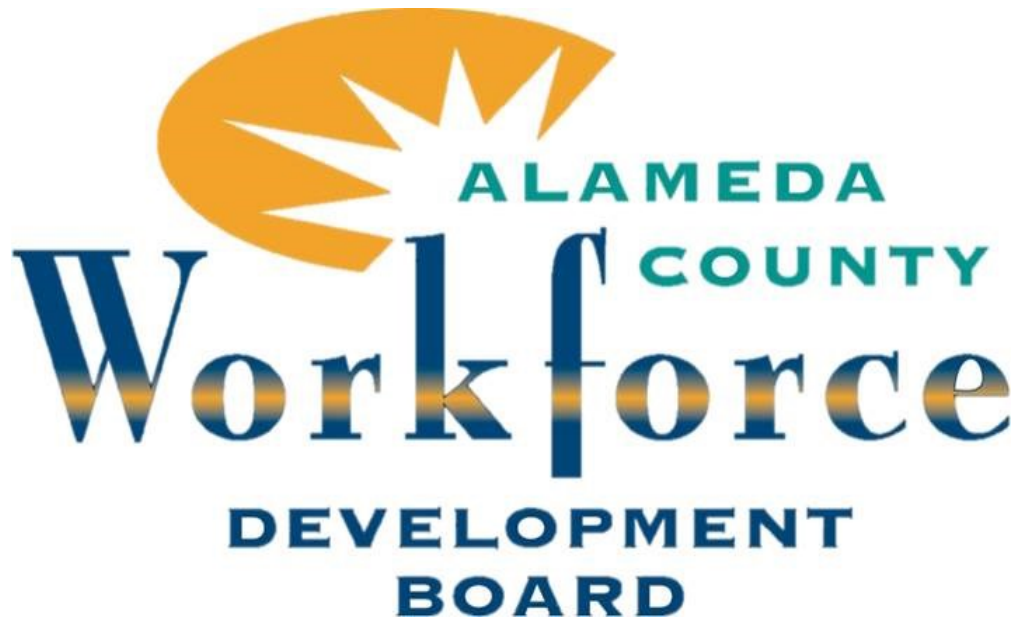


# Youth Committee



(<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

**November 12, 2024  
1:30 P.M.**

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

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**MEETING NOTICE**

**Tuesday, November 12, 2024**

**1:30 – 3:00 P.M.**

**Gail Steele Multi-Service Center**

**24100 Amador Street, Hayward, CA 94544-1203**

**California Poppy Conference Room, 2<sup>nd</sup> Floor**

**If you would like to make a public comment, please contact Board Secretary, Sheroza Haniff at [Sheroza.Haniff@acgov.org](mailto:Sheroza.Haniff@acgov.org) to request a speaker card prior to the meeting.**

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**AGENDA**

	<b>PAGE</b>
<b>I. CALL TO ORDER AND ROLL CALL</b>	
<b>II. PRESENTATION – Pleasanton Unified School District Apprenticeship Program</b>	1
<b>III. PUBLIC FORUM</b>	
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.	
<b>IV. ACTION ITEMS / PUBLIC HEARING</b>	
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<b>VII. MATTERS INITIATED BY COMMITTEE MEMBERS</b>	
<b>VIII. ANNOUNCEMENTS</b>	

**COMMITTEE MEMBERS:** Prem Bajaj (Committee Chair); Lisa Meza (Committee Vice-Chair); Jonathan DeLong; Linda Evans; Kathy Mello; Justin Real; Linda Renteria; Matteo Torrico.

**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: FEBRUARY 10, 2025**

## **ITEM II. – PRESENTATION**

### **PLEASANTON UNIFIED SCHOOL DISTRICT APPRENTICESHIP PROGRAM**



Kim Greenhouse serves as a Work-Based Learning Teacher at Pleasanton Unified School District, where she helps foster college and career awareness across all grade levels. In this role, Kim coordinates real-world work experiences, helping students develop career skills by connecting classroom learning with practical on-the-job applications.



Dr. Amos Nugent III is currently the Director of Career Pathways and Adult Learning for Pleasanton Unified School District (PUSD). He has served in this role for four years, and in this role, he directly manages Career Technical Education (CTE), Adult Education, Apprenticeships, Work Based Learning and Work Experience Education for the district. As an equity warrior and advocate for emotional intelligence, Dr. Nugent's personal mission is to be a light and bring healing to people who are living in darkness, experiencing brokenness, or are otherwise marginalized or isolated in education and society. He works each day to empower vulnerable and underserved populations to help them realize their potential and experience new possibilities never-before imagined or forgotten ones otherwise dis-regarded. During his 15-year educational career, Dr. Nugent has worked in various classified, certificated, and management positions including instructional assistant, teacher, and principal prior to assuming his current director role. Additionally, his formal education and training includes but is not limited to his B.B.A in Finance (Howard University), M.S. in Education Administration (National University), and Ed.D. in Organizational Leadership (Brandman University).

