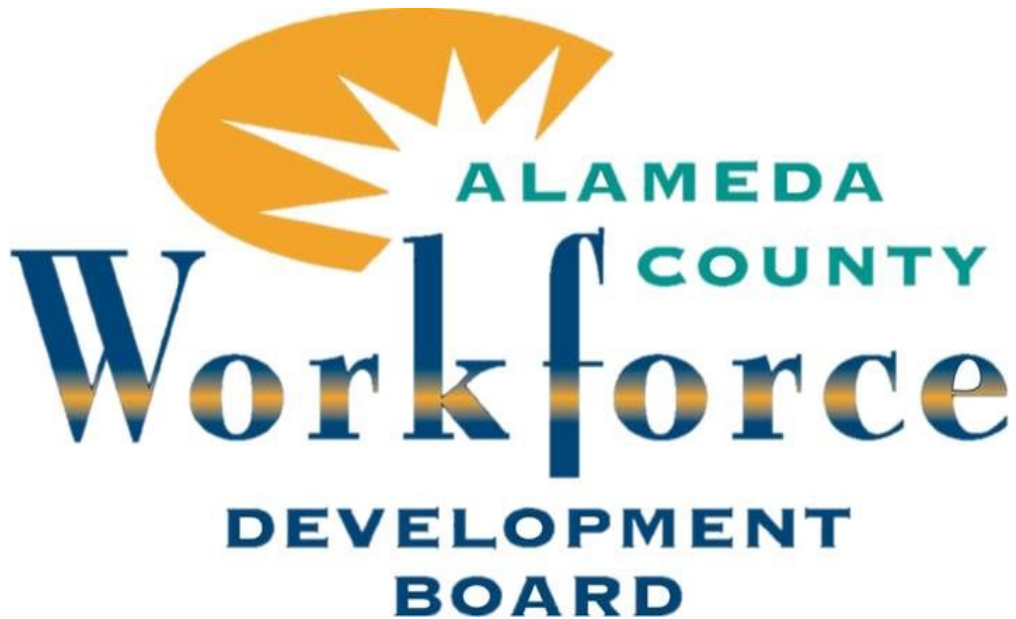


Systems and Strategies Committee



(<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

November 15, 2023
9:00 A.M.

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

MEETING NOTICE
Wednesday, November 15, 2023
9:00 – 11:00 A.M.
Gail Steele Multi-Service Center
24100 Amador Street, 2nd Floor, Hayward, CA 94544-1203
California Poppy Conference Room, A&B

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. PRESENTATION – Sadie Wathen J.D., Alameda County Public Defender’s Office	1
III. 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.	
IV. ACTION ITEMS / PUBLIC HEARING	
A. Systems and Strategies Committee Meeting Calendar for 2024	2
B. Selection of Systems and Strategies Committee Vice-Chair	3
V. DISCUSSION ITEMS	
A. Unobligated Funding - Dislocated Worker Outreach Efforts Update	4
VI. INFORMATION ITEMS	
A. America’s Job Center of California (AJCC) Continuous Improvement Plan Update	15
B. Community Corrections Partnership Workforce Development and Employment Subcommittee	18
VII. MATTERS INITIATED BY COMMITTEE MEMBERS	
VIII. ANNOUNCEMENTS	

SYSTEMS AND STRATEGIES COMMITTEE MEMBERS: Matt Kreutz (Chair); Vacant (Vice-Chair); Joslyn Buckner; Beth Cutter; Doug Jones; Kalpana Oberoi; Paul Reyes.

THIS IS AN OPEN MEETING. ALL WDB MEMBERS ARE ENCOURAGED TO ATTEND
WDB Members who are not Committee members but are planning to attend may call Sheroza Haniff at (510) 259-3842 to request the material that will be discussed at this meeting.

