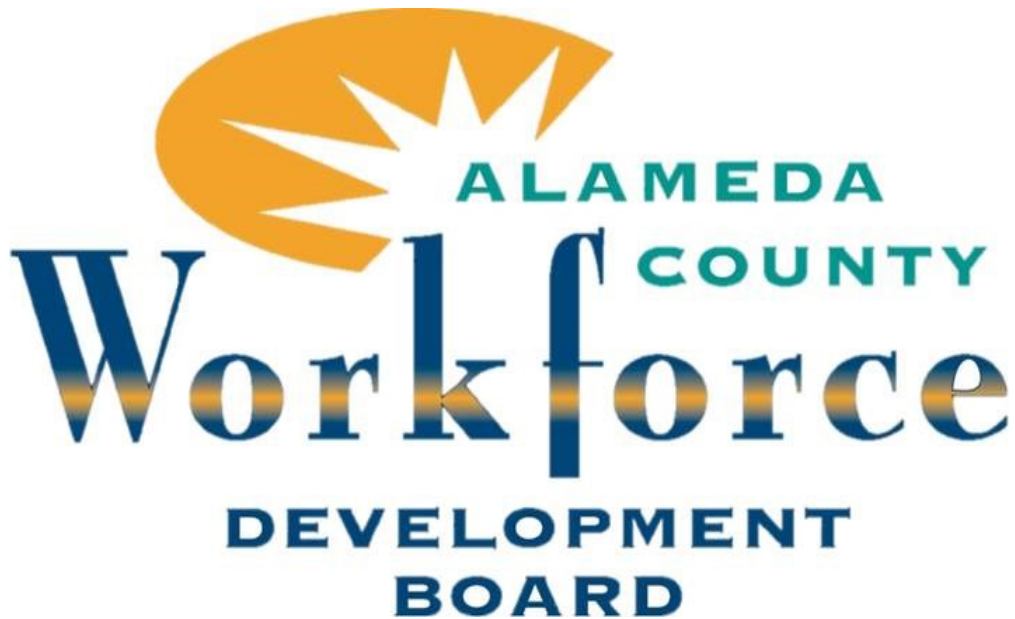


# QUARTERLY BOARD MEETING



(<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

**March 9, 2023**  
**9:00 A.M.**

# ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

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## MEETING NOTICE

Thursday, March 9, 2023  
9:00 AM – 12:00 Noon  
Eden Area Multi-Service Center

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

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## AGENDA

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### I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Chair's Report
- C. Committee Chairs' Report
- D. Director's Report

### II. PUBLIC FORUM

Members of the public may address the Board regarding any of the Action Items, or public input at this time of the agenda. Speakers have a maximum of three minutes per person which must include the speaker's name and organization.

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**VII. MATTERS INITIATED BY BOARD MEMBERS**

**VIII. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF**

**If you have questions on the agenda items or need additional information, please contact Rhonda Boykin, Director, at 510-259-3844 or through email [RBoykin@acgov.org](mailto:RBoykin@acgov.org).**

Members of the public who wish to address the WDB may do so during the PUBLIC FORUM.

*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: MAY 11, 2023**

**ITEM III.A. – CONSENT**

**MODIFICATION TO LOCAL BOARD DETERMINATION TRAINING POLICY**

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

That the Alameda County Workforce Development Board (ACWDB) approve a modification to the Local Board Determination (LBD) Training policy allowing a blanket waiver to be granted for a specific occupational training program as offered by a specific training provider.

**BACKGROUND:**

Historically, training opportunities funded through federal workforce legislation have been restricted to training providers who have been vetted and included on the State of California’s Eligible Training Provider List (ETPL).

The process to apply and be approved for inclusion on the ETPL has been cumbersome including maintenance of a 70 percent job placement rate. Generation of the placement rate would require training providers to track and report job placements for all individuals who attended any program they wished to include on the ETPL. This type of tracking and reporting is not standard for local education agencies or small local training providers and presents a general hardship for those training providers.

In 2018, the ACWDB authorized the LBD Training policy allowing training providers who met specific criteria to be granted a waiver to the Workforce Innovation and Opportunity Act (WIOA) requirement that specifies that a training provider must be listed on the state’s ETPL.

**OPPORTUNITY TO SIMPLIFY THE PROCESS:**

Since the inception of this policy, staff and service providers have found the LBD waiver process to be cumbersome in that each time an individual participant expressed an interest in a program that had been previously approved through the waiver process – the waiver process had to be repeated.

The modification being proposed through this item would allow any specific training provider offering a specific training program that had already been vetted and approved through the LBD waiver process to continue to offer training services to WIOA participants for the remainder of the program year during which they were approved – after verifying that no elements of the approved program have been modified in any way, (i.e., content, duration, credential attainment, etc.).

This would minimize the amount of staff time that goes into processing waiver requests – and allow training providers and participants a quicker turn-around time to begin their training programs.

Upon approval of this item by the full board, the existing LBD Training Action Bulletin would be updated to include language describing the allowance for this blanket waiver.

**JOINT OE AND S&S COMMITTEE DISCUSSION:**

Discussion was minimal on this item. Committee members primarily requested confirmation regarding the process for approval of the joint committee action items and subsequent consideration of the full board.

For additional information, you may contact Michele G. Garcia, MIS Administrator by phone at (510) 259-3802 or through email at [MGGarcia@acgov.org](mailto:MGGarcia@acgov.org).

**ITEM III.B. – CONSENT**

**ALAMEDA COUNTY**  
**WORKFORCE DEVELOPMENT BOARD**

**QUARTERLY MINUTES OF DECEMBER 8, 2022**  
**CONDUCTED VIA ZOOM**

**MEMBERS PRESENT**

Tyler Abbott  
Stephen Baiter  
Prem Bajaj  
Alexandria Baker  
Jeff Bowser  
Jennifer Cogley  
Beth Cutter  
Eric Darby  
Kelly Johnson  
Doug Jones  
Chiman Lee  
Travers McNeice  
Kalpana Oberoi  
Matt Pawluk  
Anne Stedler  
Mario Wagner  
Iris Wiangchanok

**MEMBERS ABSENT**

Joselyn Buckner  
Debra Chaplan  
Anthony DiSalvo  
Alfred Fortier  
Krystal James  
Tony Lam  
Bill Pelter  
Paul Reyes

**STAFF PRESENT**

Rhonda Boykin  
Javier Contreras  
David Dias  
Michele Garcia  
Sheroza Haniff  
Jennifer Mitchell  
Deidra Perry  
Latoya Reed-Adjei  
Carmelo San Mames  
Nancy Soto  
Charles Turner  
Jennifer Victorica  
Irene Wu

Chairperson Cogley called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:04 A.M. on Thursday, December 8, 2022. A quorum was present on the Zoom conference.

**ITEM I.B. – FINDINGS TO CONTINUE VIRTUAL MEETINGS.**

A motion to approve the recommendation was made by **Pawluk/Cutter/carried.**

**ITEM I.C. - CHAIRPERSON’S REPORT** Jennifer Cogley, Chair of the Executive Committee (EC), announced the November 17, 2022, EC meeting was canceled due to a lack of substantial Action items. The Chair announced:

- The new appointment of ACWDB Director, Rhonda Boykin
- The new appointment of Youth Committee Chair, Prem Bajaj
- The newly appointed Board members
  - Chiman Lee, Director of Operations for Corporate eWaste Solutions (CEWS)
  - Joselyn Buckner, Mission Linen
  - Anthony DiSalvo, Ohlone College

**ITEM I.D. – COMMITTEE CHAIRS’ REPORTS.**

**Jeff Bowser Chair of the Organizational Effectiveness (OE) Committee**, reported the following from the November 2, 2022, meeting:

- The Action Item regarding the 2023 OE calendar
- The Discussion Item regarding the:
  - Review of the Local Area Performance Report
  - Contract Performance Outcomes PY 2021/2022
  - Report Formatting Changes
- The Information Item regarding the:
  - Negotiated Local Area Performance Goals for PYs 2022/2023 and 2023/2024
  - America’s Job Center of California Continuous Improvement Plan (CIP)

**Deidra Perry, ACWDB staff lead of the Youth Committee**, reported the following from the November 14, 2022, meeting:

- A presentation on YouthBuild Project Hope program
- The Action Item regarding the:
  - Use of Unobligated Funds Youth Formula Funds
  - Youth Committee Meeting Calendar for 2023
- The Report Item regarding the Youth Contract Performance Reports – PY 2022/2023, Quarter 1

**Kelly Johnson, Chair of the Systems and Strategies (S&S) Committee**, reported the following from the November 16, 2022, meeting:

- A presentation by Board member Chiman Lee on the overview of the CEWS mission and goals in reducing electronic waste through asset recovery, e-waste recycling, data security, and social impact programs
- The Action Item regarding the:
  - 2023 S&S Committee calendar
  - Unobligated Dislocated Worker Funds
- The Discussion Item regarding the ACWDB Apprenticeship Efforts

**ITEM I.E. – DIRECTOR’S REPORT.** Rhonda Boykin announced the following:

Board Updates:

- Two Board vacancies
- In-person meetings will be eventually resumed, possibly in March
- A brief overview of Assembly Bill 2449, outlining the criteria for long-term permissions to hold remote meetings

Staff Updates:

- Assistant Director recruitment process

Administrative Updates:

- Fiscal and Procurement Monitoring occurred the week of November 14, 2022 and there were no findings

Grant Updates:

- The Bay Area High Road Transition Collaborative was awarded \$5 Million from the Community Economic Resiliency Fund in which ACWDB is a member
- ACWDB applied for the AB 628 Breaking Barriers to Employment grant in the amount of \$750K
- Announcement regarding the status of our Prison to Employment Application 2.0 fund application is pending

Workforce Updates:

- Planning is underway for the Modified Local Plan. Listening sessions are scheduled which allow the community and stakeholders the opportunity share input
- Dr. Lily Espinoza has been appointed as the Director of the Ohlone College Career Service Center
- The fourth session of the Learning Together presentation called Empowering Job Seeker Participants through Culturally Affirmative Practice garnered a strong turnout on December 1, 2022
- Staff hosted Homeless Hiring Tax Credit informational events

**ITEM II. – PRESENTATION.**

- Apprenticeship by Chris Cagle, Regional Affairs Manager at South Bay Workforce Investment Board

**ITEM III. – PUBLIC FORUM.**

Chairperson Cogley opened the Public Forum and with no input, closed the public forum.

**ITEM IV.A. - CONSENT.**

Chairperson Cogley read the Consent Agenda:

- A. Minutes of September 15, 2022
- B. Executive Committee Meeting Calendar for Year 2023
- C. 2023 ACWDB Meeting Dates, Time, and Place

A motion to approve the recommendation was made by **Bowser/Johnson/carried.**

**ITEM V.A. USE OF UNOBLIGATED YOUTH FORMULA FUNDS.**



Chairperson Cogley read the recommendation to authorize staff to issue a Request for Proposal (RFP) to procure occupational skills training and case management services for out-of-school youth that leads to industry-recognized credentials. Deidra Perry provided background of the item and welcomed comments.

A motion to approve the recommendations was made by **Stedler/Bajaj/carried.**

**ITEM V.B. USE OF UNOBLIGATED DISLOCATED WORKER FUNDS.**

Chairperson Cogley read the recommendation for Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker unobligated funds for outreach and recruitment strategies to improve Dislocated Worker enrollments and outcomes. Jennifer Victorica provided background of the item and welcomed comments. The Chair made a motion to accept the recommendation with the commitment of a follow up report at the next Quarterly Board meeting.

A motion to approve the amended recommendations was made by **Cogley/Pawluk/carried.**

**ITEM VI. REPORTS.**

**ITEM VII. INFORMATION ITEMS.**

**ITEM VIII. MATTERS INITIATED BY BOARD MEMBERS.**

**ITEM IX. ANNOUNCEMENTS.**

The meeting was adjourned at 10:38 A.M.

**ITEM IV.A. – ACTION / PUBLIC HEARING**  
**APPROVAL OF THE EAST BAY REGIONAL PLANNING UNIT REGIONAL PLAN**  
**TWO-YEAR MODIFICATION**

**RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB):

1. Approve the East Bay Regional Planning Unit’s PY 21–24 Regional Plan Biennial Modification; and,
2. Direct the Chair of the ACWDB to sign the East Bay Regional Planning Unit’s PY 21–24 Regional Plan Biennial Modification.

**BACKGROUND:**

The East Bay Regional Planning Unit (EBRPU) consists of four Local Workforce Development Boards in Alameda and Contra Costa counties (Alameda County, Oakland, Contra Costa County, and Richmond) that also comprise the **EASTBAYWorks** partnership (EBW). EBW collaborates to implement the State Board’s strategic priorities for regions which include regional sector strategies in partnership employers, earn-and-learn strategies, equitable and inclusive career pathway development, and system alignment and collaboration with regional education and economic development entities. The State Board provides competitive funding to regions to implement regional activities as reflected in the Regional Plan. The State Board also funds a required Regional Organizer to manage regional plan implementation and systems partnership development.

The State Board issued Regional and Local Planning Guidance for PY 21-24 Two-Year Modifications on October 27, 2022. The overview section below details the required elements. EBW competitively procured vendors to generate the required “analytical overview of the region” and to the plan itself. The “analytical overview of the region” was generated by *insytanalytics* and David Shinder produced the regional plan modification.

The process of generating the regional plan modification included: a review of the last four-year regional plan; interviews with the EBW Regional Organizer; an all-day planning retreat with EBW Executive Directors, their key staff, the Regional Organizer, and the leads for EBW’s regional manufacturing and healthcare workforce industry partnerships facilitated by David Shinder; follow-up engagement with Board staff to secure key documents and information; and lastly, a virtual regional stakeholder and community forum.

The community forum occurred on January 17, 2023. Forty-five stakeholders attended representing the community, community colleges, adult education, workforce development service providers, community-based organizations serving target populations, and other.

## **REGIONAL PLAN TWO-YEAR MODIFICATION OVERVIEW:**

The Two-Year Modification to the Regional Plan includes the following required content:

1. **Analytical Overview of the Region** providing an analysis of the economic conditions and trends in the region and of the current workforce, including current employment and unemployment data; the current educational and skill levels of the workforce; the current needs of employers in the region; relevant skill gaps; and industries and occupations with emerging demand.
2. **Regional Indicators** as recently required by the state to support alignment of America's Job Center of California services to a regional skills infrastructure that meets regional labor market needs. EBW has selected the following indicator: The region deploys shared/pooled resources to provide services, training, and education to meet the target population's needs. Toward that end, EBW plans to implement an 18-month capacity building and professional development program for the region's funded workforce development services providers and board management staff.
3. **Fostering demand-driven skills attainment** through regional sector pathways in alignment with existing sector partnerships, such as: Association of Manufacturers Bay Area (AMBAYArea), the Bay Area Health Workforce Partnership (BAHWP), and any emerging or planned sector partnerships.
4. **Enabling Upward Mobility for Californians** through a high road workforce system and leveraging existing and new training programs to equitably link job seekers to quality jobs. This section of the Regional Plan modification includes how the region defines quality jobs, how the region prioritizes working with employers offering quality jobs, and how EBW develops targeted service strategies for the region's unserved and underserved communities.
5. **Program alignment, coordination, and integration** reflects the region's deployment of shared resources to provide services, training, and education to meet population needs including EBW's Regional Organizer, who maintains cross-region working partnerships and communicates updates and information. This section also contains information of the EBW's standing MOU which supports our regional collaboration and partnerships.

An overview of the PY 21–24 Regional Plan Biennial Modification will be presented by EBW Regional Organizer, Michael Katz at your board meeting on March 9, 2023. The PY 21–24 Regional Plan Biennial Modification; was released for the required 30-day public comment period on February 15, 2023. The State Board's deadline for submission is March 31, 2023.

For more information contact Michael Katz, Regional Coordinator at (510) 205-5902 or by email at: [mkatz.eastbayworks@gmail.com](mailto:mkatz.eastbayworks@gmail.com).

