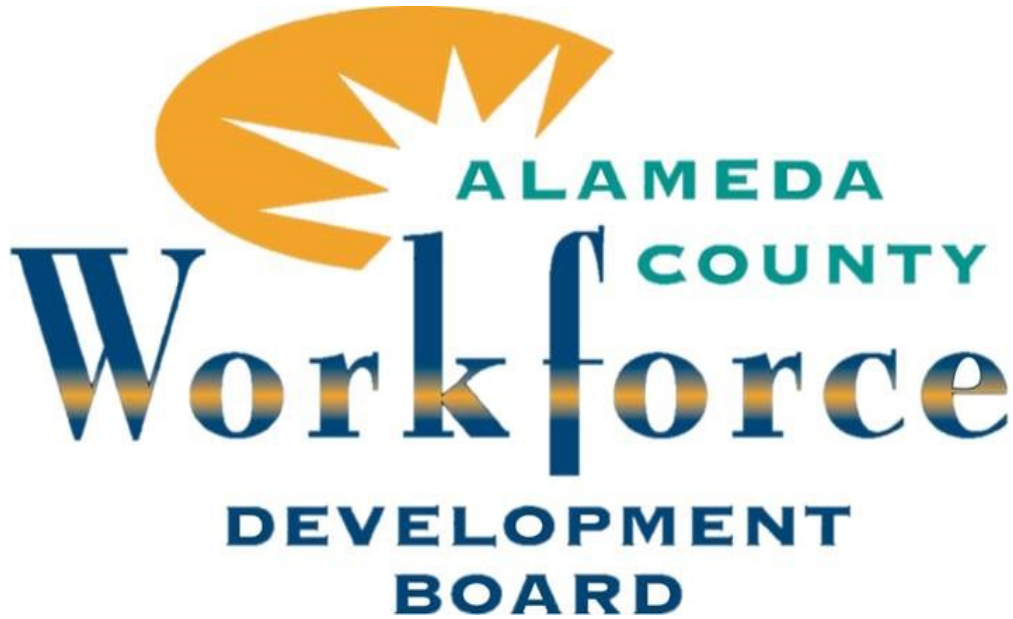


Organizational Effectiveness Committee



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

In partnership with the
BOARD OF SUPERVISORS

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

April 10, 2024
9:30 A.M.

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)
ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE**

**MEETING NOTICE
Wednesday, April 10, 2024
9:30 – 11:30 A.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 – PolicyLink National Equity Atlas, Presented by Ryan Fukumori, Senior Associate, PolicyLink.	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.	DISCUSSION ITEMS	
	A. Carry-In Enrollment Policy Discussion	2
	B. Board Retreat and Action Plan	4
V.	INFORMATION ITEMS	
	A. Metrix Online Learning Usage Report	9
VI.	REPORTS	
	A. Local Area Performance Reports	12
	B. Adult & Dislocated Worker Reports	
	B.1. CalJOBS Registration Rate Within the Local Workforce Area	13
	B.2. Contract Performance Indicators Reports – Adults and Dislocated Workers	14
	C. Youth Contract Performance Indicators Reports – PY 2023/2024; Quarter 3	15
	D. Rapid Response Report	16
	E. Financial Indicators Report	25
	F. Training Expenditures Report	28
VII.	MATTERS INITIATED BY COMMITTEE MEMBERS	
VIII.	ANNOUNCEMENTS	

COMMITTEE MEMBERS: Chiman Lee (Committee Chair); Sara Walke (Committee Vice-Chair); Tyler Abbott; Jeff Bowser; Dyrrell Foster; Adam Masters.

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 OE COMMITTEE MEETING: AUGUST 7, 2024

ITEM II. – PRESENTATION

POLICYLINK NATIONAL EQUITY ATLAS PRESENTED BY RYAN FUKUMORI, SENIOR ASSOCIATE, POLICYLINK



Ryan Fukumori brings a career in interdisciplinary research, data storytelling, and nonprofit strategy to his work at PolicyLink. He manages the Bay Area Equity Atlas, a joint initiative between PolicyLink, the USC Equity Research Institute, and the San Francisco Foundation. A fourth-generation resident of the East Bay, he draws from his background as an ethnic studies scholar and historian to illuminate the deep structural legacies behind current-day inequities, and to advance policy and grassroots approaches to building multiracial democracy.

Prior to joining PolicyLink, Ryan instituted strategic planning and program evaluation systems at the San Francisco-based Mission Economic Development Agency, served as a public systems and nonprofit consultant throughout the Bay Area, and taught undergraduate courses at UCLA. He received his bachelor's degree from Columbia University and a PhD in American Studies and Ethnicity from the University of Southern California. In his personal time, he dabbles in graphic design, hip-hop music, hiking, and being his dog's personal chef and chauffeur.

For more information, contact Ryan Fukumori at ryan@policylink.org or on [LinkedIn](#).

ITEM IV.A. – DISCUSSION

CARRY-IN ENROLLMENT ALLOWANCE FOR PY 2023/2024

BACKGROUND:

Performance standards are key in the Workforce Innovation and Opportunity Act (WIOA) program. As a federally funded program overseen by the Alameda County Workforce Development Board (ACWDB), there is an inherent obligation to serve as a responsible steward over programs, services, and the resulting outcomes.

