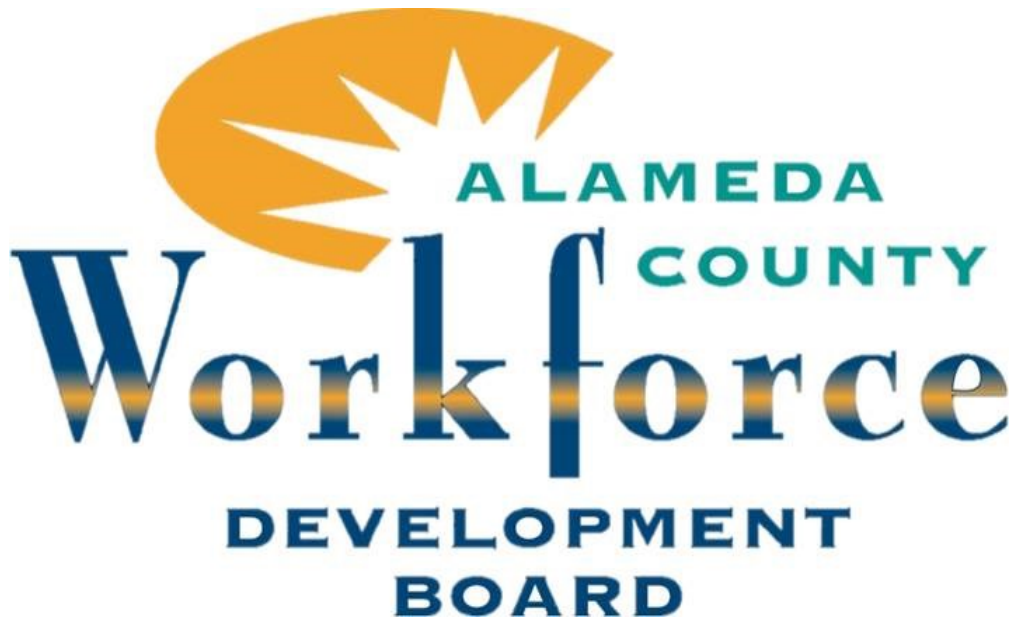


Youth Committee



(<http://www.acwdb.org>)

In partnership with the
BOARD OF SUPERVISORS

Serving the County of Alameda and the cities of
Alameda Albany Berkeley Dublin Emeryville Fremont
Hayward Newark Livermore Piedmont Pleasanton
San Leandro Union City

April 8, 2023
1:00 P.M.

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

MEETING NOTICE
Monday, April 8, 2024
1:00 – 3:00 P.M.
Gail Steele Multi-Service Center
24100 Amador Street, Hayward, CA 94544-1203
California Poppy Conference Room, 2nd Floor

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

AGENDA

		PAGE
I.	CALL TO ORDER AND ROLL CALL	
II.	PRESENTATION – Military Careers - Sergeant Marcell Lee’Nell Gathright	1
III.	PUBLIC FORUM	
	Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker’s name, organization, and reference to which agenda item they are referencing.	
IV.	ACTION ITEMS / PUBLIC HEARING	
	A. Contract Renewal Recommendations for the Future Force Career Program and Youth Innovation Program PY 2024/2025	2
V.	DISCUSSION ITEMS	
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	A. Local Area Performance Reports	11
	B. Youth Contract Performance Indicators Reports	12
VIII.	MATTERS INITIATED BY COMMITTEE MEMBERS	
IX.	ANNOUNCEMENTS	

COMMITTEE MEMBERS: Prem Bajaj (Committee Chair); Lisa Meza (Committee Vice-Chair); Classic Cauley; Jonathan DeLong; Gana Eason; Linda Evans; Kathy Mello; Justin Real; Raquel Ramsey-Shelton; Mario Wagner

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

WDB Members who are not Committee members but are planning to attend may call Sheroza Haniff at (510) 259-3842 to request the material that will be discussed at this meeting.

