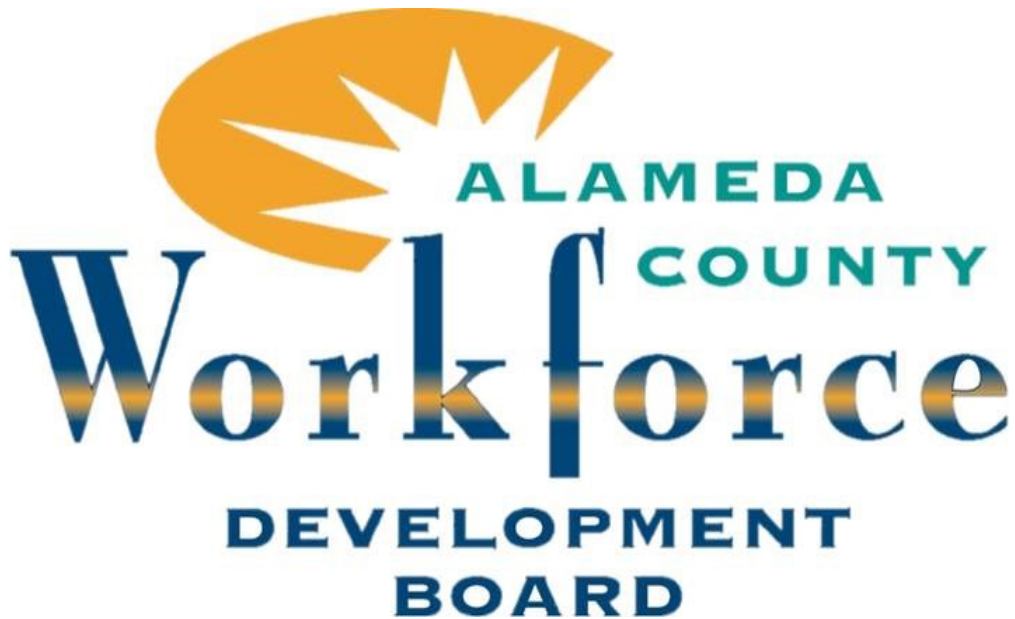


Youth Committee



(<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

April 10, 2023
1:00 P.M.

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)
YOUTH COMMITTEE**

MEETING NOTICE
Monday, April 10, 2023
1:00 p.m. – 3:00 p.m.
Gail Steele Multi-Service Center
24100 Amador Street, 3rd Floor (Lupine Conference Room)
Hayward, CA 94544-1203

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

AGENDA

		PAGE
I.	CALL TO ORDER AND ROLL CALL	
II.	PUBLIC FORUM	
	Members of the public may address the Committee 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.	
III.	PRESENTATION – Bitwise Industries	1
IV.	ACTION ITEMS	
	A. Contract Renewal Recommendations – Future Force Career Program and Youth Innovation Innovation Program (PY 2023-2024)	2
V.	DISCUSSION ITEMS	
	A. Bay Area Transition-Age Youth (BAYTAY) Technical Assistance Initiative	4
VI.	INFORMATION ITEMS	
	A. Use of Unobligated Youth Formula Funds – Update	10
VII.	REPORTS	
	A. Local Area Performance Report – PY 2022/2023 Quarter 3	11
	B. Youth Contract Performance Reports – PY 2022/2023 Quarter 3	14
VIII.	MATTERS INITIATED BY COMMITTEE MEMBERS	
IX.	ANNOUNCEMENTS	

COMMITTEE MEMBERS: Prem Bajaj (Chair), Lisa Meza (Vice-Chair), Jeff Bowser, Eric Darby, Gana Eason, Linda Evans, Kathy Mello, Raquel Ramsey-Shelton, Mario Wagner

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

ACWDB members who are not Committee members may attend as members of the audience. Please call Sheroza Haniff at (510) 259-3824 to request the material that will be discussed at this meeting.