In his current position, Dr. Nugent has created, managed and directed the operations of almost all components of the district's TK-Adult college and career readiness system that serves thousands of students across all sites to prepare them for opportunities in high-demand industry sectors and ensure each student is prepared to succeed in their post-secondary plans. Moreover, he has also secured millions of dollars in grants and thousands of dollars in other in-kind donations to support the advancement of these opportunities for students. Dr. Nugent created PUSD's Work Based Learning Program that instituted internships and other opportunities for PUSD students, formalized PUSD's Work Experience Education that allowed students to earn credits for these

activities and secured the necessary funding to hire the teachers who oversee these programs. In addition, Dr. Nugent also created PUSD's CTE Advisory Board Infrastructure that established a joint leadership model between industry professional lead teachers for each sector to inform and govern the district's CTE pathways.

Dr. Nugent is a workforce development champion who established strategic partnerships with the City of Pleasanton, the Pleasanton Chamber of Commerce and Pleasanton Partners in Education – the district's education foundation) to provide workforce development solutions for local employers that created a talent pipeline for them that originate in PUSD schools. He is an active member in multiple regional collaborations (Tri-Valley Education Collaborative, Innovation Tri-Valley of K-12 and Pleasanton Chamber Economic Development Government Relations Committee) of post-secondary educators, industry representatives, government official and related community organizations where he advocates for and helps coordinate regional career education initiatives for students and adults residing in the eastern Alameda and southern Contra Costa counties.

As the official representative for the LEA with the fourth largest allocation of Related Supplemental Instruction (RSI) hours in CA that supports multiple apprenticeship agencies serving thousands of registered apprentices in the building and construction trades as part of the CA Apprenticeship Council, Dr. Nugent directs their instructional activities and is responsible for/oversees other related services these agencies provide to their apprentices. He also serves as an appointed member of the Foster and Homeless Youth Committee of the Interagency Advisory Committee on Apprenticeship. Lastly, because of his leadership, PUSD was recognized as one of the first LEAs in the State to submit multiple sets of apprenticeship standards for DAS registration that explicitly connect Career Technical Education (CTE) to high school youth apprenticeships in a competency-based model that allows students to complete this program in approximately one year (which is the essence of SB 480) as opposed to a time-based model that takes students multiple years to complete. Currently, PUSD is the only K12 Youth Apprenticeship Program that is directly engaging with multiple employers in the technology and manufacturing sectors (Cybersecurity and Engineering Robotics) with their two programs that launched in Summer 2024.

Dr. Amos Nugent III can be reached at [anugent@pleasantonusd.net](mailto:anugent@pleasantonusd.net).

**ITEM IV.A. – ACTION / PUBLIC HEARING**  
**YOUTH COMMITTEE (YC) MEETING CALENDAR**  
**FOR 2025**

**RECOMMENDATION:**

That the Alameda County Workforce Development Board’s (ACWDB) Youth Committee (YC) consider and approve the meeting dates, times, and place listed below for the 2025 calendar year.

**BACKGROUND:**

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

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

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

<b><u>DATES</u></b>	<b><u>TIME</u></b>
Monday, February 10, 2025	1:30 – 3:30 P.M.
Monday, April 14, 2025	1:30 – 3:30 P.M.
Monday, August 11, 2025	1:30 – 3:30 P.M.
Monday, November 10, 2025	1:30 – 3:30 P.M.

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

For further information you may contact Michele G. Garcia, Workforce Board System Administrator by phone at 510.259.3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

## **ITEM IV.B. – ACTION / PUBLIC HEARING**

### **APPOINTMENT OF NON-BOARD MEMBERS TO THE YOUTH COMMITTEE**

#### **RECOMMENDATION:**

That the Youth Committee (YC) approve the appointment of Anthony Shelton and Cleo Reece as non-board members to the YC, effective November 12, 2024.

#### **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.”*

To date, some members of the current board have been "grandfathered" in from the Youth Policy Council during the transition from the Workforce Investment Act to the Workforce Innovation and Opportunity Act (WIOA).

ACWDB receives requests of 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.

#### **ANTHONY SHELTON'S BIOGRAPHICAL SUMMARY:**

Anthony Shelton moved to the Bay Area from San Diego, CA, after serving as a Unit Director at a Boys and Girls Club, bringing with him nearly a decade of experience. Starting as a youth development professional, Anthony has cultivated his passion for helping teens, guiding them through programs that support their growth, maturity, and preparation for life beyond high school, whether through college, career, or other personal endeavors.

Anthony has held leadership roles such as Site Director at Boys and Girls, where he was responsible for overseeing daily programming and special events for kids ages 6-17. His responsibilities included supervising staff, developing and evaluating programs, maintaining safety standards, and managing program budgets. He has also built strong partnerships with local organizations like Park Rangers and the police department to enhance the quality and safety of programming.

