaming up to test this new integration and the virtual access to all users of the CalJOBS system. ACWDB will be participating in the test integration with the expectation that this will increase industry certifications at an affordable cost.

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

ITEM VI.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS, AND YOUTH** **PY 2018/2019; 2nd Quarter; 7/1/2018 through 12/31/2018**

BACKGROUND:

Local Area Performance is negotiated with the California Workforce Development Board biennially. New Local Area Performance measures and goals were approved by the Workforce Development Board through an Action Item at their December 13th, 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 WIOA funded services.

ANALYSIS OF REPORT:

Overall, Alameda County Workforce Development Board (ACWDB) programs are performing well toward the goals that have been established for the Local Workforce Development Area (LWDA) this program year.

The Credential Attainment Rate measure continues to present a challenge for our Youth program operators. However, there has been a some improvement over performance reported in this category for previous quarters.

The Measurable Skill Gains category reflects Alameda County's contribution toward the goal established for the entire Regional Planning Unit (RPU), which includes the four Local Workforce Development Areas located within Alameda and Contra Costa Counties.

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.

LOCAL AREA PERFORMANCE REPORTS
ADULTS, DISLOCATED WORKERS AND YOUTH
 PY 2018/2019; Quarter 2 (7/1/2018 through 12/31/2018)

Performance Items	IS & OS Youth			WIOA Adults			Dislocated Workers		
	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters (Cohort Period: 7/1/2018 - 9/30/2018)	513			414			454		
Total Participants Served (Cohort Period: 10/1/2018 - 12/31/2018)	538			540			624		
BARRIERS TO EMPLOYMENT (Priority Populations)									
Eligible Veterans	0			19			15		
Individuals with a Disability	114			90			24		
Low-income individuals	522			328			234		
Ex-offenders	48			25			9		
Homeless individuals or runaway youth	91			26			4		
Current or former foster care youth	46			0			0		
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	132			32			7		
Single parents (Including single pregnant women)	35			76			33		
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: 10/1/2017 - 12/31/2017)	60.1%	61.50%	97.7%	76.1%	66.00%	115.3%	71.8%	72.00%	99.7%
Placement Rate @ 4th Quarter Post Exit ① (Cohort Period: 4/1/2017 - 6/30/2017)	64.9%	62.00%	104.7%	71.6%	65.00%	110.2%	73.5%	70.00%	105.0%
Median Earnings (Cohort Period: 10/1/2017 - 12/31/2017)	\$ 3,173.38	Baseline	N/A	\$ 7,452.24	\$ 5,500.00	135.5%	\$ 10,591.52	\$ 7,700.00	137.6%
Credential Rate (Cohort Period: 4/1/2017 - 6/30/2017)	16.7%	53.00%	31.5%	69.0%	61.00%	113.1%	43.2%	57.00%	75.8%
Measurable Skill Gains ② (Cohort Period: 10/1/2018 - 12/31/2018)	18.2%	30.77%	59.1%	14.1%	26.39%	53.4%	6.0%	18.59%	32.3%

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

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

ITEM VI.B.1. – REPORTS

SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA PY 2018/2019; Quarter 2 (July 1, 2018 through December 31, 2018)

BACKGROUND:

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

Job seekers register themselves into the State's career networking system (CalJOBS) and then take advantage of services: workshops; computers; and other universal services that are offered through ACWDB's workforce resource system.

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

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

Availability of Reports:

At the time that this item was being prepared for the Organizational Effectiveness (OE) Committee meeting, the unemployment and labor force data for all of the cities within Alameda County was not available for quarter ending December 31, 2018. Should this data become available prior to the OE Committee meeting on Wednesday, February 6, 2019, it will be provided in the form of a handout.

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

ITEM VI.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

ADULTS AND DISLOCATED WORKERS

PY 2018/2019; Quarter 2; (7/1/2018 through 12/31/2018)

BACKGROUND:

Effective July 1, 2017, contract performance measures for program year (PY) 2017/2018 were modified to reflect full compliance with the Workforce Innovation and Opportunity Act (WIOA).

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 measures and goals established for PY 2018/2019.

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

ANALYSIS OF REPORTS:

Annual goals are expected to be reached by June 30, 2019. Current reports reflect performance attainments at the midpoint of the program year.

As a system, ACWDB Adult and Dislocated Worker providers appear to be on target to meet their PY 2018/2019 enrollment goals for Adults with attainments at 54.7% of goal. Dislocated Worker enrollments fall just slightly under expected levels at 46.5% of goal.

Career Service Providers (CSP) continue to struggle in the following areas:

1. Spending allocated training dollars
The struggle is more apparent in the Dislocated Worker program (21.5% of goal) than in the WIOA Adult program (37.5% of goal);
2. Attainment of On-the-Job Training (OJT) enrollment goals (25.8% of goal);
3. Credential attainment rates (34.0% of goal for adults and 58.0% of goal for Dislocated Workers)

Program monitoring took place during the month of December, 2018 and as a result, ACWDB's CSP Liaison has called for corrective action plans in the areas of training expenditures and OJT enrollments. Providers must respond to this request within four weeks of issuance of the formal findings. Those responses are expected before February 8, 2019.

Contract performance attainments in the following areas are at or exceeding annual goals:

- Individual Training Account (ITA) and OJT enrollments within the ISOF (133.3% of goal for both funding streams);
- Entered Employment Rates (97.3% of goal for Adults, 108.9% of goal for Dislocated Workers); and
- Job Placements within the ISOF (136.6% for Adults, 155.2% of goal for Dislocated Workers).