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

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

NEXT YOUTH COMMITTEE MEETING: Monday, August 12, 2024

ITEM II. – PRESENTATION

MILITARY CAREERS

PRESENTED BY SERGEANT MARCELL LEE'NELL GATHRIGHT



Sergeant (Sgt.) Marcell Lee'Nell Gathright, originally from Moreno Valley, California is currently the local recruiter for the Marine Corps in the San Francisco Bay Area. Sgt. Gathright's primary job is a Military Occupational Specialist, Heavy Equipment Operator.

Sgt. Gathright has served six years in the Marine Corps and has been stationed at the Marine Corp's Camp Foster in Okinawa, Japan. He has also served as a member of the Transportation Support Battalion, the Combat Logistics Battalion 3 and was a member of III Marine Expeditionary Force (IIIMEF).

Sgt. Gathright is a proud husband and father, currently residing in the East Bay region of the San Francisco Bay Area.

For more information, contact Sgt. Gathright by email at marcell.gathright@marines.usmc.mil or by phone at (510) 714-3309.

ITEM IV.A. – ACTION / PUBLIC HEARING

CONTRACT RENEWAL RECOMMENDATIONS FOR THE FUTURE FORCE CAREER PROGRAM AND YOUTH INNOVATION PROGRAM PY 2024/2025

RECOMMENDATIONS:

That the Youth Committee (YC) of the Alameda County Workforce Development Board (ACWDB) approve the following contract renewal recommendations for program year (PY) 2024/2025 for the Future Force Career Program and the Youth Innovation Program:

1. Renew contracts with the following youth service providers with or without additional conditions based on whether contract renewal criteria are met for PY 2023/2024 by June 30, 2024:
 - a. **Future Force Career Program (Out-of-School Youth Providers):**
 - Berkeley Youth Alternatives (BYA)
 - Alliance for Community Health dba La Familia Counseling Services (La Familia)
 - Ohlone Community College
 - b. **Youth Innovation Program (In-School Youth Providers):**
 - Eden Area Regional Occupational Program
 - Tri-Valley Regional Occupational Program
2. Apply Workforce Innovation and Opportunity Act (WIOA) Formula Funding Allocation Methodology as approved by ACWDB for PY 2024/2025;
3. Direct staff to negotiate contracts effective July 1, 2024, through June 30, 2025.

BACKGROUND:

Contract Renewal Criteria

Renewal criteria depend on performance at the end of the second and third quarters. Specifically, providers are required to meet 80% of certain performance measures by the end of December of any given year and 100% by the end of March in any given year. The following benchmark standards in Table 1. were adopted by the ACWDB on March 9, 2023, to ensure responsible stewardship and governance over the WIOA programs:

Table 1.

Performance Measure	Percent of Goal Met by 12/31/2023	Percent of Goal Met by 3/31/2024 Goal
Enrollments	80%	100%
Work-based learning activities		
Core skill/leadership activities		

Placement in Training	Shows significant progress by 3/31/2024
Credential Attainment	
Placements at Closure	
Measurable Skills Gains	Shows significant progress by 3/31/2024
Submission of Monthly Report Narrative	85% by the 25 th of each month
Submission of Monthly Invoice	
Outcomes of PY 2023/2024 programming and fiscal monitoring as referenced below under Provider Issues/Conditions.	

PY 2023/2024 is the third year of the four-year procurement cycle that began in 2021/2022. ACWDB staff have and will continue to:

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

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

Provider Issues	Conditions
Unresolved program and fiscal monitoring findings	Provider will be required to submit a Corrective Action Plan which ACWDB staff will monitor for resolution of deficiencies by June 30, 2024.
Failed to attain 100% of specified contract performance goals or achieve significant progress toward other contract performance goals by March 31, 2024.	25% of PY 2023/2024 funding will be held in reserve until 100% of specified performance goals are met or until June 30, 2024. If provider fails to meet performance goals by June 30, 2024, provider forfeits up to 25% of contract amount.