Prior to becoming Site Director, Anthony worked as a Lead Recreation Aide, where he focused on mentoring teens and facilitating leadership development programs. His background also includes work as a Recreation Aide, engaging youth in creative and recreational activities and

leading at-risk youth programs. His early career as a Child Development Counselor at the San Diego Center for Children allowed him to counsel foster youth with severe mental health challenges, utilizing trauma-informed strategies and coaching sports teams to support their development.

Anthony holds a bachelor's degree in multimedia and applies his skills to marketing and program outreach, developing strategies to boost membership and engagement. Outside of work, Anthony enjoys spending time with his family, playing basketball (often with the teens at the Club), hosting podcasts, gaming, and watching sports (as a proud LA native, even in the heart of the Bay Area).

To learn more about The Boys & Girls Club, please visit <https://www.bgca.org/>.

### **CLEO REECE'S BIOGRAPHICAL SUMMARY:**

Cleo Reece brings over 28 years of experience in academic, employment, and career counseling, specializing in support for at-risk youth, individuals in transition, justice-involved individuals, re-entry populations, low-income communities, and individuals with both visible and invisible disabilities. Ms. Reece holds dual Bachelor's Degrees in Psychological Services and Industrial/Organizational Psychology from San Francisco State University, along with a Master's Degree in Counseling from the University of San Francisco.

Her career began at San Mateo County Welfare, assisting single mothers in securing employment, followed by a role as an Academic Advisor at San Jose State University, where she managed New Student Advising and Registration and taught College Success classes for academically at-risk students. Transitioning to the nonprofit sector, Cleo managed Workforce Innovation and Opportunity Act (WIOA) programs at Job Train and the Oakland Private Industry Council and supported at-risk youth at Treasure Island Job Corps, where her team notably improved retention, graduation, and employment rates.

Currently, Ms. Reece serves as a Senior Vocational Rehabilitation Counselor with the Department of Rehabilitation, where she guides youth ages 16-24 with mental health diagnoses as they transition from high school to employment, vocational training, or higher education.

To learn more about The Department of Rehabilitation, please visit:  
<https://www.dor.ca.gov/>

For additional information please contact Ayana Cruz, Youth Program Specialist by email at [Ayana.Cruz@acgov.org](mailto:Ayana.Cruz@acgov.org) or by phone at (510) 780-8861.



## **ITEM V.A. – INFORMATION**

### **ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN BRIDGING INDUSTRY SECTOR GAPS THROUGH YOUTH WORK EXPERIENCE OPPORTUNITIES**

#### **BACKGROUND:**

The Workforce Innovation and Opportunity Act (WIOA) mandates that a minimum of 20 percent of WIOA Youth Formula funds be allocated to Youth Work Experience (WEX) activities. These funds can be used to pay stipends or wages for youth participating in career, training, or educational services related to WEX activities. Additionally, part of this 20 percent can be directed toward staff costs associated with delivering WEX services.

At the August 2024 Youth Committee (YC) meeting, the discussion helped to familiarize committee members with Alameda County Workforce Development Board (ACWDB)'s Industry Sector and Occupational Framework (ISOF) policy and initiated conversations about enhancing WEX activities through contract language and performance measures. These measures aim to hold service providers accountable for outcomes that bridge the gap between education and industry.

Since the Strategic Priorities Two-Year Action Plan calls for amending youth contracts for the integration/emphasis on ISOF-aligned WEX activities in quarter 2 (October 2024 – December 2024), at the September 2024 quarterly board meeting, ACWDB staff recommended to consider moving the goal to a later occurring quarter (quarter 3 or 4), to better align with ACWDB's formal contracting process and timeline.

Therefore, ACWDB staff will modify the language of the existing quarter 2 goal from *Youth Service Provider Contracts will be "amended"* to *"New Youth Service Provider contracts to include ISOF emphasis for 50% of WEX activities"*. Prior to the contracting process, ACWDB staff have worked to emphasize WEX, Career Pathways, and ISOF in the Request for Proposal (RFP) in progress. Contracts will then follow the RFP process to reflect these changes among competitively procured and selected youth organizations.

For additional information, please contact Ayana Cruz, Youth Program Specialist. You can reach Ayana by phone at (510) 780-8861 or through email at [Ayana.Cruz@acgov.org](mailto:Ayana.Cruz@acgov.org).

## **ITEM V.B. – INFORMATION**

### **NEGOTIATED LOCAL AREA PERFORMANCE GOALS FOR PY 2024/2025 and PY 2025/2026**

#### **BACKGROUND:**

Under the Workforce Innovation and Opportunity Act (WIOA), Local Area Performance (LAP) Measures for all WIOA Formula funding streams (Adults, Dislocated Workers, and Youth), include:

1. Employment Rate at 2<sup>nd</sup> Quarter After Exit (Employment or Placement for Youth)
2. Employment Rate at 4<sup>th</sup> Quarter After Exit (Employment or Placement for Youth)
3. Median Earnings at 2<sup>nd</sup> Quarter After Exit
4. Credential Attainment within 4 Quarters After Exit
5. Measurable Skill Gains (MSG) by program Exit

NOTE: For WIOA Youth participants, items 1 and 2 above include “Placement” in Employment, Advanced Training, Post-Secondary Education, or the Military.