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

ATTACHMENT:

VI.B.2.a – REPORT CPIR Ad DW PY18-19 Q2 (7 pages)

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB-FUNDED CAREER SERVICE PROVIDERS

PY 2018/19; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	128	234	54.7%	154	331	46.5%
\$ TRAINING EXPENDITURES (ITAs & OJTs)	\$61,377	\$163,863	37.5%	\$60,945	\$283,651	21.5%
# OJT ENROLLMENTS (Ad & DW) ^②	8	31	25.8%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	89.0%	75.0%	118.7%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	73.0%	75.0%	97.3%	81.7%	75.0%	108.9%
% OF JOB PLACEMENTS WITHIN ISOF*	68.3%	50.0%	136.6%	77.6%	50.0%	155.2%
% THAT ATTAINED CREDENTIAL (of participants in training) [^]	20.4%	60.0%	34.0%	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; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	46	91	50.5%	48	129	37.2%
\$ TRAINING EXPENDITURES (ITAs & OJTs)	\$29,573	\$63,907	46.3%	\$11,000	\$110,624	9.9%
# OJT ENROLLMENTS (Ad & DW) ^②	5	12	41.7%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	88.0%	75.0%	117.3%	85.2%	75.0%	113.6%
% OF JOB PLACEMENTS WITHIN ISOF*	72.7%	50.0%	145.5%	78.3%	50.0%	156.5%
% THAT ATTAINED CREDENTIAL (of participants in training) [^]	41.7%	60.0%	69.4%	68.4%	60.0%	114.0%

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

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

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

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

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

Template Revised August, 2018

CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/19; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE: BENCHMARKS	ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	26	49	53.1%	26	70	37.1%
\$ TRAINING EXPENDITURES (ITAs & OJTs)	\$29,082	\$34,411	84.5%	\$16,464	\$59,567	27.6%
# OJT ENROLLMENTS (Ad & DW) ^②	2	7	28.6%			
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)	59.3%	75.0%	79.0%	64.7%	75.0%	86.3%
% OF JOB PLACEMENTS WITHIN ISOF*	56.3%	50.0%	112.5%	77.3%	50.0%	154.5%
% THAT ATTAINED CREDENTIAL (of participants in training)	0.0%	60.0%	0.0%	0.0%	60.0%	0.0%

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

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

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

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

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

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CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/19; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	33	61	54.1%	47	86	54.7%
\$ TRAINING EXPENDITURES (ITAs & OJTs)	\$1,222	\$42,604	2.9%	\$28,286	\$73,749	38.4%
# OJT ENROLLMENTS (Ad & DW) ^②	1	8	12.5%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	#DIV/0!	75.0%	#DIV/0!	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)	54.8%	75.0%	73.0%	53.1%	75.0%	70.7%
% OF JOB PLACEMENTS WITHIN ISOF*	60.9%	50.0%	121.7%	84.6%	50.0%	169.2%
% THAT ATTAINED CREDENTIAL (of participants in training)	0.0%	60.0%	0.0%	0.0%	60.0%	0.0%

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

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

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

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

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

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CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

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; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE:	ADULT			DISLOCATED WORKER		
BENCHMARKS	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS	23	33	69.7%	33	46	71.7%
\$ TRAINING EXPENDITURES (ITAs & OJTs)	\$1,500	\$22,941	6.5%	\$5,195	\$39,711	13.1%
# OJT ENROLLMENTS (Ad & DW) ^②	0	4	0.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	#DIV/0!	75.0%	#DIV/0!			
IS ANYONE BETTER OFF?						
% ENTERED EMPLOYMENT (of closed cases)	90.0%	75.0%	120.0%	90.6%	75.0%	120.8%
% OF JOB PLACEMENTS WITHIN ISOF*	83.3%	50.0%	166.7%	89.7%	50.0%	179.3%
% THAT ATTAINED CREDENTIAL (of participants in training)	40.0%	60.0%	66.7%	69.2%	60.0%	115.4%