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

**MODIFIED LOCAL PLAN APPROVAL**

**JOINT ORGANIZATIONAL EFFECTIVENESS AND SYSTEMS AND STRATEGIES COMMITTEE RECOMMENDATIONS:**

That the Alameda County Workforce Development Board (ACWDB) approve the Alameda County Workforce Development Board (ACWDB) 2023 Modified Local Plan and request the Chair to sign the ACWDB 2023 Modified Local Plan.

**BACKGROUND:**

Local workforce development boards (WDBs) are required to develop two local plans in a four-year cycle – one four-year local plan and one modified local plan. Guidance is released from the state to aide WDBs in the development of their respective local plans. Required local plan content does not drastically change from year-to-year. Local and modified plans generally highlight partners, partner strategies, and local area services in alignment with the Workforce Innovation and Opportunity Act (WIOA) as follows:

1. Collaboration between the America’s Job Center of California and required Memorandum of Understanding (MOU) partners to create avenues for coordination, resource-sharing, and participant co-enrollment.
2. Coordination, strategy development, and implementation with the state’s strategic partners to advance outcomes of child support clients, students with disabilities (through the Local Partnership Agreement), CalFresh Employment and Training participants, and the county’s refugee program participants.
3. Description of the local area WIOA Title I system, programs, and services.

The local planning process includes two opportunities for stakeholders to share feedback. The first opportunity allows stakeholders to share their ideas to help inform the development of the local plan, and the second opportunity allows stakeholders to respond to the local plan once it is drafted. Drafted local plans are open for 30 days of public comment. The ACWDB 2023 Modified Local Plan must be signed and approved by ACWDB’s Chair and the President of the County of Alameda Board of Supervisors. Modified local plans are due to the state by March 31, 2023.

ACWDB staff released the ACWDB 2023 Modified Local Plan on February 17, 2023, which initiates the 30-day public comment period, which will close on March 18, 2023. The following information is an accurate synopsis of the ACWDB 2023 Modified Local Plan content.

## **ACWDB 2023 MODIFIED LOCAL PLAN:**

### **Section 1 - America's Job Center of California and required Memorandum of Understanding (MOU) partners:**

ACWDB remains at the helm of the MOU development process and Rubicon Programs implements core components of the MOU and maintains close working relations with MOU partners to achieve resource-sharing, co-enrollments, and other jointly developed priorities. AJCC MOU partners will engage in the following activities to strengthen their partnership:

- Hosting MOU partner organizations presentations to highlight program information; eligibility criteria, and referral pathways;
- Tracking referrals to improve service coordination efforts;
- Exploring methods to increase co-enrollments; and,
- Continuing the work of maintaining a digital presence within their respective organizations, creating access for people with disabilities, and providing supportive services for participants.

### **Section 2 – Advancement of the state's strategic partner programs:**

#### **Department of Child Support Services (CSS)**

ACWDB and CSS will be targeting ten to twenty non-custodial parents (over the course of six months), who have been laid off or dislocated from employment and possibly justice-involved, for enrollment into the WIOA program. Both departments plan to collaboratively monitor this initial effort before scaling.

#### **Local Partnership Agreement (LPA)**

Core organizations in the LPA (school districts, Regional Center of the East Bay, and the Department of Rehabilitation) advance competitive and integrated employment for students with disabilities. ACWDB's contracted In-School Youth provider, the Eden Area Regional Occupational Program is involved in this planning effort as a resource and referral partner. Efforts to refer students with disabilities to the WIOA Out-of-School program may surface in the future, as it has been shared by an LPA partner that some students with disabilities have disconnected from secondary education altogether.

#### **CalFresh Employment and Training (E&T)**

CalFresh E&T funding is administered through the Workforce and Benefits Administration (WBA) within the Social Services Agency. Several WIOA providers (Rubicon Programs, Las-Positas Community College District through the Tri Valley Career Center and La Familia), hold CalFresh E&T contracts to connect low-income participants to training and employment opportunities. Co-enrollment is therefore a continued strategy for ACWDB and WBA. Additionally, WBA has been invited to attend Rapid Response orientations to promote the CalFresh E&T program to recently impacted workers affected by company downsizing.

#### **County Refugee Program**

WBA also administers county funding to local community-based organizations to serve and

support recently arrived refugees. The International Rescue Committee (IRC) is an active WBA provider and also a WIOA sub-contractor through ACWDB's Career Services Collaborative. The IRC is critical in the future success of recent arrivals to Alameda County and has been working to serve Afghan and Ukrainian refugees. The IRC has been invited to speak at ACWDB's Learning Together Presentation series in the near future to share insights with the community about the needs of refugee clients. The IRC has also been a critical partner in assisting and co-enrolling recently arrived Afghan parolees into the WIOA program, as dislocated workers. Discussions are also underway about engaging more refugee clients in the utilization on Metrix Online for attainment of work-related skills.

### **Section 3 – WIOA Title I program and services and other ACWDB Initiatives:**

**Adults and Dislocated Workers** - This section of the ACWDB 2023 Modified Local Plan reflects activities of the comprehensive AJCC system, the Career Services Collaborative model, and available WIOA Title I services.

**Youth and Young Adults** - This section of the ACWDB 2023 Modified Local Plan reflects information about ACWDB's Youth Innovation Program (In-School Youth program) and Future Force (Out-of-School Youth Program).

**Business Services** - This section of the ACWDB 2023 Modified Local Plan reflects information about ACWDB's internal Business Services Unit (BSU) and subsequent local area employer outreach, services, and initiatives.

#### **Other Local Area Initiatives**

This section of the ACWDB 2023 Modified Local Plan reflects information about special initiatives, and projects, such as the: Prison-to-Employment Initiative, Disrupting Disparities Grant, Returning Home Career Grant, Back-2-Work, and others.

#### **Community Listening**

##### **Sessions and Stakeholder Feedback**

ACWDB staff held two listening sessions on December 12, 2022 and December 13, 2022. Information about ACWDB's listening sessions was shared on social media, through email communication, and through ACWDB's website.

Approximately thirty-two people attended in total and represented the following populations:

- Adults and Dislocated Workers
- Survivors of Human Trafficking
- People with Disabilities
- Low-Wage Earners
- Youth and Young Adults
- Immigrants
- Returning Citizens/Re-entry
- Adult School Learners

- Parents and Guardians
- Older Populations

The following themes/categories emerged in listening sessions:

- Participant needs for targeted workforce populations;
- Employer engagement needs;
- Professional development;
- Administrative hurdles;
- Expanding work-based learning opportunities for various populations; and,
- Maximizing partnerships.

When possible and where there is alignment with the state’s guidance, ACWDB staff uses this information to guide in the development of the modified local plan. ACWDB staff also engaged staff members from the county’s supervisory districts and released an employer survey targeted toward employer members of the ACWDB. Staff will work on securing the approval and signature of the ACWDB 2023 Modified Local Plan by the County of Alameda Board of Supervisors.

**Joint Organizational Effectiveness and Systems and Strategies Committee Discussion:**

Committee members expressed gratitude for staff’s diligent work in developing the ACWDB 2023 Modified Local Plan as well as staff’s comprehensive overview of the plan. Committee members voted unanimously to approve the ACWDB 2023 Modified Local Plan on February 15, 2023.

For more information contact Latoya Reed-Adjei, Interim Assistant Director at (510) 259-3833 or by email at [latoya.reed-adjai@acgov.org](mailto:latoya.reed-adjai@acgov.org).

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

**CONTRACT RENEWAL CRITERIA**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH SERVICES FOR**  
**PY 2022-2025**

**YOUTH COMMITTEE RECOMMENDATION:**

That the Alameda County Workforce Development Board (ACWDB) approve the following contract renewal criteria for program years (PY) 2022-2025 for the Future Force Youth and Young Adult Career Program and the Youth Innovation Program:

1. Meets requirements for program and fiscal monitoring for PY 2022/2023, 2023/2024, and 2024/2025;
2. Meets 80% of contractual performance requirements as stated below by the end of the second quarter (December) and 100% by the end of the third quarter (March):
  - a. Enrollments
  - b. Work-based learning opportunities
  - c. Core skills/leadership activities
3. Shows significant progress toward contractual performance requirements as stated below by end of third quarter (March):
  - d. Placement in Training
  - e. Credential Attainment
  - f. Placements at Closure
  - g. Measurable Skills Gain
4. Submission of an invoice and Monthly Narrative Report (MNR) by the 25<sup>th</sup> of each month.

**BACKGROUND:**

On March 11, 2021, ACWDB approved funding recommendations for the Youth Innovation Program for in-school youth and the Youth and Young Adult Future Force Career Program for out-of-school youth.

Staff was directed to execute contracts effective July 1, 2021 through June 30, 2022 and for three additional program years if performance is met, barring any significant legislative changes, necessary program design changes, and/or state implementation policies. Contract renewals are also subject to the availability of Workforce Innovation and Opportunity Act (WIOA) Youth Formula funds.



## **RENEWAL CRITERIA:**

### **1. Program and Fiscal Monitoring**

For PY 2022/2023, 2023/2024, and 2024/2025, the Youth providers are monitored in areas of Contract Compliance, Program Administrative Controls, Program Operations and Case File Review. In order to meet this criterion, each provider must successfully meet the monitoring requirements in all areas with any corrective actions or findings being resolved.

### **2. Contractual Performance Requirements**

The contractual performance requirements as stated in bullets two and three under Recommendation, were established to ensure compliance with WIOA local area and state performance goals. They were also designed to ensure that the Board approved program strategies are being delivered accordingly to the target youth groups.

### **3. Timely Submission of Documents**

Youth providers are required to submit an invoice either monthly or quarterly along with an MNR by the 25<sup>th</sup> day of the month. The MNR provides qualitative information of program activities and services and participant successes as well as notification of technical assistance needs.

## **YOUTH COMMITTEE DISCUSSION:**

Committee members expressed their support for this item. No additional questions or comments were provided from the committee members who unanimously voted to approve this recommendation.

For further information, contact Deidra Perry, Youth Planner at (510) 259-3827 or by email at [deperry@acgov.org](mailto:deperry@acgov.org).

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

**CONTRACT RENEWAL CRITERIA  
FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT ADULT AND  
DISLOCATED WORKER CAREER SERVICES PROVIDERS FOR PY 2022-2025**

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

That the Alameda County Workforce Development Board (ACWDB) approve the following contract renewal criteria for program years (PY) 2022-2025 for Career Services Providers, including the Comprehensive America’s Job Center of California (AJCC) Operator and the Career Services Collaborative (CSC).

For all Career Services Providers:

1. Meets requirements for program and fiscal monitoring for PY 2022/2023, 2023/2024, and 2024/2025;
2. Meets 80% of annual enrollment, On-the-Job Training (OJT), and training obligation goals for Adults and Dislocated Workers by the end of the second quarter (December) and 100% by the end of the third quarter (March);
3. Shows significant progress toward achieving annual performance goals by the end of the third quarter (March); and,
4. Meets 85% submission of an acceptable Monthly Narrative Report (MNR) and invoice by the 25<sup>th</sup> of each month.

The Comprehensive AJCC must meet all criteria as specified above and an additional two criteria:

- a. Implements AJCC Certification improvement goals; and,
- b. Ensures implementation of goals and objectives articulated in the AJCC Mandated Partner Memorandum of Understanding.

**BACKGROUND:**

On March 11, 2021, ACWDB approved the Adult and Dislocated Worker Career Services Provider selection recommended by the S&S Committee.

Staff was directed to execute contracts effective July 1, 2021 through June 30, 2022 and for three additional program years if performance is met, barring any significant legislative changes, necessary program design changes, and/or state implementation policies. Contract renewals are also subject to the availability of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds.

## **RENEWAL CRITERIA:**

### **1. Program and Fiscal Monitoring**

For PY 2022/2023, 2023/2024, and 2024/2025, the Adult and Dislocated Worker service providers are monitored in areas of: Contract Compliance, Program Administrative Controls, Program Operations and Case File Reviews. To adhere to these criteria, 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 Adult and Dislocated Worker target groups.

In addition to enrollments, OJT placements, and Training Expenditures which are to be at 100% by the end of Quarter 3 (March), the following Contractual Performance Goals are monitored for substantial progress by the end of that same period:

- a. Individual Training Accounts (ITA), OJTs, and job placements within the Industry Sector and Occupational Framework (ISOF)
- b. Measurable Skill Gains
- c. The number of job placements and credential attainments (for those enrolled in training) at closure

### **3. Timely Submission of Documents**

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

There will be an expectation that service providers demonstrate substantial progress toward all performance goals as outlined in their Monthly Performance Plans. While reasonable deficiencies that do not significantly impact program outcomes may be taken into consideration, ACWDB will retain its prerogative to consider conditional funding and future contract stipulations.

## **JOINT OE AND S&S DISCUSSION:**

Committee members inquired regarding the rationale and effectiveness of holding Career Services Providers to the expectation of achieving performance goals prior to the end of the program year. Staff shared that the deadlines were set prior to the end of the program year due to

the need to deliver informed contract renewal recommendations by the April committee meetings and ACWDB's meeting in May. The committee also discussed the implications on Career Services Providers if goals are not met by the established deadlines, as well as the possibility of missed attainments resulting in terminated contracts. Staff informed the committee that contracts have not been terminated in previous program years and missed attainments have instead resulted in conditional funding dependent on achieved goals at the end of the program year. Current performance (Quarter 2) and outreach methods for reaching Dislocated Worker individuals were also discussed. The Joint OE and S&S Committee approved the recommendation, with one committee member abstaining from the vote.

For further information, contact Jennifer Victorica, Career Services Coordinator, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or by phone at (510) 259-3841.

## **ITEM V.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS**

#### **ADULTS, DISLOCATED WORKERS, AND YOUTH**

**PY 2022/2023; QUARTER 2; JULY 1, 2022 THROUGH DECEMBER 31, 2022)**

#### **BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) negotiates Local Area Performance (LAP) biennially with the State of California. LAP goals for program years (PY) 2022/2023 and 2023/2024 were negotiated on September 19, 2022.

LAP measures, goals, and actual performance attainments are not evaluated in “real-time”. There is a minimum six-month look back at participants who completed Workforce Innovation and Opportunity Act (WIOA) funded services during previous quarters, which serves as a benchmark for establishing performance projections for upcoming program years.

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

In alignment with LAP goals, WIOA performance outcomes reflect that ACWDB service providers achieved over 100% of their goals in the following categories:

- Placement Rate @ 2<sup>nd</sup> Quarter Post Exit (Youth and WIOA Adults)
- Placement Rate @ 4<sup>th</sup> Quarter Post Exit (Youth only)
- Median Earnings @ 2<sup>nd</sup> Quarter Post Exit (Youth and Dislocated Workers)
- Credential Rate (WIOA Adults and Dislocated Workers)

Please review the performance attainments on the attached report (Attachment VI.A.1.) for a full representation of ACWDB’s LAP outcomes for PY 2022/2023 second quarter.