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

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

NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING: FEBRUARY 21, 2024

ITEM II. PRESENTATION

SADIE WATHEN J.D., ALAMEDA COUNTY PUBLIC DEFENDER'S OFFICE

Sadie Wathen has been an attorney with the Clean Slate Program at the Alameda County Public Defender's Office since 2014. She currently leads the Clean Slate Program, which is an integral part of the Public Defender's Office's holistic model of defense. Sadie focuses her practice on direct legal services and administrative advocacy to remove barriers to occupational licensing, employment, and housing for people with prior convictions. Additionally, she worked with a statewide coalition, which included people impacted by the criminal legal system and other providers of legal services, to draft and pass fair chance occupational licensing legislation in California. She became interested in reentry issues during law school while working on habeas cases at the Northern California Innocence Project and seeing the challenges faced by exonerees upon reentering the community after incarceration. Sadie received her J.D. from Santa Clara University School of Law and her B.A. from Georgetown University.



For more information, please contact Sadie Wathen at (510) 268-7400.

ITEM IV.A. – ACTION / PUBLIC HEARING

SYSTEMS AND STRATEGIES (S&S) COMMITTEE MEETING CALENDAR
FOR 2024

RECOMMENDATION:

That the Alameda County Workforce Development Board’s (ACWDB) Systems and Strategies (S&S) Committee consider and approve the meeting dates, times, and place listed below for the 2024 calendar year.

BACKGROUND:

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

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

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

<u>DAY</u>	<u>DATES</u>	<u>TIME</u>
Wednesday	February 21, 2024	9:30* – 11:30 AM
Wednesday	April 17, 2024	9:30* – 11:30 AM
Wednesday	August 21, 2024	9:30* – 11:30 AM
Wednesday	November 20, 2024	9:30* – 11:30 AM

NOTE:

All meetings are scheduled to take place at the Gail Steele Service Center, (24100 Amador Street, 2nd Floor, California Poppy Conference Room, A&B, Hayward, CA). Notification of any changes will be forwarded in advance of each meeting.

* Former members of the S&S Committee preferred to have their meetings begin at 9:00 a.m. We’ve amended the start time of the S&S Committee meeting for the 2024 calendar year to align with our other board committees’ start time of 9:30 a.m.

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

ITEM IV.B. – ACTION / PUBLIC HEARING

SELECTION OF SYSTEMS AND STRATEGIES (S&S) COMMITTEE
VICE-CHAIR

RECOMMENDATION:

That the Systems and Strategies (S&S) Committee select a member to serve as Vice-Chairperson to this committee.

BACKGROUND:

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

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

Due to changes in ACWDB membership, there has been turnover in committee leadership roles – and as a result, the S&S Committee must take action to appoint a Vice-Chairperson from within its membership. Matt Kreutz, S&S Committee Chair will engage committee membership in the selection process.

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

ITEM V.A. – DISCUSSION

UNOBLIGATED FUNDING – DISLOCATED WORKER OUTREACH EFFORTS - 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. In collaboration with Career Services Providers, ACWDB staff elected to contract with Uptown Studios, a firm that specializes in graphic design and social media, to facilitate digital outreach efforts aimed at engaging Dislocated Workers.

UPDATE:

Uptown Studios, Inc. was selected to create social media content and manage ACWDB’s social media accounts to outreach to Dislocated Workers in Alameda County. ACWDB and Uptown Studios staff met to discuss goals and high-impact approaches and preferred platforms. The content was created for ACWDB’s Social Media accounts on Meta (Facebook, Instagram, X/Formerly Twitter) and LinkedIn. There are also outreach efforts through Google Ads. Content that has been shared includes information on the types of services that are available such as Individual Training Accounts (ITAs) for upskilling or reskilling after a layoff event, job search and placement support services, the use of Metrix Learning platform for self-paced training opportunities, as well as other comprehensive services available at the various Career Services Provider locations.