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

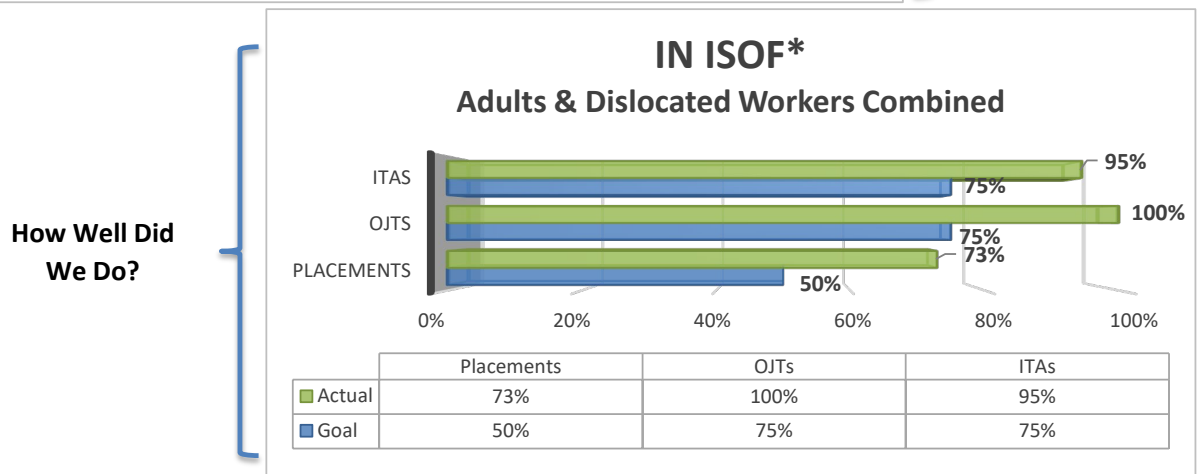
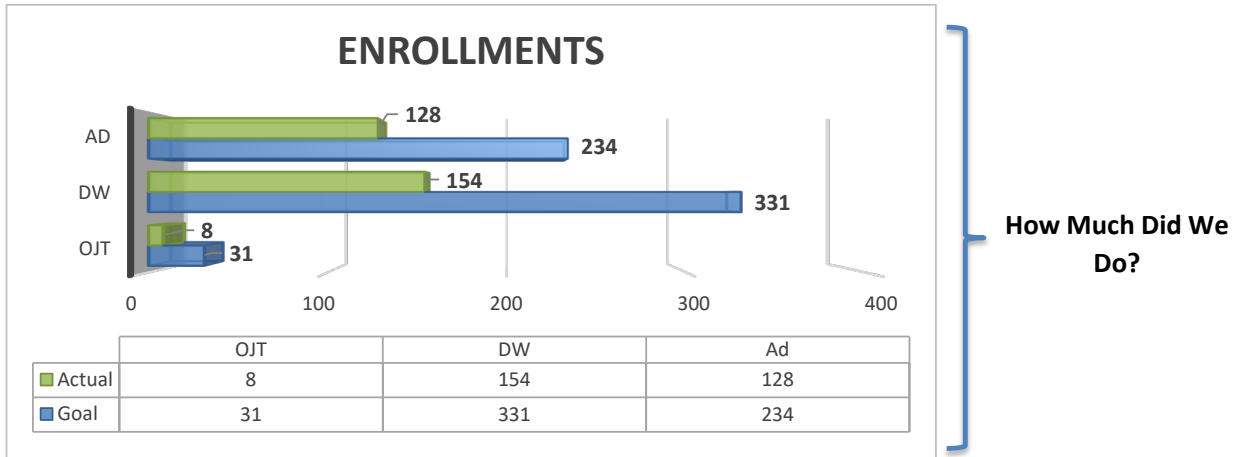
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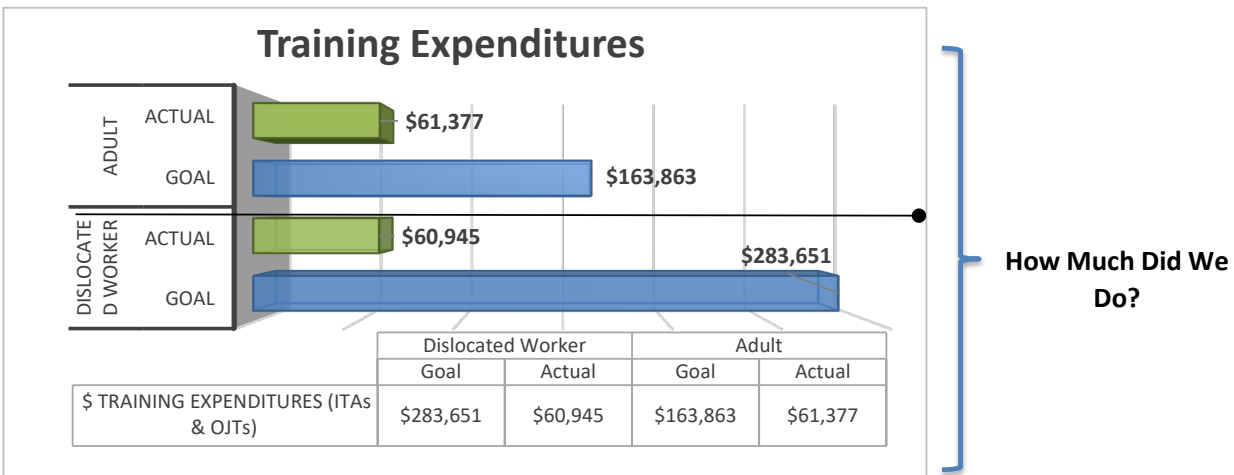
CONTRACT PERFORMANCE INDICATORS REPORT (Adults & Dislocated Workers)

