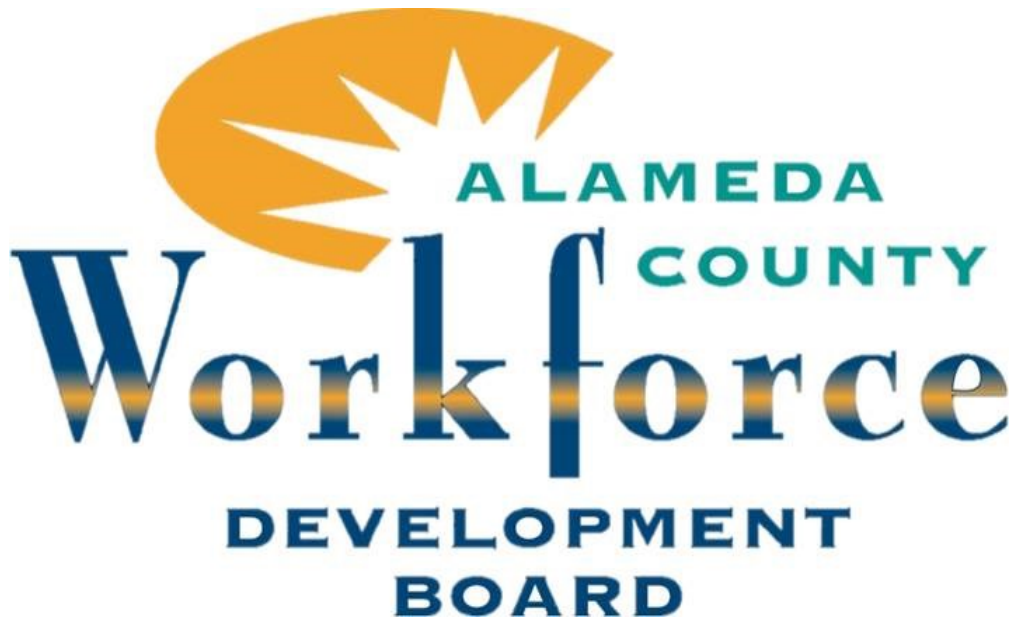


QUARTERLY BOARD MEETING



(<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

December 14, 2023
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, December 14, 2023
9:00 AM – 12:00 Noon

Gail Steele Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Conference Room A & B
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. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. ACTION - Meeting Minutes September 14, 2023 1
- C. Chair's Report
- D. Committee Chairs' Report
- E. Director's Report

II. PRESENTATION – California Employers Association (CEA), Kim Gusman and Natalie Jimenez 5

III. 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.

IV. ACTION ITEMS – PUBLIC HEARING

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- B. Approve the Selection of Two New Out-of-School Youth Service Providers 9
- C. Appointment of Non-Board Member to Youth Committee 11

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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.

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 or email at Sheroza.Haniff@acgov.org at least 72 hours in advance.

NEXT WDB MEETING: MARCH 14, 2024

ITEM I.B. – PROCEDURAL

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

QUARTERLY MINUTES OF SEPTEMBER 14, 2023

MEMBERS PRESENT

Tyler Abbott
Stephen Baiter
Joselyn Buckner
Doug Jones
Chiman Lee
Adam Masters
Travers McNeice
Matt Pawluk
Paul Reyes
Kennan Scott
Anne Stedler
Mario Wagner
Iris Wiangchanok

MEMBERS ABSENT

Prem Bajaj
Beth Cutter
Brianna Fernandez
Kelly Johnson
Kalpana Oberoi

STAFF PRESENT

Rhonda Boykin
Latoya Reed-Adjei
Javier Contreras
Michele Garcia
Sheroza Haniff
Lester Herrera
Anna Kors
Jennifer Mitchell
Carmelo San Mames
Nancy Soto
Charles Turner
Jennifer Victorica
Irene Wu

Vice-Chairperson Pawluk called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:13 A.M. on Thursday, September 14, 2023. A quorum was present. He welcomed the Board and members of the public to the Quarterly meeting, and welcomed new Board members Adam Masters of Sheet Metal Workers Local Union Number 104, and Kennan Scott of Empathy Designs.

ITEM I.B. -ACTION MEETING MINUTES MAY 11, 2023. Vice-Chair Matt Pawluk motioned to accept the May 1, 2023 Quarterly Board Meeting Minutes.

A motion to approve the Minutes with the amendment to page 2 of the packet, changing the word *Accommodations* to *Commendations* was made by **Jones/Stedler/carried.**

ITEM I.C. – COMMITTEE CHAIRS’ REPORTS. Vice-Chair of the Executive Committee (EC), **Matt Pawluk** reported a Brown Act Training was held on August 23, 2023 in lieu of all Committee meetings originally scheduled for August, with the approval of the Board Chair.

ITEM I.D. – DIRECTOR’S REPORT. Director Rhonda Boykin highlighted the month of September as Workforce Development Month, a reminder of the important work that the Board and its partners accomplish in building a resilient workforce and thriving economy. She announced the following:

Board Updates:

- Current Board member seat vacancies include one community-based organization seat, three private business seats, three workforce/labor seats
 - The education seat will be filled by Dr. Dyrell Foster, President of Las Positas College; his nomination is pending approval by the Board of Supervisors
- Committees were affected by recent Board transitions, resulting in Committee leadership, and Committee member vacancies. Crucial discussions occur at the Committee level, members were encouraged to reach out to express interest in joining.
- Highlights from the Board Development Training: The California Workforce Association's Creative Collective Community Solutions, which were attended in June by Board Director, Interim Assistant Director, Board Chair and Youth Committee Chair.
- A successful Brown Act Training was held on August 23, 2023. Board members are welcome to state interest in another training.
- The Board approved the local area subsequent designation and local board recertification at its May 11, 2023 meeting. The County of Alameda Board of Supervisors took action on this certification on August 1, 2023.

Staff Updates:

- Jennifer Victorica, who has been with ACWDB since 2020 in several project positions with ACWDB and has been hired permanently with the County continuing in her role as the Career Services Coordinator.
- Anna Kors has joined our team as the Youth Program Specialist in a project position
- The Business Services Coordinator vacancy is still open.

Administrative Updates:

- The state of California Employment Development Department Compliance Review Office will conduct Fiscal and Procurement on-site monitoring in November 2023.
- In May 2022, the Board approved staff to release a solicitation for our youth programs with a focus on occupational skills training for out-of-school youth. The solicitation was launched however, the bidder proposals didn't meet the minimum threshold score of 75 points. As a result, staff relaunched the solicitation.

Grant Updates:

- The ACWDB team is actively engaged in partnerships to apply for new grant opportunities to diversify funding. Current endeavors include:
 - High Road Training Partnership Grant for the Maritime Industry. ACWDB is the fiscal lead with our EAST BAY *Works* partners. We were awarded \$3.9M.
 - Student Training and Employment Program grant, funded through WIOA Title IV Department of Rehabilitation, which will provide workplace readiness training, work-based learning, and paid work experience for students with disabilities aged 16-21. ACWDB staff have initiated this application in partnership with the Eden Area Regional Occupational Program.

Program Updates:

- WIOA Contract renewals for Adult and Dislocated Workers, and Youth Programs have been finalized or are in progress of being finalized.
- Incumbent Worker Training Metrix launched a pilot to provide to connect with employers utilizing the Metrix Online Learning program. We have used this training platform for job seekers – we are expanding its use with eligible employers.

ITEM II. – PRESENTATION.

Tim Russell of Renaissance Entrepreneurship Center presented a brief overview of the program launch and successes.

ITEM III. - PUBLIC FORUM.

Vice-Chairperson Pawluk opened the Public Forum

Bernard Ashcraft of Bay Area Business Roundtable made a public comment

Donté Blue of Rubicon Programs made a public comment on Item IV.A and V.A.

Vice-Chairperson Pawluk closed the Public Forum

ITEM IV.A. APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD RECOMMENDED ANNUAL BUDGET-PY 2023/2024.

Vice-Chairperson Pawluk read the recommendation to approve the Recommended Annual Budget, as presented in Attachment IV.A.1-2, for program year 2023/2024 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants. Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM IV.B. AUTHORIZATION TO INITIATE SOLICITATION FOR PROPOSALS: MARINE TRADES AND WATER TRANSPORTATION CAREER PROGRAM.

Vice-Chairperson Pawluk read the recommendation to authorize ACWDB staff to initiate a competitive solicitation process, for the purpose of identifying and negotiating service contracts for newly awarded High-Road Training Partnerships funding. Carmelo San Mames provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **Reyes/Wiangchanok/carried.**

ITEM V.A. CONDITIONAL FUNDING DISCUSSION.

Jennifer Victorica provided background on the item and welcomed discussion from the Board. Tyler Abbott requested an additional chart of all conditional funding for the next Organizational Effectiveness Committee meeting. Staff agreed to provide the requested resources.

ITEM VII. INFORMATION ITEMS.

ITEM VIII. MATTERS INITIATED BY BOARD MEMBERS.

There were no matters initiated by the Board.

ITEM IX. ANNOUNCEMENTS.

The meeting was adjourned at 11:13 A.M.

ITEM II. - PRESENTATION

CALIFORNIA EMPLOYERS ASSOCIATION



Kim Gusman is the President and CEO of the California Employers Association (CEA). CEA provides employers with *Peace of Mind* through training, recruiting and HR compliance solutions. CEA is a not-for-profit human resource association, founded in 1937, that assists more than 25,000 businesses throughout California.

Kim is an experienced HR Generalist, a dynamic speaker, and a proven leader who has been successfully leading CEA since 2002. Thoroughly immersed in human resources and operations for over 25 years, Kim has a variety of HR experience in retail, insurance, and manufacturing environments. Kim exhibits her comprehensive bank of knowledge and crystal-clear strategic guidance with CEA members and staff every day.

Kim earned her BA degree in Business Administration, with a minor in Human Resources, at the University of Puget Sound. In addition to her role as CEO, Kim is a founding member of the Employers Association of America and an active member of the California Society of Association Executives where she serves on the Capital Region Council. Active with multiple workforce development boards, she served on the Sacramento Works Board from 2004-2018.



Natalie Jimenez is the Director of Business Development at the California Employers Association. Natalie believes in the importance of providing incredible customer service to everyone she meets. An amazing networker, she knows how to connect people with the information and resources they need. She is interested in building long-lasting mutually beneficial relationships.

Before joining CEA, Natalie had a lengthy and successful history working in the Hospitality Industry. Her experience includes booking large events as an event coordinator and working as a Corporate Sales Manager at the Hilton and DoubleTree by Hilton hotels.

Natalie earned certificates in Tourism and Hospitality Management and Event Management from FAU.

Natalie is a big believer in volunteering in her community and being a team player. When she isn't working and providing employers with peace of mind, she spends her free time taking her three rescue pups on hikes and neighborhood walks. An avid sports fan, Natalie roots for the San Francisco Giants, 49ers, and the Kings.

Learn more about the California Employers Association at www.employers.org or by phone at 1(800) 399-5331.

ITEM IV.A. – ACTION / PUBLIC HEARING
MODIFICATION TO ON-THE-JOB TRAINING POLICY

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB):

1. Authorize staff to proceed with modifications to the existing On-the-Job Training (OJT) policy eliminating the requirement for OJT employers to attain 80% or better retention of Workforce Innovation and Opportunity Act (WIOA) OJT participants in permanent, full-time employment; and,
2. Direct staff to report back to the OE Committee on or around the time of their November, 2024 meeting to share the impacts of the amended policy.

BACKGROUND:

After a thorough review of ACWDB’s OJT policy, staff are reconsidering some of the performance requirements that would have limited an employer’s ability to hire using the OJT program. Presently, there is a standard which would require employers to retain individual participants at a rate of 80% or higher in permanent, full-time employment. This standard was put in place in an attempt to prohibit employers from misusing the OJT program by continuously hiring individuals eligible for a 50% wage reimbursement and then terminating employment at the conclusion of the OJT contract.

Given the status of the current labor market, it is a more common occurrence that workers seek better wages, benefits, and working conditions – and therefore, do not remain in entry-level employment opportunities offered through the OJT program. Additionally, service provider staff have indicated that participants are less likely to maintain contact after they have attained employment – and it is a challenge to verify whether participants remain with the OJT employer. Lastly, we found that some employers may be placed in corrective action status when it is beyond their control to retain employees that were hired through the OJT program.

It is important to have checks and balances in programs like OJT – and ACWDB is committed to ensuring a valuable service to both job seekers and employers. ACWDB may need to incorporate other methods to ensure success and limit misuses of the program; but the ask at this time is to adjust the performance expectations for the employer. Any additional modifications will return to this committee and the full board for consideration.

ORGANIZATIONAL EFFECTIVENESS COMMITTEE DISCUSSION:

The OE Committee engaged in questions and discussion about the following:

- The reasons the policy included an 80% or better retention rate after the conclusion of the OJT contract.
- How long the 80% or better retention rate standard had been in effect.
- Recommendations from the State of California regarding use of the 80% or better retention rate requirement; and

- Ability/inability to track retention rates by OJT employer.

Lastly, the OE Committee modified the recommendation to include a revisit of the policy within one year (or by the November OE Committee meeting for 2024) to report on whether the modified policy had any impact on the implementation of the OJT program.

The modified recommendation was unanimously approved.

