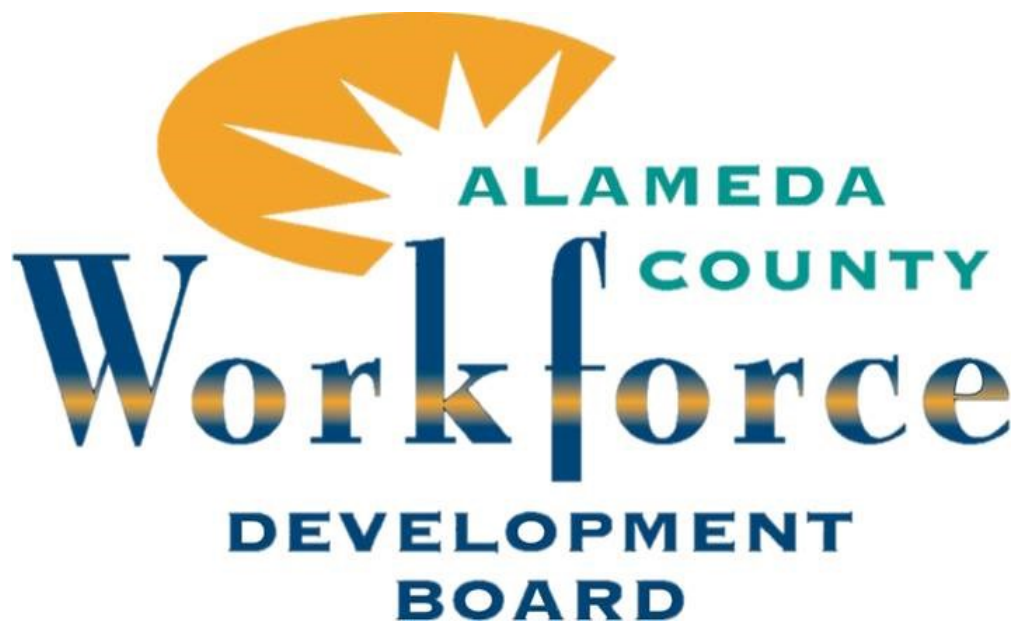


QUARTERLY BOARD MEETING



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

**In partnership with the
BOARD OF SUPERVISORS**

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

**December 12, 2024
9:00 A.M.**

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, December 12, 2024
9:00 AM – 12:00 Noon

Gail Steele Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Conference Room A & B
Hayward, CA 94544-1203

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

AGENDA

PAGE

I. PROCEDURAL ITEMS

- A. Call to Order and Roll Call
- B. Chair's Report
- C. Committee Chairs' Report
- D. Director's Report

II. PRESENTATION – California Employers Association, Natalie Jimenez, Director of Business Development

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III. PUBLIC FORUM

Members of the public may address the Board regarding any of the Action Items, or provide public input at this time of the agenda. Speakers have a maximum of three minutes per person which must include the speaker's name and organization.

IV. ACTION ITEMS – PUBLIC HEARING

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- C. Retroactive Approval of Negotiated Local Area Performance Goals 10
- D. Appointment of Non-Board Members to the Youth Committee 15
- E. American Rescue Plan Act – Approve the Selection of Provider for the Digital Equity Pilot Program 17

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VIII. MATTERS INITIATED BY BOARD MEMBERS

IX. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF

If you have questions on the agenda items or need additional information, please contact Rhonda Boykin, Director, at 510-259-3844 or through email RBoykin@acgov.org.

Members of the public who wish to address the WDB may do so during the PUBLIC FORUM.

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

If you require specific accommodation due to a disability, please call Sheroza Haniff, Board Secretary at 510-259-3842 or email at Sheroza.Haniff@acgov.org at least 72 hours in advance.

NEXT WDB MEETING: MARCH 13, 2025

ITEM II. - PRESENTATION

CALIFORNIA EMPLOYERS ASSOCIATION



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

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

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

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

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

ITEM IV.A. ACTION / PUBLIC HEARING

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD

QUARTERLY MINUTE SEPTEMBER 12, 2024

MEMBERS PRESENT

Tyler Abbott
Stephen Baiter
Jonathan DeLong
Dyrell Foster
Kelly Johnson
Doug Jones
Chiman Lee
Matt Kreutz
Travers McNeice
Matt Pawluk
Justin Real
Kennan Scott
Mateo Torrico

MEMBERS ABSENT

Prem Bajaj
Joslyn Buckner
Stacy Cooper Dent
Adam Masters
Kalpana Oberoi

STAFF PRESENT

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

Chairperson Johnson called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:08 A.M. on Thursday, September 12, 2024. A quorum was present.