AGGREGATE DATA

PY 2018/19; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

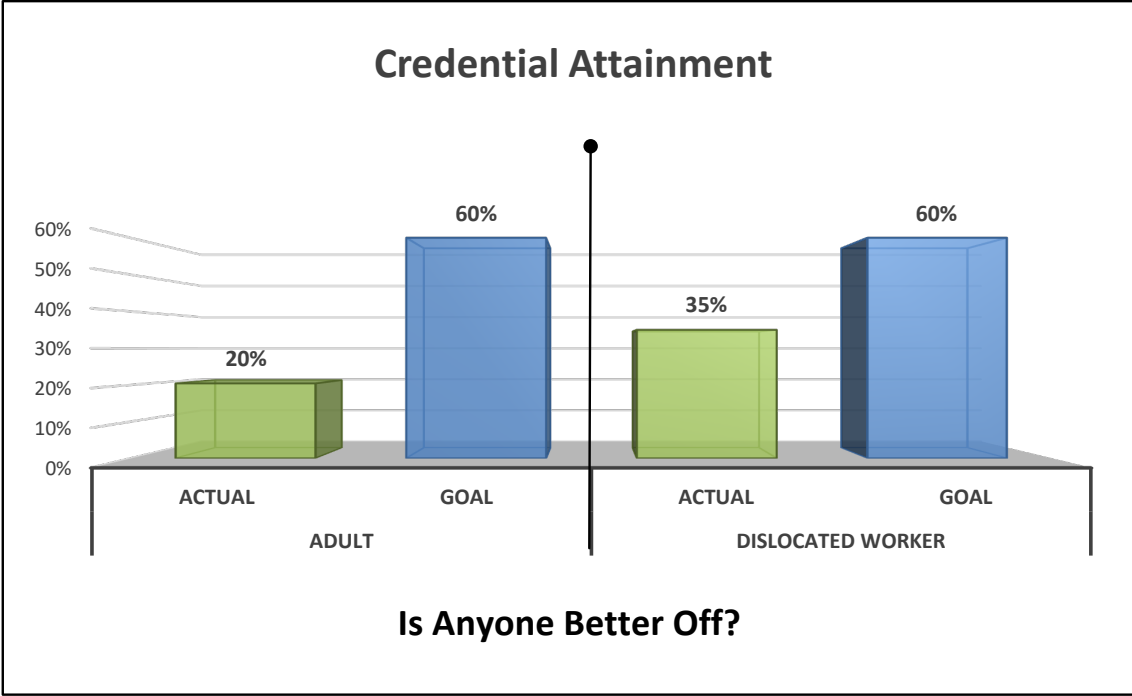
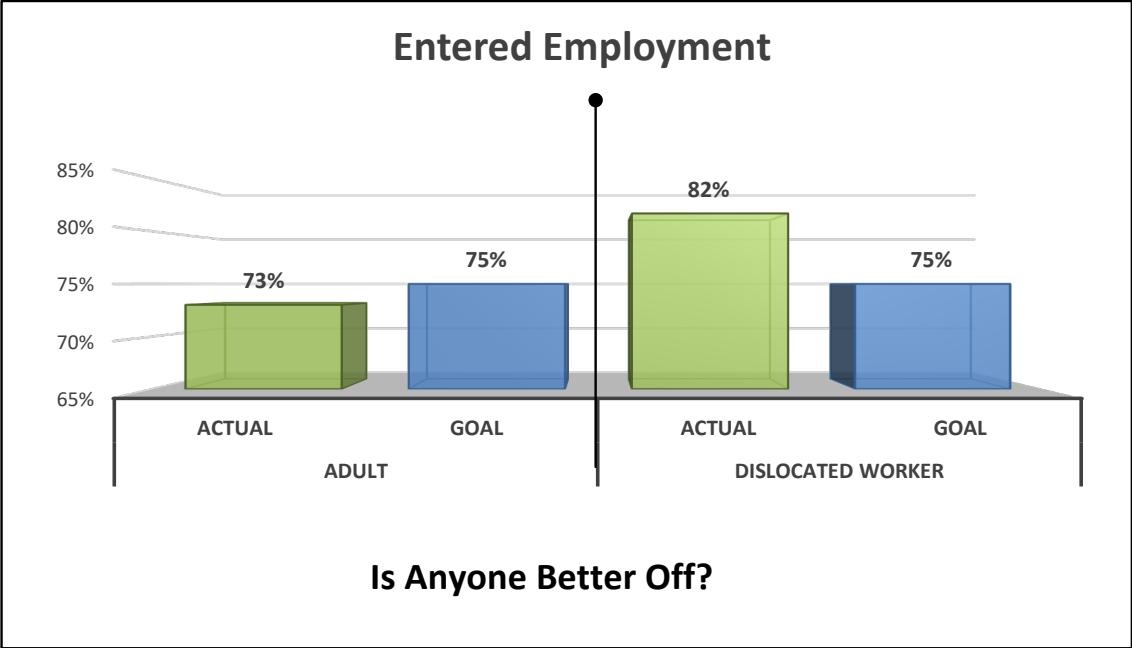


* ISOF = ACWDB's Industry Sector and Occupational Framework



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

PY 2018/19; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018



ITEM VI.C. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2018/2019; 2nd Quarter; 7/1/2018 through 12/31/2018**

BACKGROUND:

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

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

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

ANALYSIS OF REPORTS:

In-School Youth Innovation Program:

The contract for the In-School Youth Innovation Program has been terminated. The provider, Soulciety was not able to execute the contract requirements. ACWDB staff is preparing recommendations to the Youth Committee to:

1. De-obligate the in-school youth funds;
2. Develop a contingency for serving in-school youth for the remainder of the program year; and
3. Explore options for securing a service provider for the remaining two years of the procurement cycle.

Out-of-School Youth Future Force Program:

As a system, the Out-of-School Youth Future Force programs have attained 58.1% of their enrollment goal for this program year. All Youth service providers are expected to attain full enrollment by April 1, 2019.

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

ATTACHMENT:

VI.C.1. – REPORT CPIR Youth PY18-19 Q2

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; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

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)	0	45	0.0%	97	167	58.1%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	0.0%	100.0%	0.0%	49.4%	100.0%	49.4%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	0.0%	100.0%	0.0%	17.4%	100.0%	17.4%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ^③ (of closed cases)	#DIV/0!	61.0%	#DIV/0!	24.7%	61.0%	40.6%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	#DIV/0!	50.0%	#DIV/0!	25.0%	50.0%	50.0%

^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)

SOULCIETY - Youth Innovations (YIE)

PY 2018/2019; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

FUND SOURCE:	IN - SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?			
# OF NEW ENROLLMENTS (Full Enrollment by 4/30)	0	45	0.0%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	0.0%	100.0%	0.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	0.0%	100.0%	0.0%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (of closed cases)	#DIV/0!	61.0%	#DIV/0!
% CREDENTIAL ATTAINMENT (of those enrolled in training)	#DIV/0!	50.0%	#DIV/0!