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

ITEM IV.B. - ACTION/ PUBLIC HEARING
APPROVE THE SELECTION OF TWO NEW OUT OF SCHOOL
YOUTH SERVICE PROVIDERS

RECOMMENDATIONS:

That the Alameda County Workforce Development Board approve:

1. Approve the selection of Love Never Fails under the Promising Futures Solicitation for Proposal (SFP) as the winning bidder;
2. Authorize the use of \$185,000 in additional unobligated youth funding for the second highest qualifying score under the Promising Futures SFP; and,
3. Approve the selection of the International Rescue Committee as the second qualifying organization under Promising Futures SFP.

BACKGROUND:

After evaluating data on program outcomes for Workforce Innovation and Opportunity Act (WIOA) out-of-school youth (OSY) and young adult participants, Alameda County Workforce Development Board (ACWDB) staff noted that there was a limited number of youth participants who had received and completed training that would lead to an in-demand, industry-recognized certification.

Subsequently, on December 9, 2022, the ACWDB approved a recommendation from the Youth Committee (YC) to program/execute \$185,000 of unobligated OSY funding.

Staff launched the “Promising Futures” solicitation to secure one provider to deliver occupational skills training and supportive services to youth and young adults ages 16 to 24. The Promising Futures Solicitation for Proposal (SFP) was launched in April 2023 and resulted in non-award since competing organizations did not meet the 75 points minimum required to move forward in the process.

SELECTION AND CRITERIA PROCESS FOR THE PROMISING FUTURE SFP

RELAUNCH:

Staff relaunched the Promising SFP on September 22, 2023, with a proposal deadline of October 30, 2023. Staff shared the SFP on the ACWDB website, social media, and through an email blast to over 400 organizations. Two virtual information sessions were held on September 28, 2023, to share information to the public about the opportunity and to answer questions.

Three organizations met the October 30, 2023, deadline to submit their proposals and were subsequently rated by a panel of subject matter experts. Two of the three organizations exceeded the qualifying minimum of 75 points. Of the two, one organization received the highest score and qualified as the winning bidder.

Since there were two organizations that exceeded the minimum qualifying score and ACWDB has additional funding from cost savings in the WIOA OSY program, staff recommends authorizing additional unobligated funding to award a second contract under Promising Futures SFP to reach youth who may otherwise not be served. See the table below for more information about organization, their average scores, and outcomes.

Promising Futures SFP Relaunch – September 2023

Organization	Score	Outcome
Love Never Fails	81	Winning bidder
International Rescue Committee	78	Runner up and qualifying score
Humanmade	73	Did not meet minimum score

For more information about this item, please contact Latoya Reed-Adjei, Interim Assistant Director at (510) 259-3833 or by email at latoya.reed-adjei@acgov.org.

ITEM IV.C. – ACTION / PUBLIC HEARING

APPOINTMENT OF NON-BOARD MEMBER TO THE YOUTH COMMITTEE

RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the appointment of Classic Cauley to the Youth Committee (YC), effective November 13, 2023.

BACKGROUND:

The bylaws state under Section 3.4 Designees that:

“Pursuant to the WIOA Section 107(4)(A), members of standing committees may include members of the WDB and shall include other individuals appointed by the WDB who are not members of the WDB, but who the WDB determines has appropriate experience and expertise. A designee may attend meetings of the committee for which s/he is a designee and may vote on matters before that committee.”

Several ACWDB committees have members who are not on the board, typically individuals who were former board members and wanted to continue their service. For the YC, some of its members were "grandfathered" in from the Youth Policy Council during the transition from the Workforce Investment Act to the Workforce Innovation and Opportunity Act (WIOA). To date, no formal requests for appointments of non-board members have been presented for action.

The ACWDB department receives requests for interest from individuals to join the board but there may not be available seats for their organizational category to consider for nomination and approval by the County of Alameda Board of Supervisors. ACWDB’s bylaws allow individuals with the requisite experience and expertise to join a committee. Classic Cauley, California Director of America Works, expressed interest in joining the YC. This information was presented to YC leadership, who unanimously agreed that Ms. Cauley would be a valuable contributor to the YC. Ms. Cauley attended her first YC meeting on November 13, 2023.

Classic Cauley’s Biographical Summary:

Ms. Cauley is the Director of California for America Works, overseeing workforce development programs in San Francisco, Fresno, Orange, and Alameda Counties. She serves as the lead for government-funded contracts, spearheading initiatives aimed at delivering high-quality employment and job placement services. With a relentless focus on serving underserved communities to include homeless veterans, transitional age youth and more, she utilizes her love for people and drive to assist in providing connections to living wage jobs and careers. Her previous experience includes working in the non-profit sector serving transitional age youth and public relations.

In alignment with the bylaws, this request to approve this appointment by the full board, establishes this action as official public record of the ACWDB.

To learn more about America Works, please visit <https://americaworks.com/>. For additional information please contact Rhonda Boykin, Director through email at RBoykin@acgov.org or by phone at (510) 259-3844.

ITEM V.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS

YOUTH, ADULTS, AND DISLOCATED WORKERS

PY 2023/2024; 1st QUARTER; 7/1/2023 THROUGH 9/30/2023

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 (Dislocated Workers only)
- Median Earnings @ 2nd Quarter Post Exit (Adults and Dislocated Workers)
- Credential Rate (WIOA Adults only)

Measurable Skill Gains, which track an individual's progress toward credential attainment, continue to be a challenge across ACWDB's workforce system. Staff have continued to offer support and training to service provider staff on this topic. Tools to aid in understanding this measure are presently in development.

Please review the performance attainments on the attached report (Attachment V.A.1.) for a full representation of ACWDB's LAP outcomes for PY 2023/2024 first quarter.

For more information about this Report, please contact Michele G. Garcia, MIS Administrator if you have any questions regarding this report. You can reach Michele at (510) 259-3802 or through email at mggarcia@acgov.org.

ATTACHMENT:

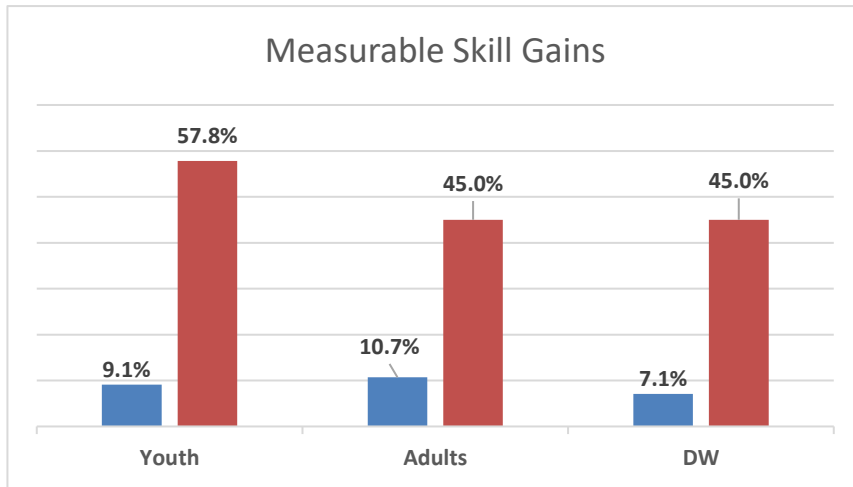
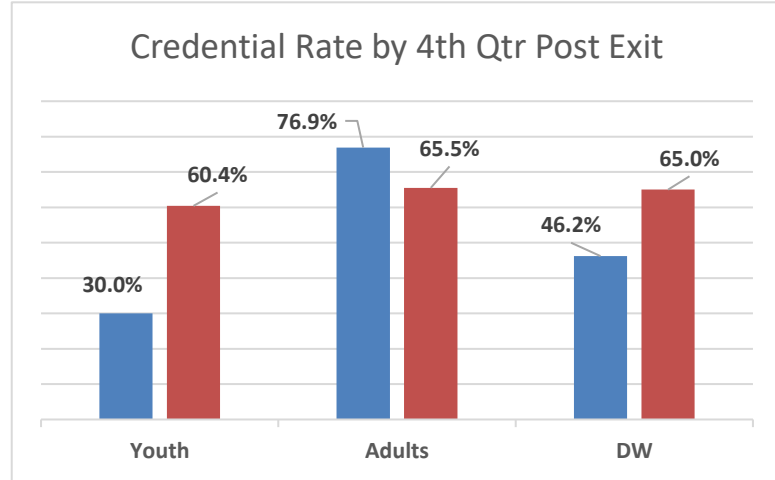
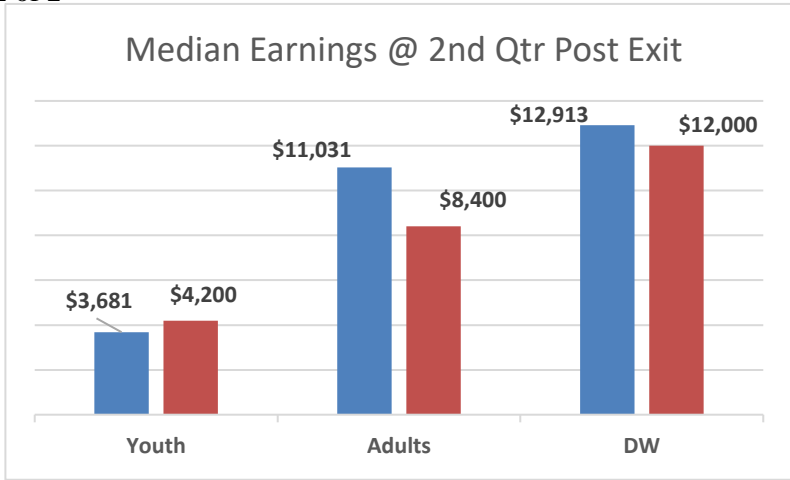
V.A.1. – REPORT Local Area Performance PY 23-24 Q1

LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
PY 2023/2024; QUARTER 1 (7/1/2023 THROUGH 9/30/2023)

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 23/24 Goals	% of Goal	Total Current Period	PY 23/24 Goals	% of Goal	Total Current Period	PY 23/24 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① <small>Exited between 7/1/2022 and 9/30/2022</small>	56.3%	67.7%	83.2%	59.4%	65.0%	91.4%	74.1%	70.0%	105.9%
Placement Rate @ 4th Quarter Post Exit ① <small>Exited between 1/1/2022 and 3/31/2022</small>	50.0%	63.0%	79.4%	51.1%	64.0%	79.8%	66.0%	69.0%	95.7%
Median Earnings @ 2nd Quarter Post Exit <small>Exited between 7/1/2022 and 9/30/2022</small>	\$3,681	\$4,200	87.6%	\$11,031	\$8,400	131.3%	\$12,913	\$12,000	107.6%
Credential Rate <small>Exited between 1/1/2022 and 3/31/2022</small>	30.0%	60.4%	49.7%	76.9%	65.5%	117.4%	46.2%	65.0%	71.1%
Measurable Skill Gains ② <small>Exited between 7/1/2023 and 9/30/2023</small>	9.1%	57.8%	15.7%	10.7%	45.0%	23.8%	7.1%	45.0%	15.8%

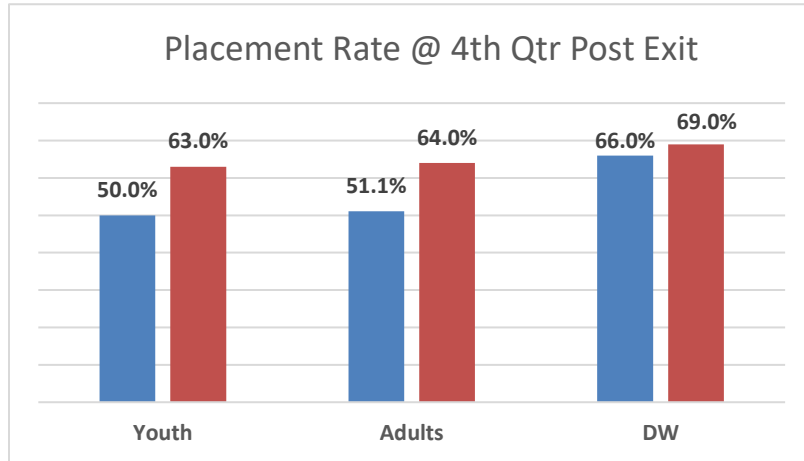
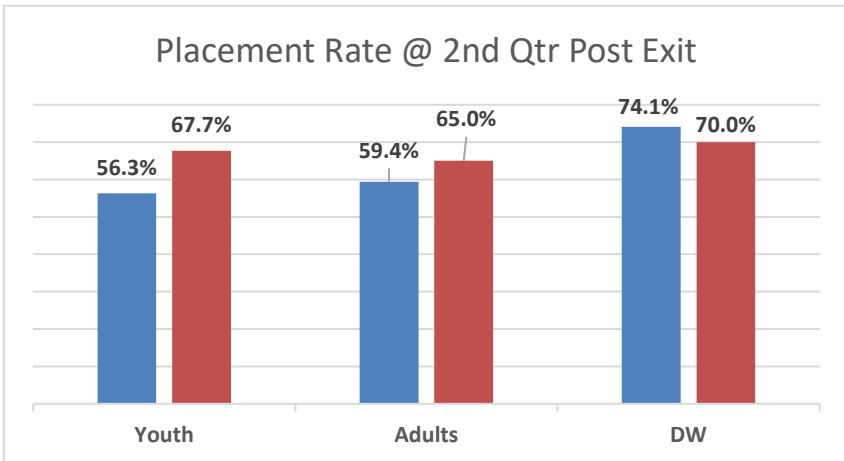
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

② Measurable Skill Gains track an individuals progress toward credential attainment.