As part of their outreach campaign, Uptown Studios, Inc. hosted two focus groups with former Dislocated Worker clients from across the ACWDB system. Former participants were invited to join a focus group to give feedback on planned post images, and slogans, and to share information on their personal layoff experience, including what was impactful about receiving services from Workforce Innovation and Opportunity Act programs. Some of the highlighted feedback included the need to focus on images that related to work culture, clear language that quickly informed the public where to go for support, and clarity around the type of services available. Information gathered from the focus group participants continues to inform Uptown Studios’ digital outreach strategies.

Initial outreach efforts focused on leading Dislocated Workers to the ACWDB “Job Seeker” webpage, where job seekers could self-navigate and select a Career Center location. This approach yielded several calls to ACWDB staff from individuals, employers, and organizations looking for more information on services. Most recently, outreach posts were targeted to some of the larger Career Center locations in the four main regions of the county: North Cities, Tri-Valley, Eden, and Tri-Cities. This shift was intended to be a clearer and more direct pathway for a job seeker or community member seeking services. General messaging is consistent with the

initial goal of providing awareness of services to Dislocated Worker-eligible individuals who could benefit from WIOA program services and supports.

As of September 30, 2023, posts across platforms have been reshared 392 times, with 29,308 total clicks to the ACWDB website, where potential participants can find direct information about Career Center locations and services. Impressions, the number of times that posts have been displayed to individuals, total more than 736,000 across Facebook, LinkedIn, and X alone. Impressions on Google Ads total 630,325, with clicks on the link at 21,000.

More in-depth information through September 2023 can be found in the attached September Summary Report.

For additional information, please contact Jennifer Victorica, Career Services Coordinator, at Jennifer.Victorica@acgov.org.

ATTACHMENT:

V.A.1. - Uptown Studios September Summary Report

Alameda County Workforce Development Board (ACWDB)

Organic Social Media and Digital Ads Report September 2023

Overview

In September, we continue seeing strong social media numbers.

Google Ads numbers were down overall, but we have recommendations to increase clicks and impressions over the next few months. Our goal in October is to ensure we're reaching all of our target audiences, and increasing clicks and conversions.

Table 1 outlines terms that are used to measure success for digital ads and organic social media. These terms will be used throughout the report.

Table 1: Measurements of Success

Definition	Defined as "good"
Impressions: The number of times your content is displayed, whether clicked or not.	The higher the better. There is no "ideal" reach-to-impression ratio, but anything less than 0.2 is not ideal.
Reach: The total number of people who see your content.	Instagram average: 13.51% of followers Facebook average: 8.6% of followers
Clicks: The number of times an ad was clicked on by a person.	2% of impressions
Cost-Per-Click (CPC): The amount you pay per click	The lower the better

Google Ads

ACWDB's Google Ads were slightly down in September. Thursday, September 21, 2023, resulted in the most number of clicks at 348. Graph 1 below, shows the day-to-day performance. Table 2 below, provides overall metrics for the month. Impressions increased significantly, but clicks, click-through-rate, and conversions were all down. It appears that users interacted more with the general ACWDB ads than the career center ads. I recommend doing some testing in October with both types of campaigns to see what performs better.

We have paused several ad campaigns and set up new ad campaigns on Google in the past few months. Typically, with Google ads, it benefits the account performance to keep ads running for longer periods so it can do learning and reach new users. Our constant pausing and restarting can have a negative impact on the success of the ads. Moving forward, I recommend keeping the same campaigns running for the next few months to see if this improves numbers.