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

#### **ATTACHMENT:**

VI.A.1. – REPORT Local Area Performance PY 22-23 Q2

**LOCAL AREA PERFORMANCE REPORT**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS**  
**YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS**  
 PY 2022/2023; Quarter 2 (7/1/2022 through 12/31/2022)

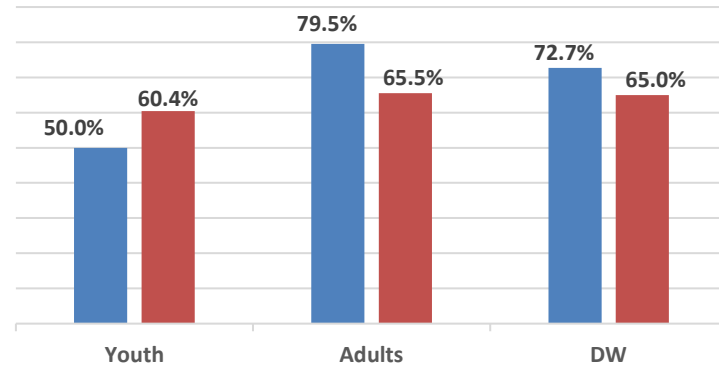
Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 22/23 Goals	% of Goal	Total Current Period	PY 22/23 Goals	% of Goal	Total Current Period	PY 22/23 Goals	% of Goal
<b>Placement Rate 2nd Quarter Post Exit</b> ① Exited between 7/1/2021 and 9/30/2021	78.9%	67.7%	<b>116.5%</b>	74.7%	65.0%	<b>114.9%</b>	68.1%	70.0%	<b>97.3%</b>
<b>Placement Rate @ 4th Quarter Post Exit</b> ① Exited between 1/1/2021 and 3/31/2021	64.5%	63.0%	<b>102.4%</b>	59.9%	64.0%	<b>93.6%</b>	68.7%	69.0%	<b>99.6%</b>
<b>Median Earnings @ 2nd Quarter Post Exit</b> Exited between 7/1/2021 and 9/30/2021	\$4,939.83	\$4,200.00	<b>117.6%</b>	\$7,689.69	\$8,400.00	<b>91.5%</b>	\$12,811.70	\$12,000.00	<b>106.8%</b>
<b>Credential Rate</b> Exited between 1/1/2021 and 3/31/2021	50.0%	60.4%	<b>82.8%</b>	79.5%	65.5%	<b>121.4%</b>	72.7%	65.0%	<b>111.8%</b>
<b>Measurable Skill Gains</b> Exited between 7/1/2022 and 9/30/2022	19.6%	57.8%	<b>33.9%</b>	12.3%	45.0%	<b>27.3%</b>	15.7%	45.0%	<b>34.9%</b>

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

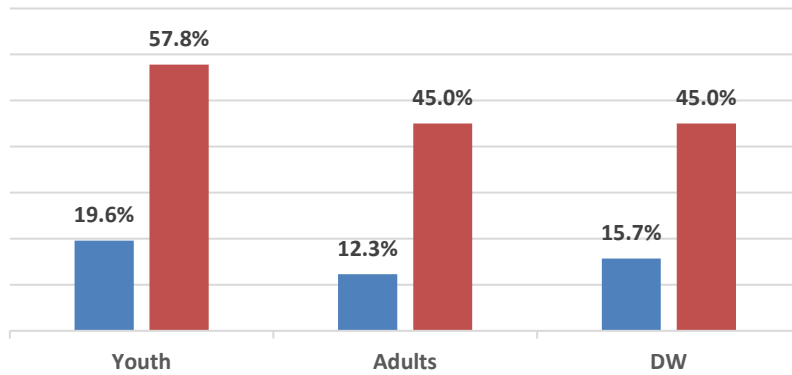
### Median Earnings @ 2nd Qtr Post Exit



### Credential Rate by 4th Qtr Post Exit



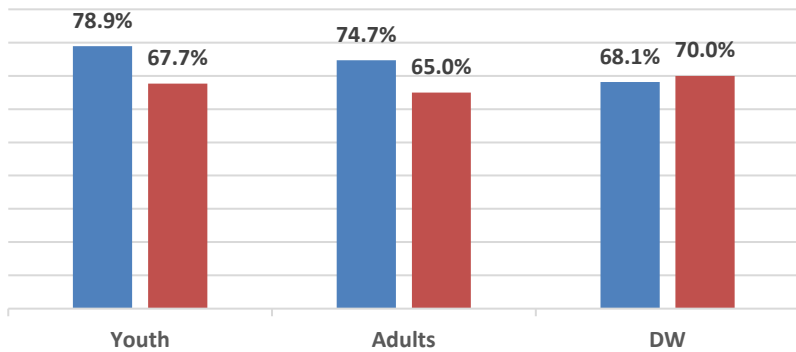
### Measurable Skill Gains



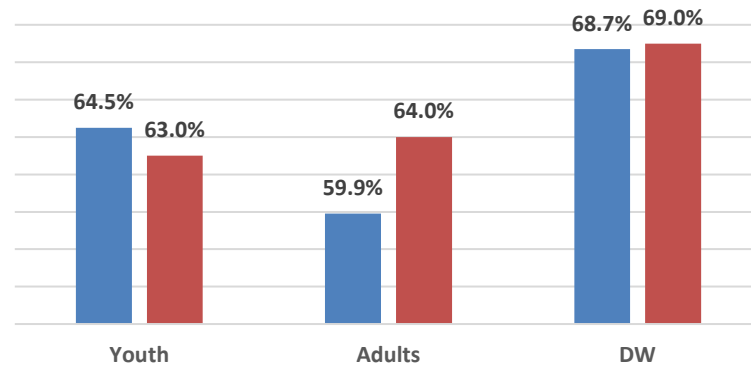
## Is Anyone Better Off?

■ Actual ■ Goal

### Placement Rate @ 2nd Qtr Post Exit



### Placement Rate @ 4th Qtr Post Exit



## **ITEM V.B.1. – REPORTS**

### **LABOR FORCE PARTICIPATION RATE WITHIN THE LOCAL WORKFORCE AREA**

**PY 2022/2023; QUARTER 2 (JULY 1, 2022 THROUGH DECEMBER 31, 2022)**

#### **BACKGROUND:**

The Alameda County Workforce Development Board’s (ACWDB) America’s Job Center of California (AJCC) and Career Services Collaborative (CSC) 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) programs, are commonly referred to as “Universal Customers”.

Job seekers self-register into the state’s career networking system (CalJOBS) and then may take advantage of services including workshops, computer labs, and other universal services offered through ACWDB’s system. Beginning in early 2020, the COVID-19 pandemic required service providers to evolve to a hybrid service delivery model – offering virtual services and some in-person services by appointment. This adaptation to virtual services ensured safety for both staff and customers.

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

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

Virtual and online services are especially critical for job seekers, laid-off, and furloughed workers during this COVID-19 pandemic and the declared state of emergency.

#### **ANALYSIS OF REPORT:**

Based on the monthly labor force data published by California’s Employment Development Department (EDD) Labor Market Division, the WIOA participation rate in Alameda County is approximately 25.9%. This means that of the unemployed individuals in Alameda County, just under 26% are seeking career and vocational training services through publicly funded programs and/or California’s CalJOBS system. Please review the attached report for additional information on these statistics.

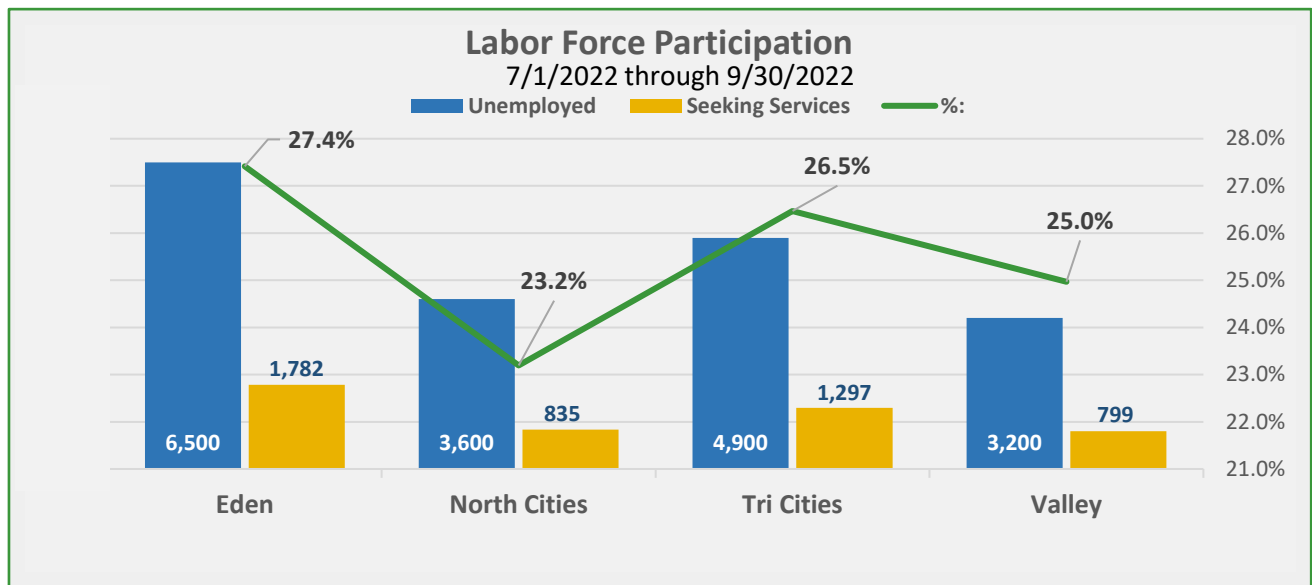
For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reach by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

V.B.1.a. – REPORT Labor Force Participation PY 22-23 Q2



**LABOR FORCE PARTICIPATION RATE**  
**WITHIN ALAMEDA COUNTY'S LOCAL WORKFORCE DEVELOPMENT AREA**  
**PY 2022/2023, Quarter 2; (07/01/2022 through 12/31/2022)**



Labor Force Participation	Planning Areas within ACWDB's Local Area				
	Eden	North Cities	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area <sup>1</sup>	191,100	125,600	178,700	121,800	617,200
Unemployment Number	6,500	3,600	4,900	3,200	18,200
Unemployment Rate	3.40%	2.87%	2.74%	2.63%	2.91%
TOTAL INDIVIDUALS SEEKING SERVICES <sup>2</sup>	1,782	835	1,297	799	4,713
% of Total Unemployed Labor Force Served <sup>3</sup>	27.4%	23.2%	26.5%	25.0%	25.9%

<sup>1</sup> Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2021 Benchmark; Published 12/16/2022 by the California Employment Development Department (EDD).

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

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

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

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

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

Registration in the CalJOBS system is an indicator used to understanding job seeking efforts of individuals.

NOTE: There were an additional 2,282 job seekers who utilized services in ACWDB's Local Area during this period, but who reside outside ACWDB's service delivery area, and are NOT accounted for in this report. Of those 2,282, 2,273 were residents of the City of Oakland.

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

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

Labor Market Data Source: EDD Labor Force and Unemployment Rate for Cities and Census Designated Places

<http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html>

## **ITEM V.B.2. – REPORTS**

### **CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)**

#### **ADULTS AND DISLOCATED WORKERS**

#### **PY 2022/2023; QUARTER 2 (7/1/2022 THROUGH 12/31/2022)**

#### **BACKGROUND:**

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

Beginning in PY 2019/2020, ACWDB included a requirement for contracted service providers to achieve 80% of their annual contract performance goals by the end of the second quarter of the program year (December 31) – and attain 100% of their annual goals by the end of the third quarter (March 31). Failure to achieve the prescribed performance goals could result in conditional funding and/or withholding of a percentage of annual contract funds.

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

##### **New Enrollments**

While not yet at the 80% mark, both Career Services Providers (CSP) contracted to serve WIOA Adults for PY 2022/2023 are making some progress toward their goal for newly enrolled WIOA Adult participants.

Dislocated Worker recruitment continues to be a challenge for CSPs. Both CSPs remain below 40% of their annual Dislocated Worker enrollment goals. California's Employment Development Department (EDD) plans to resume their Reemployment Services and Eligibility Assessment (RESEA) appointments with job seekers receiving Unemployment Insurance (UI) benefits. These appointments traditionally yielded a high number of referrals of Dislocated Worker job seekers to Workforce Innovation and Opportunity Act (WIOA) programs. The RESEA program had been discontinued during the pandemic but is on track to resume. It is our hope that these EDD/UI appointments result in referral of Dislocated Workers to our system. Additionally, it is our expectation that service providers will engage in a higher level of outreach to supplement their enrollment numbers as we begin the second half of the program year.

##### **Training Fund Obligations**

Rubicon Programs, Inc., the operator of the America's Job Center of California (AJCC) in the Eden area has fully encumbered their WIOA Adult training funds. The Career Services Collaborative (CSC), serving the North Cities, Tri-Cities, and Tri-Valley regions of Alameda County, has encumbered 62.5% of their WIOA Adult training funds. Encumbrances of Dislocated Worker training funds remain low (below 40%) for both CSPs.

##### **On-the-Job Training (OJT) Enrollments**

Both CSPs have been able to generate a slight uptick in the number of OJT enrollments this quarter. As a system, CSPs have achieved nearly 50% of their OJT enrollment goal for this program year. Staff continue to encourage service providers to engage with ACWDB's Business Services Unit (BSU) for regularly scheduled OJT meetings in hopes that this resource will aid CSPs to meet their goals for OJT enrollments this program year.

#### Entered Employment

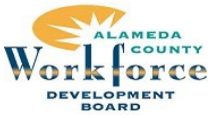
Entered employment rates remain low during this second quarter of the program year. ACWDB staff will continue to monitor attainments in this area and offer technical support as needed to achieve better results in this area.

Please review the attachment to this item (Attachment V.B.2.a.) for a full view of the new format for quarterly contract performance reports – and to review full WIOA Adult and Dislocated Worker contract performance attainments for PY 2022/2023, quarter 2.

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

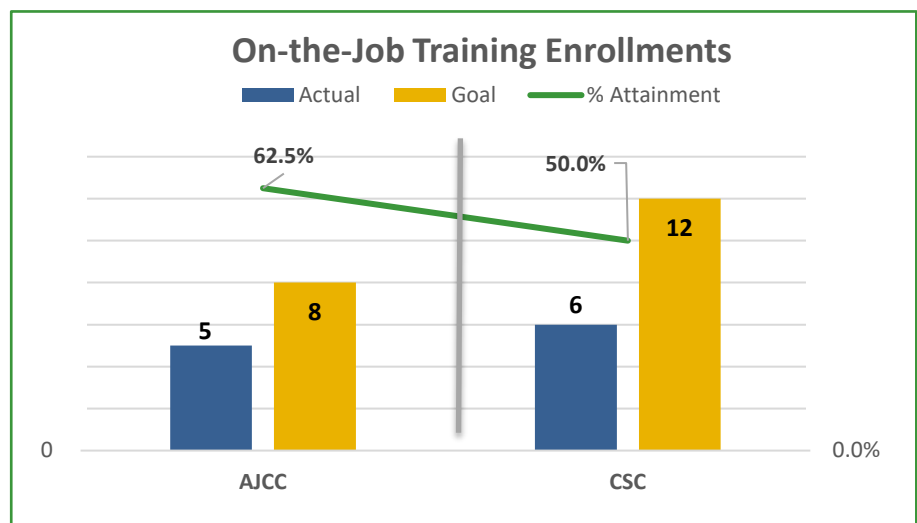
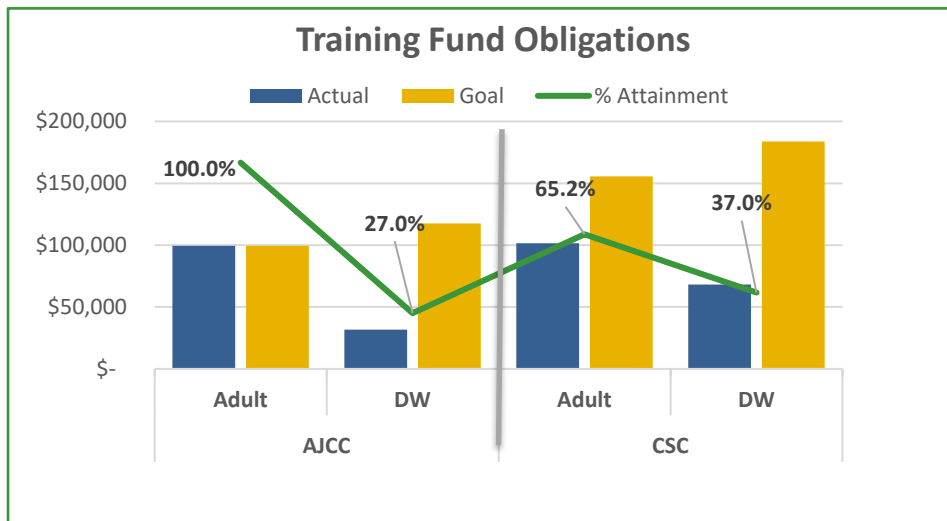
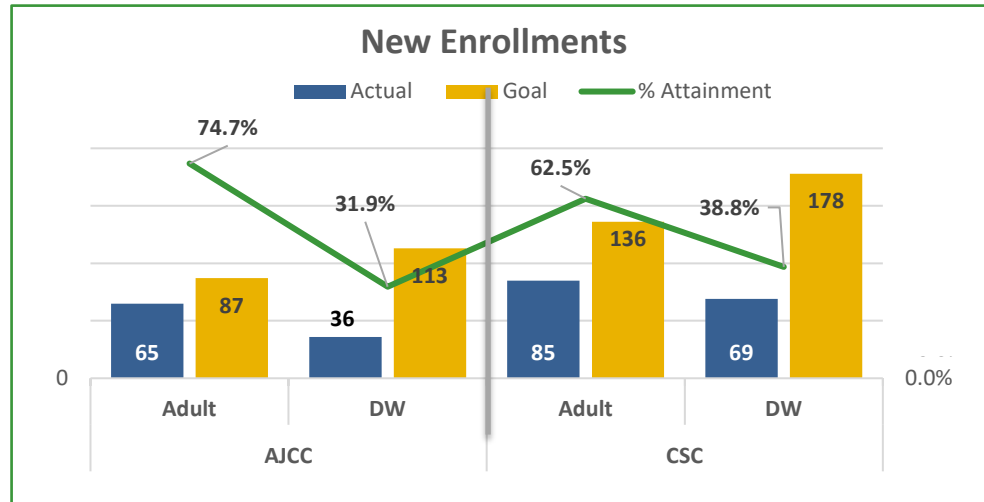
#### ATTACHMENT:

V.B.2.a. – REPORT Ad DW CPIR PY 22-23 Q2



**CONTRACT PERFORMANCE INDICATORS REPORT**  
**WIOA ADULT & DISLOCATED WORKER PROGRAMS**  
**PY 2022/2023; QUARTER 2 (JULY 1, 2022 THROUGH DECEMBER 31, 2022)**

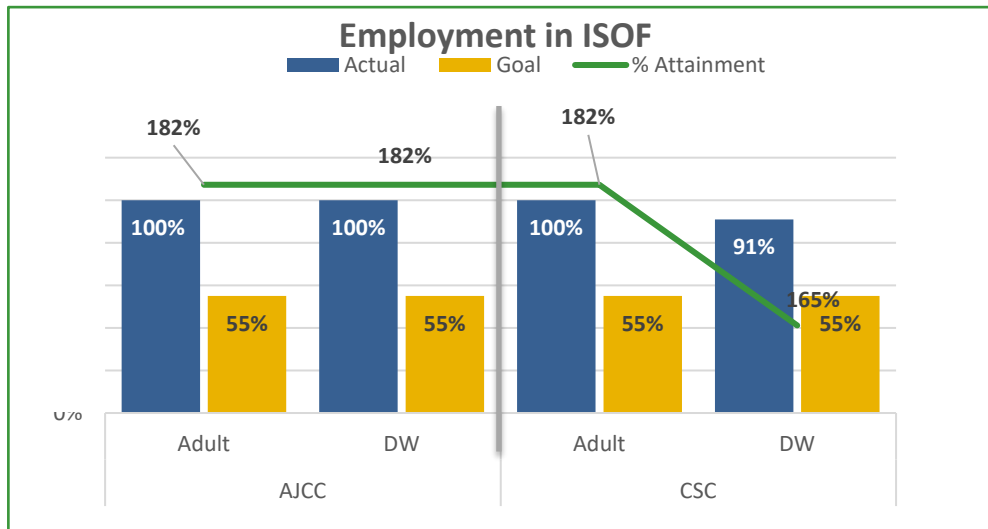
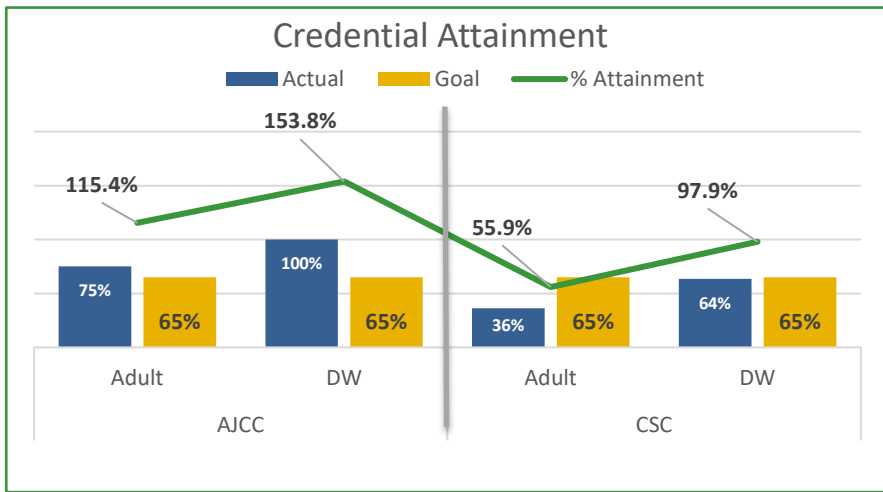
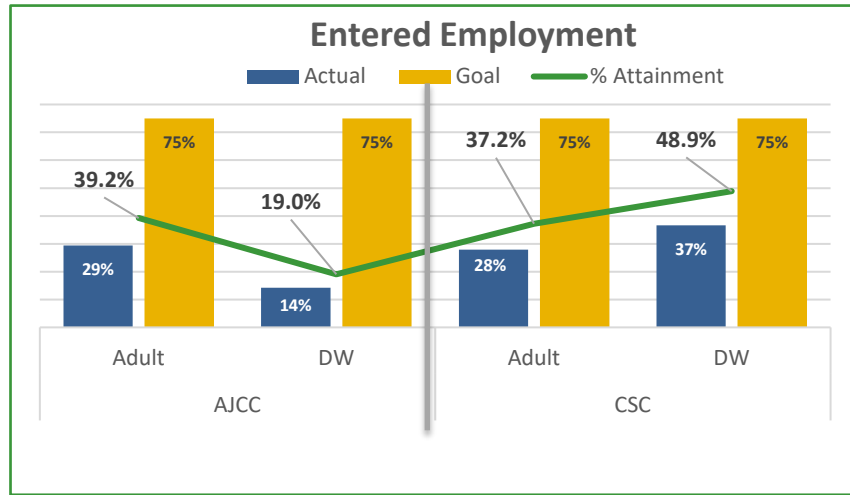
How Much Did We Do?



AJCC - America's Job Center of California

CSC - Career Services Collaborative

Is Anyone  
Better Off



\*ISOF = ACWDB's Industry Sector and Occupational Framework - Identifying industry sectors and occupations that are projected to grow, offer livable wages, or are considered quality jobs with high road employers.

## ITEM V.C. – REPORTS

### YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS PY 2022/2023; QUARTER 2 (JULY 1, 2022 THROUGH DECEMBER 31, 2022)

#### BACKGROUND:

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

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

NOTE: “Placement” for Youth performance (specifically as referenced in items 1 and 2 above), is defined as placement in employment, advanced training, post-secondary education, or the military.

Toward our Local Area Performance goals, Alameda County Workforce Development Board’s (ACWDB) contracted service providers for youth and young adults have the following performance measures and goals in their contracts:

1. Number of new enrollments
2. Number of participants enrolled into:
  - a. Work-Based Learning activities
  - b. Soft skills/leadership activities
  - c. Training activities that lead to credential attainment
3. Credential attainments
4. Youth placements reported at case closure
5. Measurable skill gains

#### ANALYSIS OF REPORTS:

##### In-School Youth:

Both In-School Youth providers (Eden Area Regional Occupational Program (ROP) and Tri-Valley ROP) have made significant progress toward their enrollment goals for PY 2022/2023. Eden ROP has achieved 92.5% of their annual goal – and Tri-Valley ROP attained 89.3%.

ACWDB’s In-School youth providers generally begin to make gains toward enrollment goals in the second and third quarters as they operate primarily based on the academic school year calendar.

As enrollments increase, so too should the number of participants who receive Work-Based Learning, Core Skills/Leadership, and training services. Outcomes for In-School Youth participants are usually recorded in the final quarter of the program year as that coincides with the end of the school year.

Out-of-School Youth:

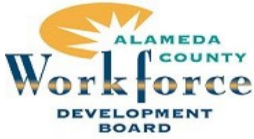
Second quarter enrollments remain low for all Out-of-School Youth providers. Staff continues to offer support to explore strategies for increasing enrollments. Additionally, a management consultant has met individually with all service providers after conducting a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis of the entire Youth system. The consultant has continued to offer expertise and support to youth service providers.

For a full representation of the PY 2022/2023 2<sup>nd</sup> quarter Youth Contract Performance attainments, please review Attachment V.C.1.

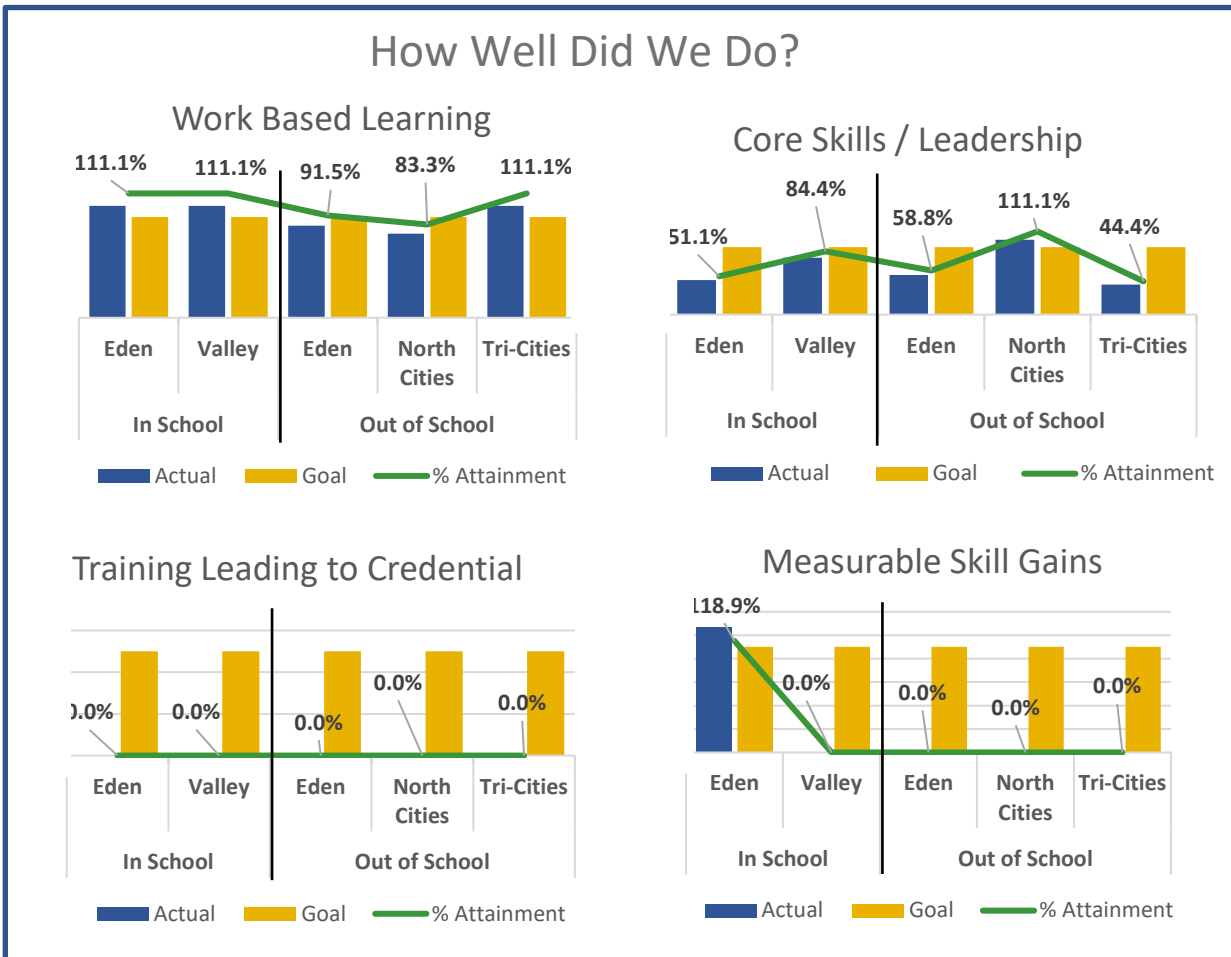
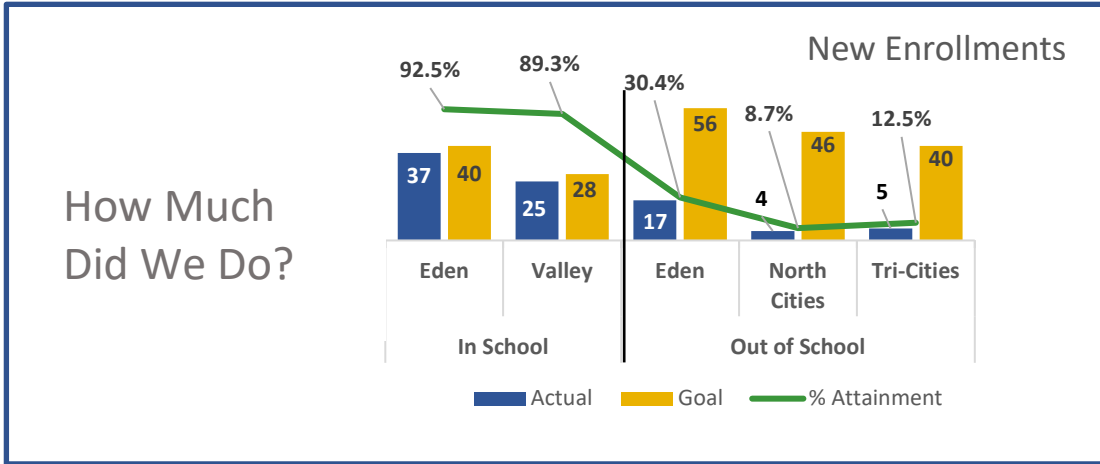
If you have questions regarding these reports, please contact Michele G. Garcia, MIS Administrator at (510) 259-3802 or by email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

**ATTACHMENT:**

V.C.1. – REPORT Yth CPIR PY22-23 Q2

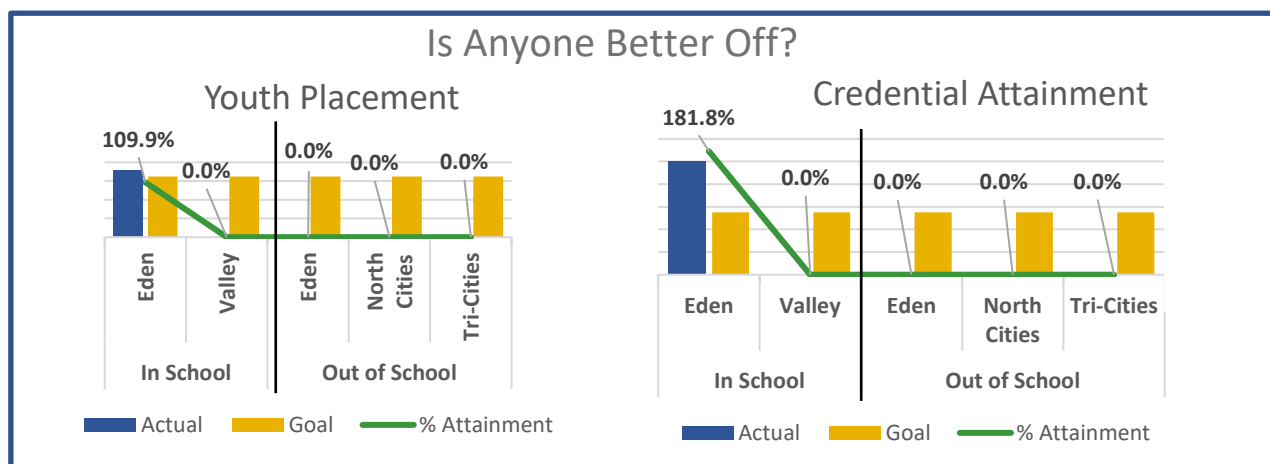


**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2022/2023 2nd Quarter (7/1/2022 through 12/31/2022)**





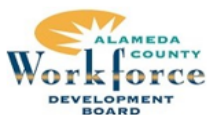
**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2022/2023 2nd Quarter (7/1/2022 through 12/31/2022)**



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

**Contract Performance Goals**

*PY 2022/2023 - Youth Innovation & Future Force*



Measure	In-School		Out-Of-School		
	Eden <i>Eden ROP</i>	Valley <i>Tri-Valley ROP</i>	Eden <i>La Familia</i>	North Cities <i>BYA</i>	Tri-Cities <i>Ohlone</i>
<b>New Enrollments</b>	<b>40</b>	<b>28</b>	<b>56</b>	<b>46</b>	<b>40</b>
<b>Work-Based Learning</b> (% of New Enrollments)	<b>90%</b>				
<b>Core Skills/Leadership</b> (% of New Enrollments)	<b>90%</b>				
<b>In Training (Leads to Cred)</b> <sup>①</sup> (% of New Enrollments)	<b>25%</b>				
<b>Credential Attainment</b> <sup>②</sup> (% of #Enrolled In Training w/case closed)	<b>55%</b>				
<b>Measurable Skill Gains</b> <sup>②</sup> (% of #Enrolled In Training w/case closed)	<b>45%</b>				
<b>Youth Placement @ Cls</b> <sup>③</sup> (% of Closed Cases)	<b>65%</b>				

## **ITEM V.D. – REPORTS**

### **FINANCIAL INDICATOR REPORTS – PY 2022/2023**

#### **BACKGROUND:**

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board’s (ACWDB) service providers for PY 2022/2023. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Collaborative Providers and Youth Providers for invoices approved and processed through the period ending December 31, 2022.