Is Anyone Better Off?

■ Actual ■ Goal



ITEM V.B.1. – REPORTS

CALJOBSSM REGISTRATION RATE

WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

PY 2023/2024; QUARTER 1 (JULY 1, 2023 THROUGH SEPTEMBER 30, 2023)

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) Career Service Providers serve a significant number of job seekers through self-directed activities. These job seekers, who are not yet enrolled in 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.

ACWDB recognizes that universal services utilize staff time and resources and should be tracked as a statement to the traffic sustained through ACWDB’s workforce system. 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 CalJOBS system to meet their job search and vocational training needs.

Virtual and online services were especially critical for job seekers during and after the COVID-19 pandemic due to the number of individuals who continue to prefer to engage in job search activities remotely.

ANALYSIS OF REPORT:

This report is reflective of only individuals who are newly registered in the CalJOBS system. Individuals who had been registered in CalJOBS prior to this period would not be reflected on this report – even though they may continue to engage with WIOA services or the CalJOBS system.

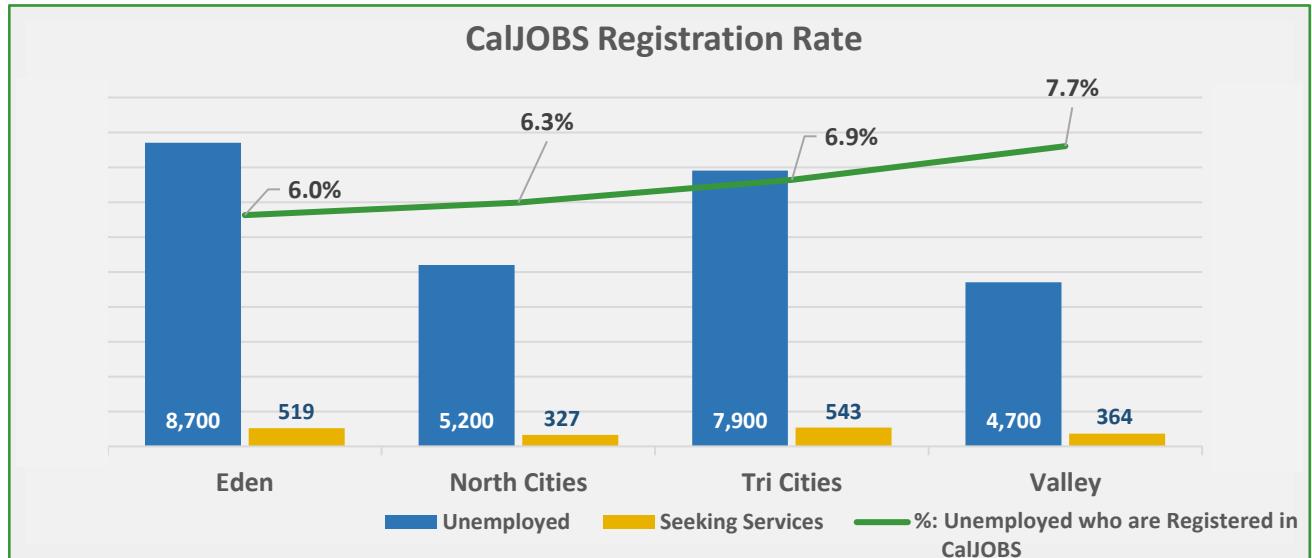
Based on the monthly labor force data published by California Employment Development Department (EDD) Labor Market Division, the CalJOBS registration rate in Alameda County is approximately 6.6%. The number of unemployed compared with the number registered in CalJOBS suggests that of the unemployed individuals in Alameda County, just over 6% are seeking career and vocational training services through publicly funded programs or California’s CalJOBS system.

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

ATTACHMENT:

V.B.1.a. – REPORT CalJOBS Registration Rate PY 23-24 Q1

CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA
PY 2023/2024, QUARTER 1; (07/01/2023 THROUGH 9/30/2023)



Labor Force Data	Planning Areas within ACWDB's Local Area				
	Eden	North Cities	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	192,500	126,700	180,100	122,400	621,700
Unemployment Number	8,700	5,200	7,900	4,700	26,500
Unemployment Rate	4.52%	4.10%	4.39%	3.84%	4.21%
TOTAL INDIVIDUALS SEEKING SERVICES ²	519	327	543	364	1,753
% of Total Unemployed Labor Force Served ³	6.0%	6.3%	6.9%	7.7%	6.6%

¹ Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2022 Benchmark; Published 9/15/2023 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 ² "NOTE".

² 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 752 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 752, 748 were residents of the City of Oakland.

³ % 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 2023/2024; QUARTER 1 (7/1/2023 THROUGH 9/30/2023)

BACKGROUND:

Alameda County Workforce Development Board’s (ACWDB) Contract Performance Indicators Reports provide a method for staff, service providers, the 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.

ACWDB has contracted with two organizations to provide career and training services to Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker participants. Rubicon Programs, Inc. operates the Comprehensive America’s Job Center of California (AJCC) in the Eden Area, and Ohlone Community College leads the Career Services Collaborative, offering sub-contracted services to the North Cities, Tri-Cities, and Tri-Valley sub-regions of ACWDB’s local service delivery area.

ANALYSIS OF REPORTS:

In an effort to ease recruitment requirements, offer flexibility, and consider service delivery to active participants into account, Adult and Dislocated Worker service providers were allowed to carry-in 25% of their active cases from PY 2023/2024, therefore easing the enrollment goal. As a result, service providers received credit toward their PY 2023/2024 enrollment goals as follows:

<i>Carry-ins</i>	Adult	DW
AJCC	22	22
CSC	34	34

Additionally, recruitment efforts for this program year appear to be more effective – and yielding high enrollments for this first quarter period. Training fund obligations also appear to be progressing toward annual goals with levels at or above expected first quarter targets.

While service providers continue to express challenges with participant follow-through and communication of job placement outcomes, the entered employment rates are reflecting higher than in the prior program year.

Please review the attached report for a full representation of contract performance attainments for the first quarter of PY 2023/2024.

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

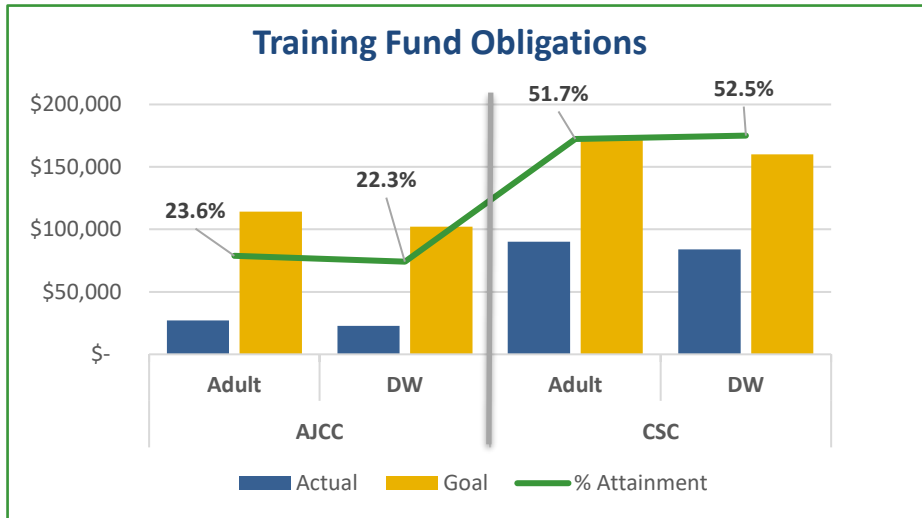
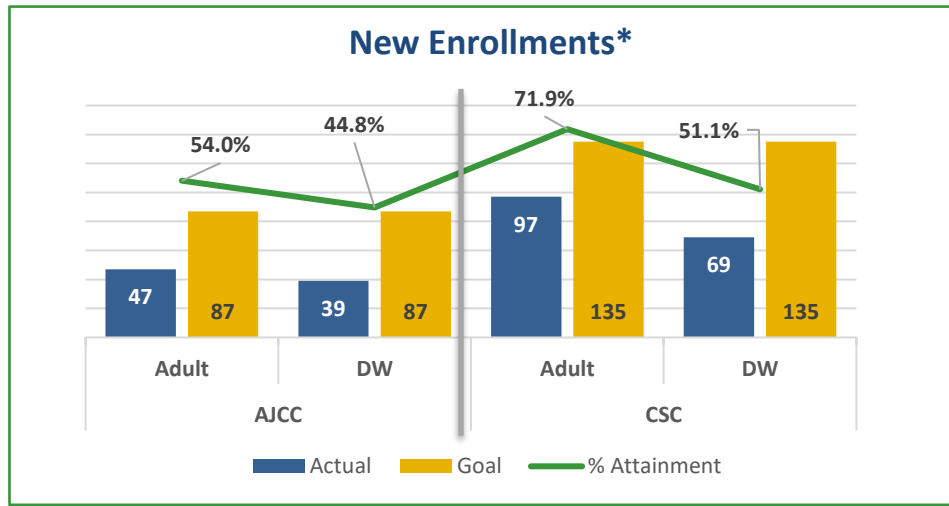
ATTACHMENT:

V.B.2.a. – REPORT Ad DW CPIR PY 23-24 Q1



CONTRACT PERFORMANCE INDICATORS REPORT
WIOA ADULT & DISLOCATED WORKER PROGRAMS
PY 2023/2024; 1st QUARTER (7/1/2023 THROUGH 9/30/2023)

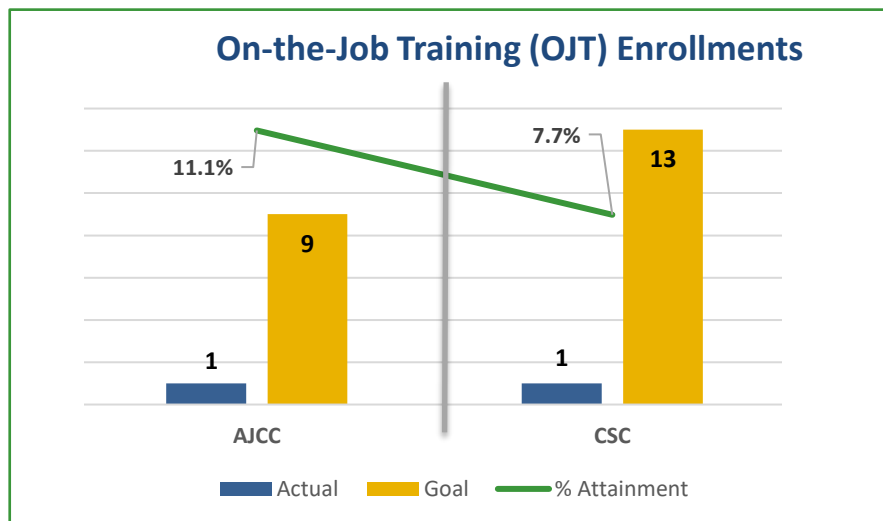
How Much
Did We Do?



***NOTE: Contractors were allowed to carry-in 25% of their PY 23/24 enrollment goal.**

As a result, each provider received credit for carried-in participants from PY 22/23 as follows:

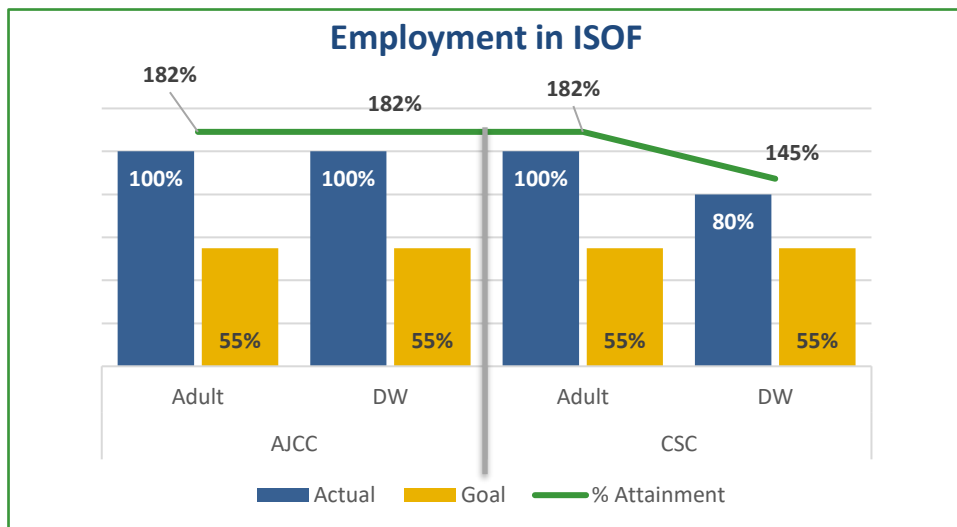
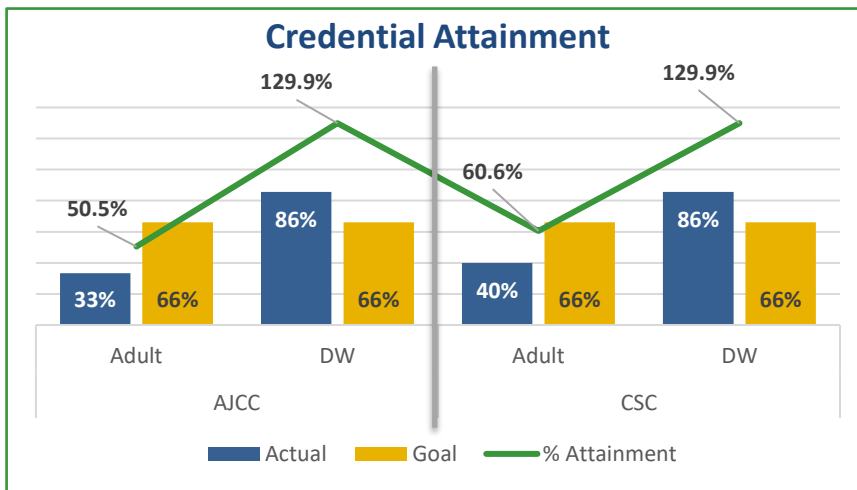
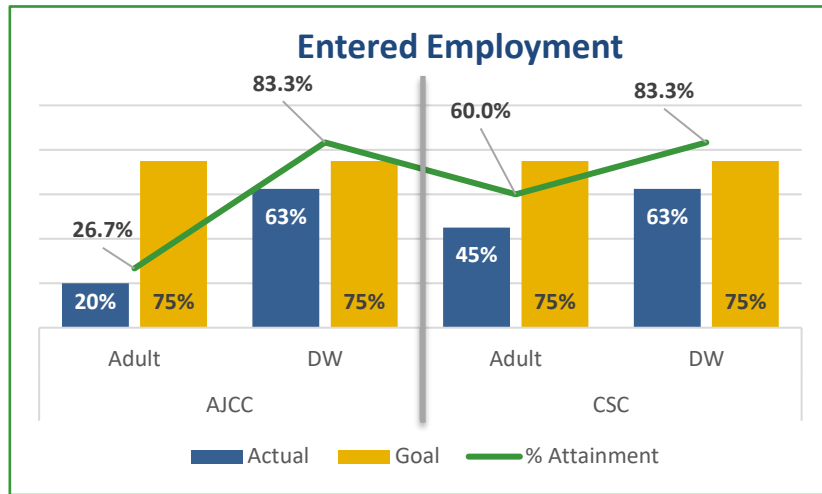
Carry-Ins	Adult	DW
AJCC	22	22
CSC	34	34



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 2023/2024; QUARTER 1 (JULY 1, 2023 THROUGH SEPTEMBER 30, 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

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 goals written into their contracts for the following performance measures:

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:

In-School Youth Innovation Programs:

Both In-School Youth providers (Eden Area Regional Occupational Program (ROP) and Tri-Valley ROP) have initiated recruitment and enrollment of participants. Enrollments for Tri-Valley’s participants are not yet reflected on this first quarter report because they have yet to receive all the services required to count them as WIOA-enrolled individuals.

Out-of-School Youth Future Force Programs:

This program year, the Out-of-School, Future Force programs for youth and young adults were allowed to carry-in 25% of their PY 2023/2024 enrollment goal from participants were active/enrolled during the prior program year. As a result, three youth providers received credit for these carried-in participants as follows:

Out-of-School Youth Carry-In Allowances

YOE	YON	YOT
La Familia	BYA	Ohlone
16	12	5

Please review the attached report for contract performance attainments in other areas.

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.

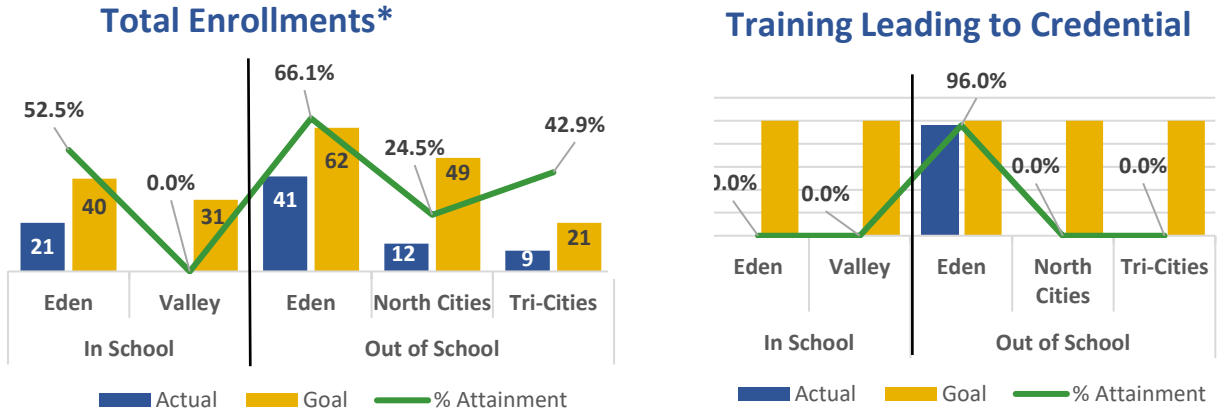
ATTACHMENT:

V.C.1. – REPORT Yth CPIR PY23-24 Q1



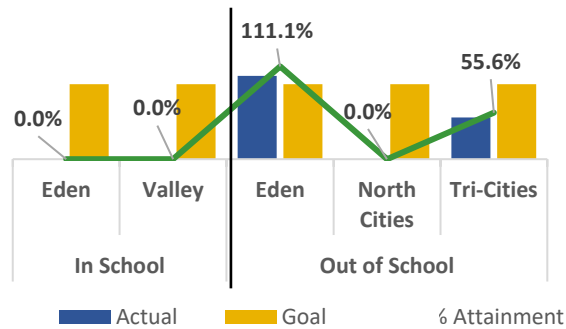
YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2023/2024 1ST QUARTER (7/1/2023 THROUGH 9/30/2023)

How Much Did We Do?

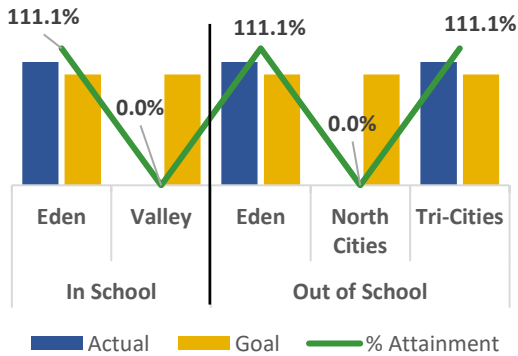


How Well Did We Do?

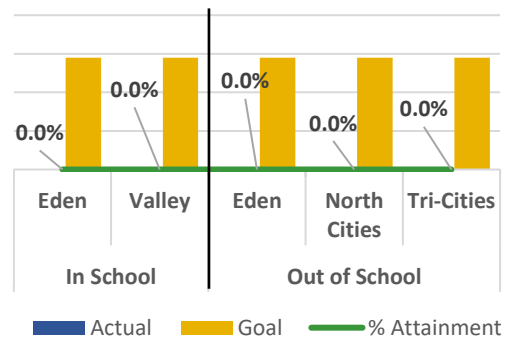
Core Skills / Leadership Development



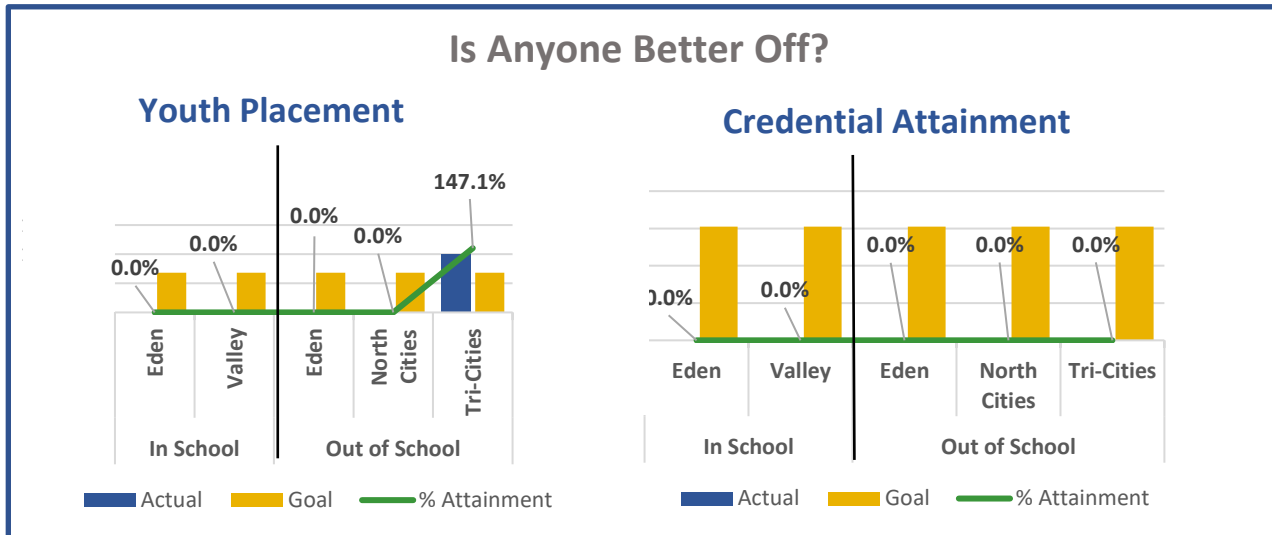
Work Based Learning



Measurable Skill Gains



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2023/2024 1ST QUARTER (7/1/2023 THROUGH 9/30/2023)



AGGREGATE OF ALL YOUTH PROVIDERS

PY 2023/2024; 1ST QUARTER - JULY 01, 2023 THROUGH SEPTEMBER 30, 2023

PERFORMANCE MEASURES	IN-SCHOOL			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	33	33	100.0%
# OF NEW ENROLLMENTS	21	71	29.6%	29	99	29.3%
TOTAL ENROLLMENTS	21	71	29.6%	62	132	47.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0%	25.0%	0.0%	8.0%	25.0%	32.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	50%	90.0%	55.6%	66.7%	90.0%	74.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	0%	90.0%	0.0%	50.0%	90.0%	55.6%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	0.0%	58.0%	0.0%	0.0%	58.0%	0.0%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	0.0%	68.0%	0.0%	33.3%	68.0%	49.0%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	61.0%	0.0%	0.0%	61.0%	0.0%

① Youth Placement = Placement in Employment, Education, Advanced Training, or the Military.

***NOTE:** For PY 2023/2024 the Out-of-School Youth providers were allowed to carry-in 25% of their PY 2023/2024 enrollment goal. As a result, the Out-of-School Youth providers received credit for carried-in participants from PY 2022/2023 as follows:

Out-of-School Youth Carry-In Allowances

YOE	YON	YOT
La Familia	BYA	Ohlone
16	12	5

ITEM V.D.– REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2023, THROUGH SEPTEMBER 30, 2023

BACKGROUND:

The California Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers with 75 employees or more to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. For PY 2022/2023 the Alameda County Workforce Development Board's (ACWDB) Rapid Response team has held 18 layoff/closure events, and served 1,315 workers, by sharing information and critical resources to help impacted workers navigate post-layoff.

The Rapid Response Coordinator (RRC) is responsible for responding to WARN notices and providing transition services to support the company and employees. The information below shares highlights and the attached Rapid Response Report covers the period that spans from July 1, 2023, through September 30, 2023, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment V.D.1. for specific employer data.

Company Closure

Boston Scientific Corporation will permanently close its doors at its Fremont location. This layoff will affect 52 workers. Layoffs began August 11, 2023, and will extend through the calendar year. Boston Scientific communicated in their WARN letter that all affected workers will be notified of their individual termination dates 60 days in advance and that the 47 non-consultant employees will also be able to apply to other roles elsewhere within the company. The device maker plans to move the work that was conducted in Fremont to other company outposts in Minnesota. The Rapid Response team held an in-person orientation on August 31, 2023. There were 32 workers in attendance.

Company Outreach

The RRC receives the WARN and other layoff information and initiates contact with employers for onsite planning and activities for dislocated workers. The RRC with various partners that provide subject matter expertise including California Employment Development Department (EDD), Department of Labor, Covered California, America's Job Center of California (AJCC) /Career Services staff, and others as necessary for planning and implementing Rapid Response orientations.

The RRC prepares individual packets to distribute at orientation and delivers presentations to groups of workers and employers about the benefits and services available. The RRC develops and implements a strategy to transition laid off workers from Rapid Response activities to the AJCC system or directs impacted workers to a Career Services provider and monitors participation in all activities to ensure appropriate and meaningful activities and programs are

being implemented. Lastly the RRC seeks rapid re-employment opportunities with employers, on the behalf of affected workers.

Open Rapid Response Orientation

Beginning in May 2023, the RRC has been facilitating Open Rapid Response Orientation (RRO) sessions that are not WARN specific to assist Unemployment Insurance (UI) recipients with resources with the goal of capturing the attention of potential Dislocated Worker participants. Using the state's CalJOBSSM system, ACWDB staff generate a list of individuals who recently applied for UI benefits and have registered in the CalJOBSSM system. These individuals are then targeted with an email blast advertising an Open RRO that they can attend virtually. These individuals may have been recently laid-off from employment, but not offered an opportunity to engage with the Workforce Innovation and Opportunity Act (WIOA) program.