As the WIOA funds funnel down from the federal government through the states – and ultimately to the Local Workforce Development Areas (Local Areas), so do performance expectations. Each state negotiates performance goals with the Department of Labor (DOL) – and in turn, each Local Area negotiates performance goals with the state. The goals established through ACWDB negotiations with the state then inform performance goals established for ACWDB’s contract service providers.

ATTAINMENT OF PERFORMANCE GOALS FOR CONTRACTED SERVICE PROVIDERS:

Over the last several program years, contracted service providers have experienced some challenges meeting their contractual goals for number of individuals enrolled. Enrollment goals were refreshed each program year and service providers, who may be continuing to offer services to individuals who had been enrolled in prior program years, would have a requirement to recruit, enroll, and serve a new population of participants. Board staff researched best-practices with other Local Boards in California, and found that some Locals do offer an allowance to cover the cost of service providers continuing to work with participants enrolled in prior years – as well as performing recruitment and intake activities to meet the requirement for new enrollments.

Adopting the allowance for carry-in enrollments assures continuous services for participants and takes into account the level of work that goes into continuous case-management for existing and new participants.

In an effort to give consideration to the level of work required to manage participants across program years, Adult, Dislocated Worker, and Out-of-School Youth service providers were allowed to carry-in 25% of their PY 2023/2024 enrollment goal from participants who were active and enrolled during the prior program year. As a result, these service providers received credit toward their PY 2023/2024 enrollment goals as follows:

PY 2023/2024 Carry-In Enrollment Allowance

WIOA Adult and Dislocated Worker Programs

	Adult	DW
AJCC	22	22
CSC	34	34

Out-of-School Youth

YOE	YON	YOT
La Familia	BYA	Ohlone
16	5	5

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

ITEM IV.B. – DISCUSSION

WORKFORCE DEVELOPMENT BOARD RETREAT ACTION PLAN

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, the 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 are in process of being dispersed across ACWDB's sub-committees based on their focus. CWA proposed scheduling tasks by quarter with anticipated victory (achievement of objectives) being achieved during quarter-ending September 30, 2026. A workgroup comprised of senior management staff, CWA, and the Board Chair generated a task schedule to guide this work.

At this time, staff is requesting members to review the priorities and tasks that have been assigned to this committee and offer suggestions and discussion to guide this work. There will be a need to identify those tasks that will be assigned as committee work – and those where staff can support committee members. The goal being to propose a course of action that will be presented to the Executive Committee and the full board for approval.

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE ACTION PLAN:

Strategic Priority:

Improve equitable access to employment and careers by removing socioeconomic barriers:

Board members present at the Board Retreat on January 22, 2024, identified the need for improved equitable access to employment and careers in the region – and committed to the idea of addressing or mitigating socioeconomic barriers.

The following list is the proposed task schedule for the OE Committee:

Quarter 1 (Jul. – Sep. 2024):

- There are no tasks for this quarter as the Action Plan staggers begin dates for each identified priority.

Quarter 2 (Oct. – Dec. 2024):

- Identify speakers with expertise addressing socioeconomic challenges to present at quarterly committee meetings.

Quarter 3 (Jan. – Mar. 2025):

- Invite community-based organizations (CBO) funded through the Breaking Barriers Initiative to engage in discussions around the mitigation of specific socioeconomic barriers.

Quarters 4 (Apr. – Jun. 2025):

- Engage in discussions with 211 (community resource) to explore inclusion of Workforce Development Boards and/or America’s Job Centers of California (AJCC) on their list of community resources.
- Review ACWDB budget to determine whether there might be funds available to support an updated website that is more customer-friendly and has specific areas for jobseeker resources.

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

- Decide on a single barrier to address and develop an action plan to address that specific barrier.
- Convene CBOs with expertise and employers to engage in barrier mitigation strategies.

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:

IV.B.1. – DISC ACWDB Retreat Action Plan

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).

CBO: Community-Based Organizations

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 V.A. – INFORMATION
METRIX ONLINE LEARNING
USAGE REPORT – FEBRUARY 2024

BACKGROUND:

Since approximately 2014, the Alameda County Workforce Development Board (ACWDB) has contracted for online learning resources through the Metrix Online Learning platform. Contracted service providers assign duration-limited user licenses to their participants who may then engage in self-paced online learning opportunities in thousands of different career areas.

The Metrix Online Learning platform, provided by NY Wired, offers individuals the ability to engage in vocationally focused content virtually and at a pace that fits comfortably into their existing schedules. Based on a learning assessment, individuals are placed in a targeted pathway and receive a comprehensive training plan. Pathways are customized based on the individual's needs and employers' input. Some industry-recognized certifications are available for specific vocations usually with an additional cost. When certifications are not available within the system, the Metrix platform gears content toward successfully passing proctored examinations administered by external parties that will lead to industry-recognized certifications and credentials.

The Metrix Learning training course content is provided by Skillsoft, Amatrol, Medcom Trainex, and ProveIT.

Throughout the years, Metrix has adopted system enhancements to meet the need more fully for virtual and vocational training – and adapted the learning environment to include gamification elements that are more attractive to youth and young adult learners.

GAMIFICATION:

Beginning in 2021, Metrix launched the free Gamification (game-based) learning mobile app. With the Metrix Learning 1Huddle mobile app, learners can complete short training activities to advance levels as they try to earn the top score on the leaderboard. Job seekers are able to complete interactive training courses that will help them prepare for their next job, prepare for interviews, update their resume, or increase their digital and financial literacy while competing against other job seekers/learners. Job seekers can also play games to increase their skills in customer service, hospitality/food service, workplace technology including virtual meetings, and work-life balance. New games are added each month to keep job seekers/learners engaged - and in a recent survey of people who gained new skills by playing Metrix Learning games, 93% said they would recommend game-based learning to their peers.