Graph 1: Google Ad September Performance

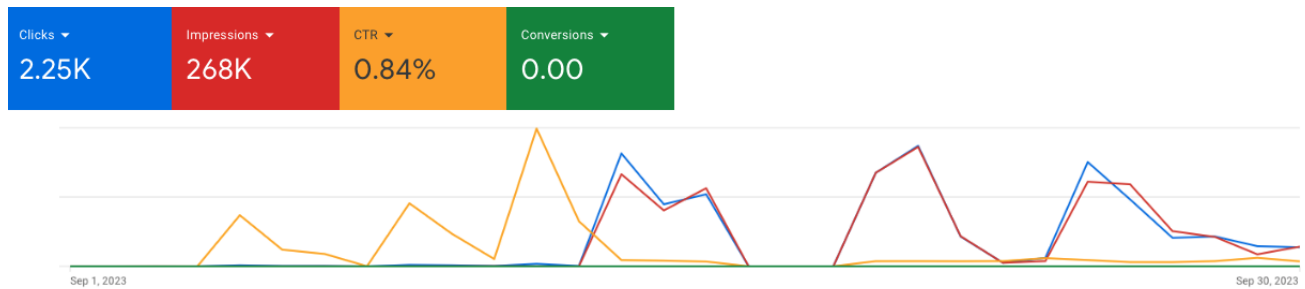


Table 2: Google Ads September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	267,591	630,325	+191.30%
Clicks	2,247	21,009	-61.33%
Click Through Rate	0.84%	3.33%	-5.48%
Conversions	0	30	-100.00%

Top Performing Keywords

1. jobs
2. courses for careers
3. online work
4. service jobs
5. warehouse employment

Paid Social Media Ads

In September, we had two paid social media ad campaigns running. The campaigns that we set up in August continued to run through September, along with the September ads we created that began on September 14, 2023.



Table 3 below provides detailed metrics on the performance of the social media campaigns in September while Table 4 provides you with the top-performing ads for the month.


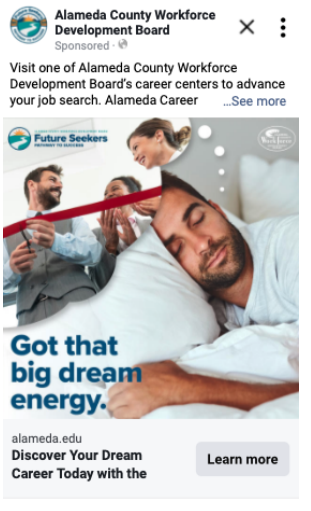
Table 3: Paid Social Media Ads September 2023 Data

Performance Measures	September Performance	Campaign To-Date Performance (June - September)	Comparison to Previous Month
Impressions	309,530	897,297	+98.50%
Clicks	2,703	11,392	+15.71%
Click Through Rate	0.87%	1.27%	-0.63%

Table 4: Top Performing Paid Social Media Ads

Ad Number	Image	Clicks
3		643

2	 <p>Alameda County Workforce Development Board Sponsored</p> <p>Alameda County Workforce Development Board has a variety of Career Centers available to help job seekers on their career journey. ...See more</p> <p>Ohlone.edu Ohlone College Career Center is Here for You and Learn more</p> <p>Like Comment Share</p>	535
2	 <p>Alameda County Workforce Development Board Sponsored</p> <p>Alameda County Workforce Development Board connects job seekers with promising opportunities. It's time to make ...See more</p> <p>Turn your day dream into a reality.</p> <p>acwdb.org Discover Your Dream Career! Learn more</p> <p>Like Comment Share</p>	485

<p>3</p>		<p>470</p>
<p>4</p>		<p>342</p>

Organic Social Media

Social media posts for ACWDB’s Pathway To Success Campaign are leveling off after a meteoric rise and then a small correction. Impressions are way up again, engagements are about the same, and clicks dropped slightly.

X, our star player last month, dropped considerably as the platform continues to be mercurial. Tables 5 to 9 below provide overall performance and a breakdown by social media channel. We’re excited to be able to include numbers from LinkedIn this month, and good numbers at that.