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

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

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

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

Template Revised August, 2018

YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)

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

PY 2018/2019; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

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)	47	60	78.3%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	40.4%	100.0%	40.4%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	38.3%	100.0%	38.3%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (of closed cases)	40.0%	61.0%	65.6%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	25.0%	50.0%	50.0%

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)

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

PY 2018/2019; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

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)	16	52	30.8%
HOW WELL DID WE DO?			
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	131.3%	100.0%	131.3%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	31.3%	100.0%	31.3%
IS ANYONE BETTER OFF?			
% YOUTH PLACEMENT ^③ (of closed cases)	34.2%	61.0%	56.1%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	#DIV/0!	50.0%	#DIV/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 - Future Force Career Program (YOT & YOY)

PY 2018/2019; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018

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)	31	35	88.6%	3	20	15.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ^①	25.8%	100.0%	25.8%	0.0%	100.0%	0.0%
% RECEIVED SOFT-SKILLS/LEADERSHIP TRAINING ^②	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ^③ (of closed cases)	0.0%	61.0%	0.0%	12.5%	61.0%	20.5%
% CREDENTIAL ATTAINMENT (of those enrolled in training)	#DIV/0!	50.0%	#DIV/0!	#DIV/0!	50.0%	#DIV/0!

① Work-Based Learning Activities (400-Summer Employment; 408-Internship; 409-Job Shadow; 425-Wk Exp Pd; 426-Wk Exp Unpd;

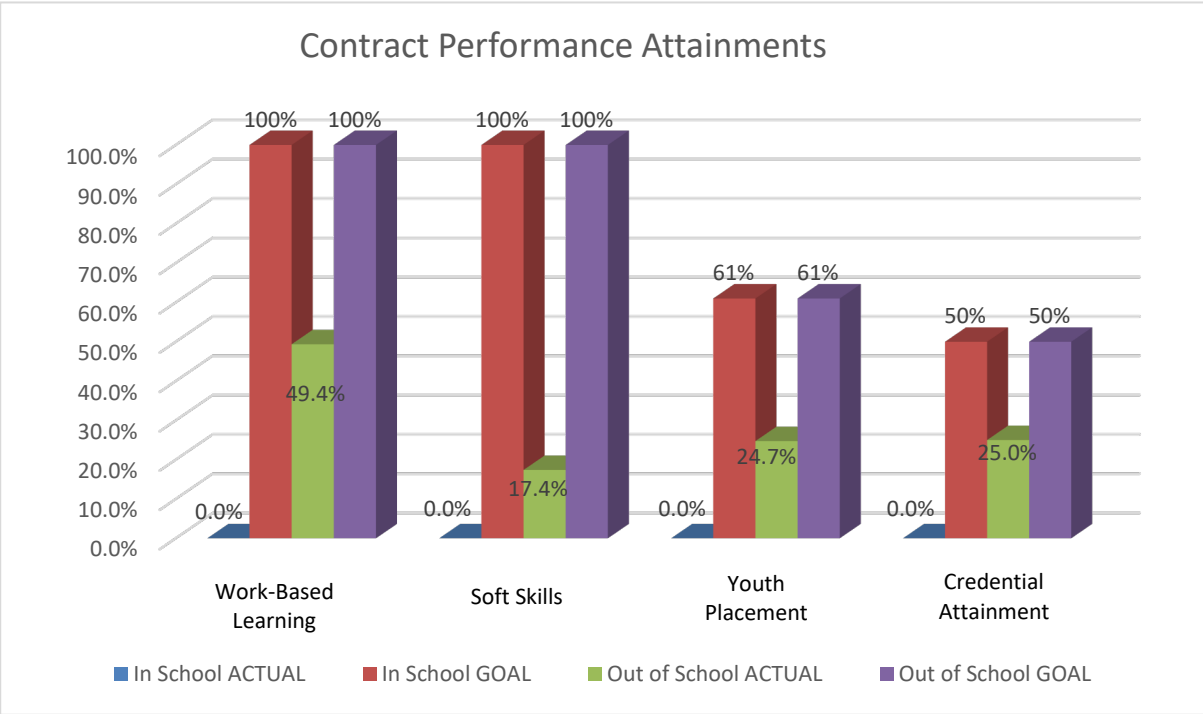
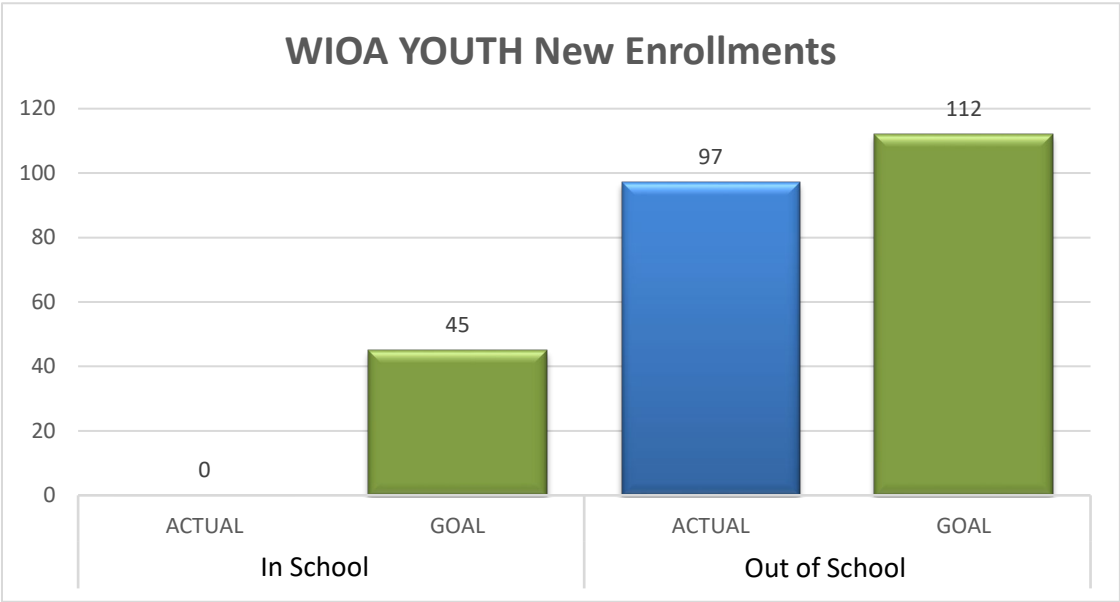
② Soft Skills/Leadership = Activity 410-Leadership Development Services