INCUMBENT WORKER TRAINING:

ACWDB has been working along-side Metrix to develop and market an Incumbent Worker Training program intended to provide online resources through the Metrix Learning platform.

Trainings will be targeted toward employers who may require their workers to gain additional skills and knowledge due to new technologies or process being adopted at the worksite.

USAGE REPORT:

The attached reports reflect Metrix Online Learning platform usage during the current program year.

To obtain further information about this 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.

ATTACHMENT:

V.A.1.- Metrix Usage Report

ACWDB's Metrix Usage Report
PY 2023/2024 Quarter 3 (7/1/23 Through 3/31/2024)



Alameda County Usage Report

Program Year:	PY 23/24	PY 22/23
Dates:	7/1/23 - 3/31/2024	7/1/22 - 6/30/2023
Licenses Issued	826	272
New Registrations	293	280
Course Completions	1,028	1,163
Training Hours	1930:45:10	1679:16:38

Most Widely Sought Skill Tracks

Management 1
Salesforce
Discovering Your Strengths
Google Apps
Email Essentials
Excel 365: 101
Job Readiness 1
Management 2
Working with Difficult People
Artificial Intelligence Advanced

1Huddle Game Use

Registered 1Huddle Learners:	21
Total Learning Games Played:	316
Total Time Spent Playing Games:	9 hr, 28 min

Certifications - Over 50% Completion

AZ-104: Microsoft Azure Administrator
Certified Associate in Project Management (CAPM) [®] Exam - PMBOK [®] Guide - Seventh Edition-aligned
Certified Information Systems Security Professional (CISSP) 2021
CompTIA Security+ SY0-601
PMI-Agile Certified Practitioner (PMI-ACP)

Alameda County Certifications

Most Pursued Certifications
Project Management Professional (PMP) [®] - PMBOK [®] Guide (2021 Update)
Certified Business Analysis Professional (BABOK Guide 3.0-aligned)
Digital Marketing Associate
HRCI - Professional in Human Resources (PHR)
PMI-Agile Certified Practitioner (PMI-ACP)
MO-200: Microsoft Office Excel 2019
MO-100: Microsoft Word 2019
MO-300: Microsoft PowerPoint 2019
MS Excel 2016
Certified Associate in Project Management (CAPM) [®] Exam - PMBOK [®] Guide - Seventh Edition-aligned



ITEM VI.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 Organizational Effectiveness Committee (OE) 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 Local Area Performance Report will be provided at the OE Committee meeting on Wednesday, April 10, 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 mggarcia@acgov.org or by phone at 510.259.3802.

ITEM VI.B.1. – REPORTS

CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA
PY 2023/2024; QUARTER 3

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.

AVAILABILITY OF REPORTS:

At the time that the Organizational Effectiveness (OE) 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 report will be provided at the committee meeting on Wednesday, April 10, 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 mggarccia@acgov.org or by phone at 510.259.3802.

ITEM VI.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

ADULTS AND DISLOCATED WORKERS

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

BACKGROUND:

The 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 America's Job Center of California (AJCC) in the Eden Area, and Ohlone Community College leads the Career Services Collaborative (CSC) offering services to the North Cities, Tri-Cities, and Tri-Valley sub-regions of ACWDB's local service delivery area.

AVAILABILITY OF REPORTS:

At the time that the Organizational Effectiveness (OE) 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 report will be provided at the committee meeting on Wednesday, April 10, 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 VI.C. – 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.

ITEM VII.D. REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2023, THROUGH FEBRUARY 29, 2024

BACKGROUND:

The California Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring businesses 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 2023/2024 the Alameda County Workforce Development Board's (ACWDB) Rapid Response team held 34 layoff/closure events and served 3,378 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 letters 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 February 29, 2024, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment VII.D.1. for specific employer data.

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 provide subject matter expertise through the Employment Development Department, Department of Labor, Covered California, America's Job Center of California 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 referral activity to ensure appropriate and meaningful activities and programs are being implemented. Lastly the RRC seeks rapid re-employment opportunities with employers, on behalf of the affected workers.

Company Closure

Exelixis, Inc. will permanently layoff its employees at its Alameda location. The layoffs, equivalent to a 13% reduction in the company's workforce, are part of a broader restructuring aimed at concentrating research and development resources to advance their emerging pipeline. Layoffs at Exelixis affected 143 workers and began on March 8, 2024. Exelixis communicated in their WARN letter that all affected workers were notified of their individual termination dates 60 days in advance. The Rapid Response team held two virtual Rapid Response Orientation (RRO) for these affected workers on February 20, 2024, and February 29, 2024. There were 65 workers in attendance.

Finless Foods, Inc. will permanently close its doors at its Emeryville location. Finless Foods

provides cellular-agriculture technologies to create accessible plant-based and cell-cultured seafood alternatives. While nearly every industry saw some growth, imitation seafood declined. Seafood startups and the venture firms that fund them are charting a new course — one that means not reinvesting in Finless Foods. Layoffs will affect up to 50 workers. Layoffs began February 1, 2024, and some workers will extend through the following calendar year. The Rapid Response team held a hybrid in person RRO on January 11, 2024. There were 30 workers in attendance.