#### **LOCAL AREA PERFORMANCE NEGOTIATIONS:**

The state of California requires Local Workforce Development Areas (Local Areas) to negotiate performance goals for each of the five measures referenced above. Local Areas usually negotiate in September to establish annual goals for both the current and subsequent program years.

The state emphasized that their focus for workforce boards across California would be to improve performance attainments for the following measures:

- Median Earnings (captured at 2<sup>nd</sup> quarter post-exit)
- Credential Attainment (captured at 4<sup>th</sup> quarter post-exit); and
- MSG Attainments (captured at program exit)

The state requires that Local Areas negotiate their performance goals along with all of the other Local Areas within the Regional Planning Unit (RPU). Negotiations for the four Local Areas within the East Bay RPU were scheduled for September 30, 2024 – which occurred after the committee and board meetings in August and September. Therefore, staff are requesting the retroactive approval of the LAP goals as negotiated with the state.

#### **NEGOTIATION PROCESS:**

The state provides updated LAP outcomes reflecting actual attainments for the last several program years. The attainments presented may not match LAP attainments as reported to the

board because the state will use the Statistical Adjustment Model (SAM) to factor in the demographics of populations served – and adjust performance attainments based on those statistics. Staff may then use these attainments to help guide the trajectory of future performance.

Prior to the actual negotiations, ACWDB staff was required to submit proposed goals for the five measures in each of the three WIOA funding streams, (Adult, Dislocated Worker, and Youth). The proposed goals were due to the state by close of business on Friday, August 30, 2024. On the actual date of negotiations, the state will either accept a Local Area’s proposed goals or counter with different goals – and that is where the negotiations begin.

There are a number of factors that the state considers when approving or negotiating LAP goals:

- Actual past performance attainments
- The goals that the State of California has negotiated with the Department of Labor
- Continuous improvement (a federal mandate)
- Recommendations from the state to “push” or increase goals in certain performance categories for each negotiation (this year, the state “pushed” for higher goals for Median Earnings @ 2<sup>nd</sup> Quarter Post Exit; Credential Attainment; and MSG)

### **PAST PERFORMANCE GOALS AND ATTAINMENTS FOR PROGRAM YEAR 2023/2024:**

Negotiated Goals:

<b>PY 2022/2023 &amp; 2023/2024 Approved Performance Goals</b>				
<b>Adult/Dislocated Worker Measures</b>	<b>Adults</b>	<b>Dislocated Workers</b>	<b>Youth</b>	<b>Youth Measures</b>
Employment Rate @ 2 <sup>nd</sup> Quarter Post Exit	65.0%	70.0%	67.7%	Youth Placement Rate @ 2 <sup>nd</sup> Quarter Post Exit
Employment Rate @ 4 <sup>th</sup> Quarter Post Exit	64.0%	69.0%	63.0%	Youth Placement Rate @ 4 <sup>th</sup> Quarter Post Exit
Median Earnings @ 2 <sup>nd</sup> Quarter Post Exit	\$8,400	\$12,000	\$4,200	Median Earnings
Credential Attainment by 4 <sup>th</sup> Quarter Post Exit	65.5%	65.0%	60.4%	Credential Attainment by 4 <sup>th</sup> Quarter Post Exit
Measurable Skill Gains	45.0%	45.0%	57.8%	Measurable Skill Gains


Actual Attainments:

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	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
<b>CORE INDICATORS OF PERFORMANCE</b>									
<b>Placement Rate 2nd Quarter Post Exit ①</b> Exited between 7/1/2022 and 6/30/2023	72.1%	67.7%	106.5%	62.4%	65.0%	96.0%	66.9%	70.0%	95.6%
<b>Placement Rate @ 4th Quarter Post Exit ①</b> Exited between 1/1/2022 and 12/31/2022	69.7%	63.0%	110.6%	57.2%	64.0%	89.4%	60.7%	69.0%	88.0%
<b>Median Earnings @ 2nd Quarter Post Exit</b> Exited between 7/1/2022 and 6/30/2023	\$4,849	\$4,200	115.5%	\$11,199	\$8,400	133.3%	\$11,251	\$12,000	93.8%
<b>Credential Rate</b> Exited between 1/1/2022 and 12/31/2022	70.0%	60.4%	115.9%	77.8%	65.5%	118.8%	62.8%	65.0%	96.6%
<b>Measurable Skill Gains ②</b> Exited between 7/1/2023 and 6/30/2024	78.4%	57.8%	135.6%	47.4%	45.0%	105.3%	46.3%	45.0%	102.9%

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

**PROPOSED LAP GOALS FOR PYs 2024/2025 AND 2025/2026:**

The goals that ACWDB staff proposed to the state were as follows:



**Alameda County Workforce Development Board (ALA)**

**PROPOSED LOCAL AREA PERFORMANCE GOALS**

**PY 2024/2025 and 2025/2026**

*Submitted to WSBManagePerformance on 2024.08.20*

**WIOA Title I Youth and Young Adults Programs**

Placement @ 2nd Qtr Post Exit	Placement @ 4th Qtr Post Exit	Median Earnings @ 2nd Q Post-Exit	Credential Attainment	Measurable Skill Gains
<b>72.0%</b>	<b>68.0%</b>	<b>\$4,600</b>	<b>60.6%</b>	<b>63.0%</b>

**WIOA Title I Adult Programs**

Placement @ 2nd Qtr Post Exit	Placement @ 4th Qtr Post Exit	Median Earnings @ 2nd Q Post-Exit	Credential Attainment	Measurable Skill Gains
<b>67.5%</b>	<b>65.5%</b>	<b>\$9,000</b>	<b>68.0%</b>	<b>50.0%</b>

**WIOA Title I Dislocated Worker Programs**

Placement @ 2nd Qtr Post Exit	Placement @ 4th Qtr Post Exit	Median Earnings @ 2nd Q Post-Exit	Credential Attainment	Measurable Skill Gains
<b>71.0%</b>	<b>71.0%</b>	<b>\$12,100</b>	<b>67.0%</b>	<b>48.0%</b>

**FINAL NEGOTIATED LAP GOALS FOR PROGRAM YEARS 2024/2025 AND 2025/2026:**

The goals referenced below represent the final LAP goals as approved by the State of California:

PY 2024/2025 & 2025/2026 Approved Performance Goals				
Adult/Dislocated Worker Measures	Adults	Dislocated Workers	Youth	Youth Measures
Employment Rate @ 2 <sup>nd</sup> Quarter Post Exit	65.0%	69.0%	72.0%	Youth Placement Rate @ 2 <sup>nd</sup> Quarter Post Exit
Employment Rate @ 4 <sup>th</sup> Quarter Post Exit	63.0%	68.0%	68.0%	Youth Placement Rate @ 4 <sup>th</sup> Quarter Post Exit
Median Earnings @ 2 <sup>nd</sup> Quarter Post Exit	\$10,800	\$12,100	\$4,600	Median Earnings
Credential Attainment by 4 <sup>th</sup> Quarter Post Exit	72.0%	67.0%	65.0%	Credential Attainment by 4 <sup>th</sup> Quarter Post Exit
Measurable Skill Gains	50.0%	50.0%	75.0%	Measurable Skill Gains

ACWDB will be measured by these goals beginning with the current program year (PY 2024/2025) and continuing into the next program year (2025/2026).

Service provider contracts for PY 2024/2025 contain contract performance goals that were established prior to engaging in negotiations with the state in September 2024. The new LAP goals will inform establishment of contract performance goals for service providers effective into the new procurement cycle, beginning PY 2025/2026.

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](mailto:mggarcia@acgov.org).

## **ITEM VI.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 9/30/2024**

#### **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) 2024/2025 and 2025/2026 were negotiated on September 30, 2024. The new performance goals are represented in the attached Local Area Performance Report.

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.

#### **ANALYSIS OF REPORTS:**

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

- Placement Rate @ 2<sup>nd</sup> Quarter Post Exit
  - Youth = 102.2% of Goal
- Placement Rate @ 4<sup>th</sup> Quarter Post Exit
  - Youth = 103.7% of Goal
- Median Earnings @ 2<sup>nd</sup> Quarter Post Exit
  - Youth = 112.9% of Goal
- Credential Attainment Rate by 4<sup>th</sup> Quarter Post Exit
  - Youth = 105.2% of Goal
  - Adults = 111.7% of Goal
  - Dislocated Workers = 103.6% of Goal

Although short of the negotiated performance goals, ACWDB service providers have achieved high levels of performance in the following measures:

- Placement Rate @ 2<sup>nd</sup> Quarter Post Exit
  - Adults = 97.4% of Goal
  - Dislocated Workers = 95.7% of Goal
- Placement Rate @ 4<sup>th</sup> Quarter Post Exit
  - Adults = 95.4% of Goal
  - Dislocated Workers = 91.3% of Goal

- Median Earnings @ 2<sup>nd</sup> Quarter Post Exit
  - Dislocated Workers = 92.6% of Goal
- Measurable Skill Gains
  - Youth = 95.9% of Goal
  - Adults = 81.2% of Goal
  - Dislocated Workers = 87.2% of Goal

Please review the performance attainments on the attached report for a full representation of ACWDB's LAP outcomes for the rolling four quarters – ending 9/30/2024.

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](mailto:mggarcia@acgov.org).