Objectives of the Financial Indicator Report are to:

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

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

Invoices submitted by Rubicon Programs and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2022/2023. Please refer to Attachment VI.D.1.

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

Invoices submitted by Berkeley Youth Alternatives, Ohlone Community College District, Eden Regional Occupational Program and La Familia indicate compliance with the contract budget expenditure plans for PY 2022/2023. Tri-Valley Regional Occupational Program has not yet submitted invoices for the current program year. Please refer to Attachment V.D.2.

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

#### **ATTACHMENTS:**

V.D.1. - Financial Indicator Report – AJCC/Career Services Collaborative Providers PY 2022/23 Report

V.D.2. - Financial Indicator Report – Youth Providers PY 2022/23 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
 FINANCIAL INDICATOR REPORT -  
 AJCC/CAREER SERVICES COLLABORATIVE PROVIDERS  
 REPORT DATES: 7-1-22 thru 12-31-22**

<b>PROGRAM YEAR 2022-23 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,622,205		\$384,369	23.7%	\$1,237,836
Rubicon Programs	\$632,660	10/31/22	\$206,929	32.7%	\$425,731
Ohlone CCD	\$989,545	9/30/22	\$177,440	17.9%	\$812,105

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**FINANCIAL INDICATOR REPORT -**  
**YOUTH PROVIDERS**  
**REPORT DATES: 7-1-22 thru 12-31-22**

<b>PROGRAM YEAR 2022-23 Formula Funds</b>	<b>TOTAL CONTRACT</b>	<b>Latest Invoice date</b>	<b>Expends at Date of Invoice</b>	<b>Expends % of Annual</b>	<b>WIOA Balance</b>
<b>Providers</b>	\$1,164,896		\$237,716	20.4%	\$927,180
Eden Area ROP	\$161,943			0.0%	\$161,943
La Familia	\$413,500	10/31/22	\$111,442	27.0%	\$302,058
Tri-Valley ROP	\$112,000	9/30/22	\$13,580	12.1%	\$98,421
BYA / Berkeley Youth Alternatives	\$284,797	10/31/22	\$43,809	15.4%	\$240,988
Ohlone CCD	\$192,656	10/31/22	\$68,886	35.8%	\$123,770

## **ITEM V.E. – REPORTS**

### **BUSINESS SERVICES REPORT FOR OCTOBER 1, 2022 – DECEMBER 31, 2022**

#### **BACKGROUND:**

This report includes services provided to employers during the time period covering October 1, 2022, through December 31, 2022. It is intended to provide a snapshot of business service activities during the second quarter of program year (PY) 2022/2023. Where possible, year-over-year data is presented for purposes of comparison.

#### **BUSINESS SERVICES ACTIVITIES**

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

Rapid Response activities are similar to outplacement services in the private sector. In California, businesses, with 75 employees or less, must inform their local workforce development board and elected officials about downsizing activities through the Worker Adjustment and Retraining Notification (WARN). Impacted workers have access to Rapid Response services. The goal of the service is to inform impacted workers workforce development resources available at no-cost and via the network of the Alameda County Workforce Development Board's (ACWDB's) service providers.

Rapid Response orientations (RROs) are coordinated by ACWDB's Rapid Response Coordinator and can be delivered on-site, off-site, or virtually. RROs are delivered in partnership with other service providers which may include, but are not limited to: the California Employment Development Department (EDD), Career Service Provider staff, and Covered California. A total of six RROs were delivered in the second quarter PY 2022. See Rapid Response Report for more detailed information on layoff activity in ITEM VI.F.

##### **Partnership Referrals:**

ACWDB's Business Services Unit (BSU) refers businesses to both internal and external service providers, as necessary. Examples of referral agencies include: Small Business Development Center, Chambers of Commerce, EDD's Employer Advisory Council, Employer Training Panel, Go-Biz, Manex Consulting, and local public economic development departments. In the second quarter of PY 2022/2023 the Business Services Unit (BSU) referred nine (9) businesses for additional assistance from these partner organizations.

##### **Businesses Served:**

Business engagement can take on several forms including, but not limited to: job fairs, hiring events, employer spotlights, sector symposia, industry events, and career panels. Services can be delivered by ACWDB's service providers and/or the BSU. A total of 125 businesses were served in the second quarter. ACWDB's contracted provider, California Employers Association (CEA), facilitates ACWDB's webinars and manages its Human Resources (HR) hotline. An update regarding the CEA's quarterly webinar attendance and HR hotline activity is included below.

<b>Period (Program Year)</b>	<b>Number of Webinars</b>	<b>Webinar Attendance</b>	<b>Calls to HR Hotline</b>	<b>Events</b>	<b>Businesses Served</b>	<b>Total Services Provided</b>
<b>PY 22/23 Q1 (July-Sept)</b>	2 Webinars	76	10	6	132	218
<b>PY 22/23 Q2 (October- December)</b>	2 Webinars	26	7	5	92	125

**Event Highlights:**

Last quarter the Adult and Dislocated Worker Career Services Providers hosted several on-site career and job fairs providing job seekers an opportunity to meet with employers and community service providers in-person. In total, the career and job fairs featured over 20 employers that met in-person with over 230 jobseekers. The events included the following:

- Tri-Valley Career Center Job Fair: October 18, 2022
- Rubicon Programs Resource and Job Fair: October 19, 2022
- Ohlone College Mini Seasonal Career Fair: October 20, 2022
- College of Alameda Job Fair: October 28, 2022
- Rubicon Programs OJT and Resource Fair: November 16, 2022

For further information, contact David Dias, Business Services Coordinator at (510) 780-8768 or through email at [david.dias@acgov.org](mailto:david.dias@acgov.org).

## **ITEM V.F. – REPORTS**

### **RAPID RESPONSE REPORT FOR JULY 1, 2022 THROUGH DECEMBER 31, 2022**

#### **BACKGROUND:**

For PY 2022-2022 the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team (RRT) has documented 28 layoff/closure events, affecting 3,253 workers. Layoff activities related to the COVID-19 pandemic appear to have diminished.

The attached Rapid Response Report covers the period that spans from July 1, 2022 through December 31, 2022 and includes company closures, mass layoffs, and furloughs. Please refer to Attachment VI.F.1. for specific employer data.

#### **Rapid Response Activities**

DHL Supply Chain plans to permanently terminate its workforce from their Livermore location. This mass layoff will permanently displace 394 workers on February 12, 2023. A Rapid Response orientation has been scheduled for January 9, 2023. The Rapid Response Team is in the planning process of having an onsite job fair for the DHL Supply Chain impacted workers.

Teleflex, LLC./NeoTract Inc., plans to permanently terminate its workforce from their Pleasanton and Livermore locations. This layoff will permanently displace 78 workers on March 3, 2023. Rapid Response orientations are presently being planned for mid-February.

Festo Corporation plans to permanently terminate its workforce from their Livermore locations. This layoff will permanently displace 17 workers on January 31, 2023. Rapid Response orientations are presently being planned.

Jabil Inc., informed its workforce the company will temporarily close its facilities located at 4050 Technology Place in Fremont, from December 23-29, 2022, and on January 2, 2023. This layoff affected 549 regular employees from the temporary closing.

Meta Platforms, formerly known as Facebook, plans to permanently terminate approximately 11,000 of its workforce from several locations in the Bay Area. NOVAworks will lead efforts in Rapid Response orientation planning and will collaborate with other impacted workforce development boards and local areas (San Jose and San Francisco). For our local area Meta layoffs will permanently displace 144 Alameda County workers on January 13, 2023 in Fremont.

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

#### **ATTACHMENT:**

V.F.1. - ACWDB Layoff and Closure 7/1/2022 –12/31/2022.

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

**July 1, 2022 – June 30, 2023**  
**Month Ending: December 31, 2022**

**WARN**

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

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

**(A complete listing of COVID-related WARN notices occurring prior to 7/1/2021 may be located at our website [acwdb.org](http://acwdb.org).)**

**All employers and workers impacted: July 1, 2021 - December 31, 2022**

EDEN RAPID RESPONSE		Total Employers	2		Total Workers	9			
NORTH CITIES RAPID RESPONSE		Total Employers	6		Total Workers	506			
TRI-CITIES RAPID RESPONSE		Total Employers	9		Total Workers	1811			
TRI-VALLEY RAPID RESPONSE		Total Employers	11		Total Workers	927			
		TOTAL	28		TOTAL	3253			
Region		Employer	Union	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers	TAA Status
Eden		Eko		Hayward	Warehouse	Closure	12/31/22	5	
Eden		Illumina		Hayward	Bio Tech	Layoff	01/13/23	4	
North Cities		Zymergen Inc		Emeryville	Science	Layoff	9/26/2022	74	
North Cities		Zymergen Inc		Emeryville	Science	Layoff	10/24/2022	80	
North Cities		Zymergen Inc		Emeryville	Science	Layoff	12/19/2022	110	
North Cities		Demetrix		Berkeley	Bio Tech	Layoff	11/30/2022	4	
North Cities		Arris Composites		Berkeley	Manufacturing	Layoff	11/7/2022	65	
North Cities		Lucira Health		Emeryville	Manufacturing	Layoff	12/30/2022	80	
North Cities		Lucira Health		Berkeley	Manufacturing	Layoff	12/30/2022	16	
North Cities		D2Connex Adult School		Berkeley	Education	Layoff	12/31/2022	5	
North Cities		Astra Space		Alameda	Science	Layoff	11/9/2022	72	
Tri-Cities		Amgen Inc		Newark	Science	Closure	12/2/2022	2	
Tri-Cities		TESLA		Fremont	Manufacturing	Layoff	8/27/2022	69	
Tri-Cities		WeDriveU		Newark	Transportation	Closure	11/26/22	51	
Tri -Cities	Temporary layoff	Jabil Inc		Fremont	Manufacturing	Layoff	12/23/22	549	
Tri-Cities		Astreya		Newark	Science	Layoff	11/18/22	144	
Tri -Cities		Cepheid		Newark	Manufacturing	Closure	10/18/22	668	
Tri- Cities		Cepheid		Newark	Manufacturing	Closure	12/30/22	15	



Month Ending: December 31, 2022

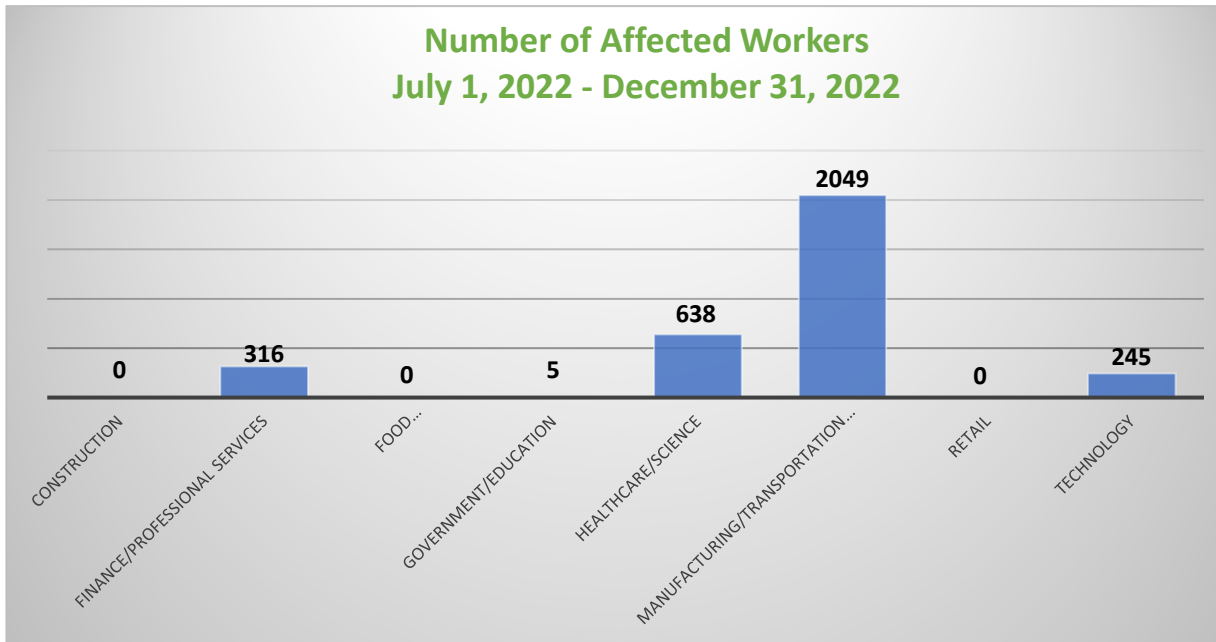
Tri-Cities		Concentrix		Fremont	Professional Services	Closure	12/18/22	85	
Tri -Cities		Mata Platforms		Fremont	Tech	Layoff	01/13/23	144	
Tri Cities		Seagate		Newark	Tech	Layoff	12/07/22	84	
Tri- Valley		WileyX Inc		Livermore	Manufacturing	Closure	08/01/22	32	
Tri-Valley		Jabil Inc		Fremont	Manufacturing	Layoff	12/23/22	123	
Tri-Valley		ADP		Pleasanton	Professional Services	Closure	09/16/22	12	
Tri-Valley		Roth Staffing /FormFactor		Livermore	Professional Services	Closure	10/25/22	164	
Tri- Valley		FormFactor		Livermore	Professional Services	Closure	10/28/22	52	
Tri-Valley		GoFundMe, Inc		Pleasanton	Professional Services	Layoff	12/31/22	3	
Tri- Valley		Thermo Fisher Scientific		Livermore	BioScience	Layoff	01/31/23	46	
<b>Tri-Valley</b>		<b>Festo</b>		<b>Livermore</b>	<b>Tech</b>	<b>Layoff</b>	<b>01/30/23</b>	<b>17</b>	
<b>Tri-Valley</b>		<b>DHL Supply Chain</b>		<b>Livermore</b>	<b>Warehouse</b>	<b>Layoff</b>	<b>02/12/23</b>	<b>394</b>	
Tri-Valley		Teleflex, LLC/ NeotractInc.		Pleasanton	Manufacturing	Layoff	03/31/23	78	
Tri- Valley		TMS (Transcranial Magnetic Stimulation)		Livermore	Health Care	Layoff	01/20/23	6	