Lonza Biologics, Inc. will permanently close its doors at its Fremont location. The 120,000-square-foot site focuses on clinical production of biotherapeutics, bioreagents, and biomaterials. Layoffs at Lonza affected 218 workers and began November 29, 2023, which will extend through this year. Lonza Biologics communicated in their WARN letter that all affected workers were notified of their individual termination dates 60 days in advance. The Rapid Response team held an in-person RRO on January 17, 2024. There were 36 workers in attendance. A second RRO will be held on-site April 10, 2024.

Open Rapid Response Orientations

Beginning in May 2023, the RRC has been facilitating Open RRO sessions that are not WARN specific to assist Unemployment Insurance (UI) recipients with resources and capture the attention of potential Dislocated Worker participants using the state's CalJOBS system. ACWDB staff generate a list of individuals who recently applied for UI benefits and have registered in the CalJOBS 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.

Through February 29, 2024, 360 participants have registered for Open RRO sessions, and 213 individuals have attended the bi-weekly Open 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.

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:

VII.D.1. - ACWDB Layoff and Closure 7/1/2023- 2/29/2024

Monthly Report (Including COVID-19 Related Impacts)

July 1, 2023 – February 29, 2024

Month Ending: February 29, 2024

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 - February 29, 2024

EDEN RAPID RESPONSE		Total Employers	5	Total Workers	373	
NORTH CITIES RAPID RESPONSE		Total Employers	9	Total Workers	844	
TRI-CITIES RAPID RESPONSE		Total Employers	15	Total Workers	1530	
TRI-VALLEY RAPID RESPONSE		Total Employers	7	Total Workers	631	
		TOTAL	34	TOTAL	3,378	
Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
Eden	illumina, Inc.	Hayward	Science	Layoff	07/21/23	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
Eden	Global Medical Response	San Leandro	Professional Services	Closure	02/01/24	84
Eden	Lonza Biologics, Inc.	Hayward	Technology	Closure	02/02/24	218
Eden	PacPartners, LLC	San Leandro	Food Services	Layoff	2/7/2024	2
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	08/31/23	80
North Cities	Perfect Day, Inc.	Berkeley	Food Services	layoff	9/4/2023	75
North Cities	PhenomeX Inc.	Emeryville	Technology	Layoff	10/2/2023	46
North Cities	Astra Space Operations, LLC	Alameda	Others	Layoff	10/3/2023	58
North Cities	Carbon Health	Albany	Healthcare	Layoff	10/9/2023	1
North Cities	Carbon Health	Alameda	Healthcare	Layoff	10/9/2023	6
North Cities	Carbon Health	Berkeley	Healthcare	Layoff	10/9/2023	1
North Cities	Zymergen Inc.	Emeryville	Manufacturing	Layoff	11/1/2023	7
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	12/18/2023	112
North Cities	Zymergen Inc.	Emeryville	Manufacturing	Layoff	12/18/2023	101
North Cities	WMBE Payrolling Inc. dba TCWGlobal	Emeryville	Finance	Closure	1/15/2024	88
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	2/7/2024	84
North Cities	Lifelong Medical Care dba Lifelong Ashby Health Center	Berkeley	Healthcare	Closure	2/16/2024	55

Monthly Report (Including COVID-19 Related Impacts)
July 1, 2023 – February 29, 2024
Month Ending: February 29, 2024

Tri-Cities	Coherent Corp.	Fremont	Technology	Layoff	07/11/23	196
Tri-Cities	Moda Operandi, Inc.	Fremont	Retail	Layoff	07/24/23	2
Tri-Cities	Seagate US, LLC	Fremont	Technology	Layoff	07/24/23	122
Tri-Cities	Lam Reaseach Corp.	Fremont	Manufacturing	Layoff	07/26/23	6
Tri-Cities	Meta Platforms	Fremont	Technology	Layoff	07/28/23	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	08/22/23	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-Cities	Bloom Energy Corporation	Fremont	Technology	Layoff	10/28/2023	48
Tri-Cities	Accenture	Fremont	Technology	Closure	11/10/2023	240
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	11/10/2023	140
Tri-Cities	Enovix Corporation	Fremont	Technology	layoff	12/4/2023	186
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Layoff	12/23/2023	138
Tri-Cities	Personalis	Fremont	Technology	Layoff	1/30/2024	62
Tri-Cities	DePuy Synthes Products, Inc.	Fremont	Professional Services	Layoff	02/02/24	25
Tri-Cities	Chart Inc.	Fremont	Professional Services	Closure	2/28/2024	8
Tri-Valley	Lam Reaseach Corp.	Livermore	Manufacturing	Layoff	07/26/23	155
Tri-Valley	Jabil Inc.	Livermore	Manufacturing	Layoff	08/22/23	85
Tri-Valley	Thermo Fisher Scientific	Pleasanton	Technology	Layoff	08/22/23	38
Tri-Valley	J.B. Hunt Transport, Inc	Livermore	Transportation	Layoff	10/03/23	127
Tri-Valley	Jabil Inc.	Livermore	Manufacturing	Layoff	10/03/23	127
Tri-Valley	BlackLine Systems, Inc.	Pleasanton	Technology	Layoff	10/22/23	21
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	11/12/23	21
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	01/04/24	41
Tri-Valley	HMI	Livermore	Retail	Closure	01/29/24	16