**ATTACHMENT:**

VII.A.1. – REPORT Local Area Performance PY 24-24 Rolling 4 Qtrs Ending 2024.09.30  
(2 pages)

**LOCAL AREA PERFORMANCE REPORT**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS**  
**YOUTH, ADULTS, AND DISLOCATED WORKERS**  
**ROLLING FOUR QUARTERS - ENDING 9/30/2024**

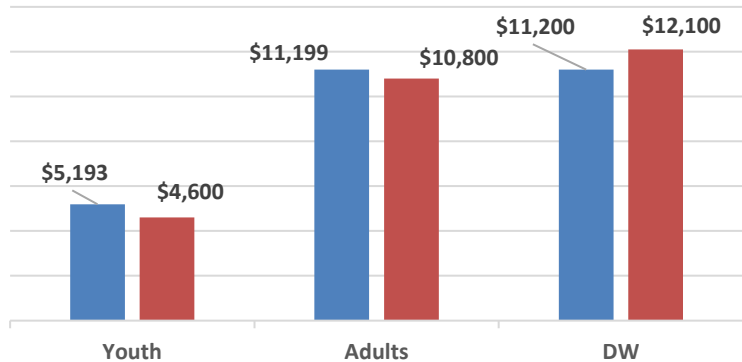
Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal
<b>Placement Rate 2nd Quarter Post Exit ①</b> Exited between 10/1/2022 and 9/30/2023	73.6%	72.0%	102.2%	63.3%	65.0%	97.4%	66.0%	69.0%	95.7%
<b>Placement Rate @ 4th Quarter Post Exit ①</b> Exited between 4/1/2022 and 3/31/2023	70.5%	68.0%	103.7%	60.1%	63.0%	95.4%	62.1%	68.0%	91.3%
<b>Median Earnings @ 2nd Quarter Post Exit</b> Exited between 10/1/2022 and 9/30/2023	\$5,193	\$4,600	112.9%	\$11,199	\$10,800	103.7%	\$11,200	\$12,100	92.6%
<b>Credential Rate</b> Exited between 4/1/2022 and 3/31/2023	68.4%	65.0%	105.2%	80.4%	72.0%	111.7%	69.4%	67.0%	103.6%
<b>Measurable Skill Gains ②</b> Exited between 10/1/2023 and 9/30/2024	71.9%	75.0%	95.9%	40.6%	50.0%	81.2%	43.6%	50.0%	87.2%

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

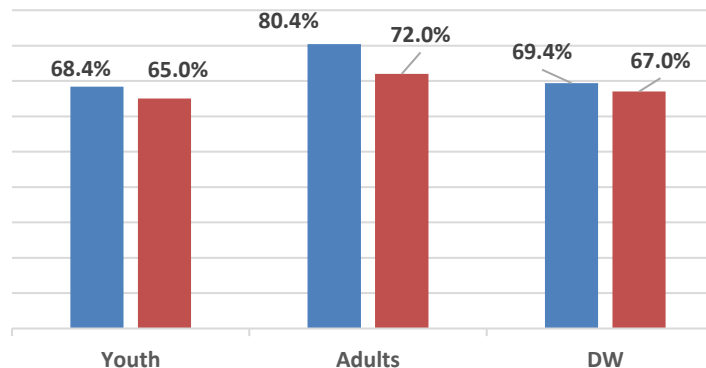
② Measurable Skill Gains track an individuals progress toward credential attainment.