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

**July 1, 2022 – June 30, 2023**

**Month Ending: December 31, 2022**

Industry Sector	Affected Workers
Construction	0
Finance/Professional Services	316
Food Service/Hospitality/Entertainment	0
Government/Education	5
Healthcare/Science	638
Manufacturing/Transportation/Warehouse	2049
Retail	0
Technology	245
<b>Grand Total</b>	<b>3253</b>



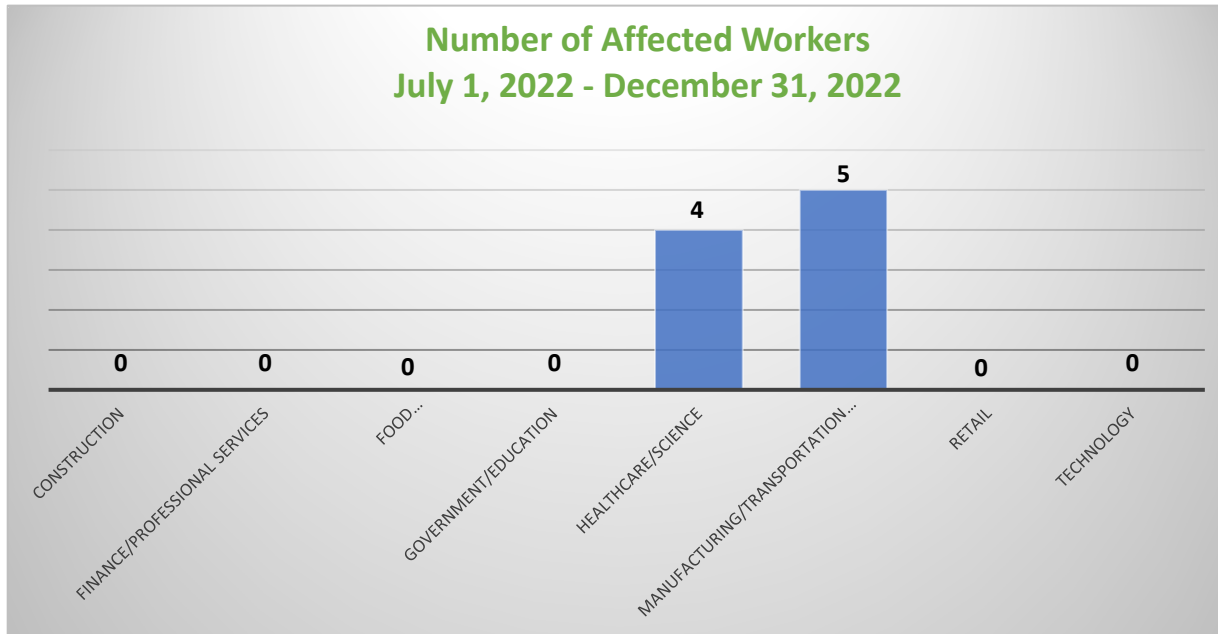
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2022 – June 30, 2023

Month Ending: December 31, 2022

EDEN RAPID RESPONSE

Industry Sector	Affected Workers
Construction	0
Finance/Professional Services	0
Food Service/Hospitality/Entertainment	0
Government/Education	0
Healthcare/Science	4
Manufacturing/Transportation/Warehouse	5
Retail	0
Technology	0
Grand Total	9



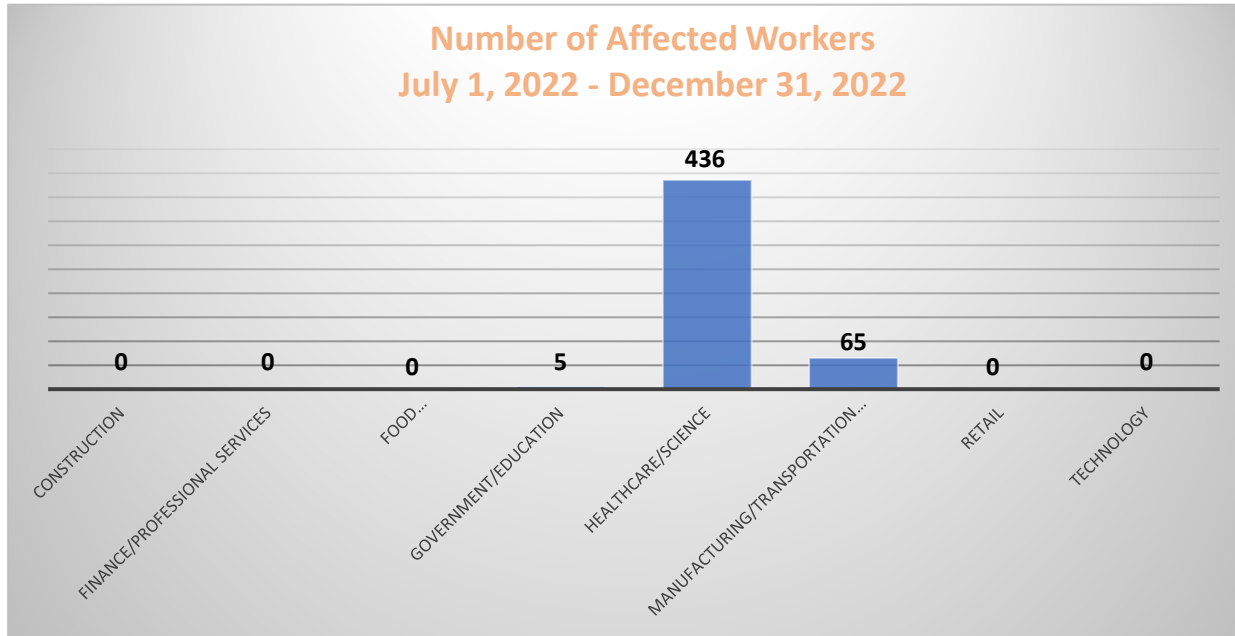
ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)

July 1, 2022 – June 30, 2023

Month Ending: December 31, 2022

**NORTH CITIES RAPID RESPONSE**

Industry Sector	Affected Workers
Construction	0
Finance/Professional Services	0
Food Service/Hospitality/Entertainment	0
Government/Education	5
Healthcare/Science	436
Manufacturing/Transportation/Warehouse	65
Retail	0
Technology	0
Grand Total	506



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

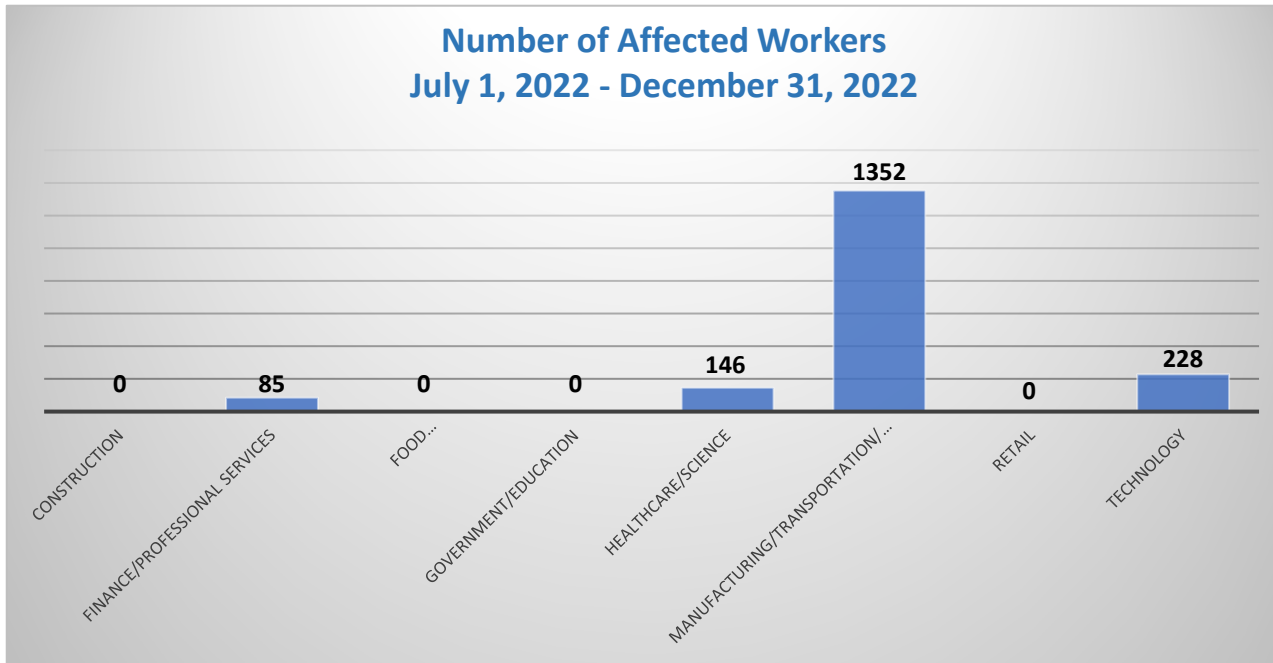
July 1, 2022 – June 30, 2023

Month Ending: December 31, 2022

TRI-CITIES RAPID RESPONSE

Industry Sector	Affected Workers
Construction	0
Finance/Professional Services	85
Food Service/Hospitality/Entertainment	0
Government/Education	0
Healthcare/Science	146
Manufacturing/Transportation/Warehouse	1352
Retail	0
Technology	228
Grand Total	1811

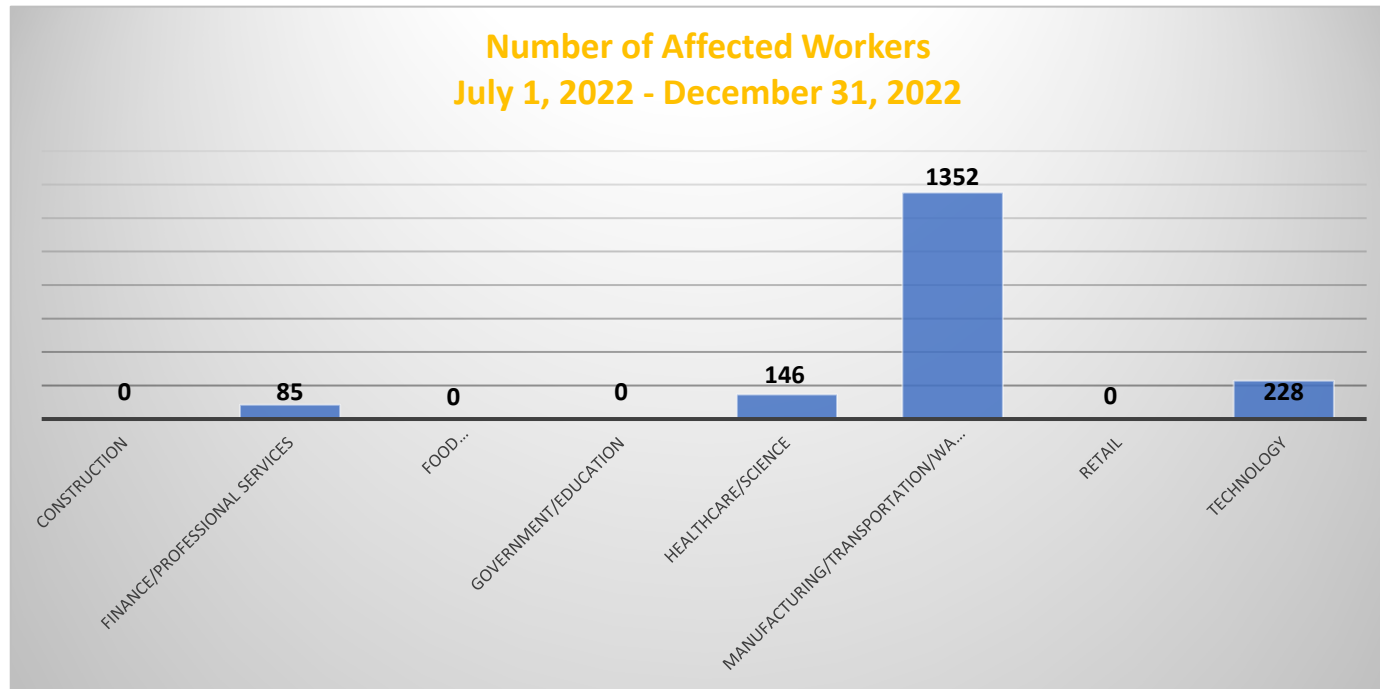
Number of Affected Workers  
July 1, 2022 - December 31, 2022



**ACWDB Layoff and Closure Monthly Report (Including COVID-19 Related Impacts)**  
**July 1, 2022 - June 30, 2023**  
**Monthly Ending: December 31, 2022**

**TRI-VALLEY RAPID RESPONSE**

Industry Sector	Affected Workers
Construction	0
Finance/Professional Services	85
Food Service/Hospitality/Entertainment	0
Government/Education	0
Healthcare/Science	146
Manufacturing/Transportation/Warehouse	1352
Retail	0
Technology	228
<b>Grand Total</b>	<b>1811</b>



## ITEM V.G. – REPORTS

### TRAINING EXPENDITURES REPORT – PY 2022/2023

#### **BACKGROUND:**

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2022/2023. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds and allowable leveraged training expenditures through the period ending December 31, 2022. The activity reflects training expenditures from services provided by the WIOA America’s Job Center of California (AJCC), Career Services Collaborative (CSC) Providers and the ACWDB’s Business Services Unit.

Objectives of the Training Expenditures Report are to:

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

For PY 2022/2023, California requires that each Local Board spend an amount equal to 30% of their WIOA Formula Adult and Dislocated Worker funding allocations on training. Of that 30%, 20% must come out of those Formula allocations – and up to 10% may be from other leveraged sources of funding.

For PY 2022/2023, the 30% training expenditure requirement totals \$1,250,765. Twenty percent of that amount (\$833,843) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$416,922) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

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

As of September December 31, 2022, total training expenditures, including training obligations and leveraged training, amount to \$808,586 (65% of the required 30%). Please refer to Attachment V.G.1.

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

#### **ATTACHMENT:**

V.G.1. – Training Expenditures Report – PY 2022/2023 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**TRAINING EXPENDITURES REPORT**  
**REPORT DATES: 7-1-22 thru 12-31-22**

<b>PROGRAM YEAR 2022-23</b>	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$833,843	\$140,529	\$318,569	\$374,745
Leverage Training	\$416,922	\$40,328	\$309,160	\$67,434
<b>Total (1)</b>	<b>\$1,250,765</b>	<b>\$180,857</b>	<b>\$627,729</b>	<b>\$442,179</b>

- (1) A minimum of 20% (\$833,843) 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% (\$416,922) may be training dollars from other sources.



## **ITEM V.H. – REPORTS**

### **DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT**

#### **BACKGROUND**

Alameda County Workforce Development Board's (ACWDB) staff Management Analyst produces a quarterly report – the Labor Market Highlights (LMH) Report, using secondary data sources. The LMH Report may be useful to ACWDB members, staff, and other interested stakeholders engaged in program planning, employer engagement tactics, and job seeker services. The December 2022 LMH Report reflects the latest data from the California Employment Development Department.

#### **REPORT SUMMARY**

##### **Labor Force Participation**

Labor force participation (LFP), much like rates in other counties, struggled to rebound in Alameda County during the height of the COVID-19 pandemic. However, LFP, consisting of people employed and those not employed but looking, drastically improved in December 2022 with 831,100 participants, compared to 821,500 participants in December 2021, and 800,300 participants in December 2020. The current number of people in the labor force is gradually swinging upward and Alameda County and is only 13,900 participants short of being on par with pre-pandemic numbers from December 2019.