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; 2nd QUARTER - JULY 01, 2018 THROUGH DECEMBER 31, 2018



ITEM VI.D. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2018/2019

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2018/2019. The reports include actual expenditures for Career Services Providers and Youth Providers as of December 31, 2018.

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.

Career Services Providers -- Status of Invoices & Expenditures:

Invoices submitted by Career Services Providers indicate compliance with the contract budget expenditure plans for PY 2018/2019. Please refer to Attachment VI.D.1.

Youth Providers - Status of Invoices & Expenditures:

The contract for the In-School Youth Innovation Program has been terminated. The provider, Soulciety, was not able to execute the contract requirements. ACWDB staff is preparing recommendations to the Youth Committee to:

1. De-obligate the in-school youth funds;
2. Develop a contingency for serving in-school youth for the remainder of the program year; and
3. Explore options for securing a service provider for the remaining two years of the procurement cycle.

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. Please refer to Attachment VI.D.2.

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

ATTACHMENTS:

- VI.D.1. - Financial Indicator Report – Career Services Providers PY 2018/19 Report
- VI.D.2. - Financial Indicator Report – Youth Providers PY 2018/19 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
CAREER SERVICES PROVIDERS
REPORT DATES: 7-1-18 thru 12-31-18

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		\$547,808	29.2%	\$1,329,728.34
Peralta CCD	\$375,383	10/31/18	\$117,772	31.4%	\$257,610.77
Rubicon Programs	\$787,139	11/30/18	\$235,586	29.9%	\$551,553.39
Ohlone CCD	\$464,759	9/30/18	\$88,039	18.9%	\$376,720.29
Chabot Las Positas CCD	\$250,255	11/30/18	\$106,411	42.5%	\$143,843.89

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
YOUTH PROVIDERS
REPORT DATES: 7-1-18 thru 12-31-18

PROGRAM YEAR 2018-19 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,026,861		\$387,361	37.7%	\$639,499.94
Soulciety	\$114,096	N/A	\$0	0%	\$114,096.00
BYA / Berkeley Youth Alternatives	\$318,327	12/31/18	\$112,816	35.4%	\$205,511.50
SACCCRMH / La Familia	\$338,864	11/30/18	\$142,145	41.9%	\$196,719.10
Hayward Unified School District	\$369,670	12/31/18	\$132,401	35.8%	\$237,269.34

ITEM VI.E. – REPORT

RAPID RESPONSE REPORT PY 2018/19

BACKGROUND:

As of January 19, 2019, the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 32 layoff/closure events, affecting 3,517 laid off workers since July 1, 2018. Rapid Response activity is recorded based on the program year (PY) July 1, 2018 through June 30, 2019. Please refer to Attachment VI.E.1 for employer data.

Rapid Response Activities

Impax is a pharmaceutical company located in the city of Hayward. Impax announced a wave of layoffs, planning to permanently cease its six Hayward locations. The first series of layoff began August 8, 2018. There have been nine Rapid Response orientations provided to 465 highly skilled workers. The final anticipated separation date will be January or February 2019.

DuPont Pioneer Hi – Bred International, Inc. is in the city of Hayward. DuPont Pioneer is the world's leading developer and supplier of advanced plant genetics providing high-quality seeds to farmers around the world. DuPont announced they will be closing its Hayward facility laying off 90 workers. Some employees may be offered employment elsewhere within the DuPont organization. The employees' separation dates will be in waves starting in January 31, 2019. There was one Rapid Response orientation with 60 employees in attendance.

International Paper Company is a producer of fiber-based packaging, pulp, and paper. The company is in the city of San Leandro and announced they would be closing its San Leandro facility on or about December 14, 2018. A Rapid Response orientation was held November 30, 2018 with 36 employees in attendance and a second orientation was held on January 10, 2019 involving 24 employees.

For further information, contact Javier Contreras, Business Services Specialist at (510) 259-3831 or by email at Javier.contreras@acgov.org.