The third quarter progress report was not available at the time of the YC packet was compiled and will be sent as a handout via email and provided on the website prior to the April 8, 2024 meeting.

For further information, please contact Latoya Reed-Adjei, Interim Assistant Director at (510) 259-3833 or latoya.reed-adjei@acgov.org.

ITEM V.A. – DISCUSSION

WORKFORCE DEVELOPMENT BOARD RETREAT AND ACTION PLAN

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) held a Board Retreat on January 22, 2024, at the Las Positas Community College Campus in Livermore. The retreat was skillfully guided by the California Workforce Association (CWA). There were 11 Board members in attendance.

During the retreat, Board members delved into insightful discussions and engaging activities focused on understanding the workforce system, community-centered workforce boards, and the guiding policies and provisions of the Workforce Innovation and Opportunity Act (WIOA).

CWA guided discussions leading Board members to identify socioeconomic challenges and economic opportunities in Alameda County. Board members were prompted to consider how their own resources and networks could support the work of the Board, and they created a vision of success in achieving community-centered board status. This engagement inspired a sense of curiosity and a commitment to enhance their performance as Board members.

The discussions centered on the current workforce landscape and strategies to overcome barriers, resulting in the development of five key strategic priorities:

- 1) Develop, grow, and strengthen priority sector partnerships.
- 2) Increase ACWDB awareness, knowledge, and visibility of strategic priorities.
- 3) Connect employer voice to education to increase inclusive job competitiveness.
- 4) Increase strategic business engagement to modernize business practices.
- 5) Improve equitable access to employment and careers by removing socioeconomic barriers.

Board members also established six commitments to guide their actions:

- 1) Do the work: prepare, show up, and participate
- 2) Prioritize, share resources and knowledge
- 3) Be curious and collaborative
- 4) Listen and ask questions
- 5) Support peers
- 6) Put egos aside and be vulnerable

These strategic priorities will be dispersed to ACWDB's committees based on their focus - and individual tasks have been scheduled in quarterly increments with anticipated victories being achieved during quarter-ending September 30, 2026.

At this time, staff is requesting members to review the priorities and proposed tasks to be assigned to this committee and offer suggestions and discussion to guide this work. To begin this work, there will be a need to differentiate between tasks for staff and tasks for committee members. Once committee members weigh-in with suggestions about which corresponding activities belong in their respective committees, recommendations will be proposed to the Executive Committee and the full Board for approval.

POTENTIAL YOUTH COMMITTEE-ALIGNED ACTION PLAN ACTIVITIES:

The following Action Plan activity was identified to be in alignment with Youth Committee work.

Connecting Employer Voice to Education, Increasing Inclusive Job Competitiveness/Bridging Gaps:

Board members present at the Board Retreat on January 22, 2024, identified the need for improved communication between key industry sectors and the K-12 education system in the region. A workgroup comprised of senior management staff, CWA, and the Board Chair generated a task schedule intended to achieve victory for this strategic priority by September 30, 2026.

The following list is the proposed task schedule for the YC in alignment with Strategic Priority #5, above:

Quarter 1 (Jul. – Sep. 2024):

- Review “Work Experience” language for ACWDB’s contracted Youth Service Providers and consider requiring 50% of all Work Experience enrollments to be within ACWDB’s Industry Sector and Occupational Framework (ISOF).

Quarter 2 (Oct. – Dec. 2024):

- Develop or amend Youth Service Provider contracts to include the proposed emphasis toward Work Experience activities.

Quarter 4 (Apr. – Jun. 2025) and Quarter 5 (Jul. – Sep. 2025):

- Facilitate a continuous communication loop between key local industry sectors and the K-12 education system.

Quarter 6 (Oct. – Dec. 2025):

- Explore the possibility of developing an apprenticeship program.