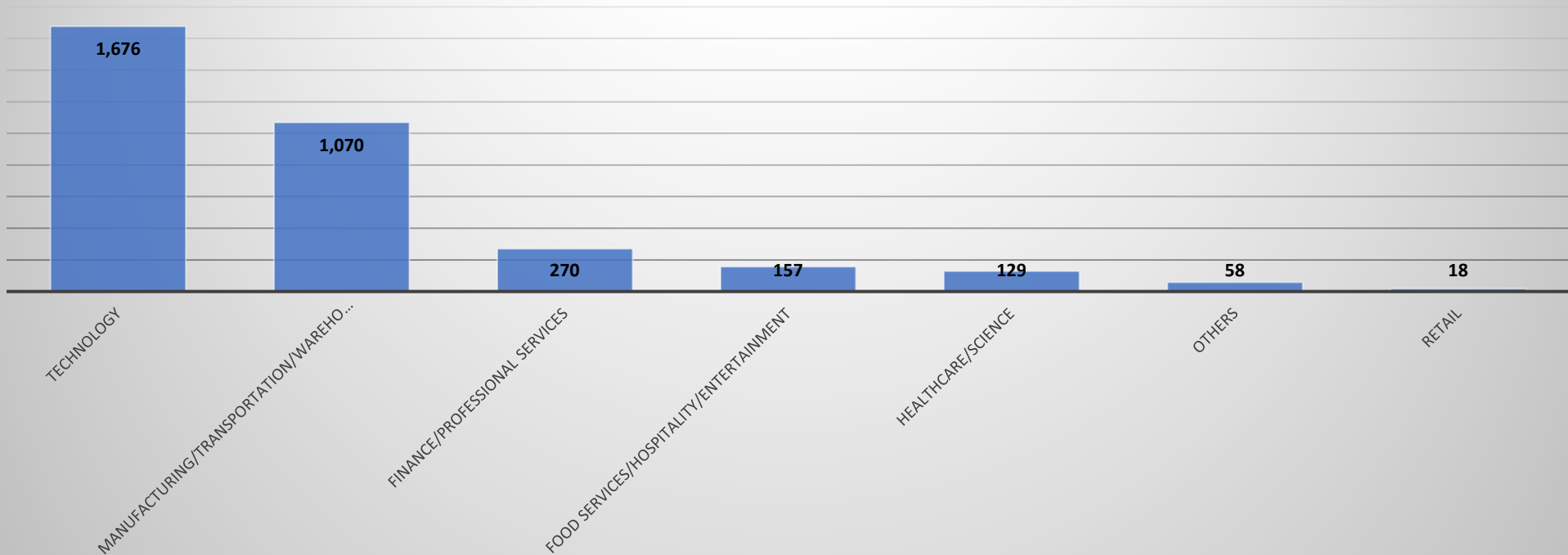
Monthly Report (Including COVID-19 Related Impacts)

July 1, 2023 – February 29, 2024

Month Ending: February 29, 2024

Industry	Affected Workers
Technology	1,676
Manufacturing/Transportation/Warehouse	1,070
Finance/Professional Services	270
Food Services/Hospitality/Entertainment	157
Healthcare/Science	129
Others	58
Retail	18
Grand Total	3,378