Table 5: Total Organic Social Media September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	267,571	922,521	+75.46%
Clicks	1,972	9,946	-5.65%
Click Through Rate	0.66%	1.08%	-0.57%
Engagements	5,219	21,853	+1.89%

Table 6: Facebook September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	196,564	722,651	+35.05%
Clicks	1,948	9,872	-5.21%
Click Through Rate	0.99%	1.37%	-0.42%
Engagements	5,040	21,329	+1.69%
New Fans	55	237	-8.33%
Total Fans	1,420	5,096	+22.63%
Total Posts	24	108	+0%

Table 7: Instagram September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	96,315	188,297	+409.66%
Clicks	12	59	-52%
Click Through Rate	0.01%	0.03%	-0.12%
Engagements	106	292	+63.08%

Net Follower Growth	21	121	-4.55%
Total Followers	127	335	+19.81%
Total Posts	21	58	+5%







Table 8: X (formerly Twitter) September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	3,027	10,735	-31.81%
Clicks	8	58	-77.14%
Click Through Rate	0.26%	0.54%	-0.52%
Engagements	76	349	-56.32%
Net Follower Growth	5	46	+25%
Total Followers	445	1,729	+1.14%
Total Posts	23	86	-14.81%

Table 9: LinkedIn September Data

Performance Measures	September Performance	Campaign To-Date Performance	Comparison to Previous Month
Impressions	665	2,620	+261.41%
Clicks	16	100	+1,500%
Click Through Rate	2.41%	3.82%	1.86%
Engagements	27	104	+2,600%
Net Followers	6	44	-50%
Total Followers	471	1,202	+0.64%
Total Posts	8	10	N/A

Top 3 Campaign Posts for Engagement

 <p>Alameda County Work... Mon 9/25/2023 9:05 am PDT</p> <p>We've helped many people in Alameda County find work, and training. Find out what we can do fo...</p> 	 <p>Alameda County Work... Wed 9/27/2023 7:54 am PDT</p> <p>Hey, you! Need a job? Need training? We've partnered with Metrix to bring YOU free online training. (SkillUp...</p> 	 <p>Alameda County Work... Thu 9/28/2023 1:23 am PDT</p> <p>Career centers. Online training. Job seeker resources. The Alameda County Workforce Development...</p> 
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Performance vs. Project Goals

Table 10: Campaign Data To-Date

Performance Measures	Project Goals	September Performance	Campaign To-Date Performance	% Increase vs. Previous Month
How much did we do?				
Number of website page views and clicks	25% Increase	4,410	29,308	-52.81%
Click-through-rate (website)	2% Increase	0.76%	1.55%	-1.35%
How well did we do?				
Number of likes and comments	25% Increase	5,219	21,853	+89%
Number of post shares (across platforms)	5 shares per month	106	392	+19.2%
Impressions on Facebook	13% of followers	196,564	722,651	+35.05%
Number of new followers for Instagram	50	21	100	-63.93%
Impressions on LinkedIn	13% of followers	665	2,620	+261.41%
Impressions on Twitter	13% of followers	3,027%	10,735	-31.81%
Is anyone better off?				
Total Net Audience Growth (across platforms)	5% increase per month	87	410	+1.16%

ITEM VI.A. – INFORMATION

**AMERICA’S JOB CENTER OF CALIFORNIA (AJCC) CERTIFICATION
CONTINUOUS IMPROVEMENT PLAN UPDATE**

BACKGROUND:

At the November 3, 2021 meeting of the Organizational Effectiveness Committee, staff highlighted the Workforce Innovation and Opportunity Act (WIOA) requirement of Local Boards to certify their Comprehensive America’s Job Center of California’s (AJCC) every three years, by conducting an independent and objective evaluation in accordance with the State Board’s criteria and procedures. The AJCC certification accomplishes the following goals:

1. Seeks alignment of the AJCC operations with California’s WIOA State Plan and the Department of Labor’s vision for an effective AJCC;
2. Sets standards for consistently high-quality services for customers; and,
3. Commits to a process of continuous improvement.