Victory – Quarter 9 (Jul. – Sep. 2026):

- 50% of all Youth Work Experience Enrollments are within ACWDB's ISOF

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

ATTACHMENT:

V.A.1. – ACWDB Retreat Action Plan 2024-2026

Alameda County WDB Action Plan 2024-2026

	Launch – Q1 (Jul-Sept '24)	Q2	Q3 (Jan-Mar '25)	Q4	Q5 (Jul-Sept '25)	Q6	Q7 (Jan-Mar '26)	Q8	Victory (Jul-Sept '26)
Sector Insights S&S	Identify 1-2 sector partnerships to grow or start new training Conduct and review training on LMI workforce data	Presentations on 3 existing sector partnerships	Cultivate sector experts Convene stakeholders for planning sessions around selected industry sectors	Identify key occupational shortages & assess short term skills-based programs (where are the gaps)	Career pathways speakers from community colleges	Ensuring career centers are supporting sector strategies	More customized webpage for employer & job seeker resource portal Enhance ability to track sector data		Develop clear ROI data points for 3 identified sectors to inform LWDB of progress
Outreach For WDB member engagement/ Recruitment EXEC	Focus WDB member recruitment on ISOF sectors Develop ad hoc WDB development committee Staff to discuss storytelling strategy	Fact sheet updated, possible PPT developed Speaking opportunities calendared Storytelling strategy presented to Board	Bring Board member to meet with County elected officials (quarterly)		Increase engagement at K-12 tables & increase partnerships				Success storytelling campaign launched Expanded awareness of the ACWDB work within industry, elected officials, & K-12
Bridging Gaps YC	Review WEX language for youth, consider requiring 50% of WEX enrollments be in ISOF	Youth service provider contracts amended for WEX ISOF emphasis		Recurring feedback from key industry sectors to education		Explore the possibility of developing an apprenticeship program			50% of youth WEX contracts are in ISOF sectors
Business Engagement Resources S&S			Small business outreach (CEA survey) Review CEA survey for appropriate questions (based on contract extension)	Research other local boards resource pages for employers Look at budget for website refresh – possible contractor. More customized website for job seekers		ID all employer incentives for hiring diverse workforce on resource page	Identify/Collect all relevant resource & create webpage mockup	BSU visits chambers for outreach to small business and resource page	Website/page for employers that includes all business resources Small business survey completed Board member participation in BSU visits
Barrier Removal & Increasing Access OE		ID speakers to present on socio-economic challenges at Board or Committee meetings	Invite breaking barrier funded CBOs to discuss partnerships around removing socio-economic barriers	Meet with 211 to explore adding referrals to WDB/AJCCs Look at budget for website refresh – possible contractor. More customized website for job seekers					Pick 1 barrier and develop action plan to remove barrier Convene providers and employers focused on chosen barrier

Alameda County WDB Action Plan 2024-2026

Acronym Key:

BSU: ACWDB's Business Services Unit (Responsible for managing services to Businesses through WIOA funding).

AJCC: America's Job Center of California

CBO: Community-Based Organizations

ROI: Return on Investment

CEA: California Employers Association (Current contractor with ACWDB, provides resources for the areas employers) EXEC: ACWDB's Executive Committee (sub-committee of the ACWDB)

ISOF: ACWDB's Industry Sector and Occupational Framework / Priority or Growing Local Industry Sectors