To date, 279 participants have registered for Open RRO sessions, and 134 individuals have attended the bi-weekly RRO and been referred to WIOA service providers based on their city of residence. The resulting individual referrals and WIOA enrollments will not be reflected on the Rapid Response Report since their employers either were not mandated to report the layoffs or they had engaged private, for-profit job placement organizations for assistance. The open RRO has been made possible through our partnership and collaboration with EDD and a complement to standard Rapid Response activities enabling opportunities to serve affected workers that otherwise wouldn't be served.

For further information, please reach out to Javier Contreras, Rapid Response Coordinator at (510) 259-3831 or by email at Javier.Contreras@acgov.org.

ATTACHMENT:

V.D.1. - ACWDB Layoff and Closure 7/1/2022- 9/30/2023

Monthly Report (Including COVID-19 Related Impacts)

Attachment V.D.1.

July 1, 2023 – September 30, 2023

Page 1 of 7

Month Ending: September 30, 2023

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 7/1/2022 may be located at our website acwdb.org.)

All employers and workers impacted: July 1, 2023 - September 30, 2023

EDEN RAPID RESPONSE	Total Employers	2	Total Workers	69
NORTH CITIES RAPID RESPONSE	Total Employers	4	Total Workers	285
TRI-CITIES RAPID RESPONSE	Total Employers	11	Total Workers	683
TRI-VALLEY RAPID RESPONSE	Total Employers	3	Total Workers	278
	TOTAL	18	TOTAL	1,315

Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Illumina, Inc.	Hayward	Science	Layoff	7/21/2023	1
Eden	Illumina, Inc.	Hayward	Science	Layoff	8/14/2023	3
Eden	Individualized ABA Services for Families dba IABAS For Families	Hayward	Professional Services	Closure	8/16/2023	65
North Cities	Zymergen Inc.	Emeryville	Manufacturing	Layoff	8/1/2023	3
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	8/8/2023	62
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	8/25/2023	65
North Cities	Active Wellness LLC	Alameda	Hospitality	Layoff	8/31/2023	80
North Cities	Perfect Day, Inc.	Berkeley	Food Services	layoff	9/4/2023	75
Tri-Cities	Coherent Corp.	Fremont	Technology	Layoff	7/11/2023	196
Tri-Cities	Moda Operandi, Inc.	Fremont	Retail	Layoff	7/24/2023	2
Tri-Cities	Seagate US, LLC	Fremont	Technology	Layoff	7/24/2023	122
Tri-Cities	Lam Reaseach Corp.	Fremont	Manufacturing	Layoff	7/26/2023	6

Monthly Report (Including COVID-19 Related Impacts)

July 1, 2023 – September 30, 2023

Month Ending: September 30, 2023

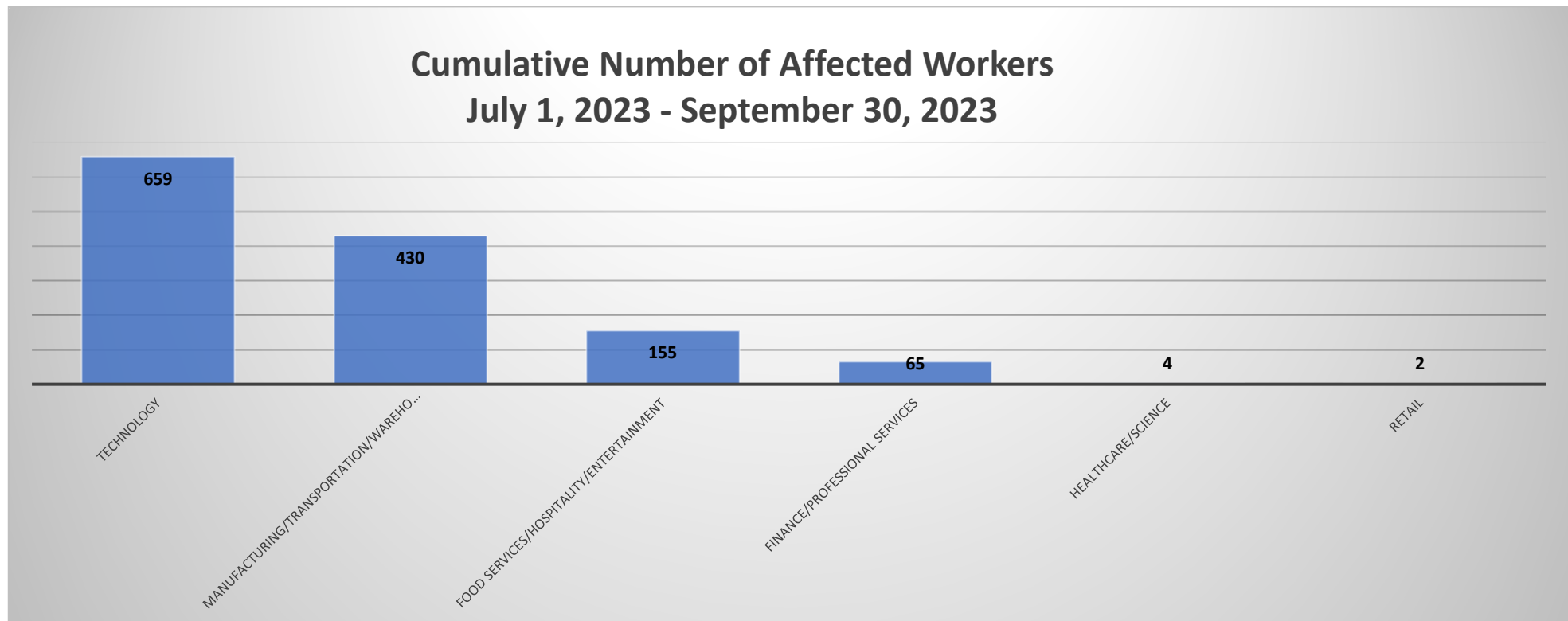
Attachment V.D.1.

Page 2 of 7

Tri-Cities	Meta Platforms	Fremont	Technology	Layoff	7/28/2023	117
Tri-Cities	DePuy Synthes Products, Inc.	Fremont	Manufacturing	Closure	8/4/2023	11
Tri-Cities	Medical Device Business Services, Inc.	Fremont	Manufacturing	Closure	8/4/2023	1
Tri-Cities	AMP Printing, Inc.	Dublin	Manufacturing	Closure	8/6/2023	89
Tri-Cities	Boston Scientific Corporation	Fremont	Manufacturing	Layoff	8/11/2023	52
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Layoff	8/22/2023	28
Tri-Cities	Bloom Energy Corporation	Fremont	Technology	Layoff	9/16/2023	58
Tri-Cities	Seagate US, LLC	Fremont	Technology	Layoff	9/29/2023	1
Tri-Valley	Lam Reaseach Corp.	Livermore	Manufacturing	Layoff	7/26/2023	155
Tri-Valley	Jabil Inc.	Livermore	Manufacturing	Layoff	8/22/2023	85
Tri-Valley	Thermo Fisher Scientific	Pleasanton	Technology	Layoff	8/22/2023	38

Monthly Report (Including COVID-19 Related Impacts)
July 1, 2023 – September 30, 2023
Month Ending: September 30, 2023

Industry	Affected Workers
Technology	659
Manufacturing/Transportation/Warehouse	430
Food Services/Hospitality/Entertainment	155
Finance/Professional Services	65
Healthcare/Science	4
Retail	2
Grand Total	1,315

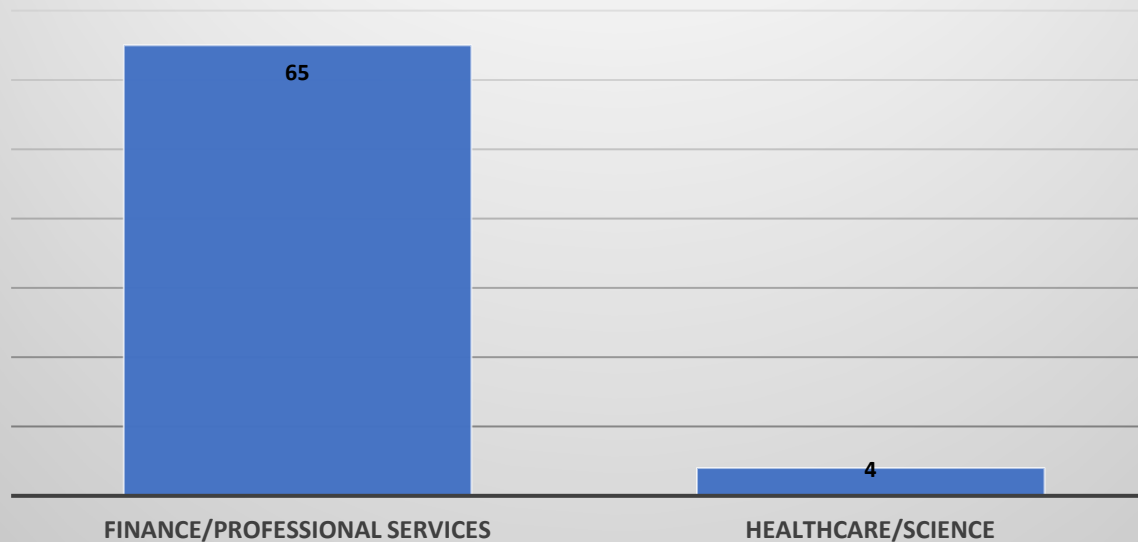


ACWDB Layoff and Closure Monthly Report
July 1, 2023 – September 30 2023
Month Ending: September 30, 2023

EDEN RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	65
Healthcare/Science	4
Grand Total	69

Number of Affected Workers
July 1, 2023 - September 30, 2023

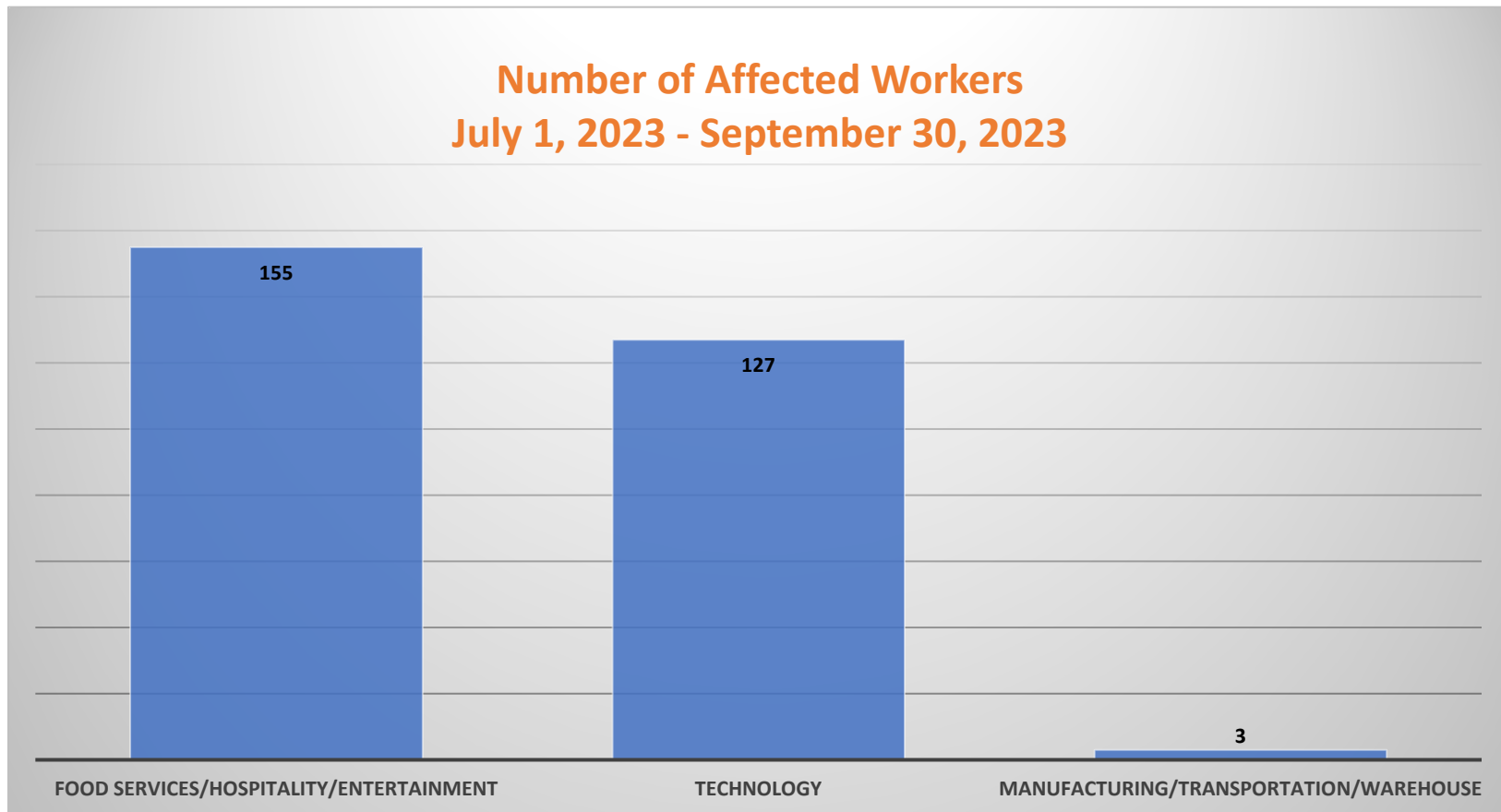


ACWDB Layoff and Closure Monthly Report
July 1, 2023– September 30, 2023
Month Ending: September 30, 2023