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

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

NEXT YOUTH COMMITTEE MEETING IS August 14, 2023

ITEM III. – PRESENTATION

BITWISE INDUSTRIES

BACKGROUND:

Kennan Scott is the Vice President of Bitwise in Oakland and oversees adapting the Bitwise ecosystem to fit Oakland's authentic DNA. This includes training, apprenticeships, and jobs in software design, sales, and more. Previously, looking to empower a new generation of black and brown Engineers, Kennan launched the West Oakland Master of Science Engineering and Computer Science department and supported curricular and professional development for teachers. Additionally, he is the founder of CODEd Academy, a proposed interdisciplinary computer science school in Oakland, which is focused on connecting students of color to technology-related jobs in the Bay Area.

Kennan partnered with public, private, and nonprofit entities to expand work-based learning and career opportunities for Oakland's youth while managing the district-wide vision of ensuring over 3,000 students receive high-quality, computer science instruction in grades 6-12. At Bitwise, Kennan can now help OUSD students obtain jobs in technology - the very same students he taught how to code in 8th grade.

Kennan won both the 2019 Golden State Warriors Impact Award and the 2019 State of Black Education Educator Award. He holds a Bachelor of Science in Civil Engineering with a focus on transportation and a Master's in Urban and Regional Planning.

For further information, contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or by email at deperry@acgov.org.

ITEM IV.A. – ACTION / PUBLIC HEARING
CONTRACT RENEWAL RECOMMENDATIONS
FUTURE FORCE CAREER PROGRAM AND
YOUTH INNOVATION PROGRAM
PY 2023/2024

RECOMMENDATIONS:

That the Youth Committee (YC) of the Alameda County Workforce Development Board (ACWDB) approve the following contract renewal recommendations for program year (PY) 2023/2024 for the Future Force Career Program, and the Youth Innovation Program:

1. Renew contracts with the following youth providers either with or without additional conditions based on whether contract renewal criteria are met for PY 2022/2023 by June 30, 2023:
 - a. **Future Force Career Program (Out-of-School Youth Providers):**
 - Berkeley Youth Alternatives (BYA)
 - Alliance for Community Health dba La Familia Counseling Services (La Familia)
 - Ohlone Community College
 - b. **Youth Innovation Program (In-School Youth Providers):**
 - Eden Area Regional Occupational Program
 - Tri-Valley Regional Occupational Program

2. Apply Workforce Innovation and Opportunity Act (WIOA) Formula Funding Allocation Methodology as approved by ACWDB for PY 2023/2024;

3. Direct staff to negotiate contracts effective July 1, 2023 through June 30, 2024.

BACKGROUND:

The following annual contract renewal criteria was approved by ACWDB on March 9, 2023 and included the following:

Performance Measure	Percent of Goal Met by 12/31/2022	Percent of Goal Met by 3/31/2023 Goal
Enrollments	80%	100%
Work-based learning activities	80%	100%
Core skill/leadership activities	80%	100%
Placement in Training	Shows significant progress by 3/31/2023	
Credential Attainment	Shows significant progress by 3/31/2023	
Placements at Closure	Shows significant progress by 3/31/2023	
Measurable Skills Gains	Shows significant progress by 3/31/2023	

Submission of Monthly Report Narrative	85% by the 25 th of each month
Submission of Monthly Invoice	85% by the 25 th of each month
Outcomes of PY 2022/2023 programming and fiscal monitoring as referenced below under Provider Issues/Conditions.	

As of publication of the YC meeting packet, the service providers have not met all of the renewal criteria due to numerous challenges including shifts in the labor market resulting in fewer enrollments.

To address the deficiencies experienced throughout the 2022/2023 program year, ACWDB staff have and will continue to:

1. Provide regular and ongoing programmatic and fiscal technical support and guidance;
2. Regularly monitor the performance and operations of service provision and advise on best practices; and,
3. Conduct programmatic and fiscal monitoring reviews.