LMI: Labor Market Information

OE: ACWDB's Organizational Effectiveness sub-committee

S&S: ACWDB's Systems and Strategies sub-committee

YC: ACWDB's Youth sub-committee

WEX: Work Experience Opportunities

ITEM VI.A. – INFORMATION

THE STORY BEHIND THE NUMBERS

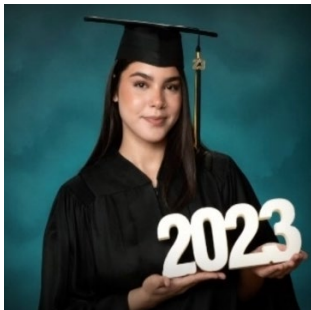
BACKGROUND

At the request of the Alameda County Workforce Development (ACWDB), staff members began highlighting success stories to complement the quantitative element of Workforce Innovation and Opportunity Act (WIOA) reporting. The “Story Behind the Numbers (SBN)” animates and personalizes quantitative data and highlights real WIOA participants who have achieved programmatic milestones and successes despite facing challenges with navigating their careers, discovering a career path, or removing barriers to meaningful employment.

The WIOA program is reinforced by an entire system of board staff, program staff, training providers and institutions, and employers, that all play an integral role in assisting participants on their journey. Most importantly, participants often display elevated levels of resilience, persistence, and determination to succeed. The SBN therefore brings real stories about real people in the WIOA program, to light.

SUCCESS STORIES

Karla’s Story



Karla learned about the WIOA program through a joint classroom presentation about the Eden Area Regional Occupational Program (EAROP) and the Ambassador program. Both programs assist students with essential skills that support their career paths.

Karla, who was shy and soft-spoken, shared with her WIOA Case Manager, Stephanie Mata-Castro, that she was not quite sure which path to take post high school. Karla knew that she had a general interest in Nursing.

Stephanie met often with Karla to assist her in learning about a career in Nursing and placed Karla with a local medical office to gain 30 hours of paid work experience. Karla is now pursuing Nursing at Chabot College, which is the top performing Nursing school program in California. Karla has developed public speaking skills through both programs and with relevant work experience, she has found her path.

Marwa's Story



Marwa was a determined and diligent high school student, who learned about EAROP's WIOA program. In speaking with her Case Manager, Marwa shared that she wanted to learn how to stay organized, keep up with constant deadlines, and prepare for adulthood.

Marwa also expressed a profound interest in Nursing and her Case Manager, Stephanie Mata-Castro, earnestly assisted Marwa by placing her on the job with a small and local medical office for paid

work experience hours Marwa successfully completed her work experience hours and graduated high school to enter Chabot College's Nursing Program. She credits her Case Manager Ms. Stephanie and the WIOA program for helping her to learn the essential skills of staying organized, planning her day and weeks, exposing her to career prospects and giving her values-based guidance. Marwa, already driven to succeed, is well on her way.

For further information, please contact Latoya Reed-Adjei, Interim Assistant Director at (510) 259-3833 or latoya.reed-adjei@acgov.org.

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS

YOUTH, ADULTS, AND DISLOCATED WORKERS

PY 2023/2024; QUARTER 3; 7/1/2023 THROUGH 3/31/2024

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, and actual 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.

AVAILABILITY OF REPORTS:

At the time that the Youth Committee (YC) packet was being assembled, reports for Quarter 3 of program year 2023/2024 (7/1/2023 through 3/31/2024) had not yet been generated. The report will be provided at the YC meeting on Monday, April 8, 2024.

To obtain further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mgarccia@acgov.org or by phone at 510.259.3802.

ITEM VII.B. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2023/2024; QUARTER 3 (JULY 1, 2023 THROUGH MARCH 31, 2024)**

BACKGROUND:

In alignment with the Workforce Innovation and Opportunity Act (WIOA) legislation, Local Area Performance (LAP) 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 into employment, advanced training, post-secondary education, or the military.

Toward our LAP 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

AVAILABILITY OF REPORTS:

At the time that the Youth Committee packet was being assembled, reports for Quarter 3 of program year 2023/2024 (7/1/2023 through 3/31/2024) had not yet been generated. The Youth Contract Performance Indicators Report will be provided at the Youth Committee meeting on Monday, April 8, 2024.

To obtain further information about the Youth Contract Performance Indicators Report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mggarccia@acgov.org or by phone at 510.259.3802.