UPDATE:

The AJCC certification process includes a Continuous Improvement Plan (CIP) containing 16 goals with the due dates spanning program years 2021-2024. The ACWDB staff meets virtually with Eden Area Comprehensive AJCC, operated by Rubicon Programs, on a quarterly basis to review goals and discuss progress. On September 22, 2023, ACWDB was provided an update by Rubicon Programs on the progress being made toward CIP goals. The progress is highlighted in the chart below:

	Action/Improvement Opportunity	Agency	Due Date	Status
1	The AJCC will offer extended virtual office hours during remote operations.	AJCC	March 31, 2022	Complete
2	The AJCC will develop a plan to meet with MOU partners on a bi-monthly basis.	AJCC	March 31, 2022	Complete
3	The AJCC will continue to use CalJOBS and/or a data collection spreadsheet to improve access and tracking of employer services.	AJCC	March 31, 2022	Complete
4	The AJCC will provide (in-person and virtual) customer input to inform ACWDB on improvement plans.	AJCC	June 30, 2022	Complete
5	The AJCC staff will achieve a greater understanding related to job	AJCC	June 30, 2022	Complete

	quality and high-road training partnerships.			
6	The AJCC will continue to offer cross-training in partner program services (DOR, SSA, etc.)	AJCC	June 30, 2022	Complete/Ongoing
7	Continued work with ACWDB Business Services Unit to consistently meet OJT goals.	AJCC/ACWDB	June 30, 2022	Complete/Ongoing
8	The AJCC will draft a survey to gauge the immediate response of employers following employer engagement events.	AJCC	June 30, 2022	Complete/Ongoing
9	The AJCC will develop a plan and schedule dates for partners to provide trainings of each other's programs to staff.	AJCC	June 30, 2022	Complete
10	The AJCC will implement the use of CalJOBS to improve access and tracking of employer services.	AJCC/ACWDB	June 30, 2022	Complete
11	The AJCC staff will share with ACWDB the results of the customer feedback.	AJCC	June 30, 2022	Complete/Ongoing
12	The AJCC will host on-site job fairs and employer panel events once in-person services resume.	AJCC	September 30, 2022	Complete/Ongoing
13	The AJCC will develop a plan to document how MOU partners will be re-engaged post-pandemic once the building re-opens.	AJCC	September 30, 2022	Complete
14	The AJCC will define how priority population customers, specifically Veterans, are recruited and given precedence for services.	AJCC	September 30, 2022	Complete, and updated every Program Year
15	The AJCC staff and their partners will leverage professional development trainings.	AJCC/ACWDB	September 30, 2022	Complete/Ongoing
16	The AJCC will continue to document follow-ups and referrals.	AJCC	March 31, 2023	Complete/Ongoing

Rubicon Programs has successfully implemented various components of the CIP and continues to explore additional opportunities to improve. Rubicon Programs regularly shares program information from all Memorandum of Understanding (MOU) partners and encourages cross-referrals and co-enrollments.

Recently, Rubicon Program staff facilitated MOU-partner staff's access to a regional training effort offering staff development topics throughout the year. Some topics will include conflict management through the lens of equity, trauma-informed community and youth engagement, and cultural competency with an English Language Learner population awareness lens. As part of their efforts to improve service delivery, Rubicon Programs continues to collect feedback surveys from employers and participants who attend their events, while offering an anonymous survey for any career center visitor to share their experience and feedback. Additionally, strategic partnerships are in place to address priority populations and to facilitate co-enrollments for access to services. Collaboration between ACWDB staff and Rubicon staff continues to encourage ongoing improvement and appropriate data tracking.

For additional information please contact Jennifer Victorica, Career Services Coordinator, at Jennifer.Victorica@acgov.org.