**Cumulative Number of Affected Workers
July 1, 2023 - February 29, 2024**

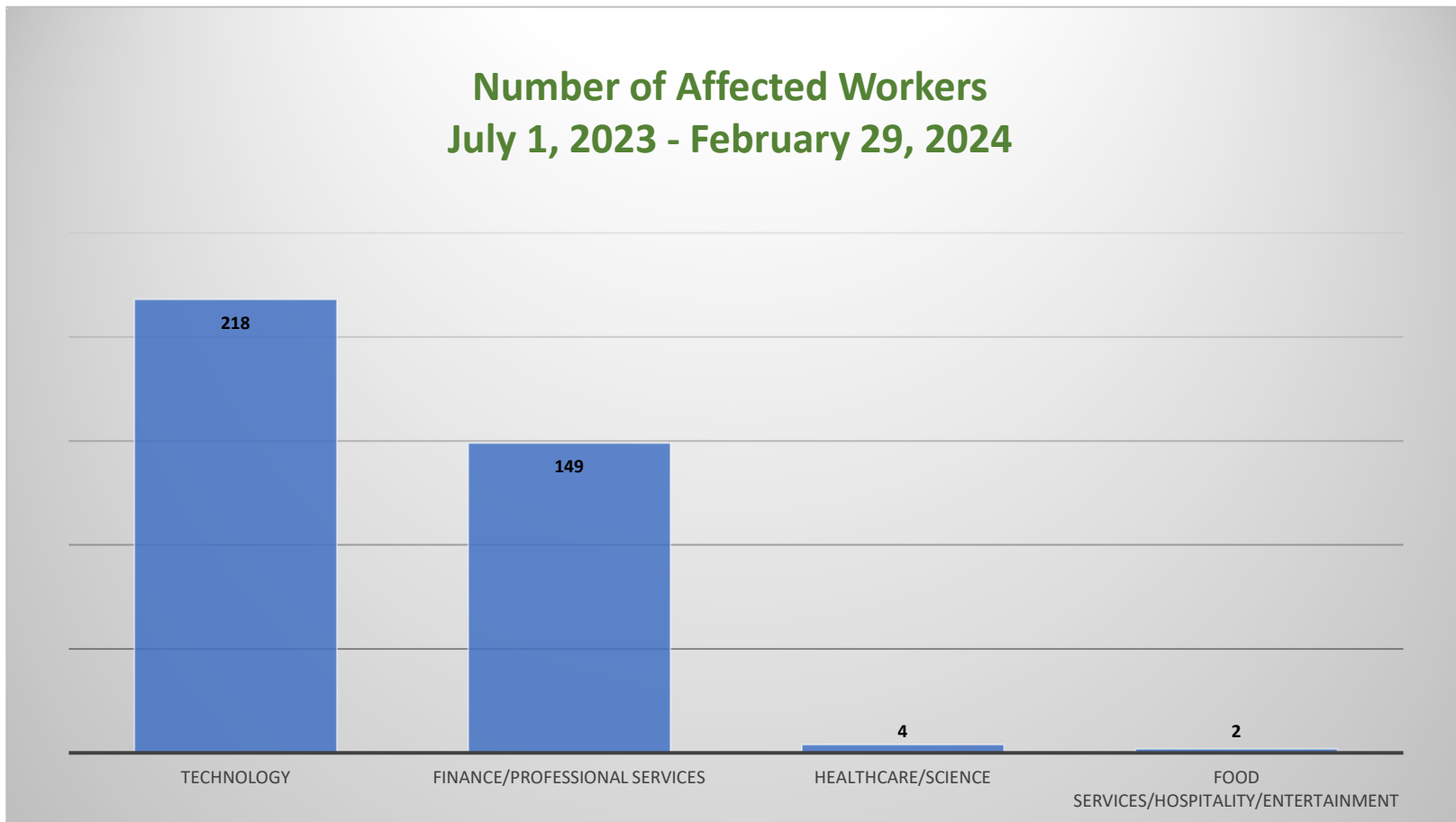


ACWDB Layoff and Closure Monthly Report
July 1, 2023 – February 29, 2024
Month Ending: February 29, 2024

EDEN RAPID RESPONSE

Industry	Affected Workers
Technology	218
Finance/Professional Services	149
Healthcare/Science	4
Food Services/Hospitality/Entertainment	2
Grand Total	373

Number of Affected Workers
July 1, 2023 - February 29, 2024

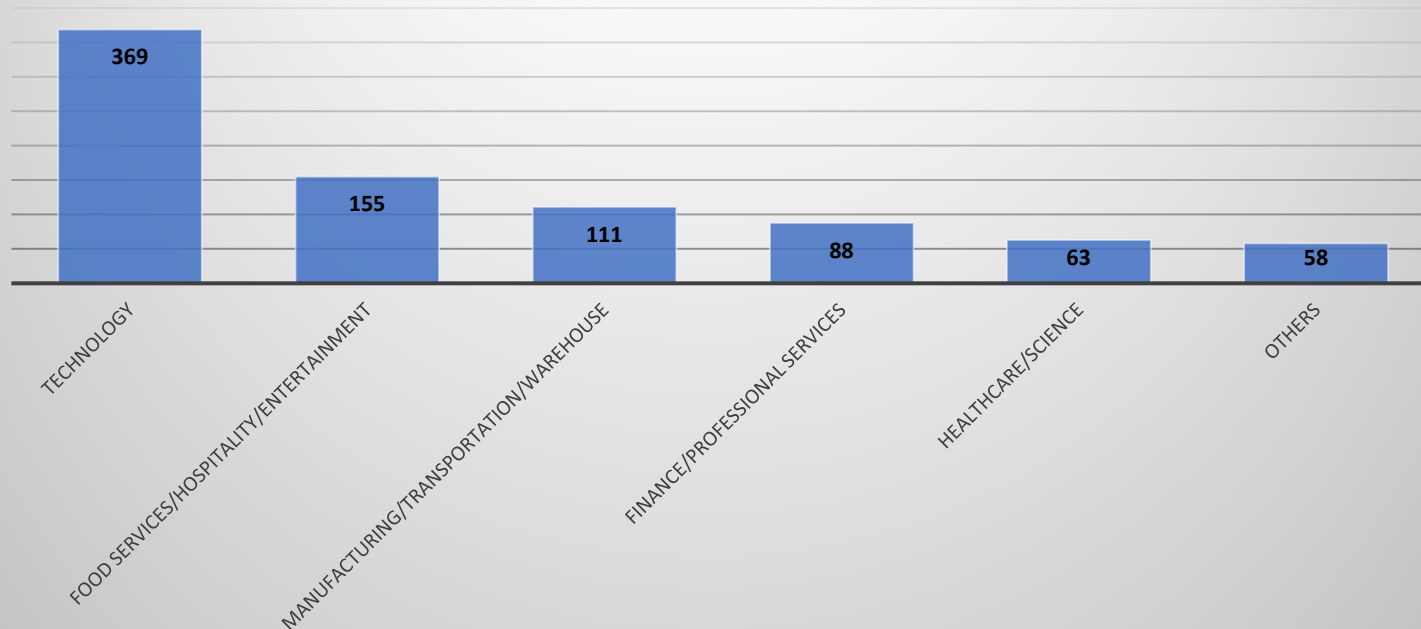


**ACWDB Layoff and Closure Monthly Report
 July 1, 2023– February 29, 2024
 Month Ending: February 29, 2024**

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Technology	369
Food Services/Hospitality/Entertainment	155
Manufacturing/Transportation/Warehouse	111
Finance/Professional Services	88
Healthcare/Science	63
Others	58
Grand Total	844