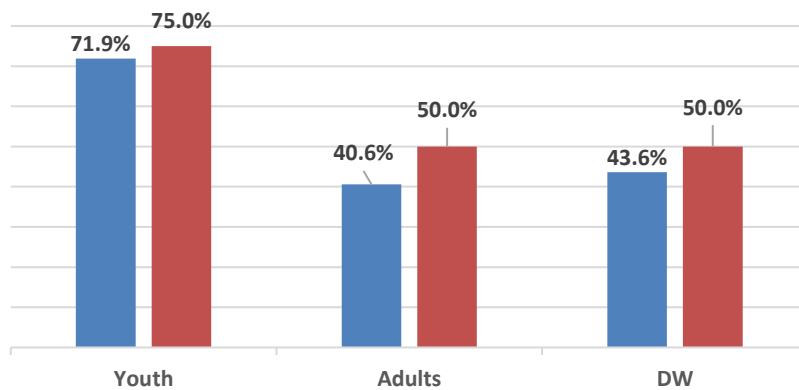
### Median Earnings @ 2nd Qtr Post Exit



### Credential Rate by 4th Qtr Post Exit



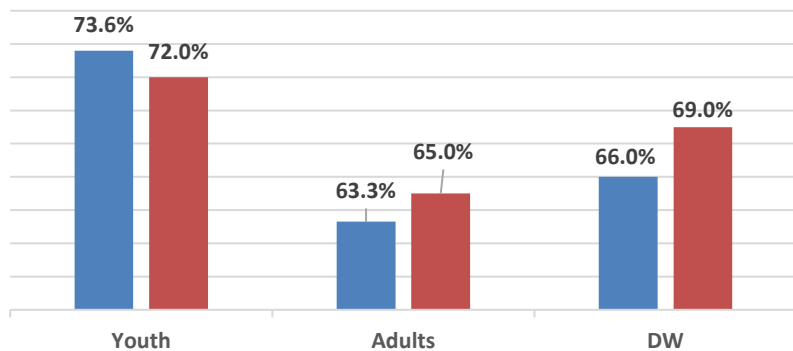
### Measurable Skill Gains



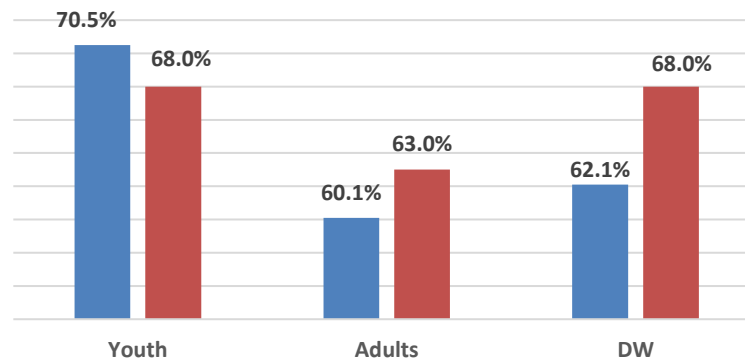
Is Anyone Better Off?

■ Actual ■ Goal

### Placement Rate @ 2nd Qtr Post Exit



### Placement Rate @ 4th Qtr Post Exit



## **ITEM VI.B. – REPORTS**

### **YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS** **PY 2024/2025; QUARTER 1 (JULY 1, 2024 THROUGH SEPTEMBER 30, 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 2<sup>nd</sup> Quarter After Exit (Employment or Placement for Youth)
2. Employment Rate at 4<sup>th</sup> Quarter After Exit (Employment or Placement for Youth)
3. Median Earnings at 2<sup>nd</sup> 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 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

#### **ANALYSIS OF REPORTS:**

##### **Carry-In Enrollment Allowance**

PY 2024/2025 is the second program year that Out-of-School Youth service providers were allowed to take credit for participants that were enrolled in prior program years, but who continue to receive services.

##### **Contract Performance Goals and Attainments**

During the first quarter of PY 2024/2025, service providers who serve WIOA-eligible youth and young adults have begun to recruit participants and provide services as prescribed by WIOA and

local policies. Achievements toward contract performance goals should begin to pick-up during the second and third quarters of the program year. Some of the attainments toward performance goals have been achieved as service providers wrap up services for participants who were carried in from prior program years – and exit their participants with outcomes like credential attainments, measurable skill gains, and placement into employment, education, training, or military service.

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](mailto:mggarcia@acgov.org).

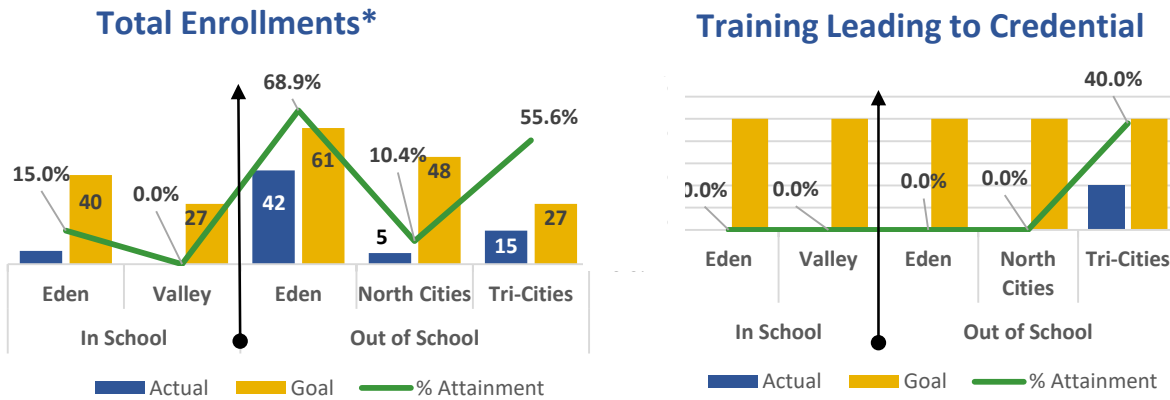
**ATTACHMENT:**

VI.B.1. – REPORT Yth CPIR PY24-25 Q1 (2 pages)



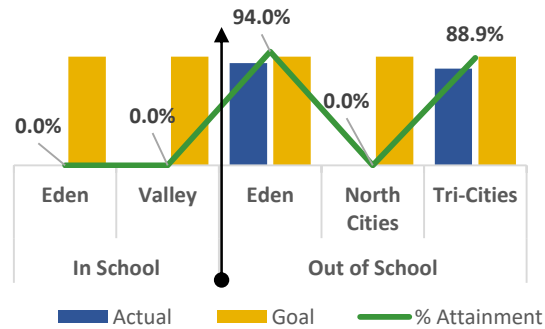
## YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS PY 2024/2025 1ST QUARTER (7/1/2024 THROUGH 9/30/2024)