Contingent upon contract performance attainments and the outcomes of programmatic and fiscal monitoring, service providers will be subject to the following conditions:

Provider Issues	Conditions
Unresolved program and fiscal monitoring findings	Provider will be required to submit a Corrective Action Plan which ACWDB staff will monitor for resolution of deficiencies by June 30, 2023.
Failed to attain 100% of specified contract performance goals or achieve significant progress toward other contract performance goals by March 31, 2023	25% of PY 2022/2023 funding will be held in reserve until 100% of specified performance goals are met or until June 30, 2023. If provider fails to meet performance goals by June 30, 2023, provider forfeits up to 25% of contract amount.

The third quarter progress report was not available at the time of the YC packet was compiled and will be sent as a handout via email prior to the April 10, 2023 meeting.

For further information, please contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or deperry@acgov.org.

ITEM V.A. – DISCUSSION

BAY AREA TRANSITION-AGE YOUTH (BAYTAY) TECHNICAL ASSISTANCE INITIATIVE

BACKGROUND:

New Ways to Work and the California Youth Opportunity Network (COYN) received resources from the Walter S. Johnson Foundation and Tipping Point Community to support five Bay Area Workforce Development Boards (WDBs) in strengthening youth programming through capacity building and technical assistance activities.

The Alameda County Workforce Development Board (ACWDB) submitted a Letter of Interest and was selected to participate in the initiative. In July 2022, the initiative assigned a consultant who conducted a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis exercise with representatives from the five ACWDB youth service providers. The results of the analysis are attached.

The Consultant's feedback includes the following observations and recommendations:

- More strategic communication is needed; add networking/sharing to the bi-monthly meeting agenda; share providers' information;
- Review Management Information System (MIS) report monthly and quarterly; and,
- Offered to provide technical assistance to each provider.
- While communication was surfaced as an issue, this was common with the other four WDBs.

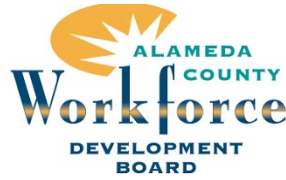
Staff recognizes that response to the SWOT analysis is on-going and as a first step took the following actions:

- Acknowledged the providers' strengths;
- Shared current communication efforts already in place;
- Provided ACWDB 2023 calendar of meetings;
- Explained why ACWDB chose to not participate in the Workforce Innovation Opportunity Act (WIOA) Youth Waiver;
- Created on-boarding guide with additional WIOA related resources;
- Agreed to translate participant enrollment packet into Spanish;
- Created youth services information to be included with the Business Services Unit (BSU) outreach materials; and,
- Updated providers with most recent WIOA reauthorization progress.

For more information contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or by email at deperry@acgov.org.

ATTACHMENT:

V.A.1. ACWDB SWOT Analysis



YOUTH SERVICES PROGRAM SWOT ANALYSIS

STRENGTHS

- 1. What does Alameda County Workforce Development Board (Alameda County WDB) Youth Services Program do well?**
 - Workshops / internship 21st Century Work Readiness workshops (Series of 5 workshops)
 - Case Management – Development of individual plan
 - Employment Engagement – COVID created access to employers
 - Paid Internships
 - Career exploration workshops
 - a. two career interviews (per student)
 - b. monthly meetings with community mentors
 - Counseling (ability to provide other services)
 - Participants had tangible outcomes/ participants connected with program
 - Stipends for youth
 - Follow through with participants
 - High referral based on work
 - Quality of staff

- 2. What unique resources can Alameda County WDB Youth Services Program draw on?**
 - Stipends /with deliverables
 - Job shadow day (Virtual) – Employers participated in program via zoom
 - \$15 per hour / 220 hours internship
 - Paid Workshop – 21st Century Work Readiness Workshop (\$300)

- 3. What do others see as Alameda County WDB Youth Services Program's strengths?**
 - Follow through with participants
 - Paid Internships / work readiness workshops
 - Food Distribution Program
 - Very visible in community
 - Get referrals based on work
 - Provide additional resources
 - High quality of staff