Attachment V.D.1.
Page 5 of 7

NORTH CITIES RAPID RESPONSE

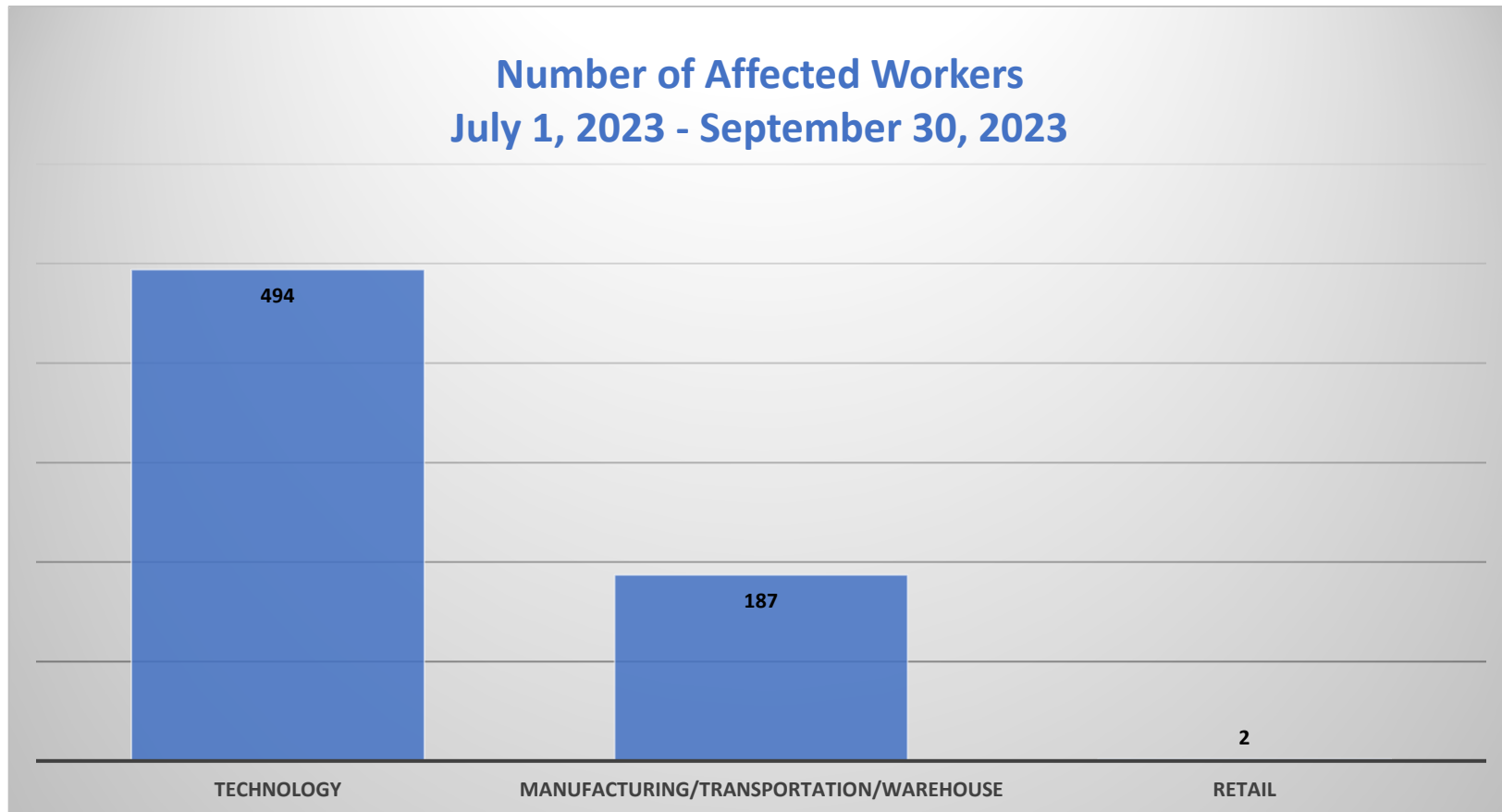
Industry	Affected Workers
Food Services/Hospitality/Entertainment	155
Technology	127
Manufacturing/Transportation/Warehouse	3
Grand Total	285



ACWDB Layoff and Closure Monthly Report
July 1, 2023 – September 30, 2023
Month Ending: September 30, 2023

Tri - CITIES RAPID RESPONSE

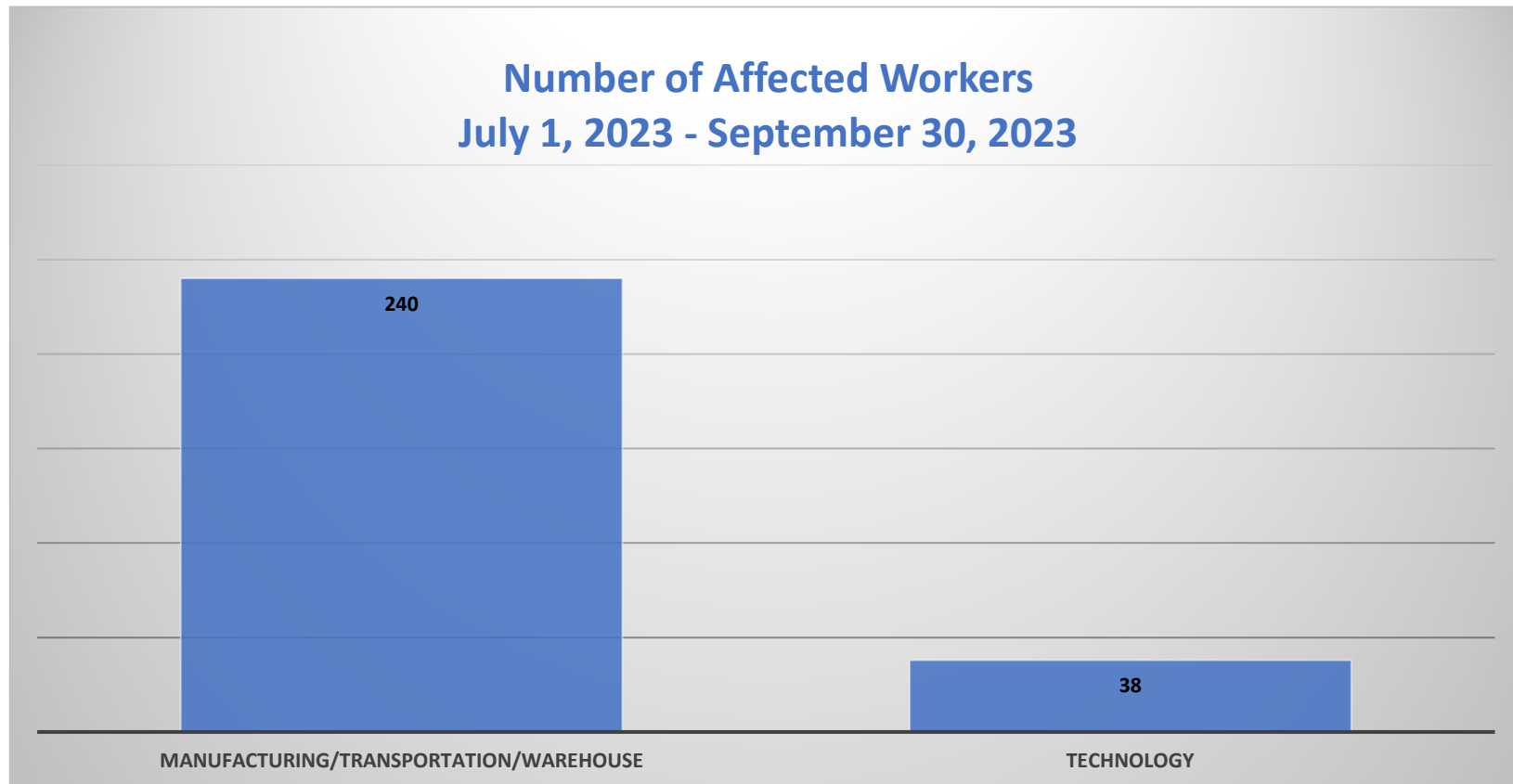
Industry	Affected Workers
Technology	494
Manufacturing/Transportation/Warehouse	187
Retail	2
Grand Total	683



ACWDB Layoff and Closure Monthly Report
July 1, 2023 – September 30, 2023
Month Ending: September 30, 2023

TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Manufacturing/Transportation/Warehouse	240
Technology	38
Grand Total	278



ITEM V.E. – REPORTS

TRAINING EXPENDITURES REPORT – PY 2023/2024

BACKGROUND:

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2023/2024. 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 September 30, 2023. 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 2023/2024, 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%, 2/3 must come out of those Formula allocations – and up to 1/3 may be from other leveraged sources of funding.

For PY 2023/2024, the 30% training expenditure requirement totals \$1,148,636. Twenty percent of that amount (\$765,757) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$382,879) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

As of September 30, 2023, total training expenditures, including training obligations and leveraged training, amount to \$390,138 (34% of the required amount). Please refer to Attachment V.E.1.

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

ATTACHMENT:

V.E.1. – Training Expenditures Report – PY 2023/2024 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-23 thru 9-30-23

PROGRAM YEAR 2023-24	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$765,757	\$83,805	\$209,811	\$472,141
Leverage Training	\$382,879	\$83,421	\$13,101	\$286,357
Total (1)	\$1,148,636	\$167,226	\$222,912	\$758,498

- (1) A minimum of 20% (\$765,757) 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% (\$382,879) may be training dollars from other sources.

ITEM VI.A. – INFORMATION
CONDITIONAL FUNDING IMPACTS

BACKGROUND:

On September 14, 2023, the Alameda County Workforce Development Board (ACWDB) engaged in a discussion item to clarify how the Conditional Funding policy has been implemented across the program years where it has been in effect. During this discussion, board members requested further information about the parameters and effects of the existing Conditional Funding policy as it applies to Workforce Innovation and Opportunity Act (WIOA) service providers within Alameda County. Additionally, during the public forum portion of the meeting, there were comments from a WIOA service provider expressing concern about the impacts of the policy on staff and service delivery.

CONDITIONAL FUNDING APPLICATION:

Conditional Funding is triggered at the end of the third quarter (March 30th) when service provider contract performance goals are not met. Up to 25% of total contracted funding is withheld until the end of the program year (June 30th). If service providers meet their performance targets, they will be awarded their full contract amount. If they do not, a forfeiture formula is applied.

The forfeiture formula considers performance attainments within a select group of performance measures and averages those attainments to determine the final forfeiture amount. The Conditional Funding policy was initiated to ensure accountability and value of service for local area job seekers.

The contract performance measures that are averaged in the forfeiture formula for each contracted service provider are as follows:

In-School and Out-of-School Youth Providers:

1. Number of new enrollments
2. Percentage of newly enrolled participants who received a Work-Based Learning services
3. Percentage of newly enrolled participants who received a Soft/Core Skills or Leadership Development service

Adult and Dislocated Worker Providers:

1. Number of new enrollments within their Adult funding stream
2. Number of new enrollments within their Dislocated Worker funding stream
3. Training dollars obligated within their Adult funding stream
4. Training dollars obligated within their Dislocated Worker funding stream
5. Number of On-the-Job Training (OJT) enrollments.

CONDITIONAL FUNDING IMPACTS:

Since the Conditional Funding policy was implemented, service providers have experienced different levels of financial impact, dependent upon each of their final performance attainments. The attached charts provide the following details for program year (PY) 2019/2020 (the first year that Conditional Funding policy was applied), through PY 2022/2023. The following information will aid in interpretation of the data attached.

PY 2021/2022

ACWDB adopted a new system design (Career Services Collaborative model) in PY 2021/2022. Service providers for Adults, Dislocated Workers, and Youth changed from the prior program year. As such, the Conditional Funding policy was waived, system-wide, for all WIOA contracted service providers in PY 2021/2022. The amounts reflected in the “Based on Performance” column provide an estimate of the amount of funds that would have been withheld if the Conditional Funding policy had not been waived for the program year.

PY 2022/2023

In PY 2022/2023, ACWDB’s Conditional Funding policy was modified as follows, taking service provider input into account:

WIOA Adults & Dislocated Workers

Service providers met all of their goals under the WIOA Adult funding stream. Therefore, WIOA Adult funds were not factored in to the withholding formula.

Due to challenges with Dislocated Worker recruitment across California, ACWDB decided to cap withholding at 15% rather than the 25% that had been identified within service provider contracts. Withholding this PY 2022/2023 was applied only to Dislocated Worker funds – and decreased from 25% to a 15% cap.

Ohlone College, lead for the Career Services Collaborative model, was able to attain all of their goals for both the WIOA Adult and Dislocated Worker funding streams.

For additional information, please contact Michele Garcia, MIS Administrator. You can reach Michele at (510) 259-3802 or through email at Mggarcia@acgov.org.