### How Much Did We Do?

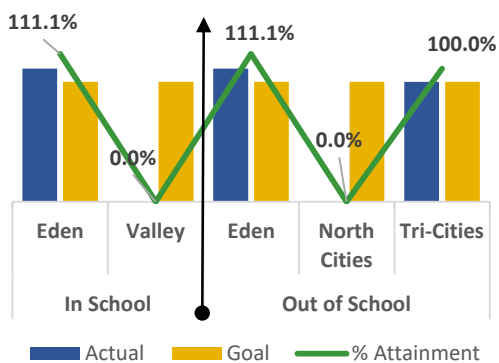


### How Well Did We Do?

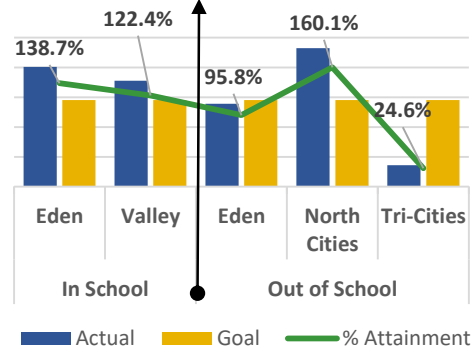
#### Core Skills / Leadership Development



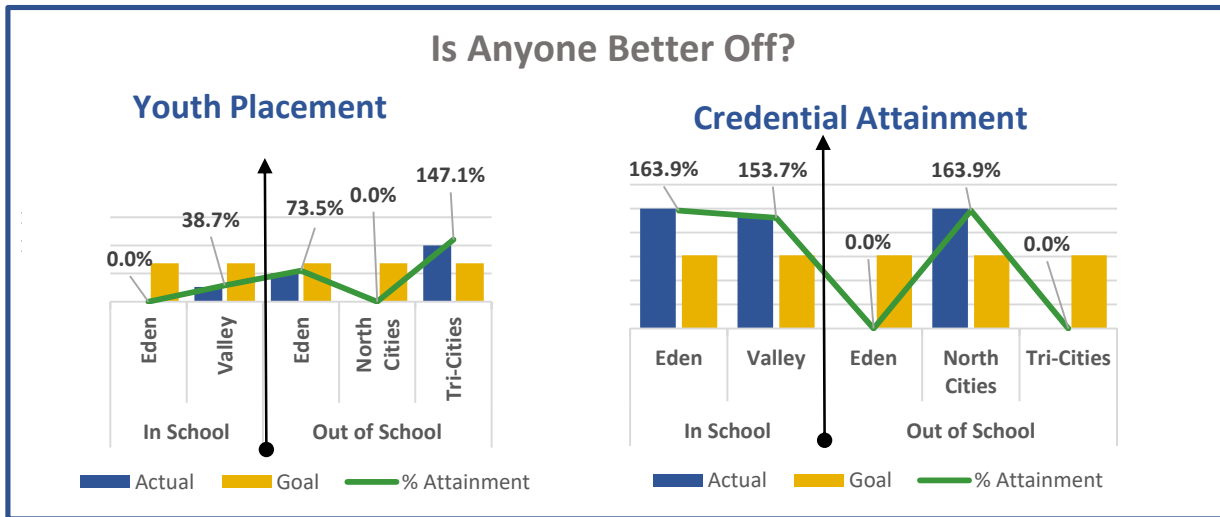
#### Work Based Learning



#### Measurable Skill Gains



**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2024/2025 1ST QUARTER (7/1/2024 THROUGH 9/30/2024)**



**AGGREGATE OF ALL YOUTH PROVIDERS**

PY 2024/2025; 1ST QUARTER - JULY 01, 2024 THROUGH SEPTEMBER 30, 2024

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	26	26	100.0%
# OF NEW ENROLLMENTS	6	71	8.5%	36	82	43.9%
<b>TOTAL ENROLLMENTS</b>	6	71	8.5%	62	108	57.4%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0%	25.0%	0.0%	3.3%	25.0%	13.3%
<b>HOW WELL DID WE DO?</b>						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	50.0%	90.0%	55.6%	63.3%	90.0%	70.4%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	0.0%	90.0%	0.0%	54.9%	90.0%	61.0%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	75.7%	58.0%	130.5%	54.2%	58.0%	93.5%
<b>IS ANYONE BETTER OFF?</b>						
% YOUTH PLACEMENT ① (of closed cases)	13.2%	68.0%	19.3%	50.0%	68.0%	73.5%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	96.9%	61.0%	158.8%	54.6%	61.0%	89.6%

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

***\*NOTE: For PY 2024/2025 the Out-of-School Youth providers were allowed to carry-in 25% of their PY 2024/2025 enrollment goal. As a result, the Out-of-School Youth providers received credit for carried-in participants from PY 2023/2024 as follows:***

<b>Provider:</b>	La Fam	BYA	Ohlone
<b>Carry In Allowance:</b>	15	12	7
<b>Actual # Carried In:</b>	4	12	7

***In-School Youth providers generally exit participants at the end of the school year as students graduate and enroll into post-secondary education. Therefore, In-School Youth providers were not allowed the option to carry-in participants from prior program years.***