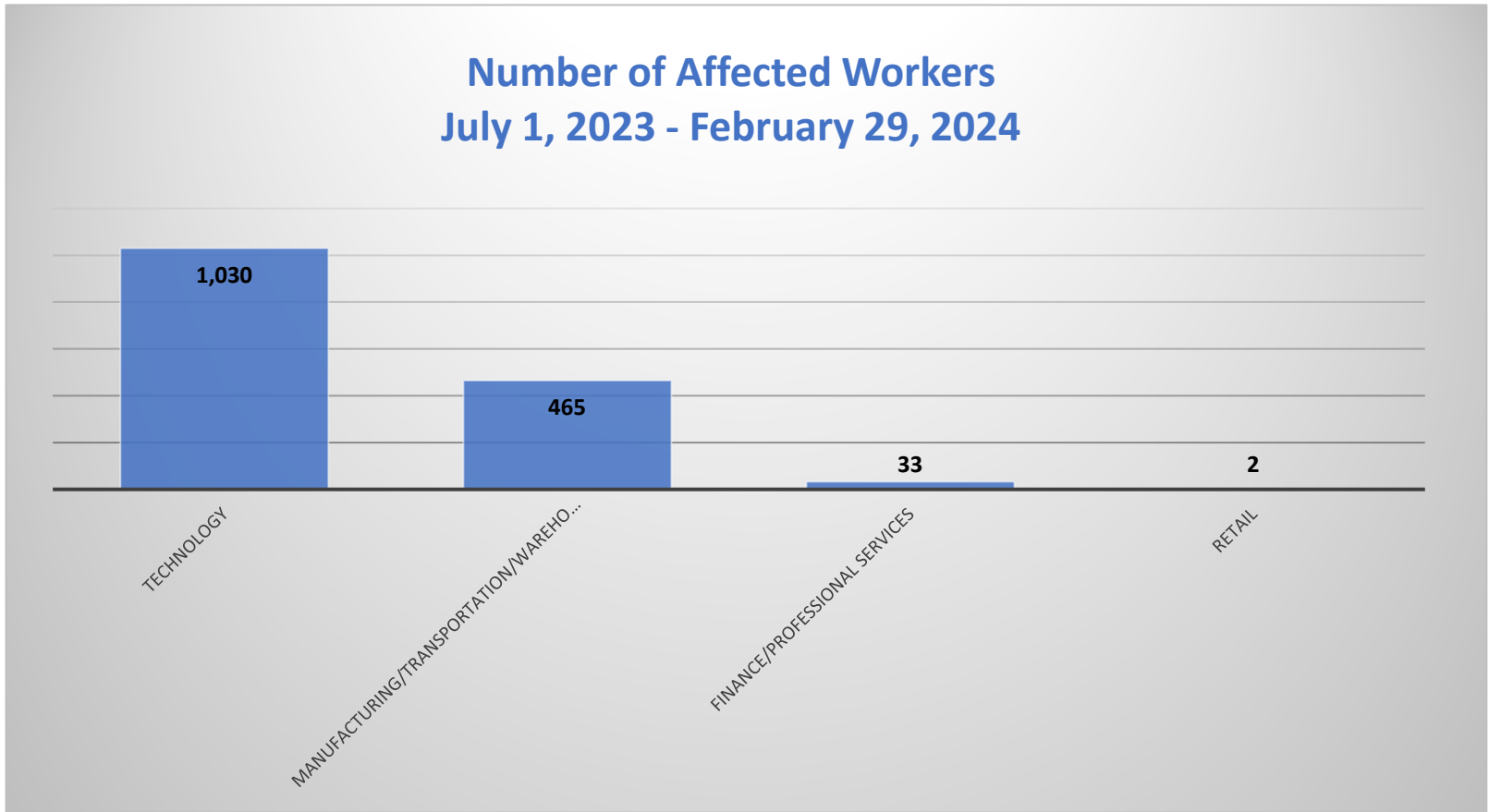
**Number of Affected Workers
 July 1, 2023 - February 29, 2024**



**ACWDB Layoff and Closure Monthly Report
 July 1, 2023 – February 29, 2024
 Month Ending: February 29, 2024**

Tri - CITIES RAPID RESPONSE

Industry	Affected Workers
Technology	1,030
Manufacturing/Transportation/Warehouse	465
Finance/Professional Services	33
Retail	2
Grand Total	1,530