ATTACHMENT:

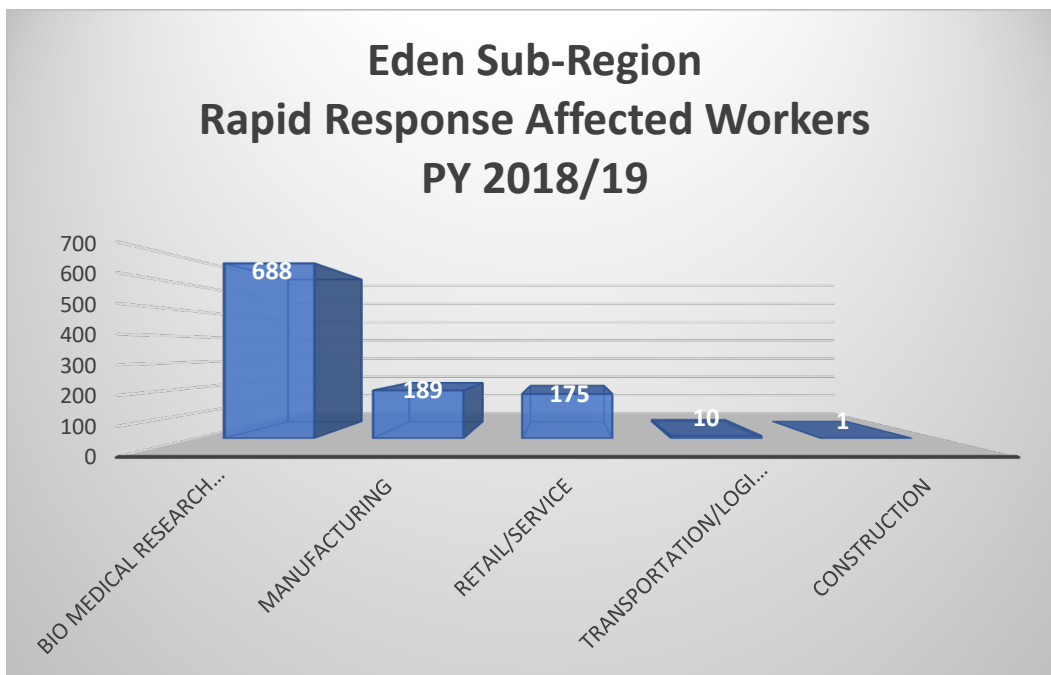
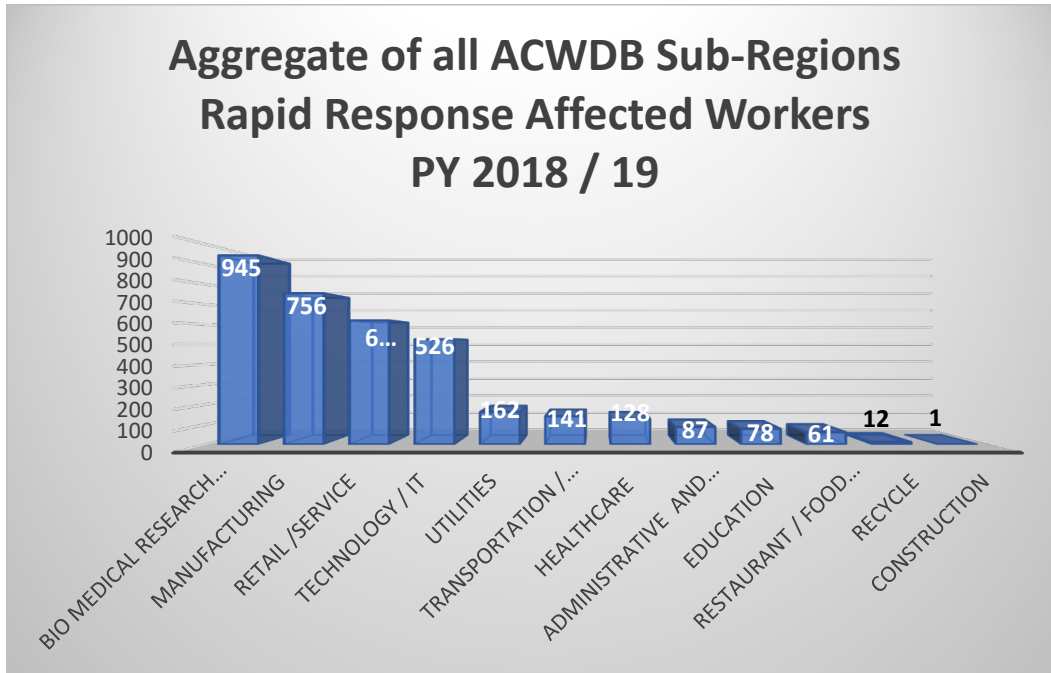
VI.E.1. - ACWDB Layoff and Closure PY 2018/2019

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 employee full or part-time.							
Total Employers: 32 Total Affected Workers: 3,517							
Employer	Union	Location	Industry	Closure/ Layoff	Layoff Date	Affected Workers	TAA Status
NORTH CITIES RAPID RESPONSE EVENTS – Employer: 9 Total Workers: 946							
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	
TRI CITIES RAPID RESPONSE EVENTS - Employers: 10 Total Workers: 1,184							
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 CA , LLC dba		Newark	Healthcare and_Social_Assistance	Closure	12/2/2018	128	
Jabil		Fremont	Technology	Layoff	11/19/2018	343	
Orchard Supply Company LLC		Fremont	Retail	Closure	10/20/2018	48	
TRI VALLEY RAPID RESPONSE EVENTS - Employers: 5 Total Workers: 324							
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	
EDEN AREA RAPID RESPONSE EVENTS - Employers: 8 Total Workers: 1,063							
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	
Total Affected Workers:						3,517	