YOUTH SERVICES PROGRAM SWOT ANALYSIS

WEAKNESSES

1. What could Alameda County WDB Youth Services Program improve?

- COVID caused low enrollment, but WDB still wanted to see performance
 - a. Pressure to meet enrollment by December
- Outreach / Recruitment
- Rude and disrespectful attitude WDB projected concerning meet enrollment numbers
- No champion to speak up for contractor at WDB
- No consideration for what contractor were going through
- False pretense to secure enrollment
- Communication between contractors and WDB administrators
 - a. Recruitment goals /reduction of contract
- Lack of training (hand on) trial by fire (offered videos)
 - a. Cal Job System
 - b. On Boarding
- Lack of technical support / takes a while to hear from tech services
- Lack of system marketing / outreach effort
- WDB lack of staff capacity
- Technician not very helpful / Lack of follow through
- Enrollment forms not translated into other languages

2. Where does Alameda County WDB Youth Services Program have fewer resources than others?

- Lack of eligible WIOA students

3. What are others likely to see as Alameda County WDB Youth Services Program weaknesses?

- Enrollment process (CalJOBS)



YOUTH SERVICES PROGRAM SWOT ANALYSIS

OPPORTUNITIES

- 1. What opportunities are open to Alameda County WDB Youth Services Program?**
 - County to work with providers and other entities to leverage resources
 - To increase the amount of youth placed in employment
WDB can become more engaged in employer engagement (additional staffing)
 - Participate in California OSY waiver
 - Additional resources (Housing/reentry)
 - Develop strong relationship amongst contractors
Schedule service contractor bimonthly meetings

- 2. What trends could Alameda County WDB Youth Services Program take advantage of?**
 - Online internship
Hybrid workshops

- 3. How can Alameda County WDB Youth Services Program turn strengths into opportunities?**
 - Additional non-WIOA funds to increase participant activities (leverage resources)

YOUTH SERVICES PROGRAM SWOT ANALYSIS

THREATS

1. What threats could harm Alameda County WDB Youth Services Program?

- Funding being reduce/ eliminated
- Political landscape
- Lack of education concerning the amount of work that needs to be done with young people (Opportunity Youth) Out of touch – WDB/County Internal Threat
- Workforce Development Board / County “Out of Touch”
- Misalignment of use of funds (in school vs. out of school)
- 100% Enrollment by 6-month period mandate – realistic
- Selectively penalizing some providers and not others
- Youth Providers contracts should have both OSY & ISY enrollment goals
- Feedback from WDB Staff – find youth that are already ready

2. How would you say the system is doing in relation to achieving its ultimate objectives?

What is working particularly well in the current system? How can it be improved even further?

System doing well - work with what we have

- a. Networking with other outside organizations
- b. Capacity of current staff
- c. Collaborate within organization for additional support wrap-around services

3. What are three most critical areas that the Alameda County youth system should focus on that will create the largest positive impact on disconnected/opportunity youth in the region?

- Secure commitment from employers (County)
- Recombine In-School and Out-of-School youth funding
- Liaison focus on service providers - Advocate

4. What resources do you need that you don't currently have access to? Are there any relevant trainings that your staff has found particularly useful? What training do you think the staff at your organization could really benefit from?

- Enrollment forms in Spanish
- Additional funding
- Educational/employment field trips
- WDB staff focus on apprenticeships



YOUTH SERVICES PROGRAM SWOT ANALYSIS

- Comprehensive easy to navigate trainings resources for new staff
- Need better organized information

ITEM VI.A. – INFORMATION

USE OF UNOBLIGATED YOUTH FORMULA FUNDS - UPDATE

BACKGROUND:

On November 14, 2022, at the Youth Committee (YC) meeting, Alameda County Workforce Development Board (ACWDB) staff reported that there was \$185,895 in unobligated Workforce Innovation Opportunity Act (WIOA) youth formula funds. After evaluating data on program outcomes for out-of-school youth and young adult participants, ACWDB staff noted that there was a limited number of participants who were receiving and completing training that would lead to an in-demand, industry-recognized certification. Staff, therefore, recommended that the funds be used to procure occupational skills training that would lead participants to earn industry-recognized credentials within in-demand occupations and sectors. The YC approved ACWDB staff's recommendation.