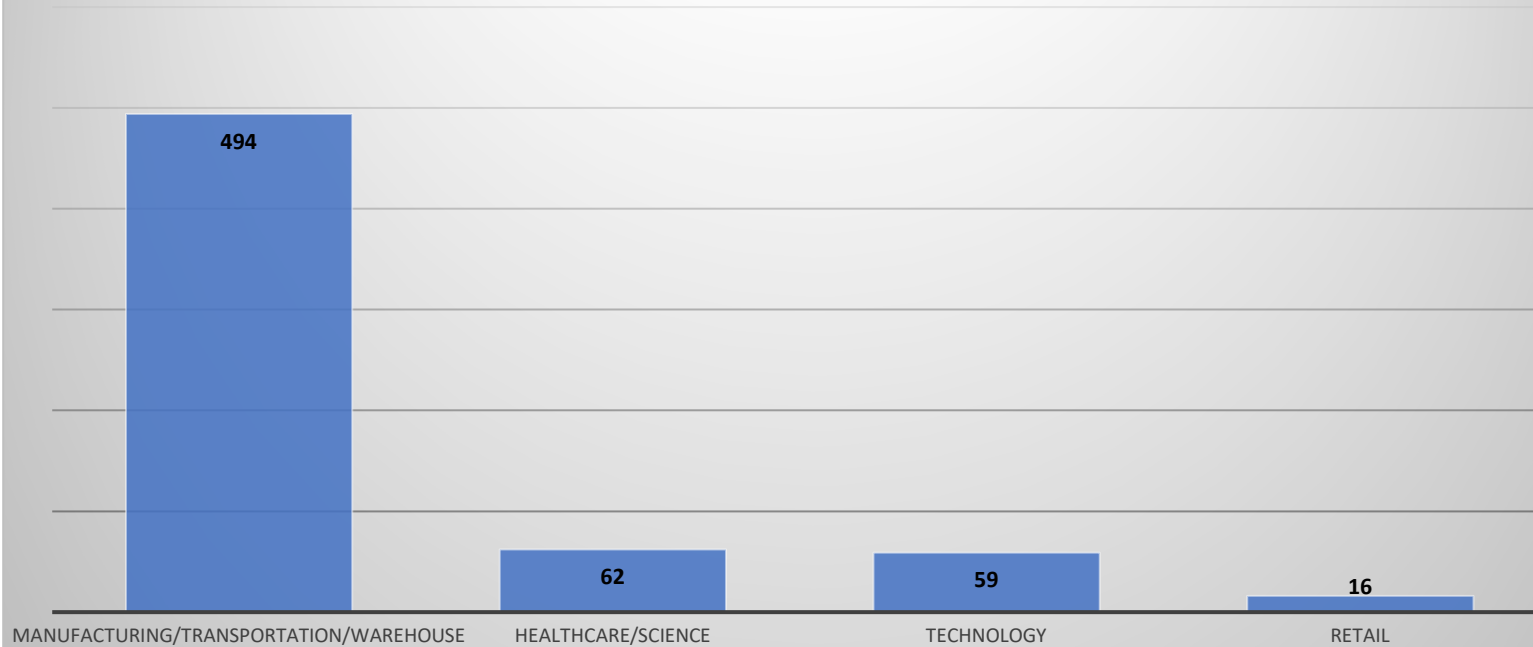


ACWDB Layoff and Closure Monthly Report
July 1, 2023 – February 29, 2024
Month Ending: February 29, 2024

TRI-VALLEY RAPID RESPONSE

Industry	Affected Workers
Manufacturing/Transportation/Warehouse	494
Healthcare/Science	62
Technology	59
Retail	16
Grand Total	631

Number of Affected Workers
July 1, 2023 - February 29, 2024



ITEM VI.E. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2023/2024

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board’s (ACWDB) service providers for PY 2023/2024. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Collaborative Providers and Youth Providers for invoices approved and processed through the period ending February 29, 2024.

Objectives of the Financial Indicator Report are to:

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

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

Invoices submitted by Rubicon Programs and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2023/2024. Please refer to Attachment VII.E.1.

Youth Providers - Status of Invoices & Expenditures:

Invoices submitted by Ohlone Community College District and La Familia indicate compliance with the contract budget expenditure plans for PY 2023/2024. Eden Regional Occupational Program and Tri-Valley Regional Occupational Program have submitted invoices through September 2023 only and subsequent invoices are expected soon. Berkeley Youth Alternatives has a shortened contract term for PY 2023/24 (January 1, 2024 – June 30, 2024) and is expected to submit invoices soon. Please refer to Attachment VI.E.2.

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

ATTACHMENTS:

VI.E.1. - Financial Indicator Report – AJCC/Career Services Collaborative Providers PY 2023/24 Report

VI.E.2. - Financial Indicator Report – Youth Providers PY 2023/24 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
 FINANCIAL INDICATOR REPORT -
 AJCC/CAREER SERVICES COLLABORATIVE PROVIDERS
 REPORT DATES: 7-1-23 thru 2-29-24**

PROGRAM YEAR 2023-24 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,553,718		\$818,482	52.7%	\$735,236
Rubicon Programs	\$605,950	1/31/24	\$290,518	47.9%	\$315,432
Ohlone CCD	\$947,768	2/29/24	\$527,964	55.7%	\$419,804

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
YOUTH PROVIDERS
REPORT DATES: 7-1-23 thru 2-29-24

Attachment VI.E.2.

PROGRAM YEAR 2023-24 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,009,543		\$348,939	34.6%	\$660,604
Eden Area ROP	\$161,943	9/30/23	\$22,463	13.9%	\$139,480
La Familia	\$439,908	1/31/24	\$221,495	50.4%	\$218,413
Tri-Valley ROP	\$125,319	9/30/23	\$19,337	15.4%	\$105,983
BYA / Berkeley Youth Alternatives	\$152,173			0.0%	\$152,173
Ohlone CCD	\$130,200	2/29/24	\$85,644	65.8%	\$44,556

ITEM VI.F. – 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 January 31, 2024. 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%, two-thirds must come out of those Formula allocations – and up to one-third 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 January 31, 2024, total training expenditures, including training obligations and leveraged training, amount to \$563,254 (49% of the required amount). Please refer to Attachment VI.F.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:

VI.F.1. – Training Expenditures Report – PY 2023/2024 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-23 thru 1-31-24

PROGRAM YEAR 2023-24	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$765,757	\$213,571	\$228,463	\$323,723
Leverage Training	\$382,879	\$83,421	\$37,799	\$261,659
Total (1)	\$1,148,636	\$296,992	\$266,262	\$585,382

- (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.