The city of Oakland had the largest growth in labor force participation in Alameda County in December 2022 from the previous month (+900), and the city of Fremont had the largest growth in labor force participation in ACWDB's local service area (+700).

##### **Unemployment**

The unemployment rate (UER) in Alameda County is steadily declining monthly. The UER for Alameda County in December 2022 was 2.7 percent, bringing rates of unemployment in sync with pre-pandemic numbers. The number employed in December 2022 has also improved from the beginning of the calendar year in January 2022. This data suggests a very active and similar pre-pandemic workforce in Alameda County, in terms of absolute numbers.

##### **Sector Growth and Decline in the East Bay**

Sectors are generally broad groupings of establishments engaged in similar activities and work product outputs. Industries are usually subsets of sectors and bring more definition within sector categories.

Within the East Bay in December 2022, Transportation and Warehousing had the largest month-to-month growth (+1,600) employed in the sector, followed by Health Care and Social Assistance (+1,300) employed, and Professional, Scientific, and Technical Services (+1,110) employed in December 2022, from November 2022.

Sectors that had triple digit growth in the East Bay include: Retail (+800), Manufacturing (+400), Arts, Entertainment & Recreation (+300), Construction (+100) and Wholesale (+100). Industry employed decline occurred within: Administrative & Support & Waste Services (-1,200), Government (-600), and Accommodation & Food Services (-300).

### **Industry Growth and Decline in the East Bay**

Topping industry employment growth in the East Bay in December 2022 were: Couriers and Messengers industry (+1,500 more employed), Ambulatory Health Care Services (+600), Specialty Trade Contractors (+400), and State Government Education (+400).

While sectors take in aggregate gains and losses at a broader level, the industries hone-in on specific activities within a smaller subset of information and may not confirm the aggregate top line numbers within the sector. For instance, construction overall (taking the losses and the gains), only employed an additional 100 individuals. But when examining further, the specific Specialty Trade Contractor industry employed 400 more from the previous month.

Prominent industry employment decline occurred within Administrative & Support Services (-1,200), Employment Services (-600), and Local Government Education (-600).

### **Job Openings**

In December 2022, Retail Workers were in high demand, with 1,983 job openings across the East Bay, followed by Registered Nurses (+1,861), and Managers (+1,671). Software Developers, Computer Occupations, Supervisors of Retail Workers, Sales and Customer Representatives, Medical and Health Services Managers, and General Operations Managers were also very much in demand in the East Bay. See Attachment V.H.1 for more information.

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

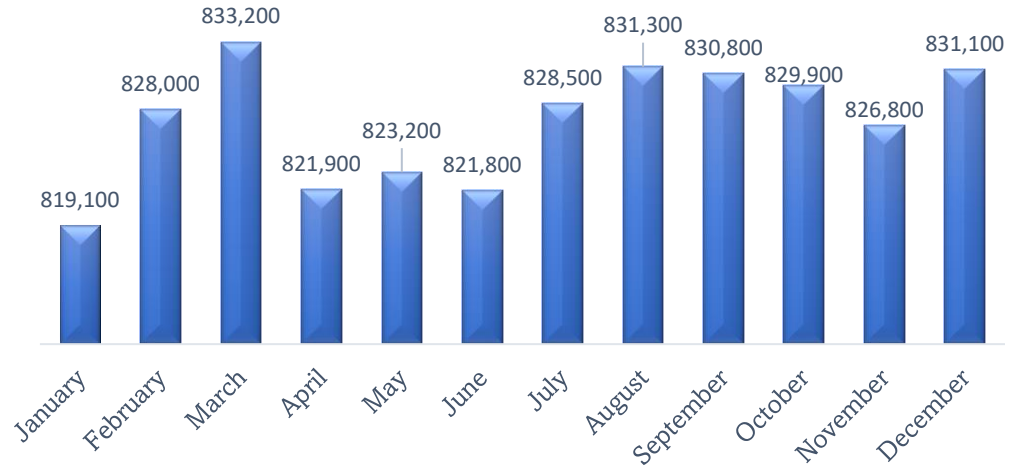
### **ATTACHMENT**

Attachment V.H.1 – December 2022 Labor Market Highlights Report

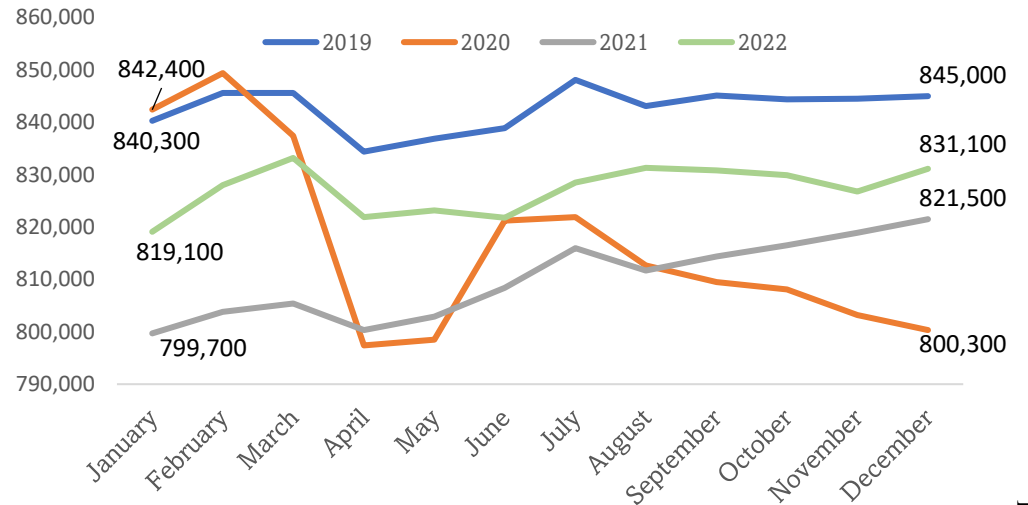
**DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT**

City/Place	Labor Force Dec. 2022	Labor Force Nov. 2022	Monthly Change
<b>Alameda County</b>	831,100	826,800	4,300
<b>Oakland</b>	210,200	209,300	900
<b>Fremont</b>	117,500	116,800	700
<b>Berkeley</b>	62,500	62,100	400
<b>Alameda</b>	41,200	40,900	300
<b>Hayward</b>	76,100	75,800	300
<b>Pleasanton</b>	39,600	39,300	300
<b>Castro Valley</b>	31,500	31,300	200
<b>Dublin</b>	33,900	33,700	200
<b>Livermore</b>	48,500	48,300	200
<b>San Leandro</b>	45,700	45,500	200
<b>Union City</b>	36,500	36,300	200
<b>Ashland</b>	11,300	11,200	100
<b>Newark</b>	25,700	25,600	100
<b>Piedmont</b>	5,300	5,200	100
<b>Albany</b>	9,800	9,800	0
<b>Cherryland</b>	7,300	7,300	0
<b>Emeryville</b>	7,500	7,500	0
<b>Fairview</b>	5,400	5,400	0
<b>San Lorenzo</b>	14,500	14,500	0
<b>Sunol</b>	400	400	0

**Number in the Laborforce in December 2022  
Alameda County**

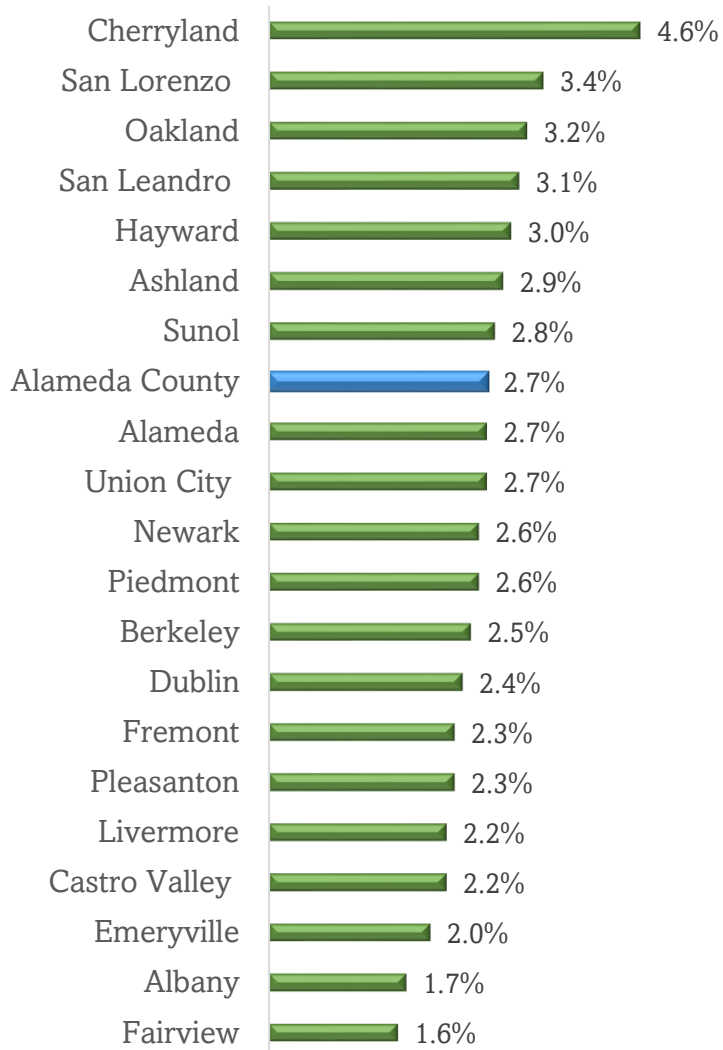


**Alameda County Laborforce  
(Four-Year Trendline)**

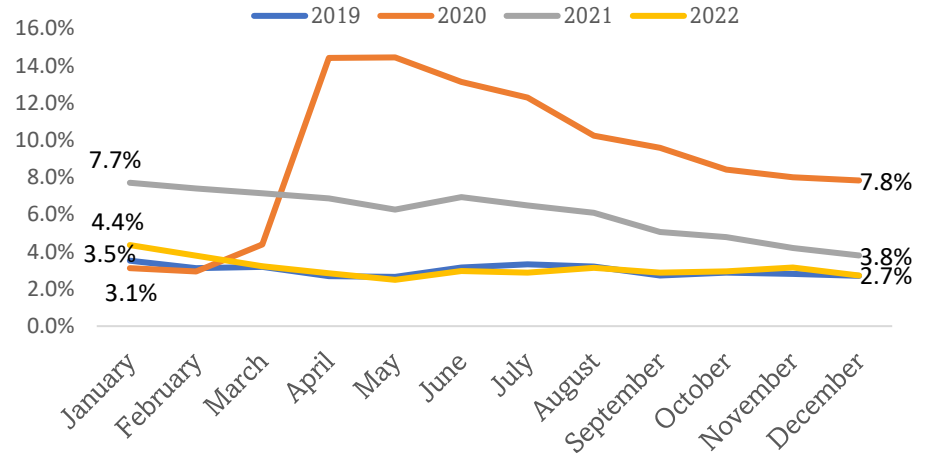


**DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT**

**December 2022 Unemployment Rate in Alameda County (Cities and Places)**



**Alameda County Four-Year Unemployment Trendline**



**Number Unemployed in Alameda County (2022)**



**DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT****SECTOR GROWTH AND DECLINE IN THE EAST BAY IN DECEMBER**

<b>Sectors</b>	<b>Dec. 2022</b>	<b>Nov. 2022</b>	<b>Dec. 2021</b>	<b>Month-to-Month</b>	<b>Annual Comparison</b>	<b>% Change Year</b>	<b>% Change Month</b>
Transportation & Warehousing	47,700	46,100	47,200	1,600	500	3.5%	1.1%
Health Care & Social Assistance	187,700	186,400	182,700	1,300	5,000	0.7%	2.7%
Professional, Scientific & Technical Services	106,900	105,800	105,600	1,100	1,300	1.0%	1.2%
Retail Trade	114,100	113,300	110,900	800	3,200	0.7%	2.9%
Manufacturing	114,700	114,300	107,000	400	7,700	0.3%	7.2%
Arts, Entertainment & Recreation	16,200	15,900	13,600	300	2,600	1.9%	19.1%
Construction	73,700	73,600	69,700	100	4,000	0.1%	5.7%
Wholesale Trade	42,300	42,200	42,200	100	100	0.2%	0.2%
Mining and Logging	200	200	200	0	0	0.0%	0.0%
Information	25,200	25,200	24,800	0	400	0.0%	1.6%
Leisure & Hospitality	109,000	109,000	101,000	0	8,000	0.0%	7.9%
Administrative & Support & Waste Services	65,200	66,400	65,400	-1,200	-200	-1.8%	-0.3%
Government	165,400	166,000	167,800	-600	-2,400	-0.4%	-1.4%
Accommodation & Food Services	92,800	93,100	87,400	-300	5,400	-0.3%	6.2%

**DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT****INDUSTRY GROWTH IN THE EAST BAY IN DECEMBER**

<b>Industries</b>	<b>Dec. 2022</b>	<b>Nov. 2022</b>	<b>Dec. 2021</b>	<b>Month- to- Month</b>	<b>Annual Comparison</b>	<b>% Change Year</b>	<b>% Change Month</b>
Couriers & Messengers	15,300	13,800	15,600	1,500	-300	10.9%	-1.9%
Ambulatory Health Care Services	76,600	76,000	75,000	600	1,600	0.8%	2.1%
Specialty Trade Contractors	50,000	49,600	47,100	400	2,900	0.8%	6.2%
State Government Education	26,900	26,500	28,700	400	-1,800	1.5%	-6.3%
Clothing & Clothing Accessories Stores	9,200	8,900	8,600	300	600	3.4%	7.0%
General Merchandise Stores	21,000	20,700	21,100	300	-100	1.4%	-0.5%
Social Assistance	64,900	64,600	63,500	300	1,400	0.5%	2.2%
Computer & Electronic Product Manufacturing	23,300	23,100	20,900	200	2,400	0.9%	11.5%
Management of Companies & Enterprises	24,600	24,400	24,200	200	400	0.8%	1.7%
Hospitals	24,500	24,300	23,800	200	700	0.8%	2.9%
Nursing & Residential Care Facilities	21,700	21,500	20,400	200	1,300	0.9%	6.4%
Other Services	41,000	40,800	36,800	200	4,200	0.5%	11.4%
Warehousing & Storage	11,300	11,200	10,600	100	700	0.9%	6.6%
Building Equipment Contractors	23,600	23,500	23,100	100	500	0.4%	2.2%
Architectural, Engineering & Related Services	19,200	19,100	18,100	100	1,100	0.5%	6.1%
Personal & Laundry Services	12,100	12,000	10,600	100	1,500	0.8%	14.2%
Religious, Grants, Civic, Professional & Like Org	17,300	17,200	15,700	100	1,600	0.6%	10.2%
Special Districts plus Indian Tribes	16,900	16,800	16,300	100	600	0.6%	3.7%

**INDUSTRY DECLINE IN THE EAST BAY IN DECEMBER**

<b>Industries</b>	<b>Dec. 2022</b>	<b>Nov. 2022</b>	<b>Dec. 2021</b>	<b>Month-to-Month</b>	<b>Annual Comparison</b>	<b>% Change Year</b>	<b>% Change Month</b>
Administrative & Support Services	59,100	60,300	59,400	-1,200	-300	-2.0%	-0.5%
Employment Services	23,400	24,000	23,600	-600	-200	-2.5%	-0.8%
Local Government Education	55,200	55,800	56,700	-600	-1,500	-1.1%	-2.6%
Services to Buildings & Dwellings	16,100	16,500	15,500	-400	600	-2.4%	3.9%
Heavy & Civil Engineering Construction	7,500	7,800	7,300	-300	200	-3.8%	2.7%
Finance & Insurance	32,300	32,600	33,800	-300	-1,500	-0.9%	-4.4%
Food Services & Drinking Places	86,000	86,300	81,500	-300	4,500	-0.3%	5.5%
Local Government Excluding Education	58,700	59,000	57,500	-300	1,200	-0.5%	2.1%
County	25,400	25,700	25,300	-300	100	-1.2%	0.4%
Building Foundation & Exterior Contractors	9,200	9,300	8,500	-100	700	-1.1%	8.2%
Credit Intermediation & Related Activities	13,400	13,500	13,800	-100	-400	-0.7%	-2.9%
Insurance Carriers & Related	14,900	15,000	15,400	-100	-500	-0.7%	-3.2%
Investigation & Security Services	10,800	10,900	10,600	-100	200	-0.9%	1.9%
State Government Excluding Education	11,500	11,600	11,500	-100	0	-0.9%	0.0%
City	16,400	16,500	16,000	-100	400	-0.6%	2.5%