On December 9, 2022, at the ACWDB quarterly board meeting, the board, approved the YC's recommendation. ACWDB staff will release the Promising Futures Project solicitation in April 2023 requesting proposals to provide occupational skills training to youth and young adults ages 16 to 24. The contract will be executed for the period July 1, 2023 through June 30, 2024. ACWDB staff will keep the YC apprised of the progress of the Promising Futures Project.

For further information, contact Deidra Perry, Youth/Young Adult Planner at (510) 259-3827 or by email deperry@acgov.org.

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS

ADULTS, DISLOCATED WORKERS, AND YOUTH

PY 2022/2023; 3rd QUARTER; JULY 1, 2022 THROUGH MARCH 31, 2023

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.

The 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.

ANALYSIS OF REPORTS:

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

- Placement Rate @ 2nd Quarter Post Exit (WIOA Adults only)
- Placement Rate @ 4th Quarter Post Exit (Youth, Adults, and Dislocated Workers)
- Median Earnings @ 2nd Quarter Post Exit (Youth and Dislocated Workers)

Performance attainments remain low within the measures for Credential Attainment Rate and Measurable Skill Gains for all three WIOA Title I programs – except for the Credential Attainment Rate for Dislocated Workers where achievements were at 99.2% of goal.

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

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

ATTACHMENT:

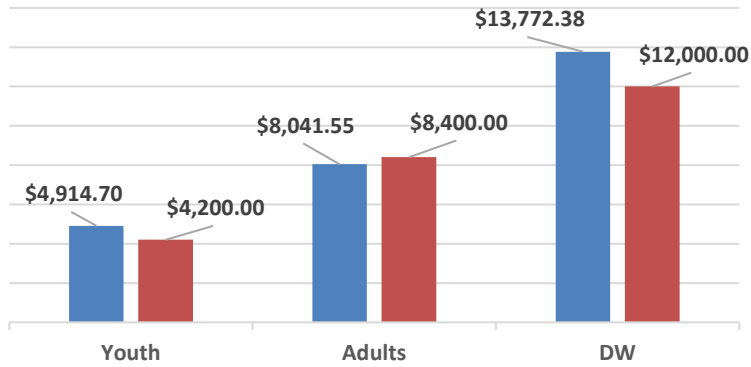
VII.A.1. – REPORT Local Area Performance PY 22-23 Q3

LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
 PY 2022/2023; QUARTER 3 (JULY 1, 2022 THROUGH MARCH 31, 2023)

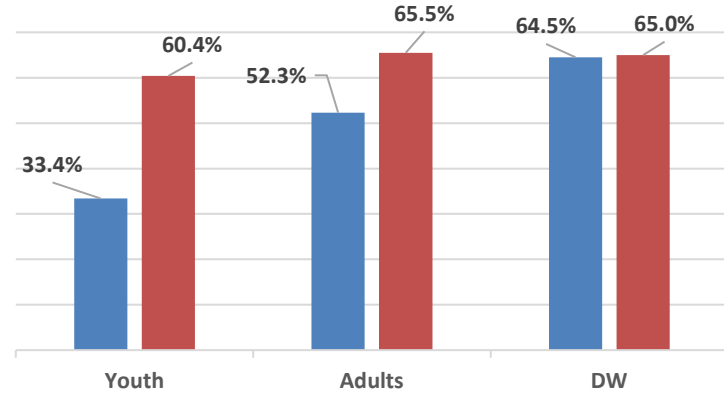
Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely 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
Placement Rate 2nd Quarter Post Exit ① Exited between 1/1/2022 and 3/31/2022	64.5%	67.7%	95.3%	65.2%	65.0%	100.3%	66.1%	70.0%	94.4%
Placement Rate @ 4th Quarter Post Exit ① Exited between 7/1/2021 and 9/30/2021	65.6%	63.0%	104.1%	65.5%	64.0%	102.3%	69.0%	69.0%	100.0%
Median Earnings @ 2nd Quarter Post Exit Exited between 1/1/2022 and 3/31/2022	\$4,914.70	\$4,200.00	117.0%	\$8,041.55	\$8,400.00	95.7%	\$13,772.38	\$12,000.00	114.8%
Credential Rate Exited between 7/1/2021 and 9/30/2021	33.4%	60.4%	55.3%	52.3%	65.5%	79.8%	64.5%	65.0%	99.2%
Measurable Skill Gains Exited between 1/1/2023 and 3/31/2023	14.3%	57.8%	24.7%	15.9%	45.0%	35.3%	13.5%	45.0%	30.0%