ATTACHMENT:

VI.A.1. – Summary of Conditional Funding Impacts

WIOA Adults & Dislocated Workers

PY 19/20	Enrolled		Trng Fund Exp		OJT	AVERAGE	Full Award	Forfeit \$	
	Ad	DW	Ad	DW	Both	All			
EDEN- Rubicon Programs	100.0%	100.0%	100.0%	100.0%	33.0%	86.6%	\$644,468	\$86,359	
NORTH CITIES- College of Alameda	100.0%	100.0%	99.0%	80.0%	29.0%	81.6%	\$347,021	\$63,852	
TRI-CITIES- Ohlone College	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	\$429,645	\$0	
VALLEY- Chabot/Las Positas	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	\$231,348	\$0	
PY 20/21	Enrolled		Trng Fund Exp		OJT	AVERAGE	Full Award	Forfeit \$	
Ad	DW	Ad	DW	Both	All				
EDEN- Rubicon Programs	100.0%	100.0%	99.6%	100.0%	0.0%	79.9%	\$632,660	\$127,038	
NORTH CITIES- College of Alameda	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	\$340,663	\$0	
TRI-CITIES- Ohlone College	100.0%	100.0%	89.7%	100.0%	80.0%	93.9%	\$421,773	\$25,559	
VALLEY- Chabot/Las Positas	100.0%	100.0%	90.6%	100.0%	66.7%	91.5%	\$227,109	\$19,395	
PY 21/22 Conditional Funding WAIVED	Enrolled		Trng Fund Exp		OJT	AVERAGE	Full Award	Forfeit \$	Based on Perform
Ad	DW	Ad	DW	Both	All				
AJCC -Rubicon Programs	100.0%	66.4%	99.9%	90.7%	100.0%	91.4%	\$632,660	\$0	\$54,409
CSC -Ohlone (Lead)	100.0%	63.5%	100.0%	96.8%	33.3%	78.7%	\$989,545	\$0	\$210,575
PY 22/23	Enr DW	Trng Exp DW	OJT Both	AVERAGE All	Full Award	Forfeit \$			
AJCC -Rubicon Programs	90.3%	56.6%	100.0%	82%	\$358,898	\$53,835	(15%)		
CSC -Ohlone (Lead)	100.0%	100.0%	100.0%	100%	\$561,353	\$0			

*All forfeiture amounts are approximate due to rounding of figures in excel formulas.

Youth and Young Adults

PY 19/20	Enrolled	Activities		AVERAGE ALL	Full Award	Forfeit \$	
		WBL	CSL				
I/S-EDEN EROP	100.0%	100.0%	100.0%	100.0%	\$100,946	\$0	
O/S-EDEN Hayward Adult School	100.0%	100.0%	100.0%	100.0%	\$327,066	\$0	
O/S-NORTH BYA	100.0%	100.0%	100.0%	100.0%	\$281,640	\$0	
O/S-TRI CITIES/VALLEY La Familia	100.0%	100.0%	100.0%	100.0%	\$299,811	\$0	
PY 20/21	Enrolled	Activities		AVERAGE ALL	Full Award	Forfeit \$	
I/S-EDEN EROP	100.0%	100.0%	94.2%	98.1%	\$161,012	\$3,113	
O/S-EDEN Hayward Adult School	100.0%	100.0%	100.0%	100.0%	\$328,465	\$0	
O/S-NORTH BYA	100.0%	100.0%	100.0%	100.0%	\$282,845	\$0	
O/S-TRI CITIES/VALLEY La Familia	100.0%	100.0%	100.0%	100.0%	\$301,093	\$0	
PY 21/22 Conditional Funding WAIVED	Enrolled	Activities		AVERAGE ALL	Full Award	Forfeit \$	Based on Perform
I/S-EDEN EROP	100.0%	100.0%	100.0%	100.0%	\$161,012	\$0	\$0
I/S-VALLEY TVROP	75.0%	100.0%	100.0%	91.7%	\$56,000	\$0	\$4,667
O/S-EDEN La Familia	50.0%	100.0%	100.0%	83.3%	\$168,000	\$0	\$28,000
O/S-NORTH BYA	100.0%	100.0%	100.0%	100.0%	\$282,845	\$0	\$0
O/S-TRI CITIES Ohlone	42.5%	91.5%	65.4%	66.5%	\$191,605	\$0	\$47,901 (25%)
PY 22/23	Enrolled	Activities		AVERAGE ALL	Full Award	Forfeit \$	
I/S-EDEN EROP	100.0%	100.0%	100.0%	100.0%	\$161,943	\$0	
I/S-VALLEY TVROP	100.0%	100.0%	100.0%	100.0%	\$112,000	\$0	
O/S-EDEN La Familia	100.0%	100.0%	80.5%	93.5%	\$351,000	\$22,815	
O/S-NORTH BYA	93.5%	98.2%	100.0%	97.2%	\$284,797	\$7,879	
O/S-TRI CITIES Ohlone	45.0%	100.0%	98.8%	81.3%	\$192,656	\$36,091	

*All forfeiture amounts are approximate due to rounding of figures in excel formulas.

ITEM VI.B. - INFORMATION

CENTERING CLIENT EXPERIENCES – SURVEYING EFFORTS

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) staff understands the importance of continuously learning about the needs of its dual clients - job seekers and businesses. Currently, efforts to capture client experience are done periodically through ACWDB's Local Plan process, periodic program planning, and for special initiatives.

Since one of the objectives of the Organizational Effectiveness (OE) Committee is to continuously take stock of customer satisfaction and client experiences to better meet service needs, it is important to systematize this effort and create more frequent feedback loops to ACWDB members, board staff, and service providers. Centering these experiences will ultimately better position the ACWDB staff to intentionally design programs and initiatives that reach the intended audience, improve service delivery, close service gaps, and amplify partnerships and resources needed to better serve job seekers and employers.

Toward this end, the ACWDB staff will develop and launch a total of four client experience surveys in program year (PY) 23/24 to collect data from Adults/Dislocated Workers, In-School/Out-of-School Youth/Young Adults, and Businesses. One survey will target Adults and Dislocated Workers, and one will target In-School and Out-of-School Youth/Young Adults.

For businesses, two surveys will be developed and launched – one broader level survey that captures the ongoing employer need (hiring, upskilling, recruitment challenges, etc.) and one that measures customer satisfaction as ACWDB's internal Business Services Unit (BSU) works directly with employers and businesses.

The ACWDB staff team will share the results/responses of these surveys when responses are available and at future OE Committee meetings.

For more information about this item, contact Interim Assistant Director, Latoya Reed-Adjei by phone at (510) 259-3833 or by email at latoya.reed-adjei@acgov.org.

ITEM VI.C. – INFORMATION

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 available services. Specifically, funding was approved to enhance outreach and recruitment efforts of 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:

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, hosted two focus groups with former Dislocated Worker clients from across the workforce system. Participants shared feedback on planned post images, slogans, and information about their personal layoff experiences, including what was impactful about receiving services from Workforce Innovation and Opportunity Act (WIOA) 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:

VI.C.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

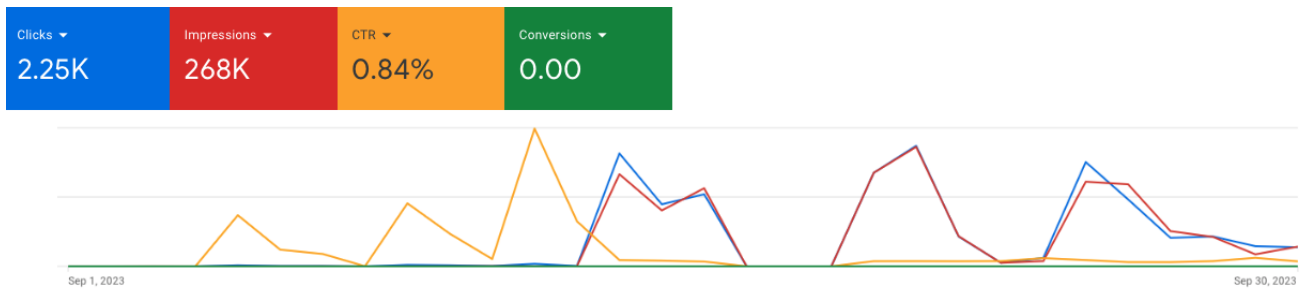


Table 2: Google Ads September Data

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.

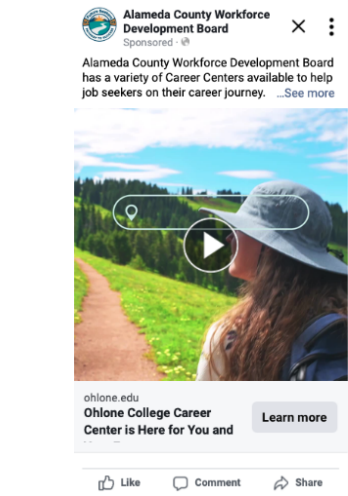
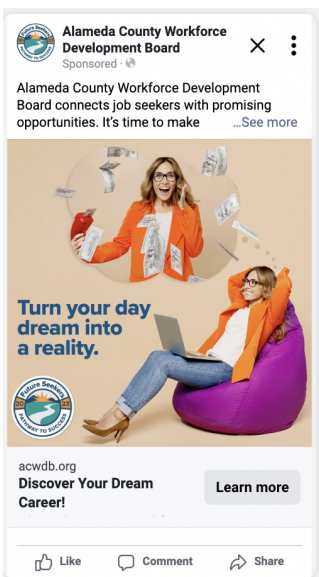
Table 3 below provides detailed metrics on the performance of the social media campaigns in September while Table 4 provides you with the top-performing ads for the month.



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		535
2		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	+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.D. – 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.E. – 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 either Rhonda Boykin, WDB Director at RBoykin@acgov.org (510.259.3844); or Charles Turner, Re-entry Specialist by email at charles.turner@acgov.org or by phone at (510) 507-6591.

ITEM VI.F. – INFORMATION

TELECONFERENCE OPTIONS UNDER THE BROWN ACT

BACKGROUND:

During the COVID-19 pandemic and state of emergency, boards and commissions subject to requirements under the Brown Act were allowed to hold virtual meetings without having to adhere to all Brown Act requirements. In October 2022, County Counsel notified Alameda County boards and commissions of a new bill signed into law in September, AB 2449, which provided for meetings subject to Brown Act with long-term permissions to hold virtual meetings without having to give the public access to private locations, subject to certain restrictions.

At the December 2022 Board meeting, the Director informed board members of these impending changes that would be in effect January 1, 2023, and once the statewide state of emergency was lifted. In preparation for these new meeting requirements and allowances, Alameda County Workforce Development Board (ACWDB) staff have been actively pursuing upgrades to the technology for use at the current standard meeting room to facilitate hybrid meetings.

New Brown Act Teleconferencing Rules

Board members may attend remotely for "just cause" or due to "emergency circumstances". Certain legal requirements must be met, and members may attend remotely a limited number of times per year.

- For *just cause*, the member must notify the board/committee before or at the start of the meeting providing a general description of the following: 1) caregiving obligations, 2) contagious illness, 3) disability, or 4) travel on official public business.
- For *emergency circumstances*, the member must submit a short description of the physical or family medical emergency, and the board/committee must take action on the request at the meeting. It must be approved by majority vote. The requestor may not vote.
- The board/committee must provide a two-way audiovisual platform and the member must participate through both audio and visual technology.
- The board/committee must provide notice of how the public can access the meeting and offer comments.
- A member must disclose whether individuals at least 18 years old are in the room.
- At least a quorum must participate in person.
- Remote option limited to two meetings per individual per calendar year, and a member may not use this option more than three consecutive months or 20% of meetings.
- All votes must be taken by roll call.
- The agenda need not be posted at the remote location, include the address of the remote location, or provide for public access to the remote location.
- If there is a disruption to the meeting broadcast or in the ability to take call-in or internet-based public comment, no further action can be taken on agenda items until the issue is resolved.

Traditional Brown Act Teleconferences Rules

A board/committee member may still meet via teleconference by following the traditional Brown Act rules of identifying the teleconference site on the ACWDB's agenda and ensuring it is accessible for the public to attend.

NOTE: Beginning January 1, 2026, only the traditional Brown Act teleconference rules will be available.

ACWDB staff have been informed that the standard meeting room now includes updated technology that will support a hybrid meeting in compliance with AB 2449. Staff have solicited training on the use of the updated system – and anticipate being fully prepared for hybrid meetings beginning in 2024.

For more information about this item, please contact Rhonda Boykin, Director at RBoykin@acgov.org or by phone at (510) 259-3844.