**DECEMBER 2022 LABOR MARKET HIGHLIGHTS REPORT**

**Recent Job Ads**  
**Oakland-Hayward-Berkeley MD**  
 December 2022



Oakland-Hayward-Berkeley MD

Data Last Updated: Friday, January 20, 2023

Top Occupations	Job Ads	Month-Over Change
Retail Salespersons	1,985	-337
Registered Nurses	1,861	-51
Managers, All Other	1,671	-233
Software Developers, Applications	1,388	-231
Computer Occupations, All Other	1,348	-186
First-Line Supervisors of Retail Sales Workers	1,343	-126
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,196	-91
Customer Service Representatives	1,060	-71
Medical and Health Services Managers	852	-76
General and Operations Managers	819	-137
Top Cities and Census Designated Places	Job Ads	Month-Over Change
Oakland	9,643	-772
Fremont	5,893	-881
Pleasanton	3,484	-210
Berkeley	3,301	-378
Livermore	3,291	-104
Walnut Creek	3,196	-312
Concord	3,166	-117
Hayward	2,908	-253
San Leandro	2,001	-176
Alameda	1,927	-265
Top Employment Sectors	Job Ads	Month-Over Change
Health Care and Social Assistance	9,396	-394
Retail Trade	5,483	-782
Professional, Scientific, and Technical Services	4,280	-95
Manufacturing	4,251	-616
Educational Services	4,069	-374
Finance and Insurance	3,406	-553
Accommodation and Food Services	3,258	-284
Administrative and Support and Waste Management and Remediation Services	1,486	-141
Transportation and Warehousing	1,339	-220
Real Estate and Rental and Leasing	1,232	-35
Top Employers	Job Ads	Month-Over Change
University of California, Berkeley	1,287	-227
Tesla	904	-20
Kaiser Permanente	897	-119
Lucid Motors Inc	712	-184
Lawrence Livermore National Laboratory	642	253
Sutter Health	613	-170
Oakland Unified School District	459	-27
Starbucks Coffee Company	314	-40
Pacific Gas and Electric Company	308	-37
Walgreens Boots Alliance Inc	291	-3

Source: The Conference Board®-Burning Glass® Help Wanted OnLine® (HWOL) Data Series. Burning Glass Technologies (BGT) pulls from a database of over 70 million jobs postings that is updated and unduplicated daily. BGT pulls online job postings from over 45,000 sources, including employers, public agencies, job boards, online newspapers sites, etc. Advertised vacancies data on this data dashboard is extracted from Burning Glass Technologies, Labor Insight™ Real-Time Labor Market Information Tool using the Help Wanted OnLine (HWOL) universe filter.

For services and additional data that can assist you during your job search, visit labor market information for job seekers at <https://www.labormarketinfo.edd.ca.gov/customers/job-seekers.html>



## ITEM VI.A. – INFORMATION

### QUALITY JOBS EMPLOYER AND ENGAGEMENT

#### BACKGROUND:

Federal, state, and local entities have a growing interest in ensuring more people have access to quality jobs. Alameda County Workforce Development Board (ACWDB) staff have engaged in research to scan for quality job indicators among local area employers by reviewing business websites and making initial observations. In the review process, it was evident that many employers did have some quality job indicators, such as benefits, commitment to diversity, equity, and inclusion, and advancement opportunities. In other instances, it was more difficult to determine an employer's stance on worker voice, livable wages, job security, and safe working conditions.

Staff has also engaged ACWDB committee members in a discussion about quality jobs to gather initial thoughts on the topic. Committee members have shared that a badge that indicates that a business is a Quality Jobs Employer, which gets issued from another business entity, may be something interesting to explore. ACWDB's Business Services Unit (BSU) engages business to assist with recruitment, resource-sharing, and connection to the local workforce system, programs, and initiatives.

ACWDB staff are in the process of creating protocols and methods for engaging with quality job employers to ensure that local area job seekers know about and have access to, Quality Job Employers. According to the Department of Commerce and Department of Labor, quality job principles include:

1. **Equitable recruitment and hiring practices;**
2. **Benefits** are provided and the use of such benefits is encouraged;
3. **Diversity, Equity, Inclusion, and Accessibility** is a core value and practiced norm;
4. **Empowerment and representation** to promote worker voice;
5. **Job Security and safe and healthy working conditions;**
6. **Organizational culture** that value workers;
7. **Pay** that provides an equitable living wage; and,
8. **Skill and career advancement** opportunities.

At the Joint Systems and Strategies and Organization Effectiveness Committee, ACWDB staff shared the following discussion questions with members to gauge ideas around the successful

use of the quality job characteristics in deliberate and intentional conversations with employers, managers, and human resource professionals, with the goal of possibly prioritizing businesses that demonstrates degrees of alignment with quality job characteristics and principles.

### **DISCUSSION QUESTIONS:**

1. What are your ideas for approaching the topic of quality jobs with local area employers?
2. Which quality job characteristics will be easier to discuss with employers and which characteristics will be more challenging, and why?
3. Which quality job characteristics do you believe are easier to measure and which would be more complex?
4. How should we prioritize quality job employers within our local area Workforce Innovation and Opportunity Act services?
5. What are your ideas about informing the community and workforce development organizations that a business is a Quality Jobs Employer?

### **Joint Systems and Strategies and Organization Effectiveness Committee Discussion**

Committee members expressed excitement about the work of identifying employers that align with quality job principles and shared the following feedback:

- A business-to-business badging system to identify Quality Jobs Employers;
- Have a section on the website where people can view and learn about Quality Jobs Employers;
- Ensure that employers offer quality jobs because many boast about meeting certain standards but then fail operationally and day-to-day to authentically align with the same standards for which they've already received accolades and public media attention;
- Check in with East Bay Economic Development Alliance to learn about existing or emerging efforts on this topic;
- Apprenticeship should also be included in the Quality Jobs list;
- For employers, it may be hard to meet all the characteristics, but it does not mean that the employer is not a Quality Jobs Employer or does not have potential to be one, but it would still be interesting to businesses to acknowledge and take stock of where they measure up against the quality jobs rubric;
- It would be interesting to learn from the job seeker's perspective as well; and,
- A scorecard could be interesting and perhaps 95 percent would be deemed as meeting the criteria.

For more information contact Latoya Reed-Adjei, Interim Assistant Director at (510) 259-3833 or by email at [latoya.reed-adjei@acgov.org](mailto:latoya.reed-adjei@acgov.org).

## **ITEM VII.B. – INFORMATIONAL ITEM**

### **NATIONAL DISLOCATED WORKER GRANT / H.E.R.O.S. GRANT UPDATE**

#### **BACKGROUND:**

Administration of the Workforce Innovation Opportunity Act (WIOA) at both the Federal and State levels allow for the segregation of funding for expressed discretionary programs. Similarly, in times of a federal recognized emergency under the authority of the Stafford Act, the U.S. Department of Labor may operationalize National Dislocated Worker Grants (NDWG).

In March of 2020, California Governor Gavin Newsom declared a state-wide health emergency. In short order, the office of the President declared a national health emergency which recognized the COVID-19 pandemic. In response, Alameda County Workforce Development Board (ACWDB) through the California Workforce Development Board, requested specific emergency funding to provide wages for temporary jobs.

#### **H.E.R.O.S. PROGRAM:**

Health Emergency Response Occupational Stimulus, locally known as the H.E.R.O.S., initiative sought to provide provisional employment opportunities for 20 participants. The initiative was a three-way partnership between the Alameda County Community Food Bank (ACCFB), Rubicon Programs, and ACWDB. H.E.R.O.S. participants were classified as Food Insecurity Workers and provided hands-on operational support in the delivery of humanitarian aid for the Alameda County's most vulnerable COVID-19 impacted families.

#### **IMPACT:**

H.E.R.O.S. was intended to be a six-month initiative, however, due to its success in mitigating food insecurity and the extended duration of the COVID-19 pandemic, the initiative was extended twice. H.E.R.O.S. successfully surpassed all performance metrics. The initiative enrolled 32 individuals who contributed to the distribution of over 100,000 meals, six of whom went on to gain external employment. The H.E.R.O.S. initiative sunset in the last week of January 2023.

For more information, please contact Carmelo San Mames, Sr. Strategic Partnership Coordinator [Carmelo.sanmames@acgov.org](mailto:Carmelo.sanmames@acgov.org).

## **ITEM VI.C. – INFORMATION**

### **USE OF DISLOCATED WORKER UNOBLIGATED FUNDS - UPDATE**

#### **BACKGROUND:**

At the December 8, 2022 Alameda County Workforce Development Board (ACWDB) meeting, ACWDB members approved the Systems and Strategies (S&S) Committee’s recommendation to use unobligated Dislocated Worker funds to promote services available to enhance outreach and recruitment efforts to potential Dislocated Worker program-eligible job seekers.

The potential uses of the funds were presented as follows:

1. The production and/or purchase of physical and/or digital materials and/or space to post informational materials.
2. Contracting with agencies that specialize in outreach and engagement of Dislocated Worker populations.
3. Other strategies to target and support Dislocated Worker individuals.

In conjunction with ACWDB approval, an update on the use of the funds was requested.

#### **UPDATE:**

Following ACWDB approval, ACWDB staff held a brainstorming session with Career Services Providers to identify preferred methods of outreach, discussing which strategies have already been successfully implemented by partner agencies and have shown potential for continued positive results.

Through the discussion, the use of a Social Media Consultant was highlighted and identified as one of the most promising options for reaching Dislocated Worker participants and promoting the services available to them. ACWDB staff and Career Services Providers agreed to move forward with identifying potential Social Media Consultant agencies and prioritizing this strategy. ACWDB staff is working to meet with and select an appropriate vendor for these services.

An additional strategy has been identified and includes creating Dislocated Worker-specific outreach materials and sending them out to individuals in target areas. ACWDB is examining approaches to leverage additional funding to meet this request in a timely manner and support providers as they look to meet this program year’s performance goals.

ACWDB staff will continue to provide updates to the S&S Committee in future meetings.

For additional information, please contact Jennifer Victorica, Career Services Coordinator, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or by phone at (510) 259-3841.

**ITEM VI.D. – INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD**  
**2023 MEETING CALENDAR**

**FEBRUARY 2023**

- 1 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 6 Youth Committee (1:00 – 3:00 PM)
- 15 Systems and Strategies Committee (9:00 – 11:00 AM)
- 22 Executive Committee (9:30 – 11:30 AM)

**MARCH 2023**

- 9 Workforce Development Board (9:00 AM – 12 Noon)

**APRIL 2023**

- 10 Youth Committee (1:00 – 3:00 PM)
- 12 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 19 Systems and Strategies Committee (9:00 – 11:00 AM)
- 26 Executive Committee (9:30 - 11:30 AM)

**MAY 2023**

- 11 Workforce Development Board (9:00 AM – 12 Noon)

**AUGUST 2023**

- 2 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 14 Youth Committee (1:00 – 3:00 PM)
- 16 Systems and Strategies Committee (9:00 – 11:00 AM)
- 23 Executive Committee (9:30 - 11:30 AM)

**SEPTEMBER 2023**

14 Workforce Development Board (9:00 AM – 12 Noon)

**NOVEMBER 2023**

1 Organizational Effectiveness Committee (9:30 – 11:30 AM)

13 Youth Committee (1:00 – 3:00 PM)

15 Systems and Strategies Committee (9:00 – 11:00 AM)

16 Executive Committee (9:30 - 11:30 AM)

**DECEMBER 2023**

14 Workforce Development Board (9:00 AM – 12 Noon)

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**V.I.E. - INFORMATION**  
**ALAMEDA COUNTY**  
**WORKFORCE DEVELOPMENT BOARD (WDB)**  
**MEMBER LIST**

**BUSINESS (51%)**

**CHAIRPERSON – Jennifer Cogley**

**Jennifer Cogley**, Deputy Director of  
Community Relations  
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Santini Foods, Inc.  
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SF Bay Area Rapid Transit District  
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**Alexandria Baker**, South Bay Manager,  
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**VICE-CHAIRPERSON – Kelly Johnson**

**Kelly Johnson**, Talent Outreach Program  
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**BUSINESS**  
**(Continued)**

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**VACANT (2)**

**EDUCATION**

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**WIOA Title II – Adult & Literacy**

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**GOVERNMENT**

**State Employment Service**

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**State Department of Rehabilitation**

**Iris Wiangchanok**, Staff Services Manager I  
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**Economic Development**

**Stephen Baiter**, Executive Director  
East Bay Economic Development Alliance  
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**Anne Stedler**, Economic Development Manager  
City of Newark  
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**WORKFORCE REPRESENTATIVES**

**(20%)**

**Labor (15%)**

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**Doug Jones**, Political Organizer  
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**Tony Lam**, Building Trades Apprentice  
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**Community - Based Organization**

**Travers McNeice**, Vice President of Mission  
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**WDB COMMITTEES**

**Executive Committee**

Jennifer Cogley, WDB Chair  
Kelly Johnson, WDB Vice-Chair, and Systems and Strategies Committee Chair  
Prem Bajaj, Youth Committee Chair  
Jeff Bowser, Organizational Effectiveness Committee Chair  
Anne Stedler

**Systems and Strategies Committee**

Kelly Johnson, Chair  
Tony Lam, Vice-Chair  
Beth Cutter  
Debra Chaplan  
Doug Jones  
Kalpana Oberoi  
Paul Reyes

**Organizational Effectiveness Committee**

Jeff Bowser, Chair  
Sara Walke, Vice-Chair  
Tyler Abbott  
Jennifer Cogley  
Mathew Pawluk  
Iris Wiangchanok

**Youth Committee**

Prem Bajaj, Chair  
Lisa Meza, Vice-Chair  
Jeff Bowser  
Eric Darby  
Gana Eason  
Linda Evans  
Kathy Mello  
Bill Pelter  
Raquel Ramsey-Shelton  
Mario Wagner

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**ITEM VI.F. - INFORMATION**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
PY 2022/2023 SERVICE PROVIDER LIST**

**Business Services Unit Contacts**

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**David Dias, Business Services Coordinator**  
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**Career Center System**

**AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)**

**EDEN AREA COMPREHENSIVE CAREER CENTER**

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**Career Service Collaborative – Lead Agency**

**OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK**

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**Binh Nguyen, Executive Director**  
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**Career Service Collaborative – Subcontractors**

**COLLEGE OF ALAMEDA CAREER AND EMPLOYMENT CENTER**

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**TRI-VALLEY CAREER CENTER**

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**Alcian Lindo, Program Manager**  
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**Danny Navarette, Chief Executive Officer**  
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**INTERNATIONAL RESCUE COMMITTEE**

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**Mitchell Margolis, Economic Empowerment Manager**  
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**Youth/Young Adult Program Operators – PY 2022/23**

**Future Force Career Program - Out-of-School Youth Services**

**NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)**

**Berkeley Youth Alternatives**  
1255 Allston Way  
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**Mieka Claridy, Program Manager**  
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**EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)**

**Alliance for Community Wellness dba La Familia Counseling Services**

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**TRI-CITIES (Fremont, Newark, Union City)**

**Ohlone Community College District**  
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Rev. 2.10.23