ITEM I.B. CHAIRS' REPORT.

Chairperson Johnson welcomed new board members:

- Linda Renteria, Owner of Casa Sanchez Foods
- Mateo Torrico, Political Organizer of SEIU Local 2015
- Stacy Cooper Dent, Vice President of Purpose and Strategic Mobilization at Torani

Chairperson Johnson provided highlights from the August 28, 2024, Executive Committee meeting, including:

- Action Items:
 - Approval of Alameda County Workforce Development Board Recommended Annual Budget – Program Year 2024/2025
 - Approval of Job Search Academy Pilot in Partnership with Indeed
- The Discussion Items:
 - The Legislative Update
 - The ACWDB Strategic Priorities Two-Year Action Plan Quarter One Activities

ITEM I.C. – COMMITTEE CHAIRS’ REPORTS.

Matt Kreutz, Committee Chair of the Systems and Strategies (S&S) Committee shared the following updates from the August 21, 2024, meeting:

- A presentation from Juliet Moeur, Labor Market Researcher for the California Employment Development
- The Action Items:
 - Expanded Incentive and Stipend Payment Policy for Adult, Dislocated Worker, and Other Program Participants
 - Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Service Delivery Strategies and New Procurement for 2025-2029
 - America’s Job Center of California (AJCC) Recertification
- The Discussion Item on the ACWDB Strategic Priorities Two-Year Action Plan Understanding and Expanding Sector Partnerships

Chiman Lee, Committee Chair of the Organizational Effectiveness (OE) Committee shared the following updates from the August 7, 2024 meeting:

- The Discussion Items:
 - Targeted Outreach Update
 - New Contract Performance Goals for PY 2024/2025
 - Strategic Priority Planning
 - Tracking and Reporting Progress Toward the Strategic Priorities Two-Year Action Plan
- The Report Item on Performance Attainments form PY 2023/2024

Staff reported the following updates from the August 12, 2024, Youth Committee (YC) meeting:

- A presentation from Douglas Butler of Cypress Mandela Training Center
- The Action Item on the Service Delivery Strategies for Upcoming Procurement Cycle 2025-2029
- The Discussion Items:
 - New Contract Performance Measures and Goals for PY 2024/2025
 - ACWDB Strategic Priorities Two-Year Action Plan

ITEM I.D. – DIRECTOR’S REPORT. Director Rhonda Boykin welcomed the Board

Board Updates:

- A brief overview of board member activity, and the strategic priorities action plan that will assist in improving member recruitment outcomes
- The California Workforce Association is screening applicants for the vacant Executive Director position

Staff Updates:

- The department will welcome new staff throughout September, including:
 - Business Services Manager
 - Workforce Services Technician
 - Youth Program Specialist
 - Two Workforce Services Specialists
- Department leadership is grateful to the existing staff for their dedication during the staff shortage
- A Regional Manufacturing Liaison for Eastbay *Works* was hired by Contra Costa County, whose focus will be building workforce capacity within the East Bay region
- Staff participated in the Elevation Educational Consulting Group Research Project, funded by the James Irvine Foundation. This research project addresses how workforce development can better integrate with the needs of the community to support improved outcomes. Over 200 pages of data and recommendations were collected

Grant Updates:

- In partnership with the Community Development Agency, and the Alameda County Healthy Homes Department, ACWDB staff have applied for the Community Change grant funded under the Environmental Protection Agency (EPA). Funds will be used towards engaging 60 Eden Area youth with barriers to employment by providing work readiness and EPA accredited Renovation, Repair, and Painting training and certification
- In partnership with the Alameda County Social Services Agency, we are in the process of pursuing the Digital Equity Competitive Grant Program. The focus of this federal grant is to support efforts to achieve and promote digital equity and inclusion. Targeted populations include the seniors, veterans, and the reentry population

Workforce Systems Updates:

- All the contracts for both our youth and adult programs have been renewed for PY 2024/2025 which is the last year of the 2021-2025 procurement cycle
- Local Planning Kickoff will start on September 13, 2024. Strategic plans are developed every four years, public input sessions are also planned which will provide the opportunity for community engagement
- Staff and service providers are preparing for the State monitoring visits. The audits focus will be Adult and Dislocated Worker programs, and Equal Employment Opportunity onsite review of nondiscrimination and equal opportunity provisions
- We have partnered with the Alameda County Adult and Aging Department, San Leandro Adult School, Empowered Aging, Rubicon Programs to implement a Certified Nursing Assistance program

ITEM II. – PRESENTATION.