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

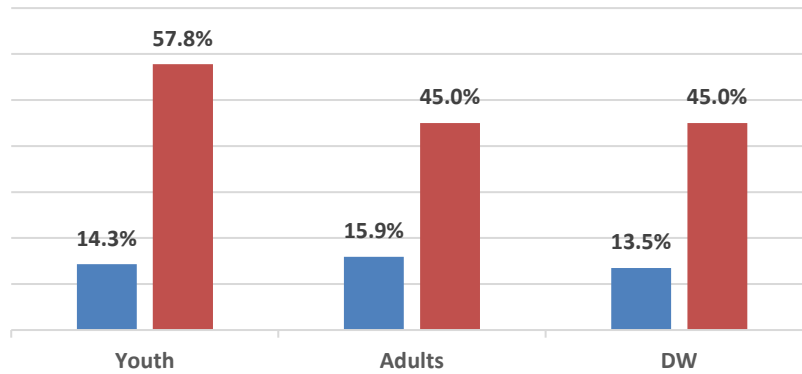
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



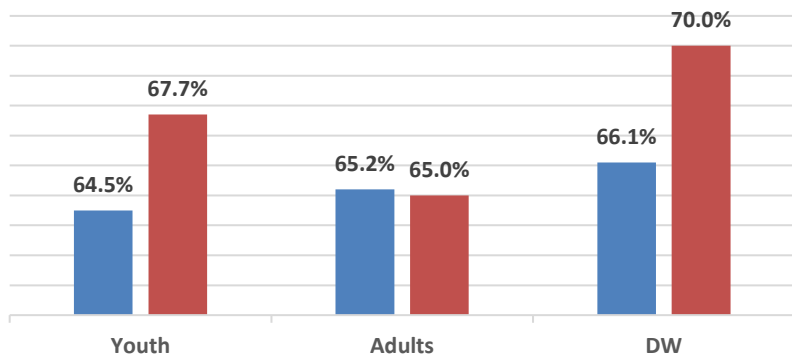
Measurable Skill Gains



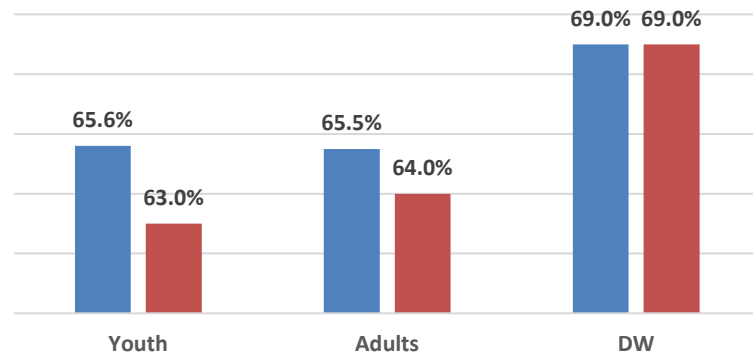
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



ITEM VII.B. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PY 2022/2023; QUARTER 3; JULY 1, 2022 THROUGH MARCH 31, 2023

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

“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. Credential Attainment goals are established to measure the percentage of participants who attain an industry-recognized credential of those who were enrolled in education or training. MSG goals offer a method for the workforce system to track progress toward credential attainment.

Toward our Local Area Performance goals, Alameda County Workforce Development Board’s (ACWDB) contracted youth and young adult service providers are guided by the following contractual performance measures and goals:

1. Number of new enrollments
2. Number of participants enrolled into:
 - a. Work-Based Learning activities
 - b. Core 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:

At the time that committee packets were being developed, PY 2022/2023 Quarter 3 reports had not yet been generated. These report items will be shared through email in advance of the committee meeting.

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