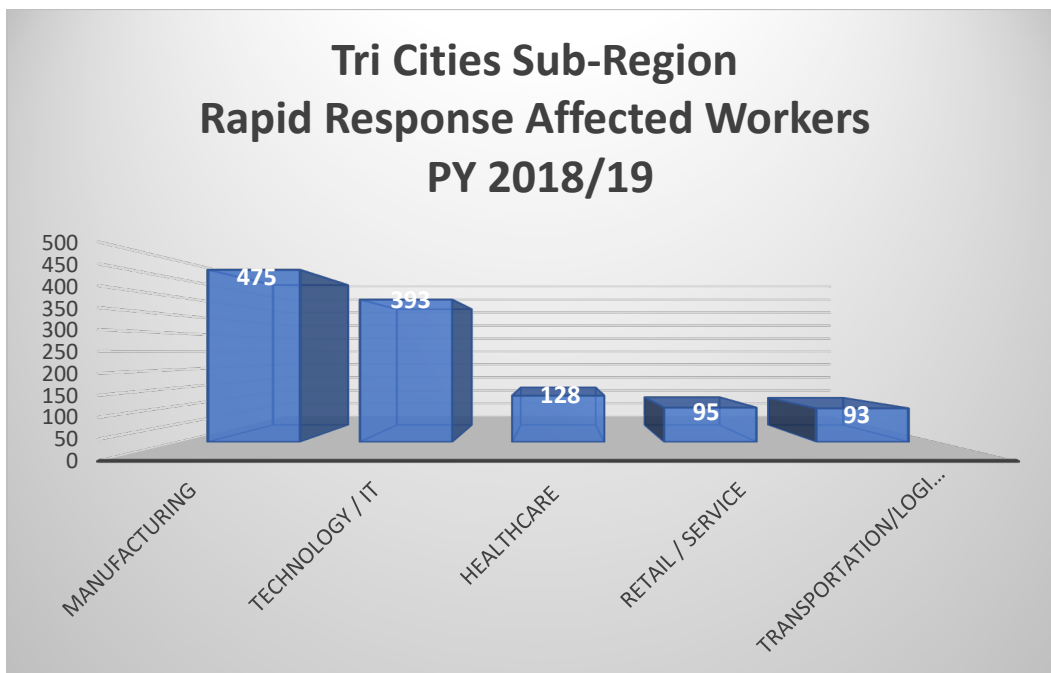
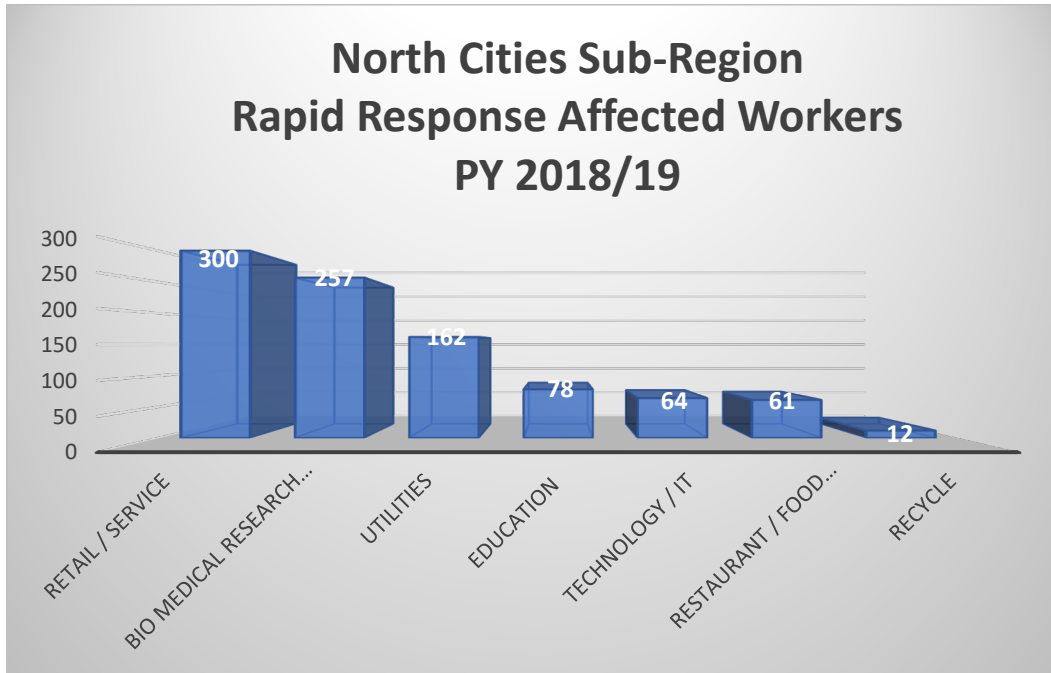
ITEM VI.E. – REPORT

RAPID RESPONSE REPORT PY 2018/19



ITEM VI.E. – REPORT

RAPID RESPONSE REPORT PY 2018/19



ITEM VI.E. – REPORT

RAPID RESPONSE REPORT PY 2018/19