Justin Real, Manager of the PG&E Workforce Development Programs, and ACWDB Board member presented background on the PG&E PowerPathway

ITEM III. - PUBLIC FORUM.

Chairperson Johnson opened the Public Forum.

Morgan Warren of Center for Employment Opportunities made a public comment.

Chairperson Johnson closed the Public Forum.

ITEM IV. - CONSENT.

Chairperson Johnson read the Consent Agenda:

- A. Meeting Minutes May 9, 2024
- B. Expanded Incentive and Stipend Payment Policy for Adult, Dislocated Worker, and Other Program Participants
- C. America's Job Center of California Certification

A motion to approve the recommendation of Consent Items was made by **Jones/Renteria/carried.**

ITEM V.A. WORKFORCE INNOVATION AND OPPORTUNITY ACT STRATEGIES AND NEW FOUR-YEAR PROCUREMENT CYCLE FOR YOUTH AND YOUNG ADULT SERVICE DELIVERY.

Chairperson Johnson read the recommendation:

That the Youth Committee (YC) approve local area youth and young adult Workforce Innovation and Opportunity Act (WIOA) service delivery strategies and procurement for these services for a four (4) year program cycle covering July 1, 2025, through June 30, 2029, as follows:

1. Approve the Youth Innovation Project for In-School Youth (ISY) ages 16-21 that may provide service coverage in at least two sub-regional areas in Alameda County Workforce Development Board's (ACWDB) local area.
2. Approve the Future Force Program for Out-of-School Youth (OSY) ages 16-24 for service coverage in the following areas:
 - Eden – Hayward, unincorporated areas of Ashland, Cherryland, and Fairview, San Leandro, San Lorenzo, and Castro Valley

- North Cities - Alameda, Albany, Berkeley, Piedmont, and Emeryville
 - Tri-Cities - Fremont, Newark, and Union City
 - Tri-Valley - Dublin, Pleasanton, Livermore, and Sunol
3. Approve the integration of enhanced services and strategies that better reach unemployed youth and provide robust support as referenced under the community-led process section of this item.
 4. Authorize board staff to launch the Request for Proposals (RFPs) for the procurement of WIOA ISY and OSY services for the timeframe and scope referenced above.

Latoya Reed-Adjei provided background on the item and welcomed comments.

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

**ITEM B. - WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
ADULT AND DISLOCATED WORKER SERVICE DELIVERY STRATEGIES AND
NEW PROCUREMENT FOR 2025-2029.**

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the Adult and Dislocated Worker Career Services delivery strategies and procurement for these services, in the Local Area for a four (4) year program cycle covering July 1, 2025, through June 30, 2029, as follows:

1. One Comprehensive America's Job Center of California (AJCC) as the Program Operator and Adult and Dislocated Worker Career Services Provider (CSP) in the Eden Area;
2. Three Adult and Dislocated Worker CSPs to oversee services in each of the three remaining sub-regions of Alameda County including:
 - North Cities - Alameda, Albany, Berkeley, Piedmont, and Emeryville
 - Tri-Cities - Fremont, Newark, and Union City
 - Tri-Valley - Dublin, Pleasanton, Livermore and Sunol
3. Funding available to smaller organization(s) for the delivery of specialized services focusing on one or two priority populations, including embedded wrap-around services, outreach, and service practices targeted to the intended population(s) that will complement WIOA services*;
4. Authorize staff to issue Requests for Proposals (RFPs) for these Adult and Dislocated Worker Career Services delivery strategies.