ITEM VII.G. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
2024 MEETING CALENDAR

FEBRUARY

- 5 Youth Committee (1:00 – 3:00 PM)
- 7 Organizational Effectiveness Committee (9:30 – 11:00 AM)
- 21 Systems and Strategies Committee (9:30 – 11:00AM)
- 28 Executive Committee (9:30 – 11:30 AM)

MARCH

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

APRIL

- 8 Youth Committee (1:00 – 3:00 PM)
- 10 Organizational Effectiveness Committee (9:30 – 11:30 AM) – (Cancelled)
- 17 Systems and Strategies Committee (9:30 – 11:00 AM)
- 24 Executive Committee (9:30 - 11:30 AM) – (Cancelled)

MAY

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

AUGUST

- 7 Organizational Effectiveness Committee (9:30 – 11:30 AM) – (Cancelled)
- 12 Youth Committee (1:00 – 3:00 PM) – (Cancelled)
- 21 Systems and Strategies Committee (9:30 – 11:00 AM) – (Cancelled)
- 28 Executive Committee (9:30 - 11:30 AM) – (Cancelled)

SEPTEMBER

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

NOVEMBER

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

11 Youth Committee (1:00 – 3:00 PM)

20 Systems and Strategies Committee (9:30 – 11:00 AM)

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

DECEMBER

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

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VI.H.-INFORMATION
ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Kelly Johnson

Kelly Johnson, Talent Outreach Program
Manager
Lawrence Berkeley National Lab
1 Cyclotron Rd. M.S 090-1140G
Berkeley, CA 94720
Tel: 510-486-4825
E-Mail: KNJohnson@lbl.gov

Tyler Abbott, CEO, Santini Foods, Inc.
Santini Foods, Inc.
16505 Worthley Drive
San Lorenzo, CA 94580
Tel: 415-786-3560
E-Mail: tyler@abbottfamily.org

Prem Bajaj, Manager of Workforce
Development
SF Bay Area Rapid Transit District
2150 Webster St.
Oakland, CA 94612
Tel: 510-421-9027
E-Mail: PBajaj@bart.gov

Joslyn Buckner, Talent Acquisition Manager
Mission Linen
6590 Central Ave.
Newark, CA 94560
Tel: 805-335-3327
E-Mail: jbuckner@missionlinen.com

Brianne Fernandez, Senior HR Business
Partner
Bayer
800 Dwight Way
Berkeley, CA 94710
Tel: 510-610-4735
E-Mail: brianne.fernandez@bayer.com

VICE-CHAIRPERSON – Matt Pawluk

Matt Pawluk, Director, Quality and Reliability
Veev
1617 Industrial Parkway
Hayward, CA 94544
Tel: 650-292-0752
E-Mail: Matthew@veev.com

Matt Kreutz, CEO
Firebrand Bakery
2343 Broadway
Oakland 94612
Tel: 510-410-1305
E-Mail: matt@firebrandbread.com

Chiman Lee, Director of Operations
Corporate eWaste Solutions - NorCal
30587 Huntwood Ave.
Hayward, CA 94544
Tel: 510-998-2828
E-Mail: clee@cews.com

Justin Real, Principal Program Manager
Pacific Gas and Electric Co. General Office
300 Lakeside Dr,
Human Resources Dpt. 18th Flor.
Oakland, CA 94612
Tel: 510-231-3878
E-Mail: Justin.Real@pge.com

Paul Reyes, Sales Manager, Northern
California
Manpower Engineering
345 California Street, Suite 350
San Francisco, CA 94104
Tel: 925-828-5421
E-Mail: paul.reyes@manpowerengineering.com

Kennan Scott, Co-Founder
Empathy Designs
Tel: 510-388-2950
E-Mail: mr.scott1013@gmail.com

BUSINESS
CONTINUED

Mario Wagner, CEO
RF Contractors
8055 Collins Drive
Oakland, CA 94621
Tel: 510-228-2994
E-Mail: mwagner@rfcontractors.com

VACANT (2)

EDUCATION

WIOA Title II – Adult & Literacy

Beth Cutter, Director, Castro Valley Adult and Career Education
Castro Valley Unified School District
4430 Alma Avenue
Castro Valley, CA 94546
Tel: 510-850-8660
E-Mail: bcutter@cv.k12.ca.us

Dyrell Foster, Ed.D., College President
Las Positas College
3000 Campus Hill Drive, Ste. 1680
Livermore, CA 94551
Tel: 925-424-1001
E-Mail: dfoster@laspositascollege.edu

GOVERNMENT

State Employment Service

Kalpana Oberoi, Cluster Manager
Northern Division, Workforce Services Branch
State of California
Employment Development Department
7677 Oakport Street, Suite 350
Oakland, CA 94621
Tel: 510-564-0521
E-Mail: Kalpana.oberoi@edd.ca.gov

State Department of Rehabilitation

Iris Wiangchanok, Staff Services Manager I
California State Department of Rehabilitation
1515 Clay Street, Suite 119
Oakland, CA 94612
Tel: 510-622-2791
E-Mail: iwiangch@dor.ca.gov

Economic Development

Stephen Baiter, Executive Director
East Bay Economic Development Alliance
1221 Oak Street, Ste. 555
Oakland, CA 94612
Tel: 510-272-3874
E-Mail: stephen@EastBayEDA.org

Anne Stedler, Economic Development Manager
City of Newark
37101 Newark Blvd,
Newark, CA 94560
Tel: 510-468-7368
E-Mail: anne.stedler@newark.org

WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

Doug Jones, Political Organizer
SEIU United Healthcare Workers-West
560 Thomas Berkeley Way
Oakland, CA 94612
Tel: 510-251-1250
E-Mail: djones@seiu-uhw.org

Adam Masters, Business Representative,
District 1
SMART, SMW Local Union No. 104
East Bay Union Office
1499 Grenville Road
Livermore CA 94550
Tel: 510-895-8660
E-Mail: adamm@smw104.org

VACANT (3)

Community – Based Organization

Jonathan DeLong, Executive Director
REAP Climate Center
909 Marina Village Parkway, #234
Alameda, CA. 94501
Tel: 510-214-6669
E-Mail: jgrow@reapcenter.org

Travers McNeice, Vice President of Mission
Services and Workforce Innovation
Goodwill Industries of the Greater East Bay
1301 30th Avenues
Oakland, CA 94601
E- Mail: tmcneice@sfgoodwill.org

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WDB COMMITTEES

Executive Committee

Kelly Johnson, WDB Chair
Matt Pawluk, WDB Vice-Chair,
Matt Kreutz, Systems and Strategies Committee Chair
Prem Bajaj, Youth Committee Chair
Chiman Lee, Organizational Effectiveness Committee Chair
Anne Stedler

Systems and Strategies Committee

Matt Kreutz, Chair
Doug Jones, Vice-Chair
Joslyn Buckner
Beth Cutter
Kalpana Oberoi
Paul Reyes
Kennan Scott

Organizational Effectiveness Committee

Chiman Lee, Chair
Sara Walke, Vice-Chair
Tyler Abbott
Iris Wiangchanok

Youth Committee

Prem Bajaj, Chair
Lisa Meza, Vice-Chair
Classic Cauley
Gana Eason
Linda Evans
Kathy Mello
Raquel Ramsey-Shelton
Justin Real
Mario Wagner

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ITEM VI.I. - INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PY 2023/2024 SERVICE PROVIDER LIST

Business Services Unit Contacts

Javier Contreras, Rapid Response Coordinator
PH: (510) 259-3831
E-MAIL: javier.contreras@acgov.org

Carmelo San Mames, Strategic Training Partnerships Coordinator
PH: (510) 259-3828
E-MAIL: Carmelo.SanMames@acgov.org

Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

EDEN AREA COMPREHENSIVE CAREER CENTER

24100 Amador Street, 3rd Floor
Hayward, CA 94544
PH: (510) 670-5700

Nina Scott, Site Manager
PH: (510) 265-8376
E-MAIL: ninas@rubiconprograms.org

Angelica Given, Eden Area AJCC WIOA Coach Team Supervisor

PH: (510) 300-1260
E-MAIL: angelicagi@rubiconprograms.org

FREMONT EDD

39155 Liberty Street, Suite B200
Fremont, CA 94538-1516
PH: (510) 794-3667

Kalpana Oberoi, Cluster EDD Manager
PH: (510) 564-0521
E-MAIL: kalpana.oberoi@edd.ca.gov

Career Service Collaborative – Lead Agency

OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK

Ohlone College Campus
39399 Cherry Street, Room 1211
Newark, CA 94560
PH: (510) 742-2323

Kelsey Bensky, Career Services Supervisor
PH: (510) 742-2321
E-MAIL: kbensky@ohlone.edu

Binh Nguyen, Executive Director
PH: (510) 659-6441
E-MAIL: bnguyen@ohlone.edu

Career Service Collaborative – Subcontractors

COLLEGE OF ALAMEDA CAREER AND EMPLOYMENT CENTER

555 Ralph Appezato Memorial Parkway, Portable P
Alameda, CA 94501
PH: (510) 748-2208

Stefanie Bradshaw, Site Manager
PH: (510) 748-2399
E-Mail: sbradshaw@peralta.edu

TRI-VALLEY CAREER CENTER

Tri-Valley Career Center
5860 Owens Drive, 3rd Floor
Pleasanton, CA 94588
PH: (925) 416-5100

Alcian Lindo, Program Manager
PH: (925) 416-5108
E-MAIL: alindo@clpccd.org

CAL STATE EAST BAY

25800 Carlos Bee Blvd, VBT 132, 1st Floor
Hayward, CA 94542
PH: (510) 885-2275

PREMIER CAREER SERVICES

39833 Paseo Padre Parkway, Suite A
Fremont, CA 94538
PH: (510) 248-4955

Danny Navarette, Chief Executive Officer
PH: (510) 248-4955
E-MAIL: Danny@premierecareers.com

INTERNATIONAL RESCUE COMMITTEE

440 Grand Ave, Suite 500
Oakland, CA 94610
PH: (510) 452-8222

Mitchell Margolis, Economic Empowerment Manager
PH: (510) 458-0185
E-MAIL: Mitchell.Margolis@rescue.org

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
Berkeley, CA 94702

Kevin Williams, Executive Director
PH: (510) 845-9010 Ext. 205
E-MAIL: nwilliams@byaonline.org

Mieka Claridy, Program Manager
PH: (510) 845-9010 Ext. 219
E-MAIL: mclaridy@byaonline.org

EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)

Alliance for Community Wellness dba La Familia Counseling Services

Administrative Office:
24301 Southland Drive, Suite 300
Hayward, CA 94545

Aaron Ortiz, Executive Director
PH: (510) 300-3500
E-MAIL: aortiz@lafamiliacounseling.org

Program Office:
22366 Fuller Avenue
Hayward, CA 94541

Aiyana Knowles, Chief Program Officer
E-MAIL: AKnowles@LiveLaFamilia.org

Juan Carlos Carmona, Program Supervisor
PH: (510) 935-2643
E-MAIL: JCarmona@LiveLaFamilia.org

TRI-CITIES (Fremont, Newark, Union City)

Ohlone Community College District
Newark, CA 94560
39399 Cherry Street, Room 1211

Kelsey Bensky, Career Services Manager
PH: (510) 742-2321
E-MAIL: kbensky@ohlone.edu

Youth Innovation Program – In-School Youth

EDEN AREA (Hayward, unincorporated areas of Ashland, Cherryland, Fairview, San Leandro, San Lorenzo, Castro Valley)

Eden Area Regional Occupational Program
26316 Hesperian Boulevard
Hayward, CA 94545

Blaine Torpey, Superintendent
PH: (510) 293-2901
E-MAIL: btorpey@edenrop.org

Manuschka Michaud, Program Manager
PH: (510) 293-2904
E-MAIL: mmichaud@edenrop.org

TRI-VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)

Tri-Valley Regional Occupational Program
1040 Florence Road
Livermore, CA 94550

Suzanne Smith, Program Manager
PH: (925) 766-2115
E-MAIL: ssmith@tvrop.org

Joelle Glushenko, Program Supervisor
PH: (925) 487-4153
E-MAIL: jglushenko@tvrop.org

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VI.J. – INFORMATION

WORKFORCE DEVELOPMENT BOARD STAFF ROSTER

Director’s Office/Admin

Rhonda Boykin, Director.....510.259.3844
E-Mail: rboykin@acgov.org

Sheroza Haniff, Board Secretary.....510.259.3842
E-Mail: sheroza.haniff@acgov.org

Latoya Reed-Adjei, Interim Assistant Director.....510.259.3833
E-Mail: latoya.reed-adjei@acgov.org

Jennifer Mitchell, Program Financial Specialist.....510.259.3829
E-Mail: jennifer.mitchell@acgov.org

Workforce Systems Coordination

Business Services

Javier Contreras, Rapid Response Coordinator.....510.259.3831
E-Mail: javier.contreras@acgov.org

Carmelo San Mames, Senior Strategic Partnerships Coordinator...510-259-3828
E-Mail: carmelo.sanmames@acgov.org

Workforce Services

Nancy Soto, Project Assistant.....510.259.3839
E-Mail: Nancy.Soto@acgov.org

Charles Turner, Reentry Specialist,.....510.670.6132
E-Mail: charles.turner@acgov.org

Jennifer Victorica, Career Center Coordinator.....510.259.3841
E-Mail: jennifer.victorica@acgov.org

Irene Wu, Program Financial Specialist.....510.259.3884
E-Mail: Irene.Wu2@acgov.org

Workforce Systems Support

Michele Garcia, Workforce Board System Administrator.....510.259.3802
E-Mail: mggarcia@acgov.org

Victoria Casaray, Workforce Services Technician.....510.259.3579
E-Mail: vcasaray@acgov.org

Alex Cheung, Specialist Clerk.....510.259.3836
E-Mail: alex.cheung@acgov.org

Lester Herrera, Workforce Services Technician.....510. 259-3819
E-Mail: lester.herrera@acgov.org

Karen Yan, Account Clerk II510.259.3814
E-Mail: qiyun.yan2@acgov.org

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