ITEM VI.B. – INFORMATION

COMMUNITY CORRECTIONS PARTNERSHIP WORKFORCE DEVELOPMENT AND EMPLOYMENT SUBCOMMITTEE

BACKGROUND:

In 2009, California enacted Senate Bill (SB) 678 to support Probation Departments' use of evidence-based practices to achieve greater success with their re-entry population. SB 678 also required the establishment of a Community Corrections Partnership (CCP) which consists of several government and community stakeholders. Building on these strategies, Assembly Bills 109 and 117, enacted in October 2011 and commonly known as the "Public Safety Realignment Act (PSRA)", called for California to reduce its prison population.

The PSRA mandated that approximately 38,000 individuals, who would have been the responsibility of the State, be housed and supervised by the local probation department as Post Release Community Supervision (PRCS).

Alameda County Probation Department

The Alameda County Corrections Partnership (CCP) was formed in 2014 by the Alameda County Probation Department because of realignment efforts to assist individuals with successful re-entry into society, as many formerly incarcerated individuals need a wide range of services such as: housing, health care, mental care, and substance abuse services, employment, and education. Additionally, the County of Alameda Board of Supervisors approved the *Alameda County Adult Re-entry Strategic Plan – Road to Re-entry* in 2014 and the update to the plan in 2020.

The CCP utilizes committees to achieve its task of developing, maintaining, and implementing a County-wide strategic re-entry plan. Each of the following CCP subcommittee represents an area of critical importance and convenes subject matter experts, service providers, and community members to address the dynamic needs of justice-impacted populations:

1. Civic/Community Engagement - Community Advisory Board
2. Family Reunification/Stability
3. Mental Health/Trauma Informed Care
4. Education
5. Housing (short and long term)
6. Substance Use (in-patient and out-patient services)
7. Primary Health Care/Physical Health
8. Workforce Development and Employment (WDE)

Alameda County Workforce Development Board (ACWDB) and Oakland Workforce Development Board Directors serve as the WDE co-chairs and have collaborated, along with other committee members, to create the following WDE committee objectives and strategies:

OBJECTIVE 1: Develop approaches to better address barriers to employment, such as cognitive behavioral interventions, substance use, soft skills development, positive job matching, etc. in effort to improve job retention among target population.

1. Assess and identify barriers – Involve client voice in the research process through re-entry client surveys or other means. Re-entry clients' feedback will significantly inform partnership and resource development. Create and launch a re-entry client survey and compile results.
2. Identify evidenced-based and promising practices utilized by at least three member partners and request for presentations at meetings to share their tools, practices, and outcomes related to improving/mitigating barriers.
3. Partnership development – Develop partnerships with five client-centered organizations and informed by re-entry clients with behavioral health, therapy groups, educational partners, etc. through distinct partnership agreements.
4. Develop one resource guide to be posted in strategic locations, including various website locations, to list county-wide resources for re-entry services.

OBJECTIVE 2: Expand partnerships with employers to develop a pathway from incarceration to employment through pre-release / post-release services.

1. Establish the Fair Chance Hiring and Employment Advisory Committee which will be comprised of employers and other stakeholders and include employers who are gender and ethnically diverse.
2. Host two employer education events to include information about tax credits, misconceptions about the re-entry workforce, and best practices in working with re-entry population including a role for re-entry clients to play.
3. Continuously develop and increase the pool and network of Fair Chance Employers by 20 percent to rapidly assist with employment placement opportunities.
4. Plan and coordinate with the Sherriff's Office to host one onsite job fair in the jail facility inviting Fair Chance Employers that are hiring.

Toward these goals, the WDE committee is in collaboration to remove systemic barriers, surveying participants, working closer with client-centered organizations, increasing wrap-around supports and planning futures events to broaden awareness and highlight available resources. The efforts of the WDE and the contributions of the ACWDB staff align with one of the board's priorities to serve the re-entry population and reduce recidivism in Alameda County.

For more information about this item, please contact Charles Turner, Re-entry Specialist by email at charles.turner@acgov.org or by phone at (510) 507-6591.