**The delivery of specialized services will have a truncated timeframe, set to occur within the four-year cycle to test out new and tailored strategies.*

Jennifer Victorica provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **Scott/DeLong/carried.**

ITEM V.C. – APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD RECOMMENDED ANNUAL BUDGET – PY 2024/2025.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the Recommended Annual Budget, as presented in Attachment V.C.1-2, for program year (PY) 2024/2025 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants.

Jennifer Mitchell provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **Pawluk/Real/carried.**

ITEM V.D.- APPROVAL OF JOB SEARCH ACADEMY PILOT IN PARTNERSHIP WITH INDEED.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve a Job Search Academy pilot program in partnership with Indeed.

Rhonda Boykin provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **DeLong/Kreutz/carried.**

Abstained: Matt Pawluk

ITEM VI.A. - DISCUSSION ITEM. ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN.

The Strategic Priorities Two-Year Action Plan across all committees was discussed. Questions to Engage the Full Board were:

- Given the list of four socioeconomic barriers, to which of those barriers can ACWDB programs and initiatives offer the greatest benefit?
- Can ACWDB programs, initiatives, and community partners offer services that will begin to mitigate barriers experienced by individuals within these populations?

- Do any board members have ideas regarding subject-matter experts that might be willing to present or participate in the planned panel discussion?

An Ad-hoc Committee was announced to address aspects of the ACWDB Strategic Priorities Two-Year Action Plan. The Board Chair called for volunteers from the Board to join the committee. The first Ad-hoc meeting will be held on October 21, 2024.

ITEM VII.-REPORT ITEMS.

Report Items started on page 45 of the packet.

ITEM VIII. - INFORMATION ITEMS.

Information Items started on page 69 of the packet.

ITEM IX. - MATTERS INITIATED BY BOARD MEMBERS.

There were no matters initiated by the Board.

ITEM VX. - ANNOUNCEMENTS.

Traverse McNeice announced the updates at Goodwill Industries.

Rhonda Boykin announced that Kelsey Bensky is transitioning from her role at Ohlone Community College District, Raj Rai will be taking over in October.

The Chair recognized Mario Wagner's membership on the Alameda County Workforce Development Board.

The meeting was adjourned at 12:01 PM.

ITEM IV.B. – ACTION / PUBLIC HEARING

**2025 ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
MEETING DATES, TIME, AND PLACE**

RECOMMENDATION:

That the Alameda County Workforce Development Board approve the quarterly meeting dates, time, and place listed below for the Board’s 2025 calendar year.

BACKGROUND:

The Bylaws state under **Section 4.4.1 Regular Meetings of the WDB** that:

“Regular meetings of the WDB shall be held on the second Thursday of March, May, September, and December of each calendar year. The WDB 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.”

PROPOSED MEETING DATES:

March 13, 2025
May 8, 2025
September 11, 2025
December 11, 2025

Meetings are held from 9:00 AM to 12:00 Noon at the Gaile Steele Multi-Service Center, 24100 Amador Street, 2nd Floor, California Poppy Room, Hayward.

For further information, contact Rhonda Boykin, Director, at (510) 259-3844 or RBoykin@acgov.org.

ITEM IV.C. – ACTION / PUBLIC HEARING

RETROACTIVE APPROVAL OF LOCAL AREA PERFORMANCE GOALS FOR PY 2024/2025 and PY 2025/2026

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) retroactively approve negotiated Local Area Performance (LAP) goals for program years (PY) 2024/2025 and 2025/2026.

BACKGROUND:

Under the Workforce Innovation and Opportunity Act (WIOA), LAP Measures for all WIOA Formula funding streams (Adults, 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 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.

LAP 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.

For the 2024/2025 negotiations, 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 2nd quarter post-exit)
- Credential Attainment (captured at 4th quarter post-exit);
- MSG Attainments (captured at program exit)

Negotiations for the four Local Areas within the East Bay Regional Planning Unit 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” goals up in certain performance categories for each negotiation (this year, the state “pushed” for higher goals for Median Earnings @ 2nd Quarter Post Exit; Credential Attainment; and MSG)

PAST PERFORMANCE PY 2022/2023 and 2023/2024:

Goals:

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

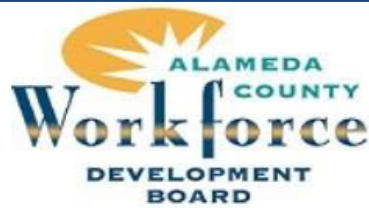
Attainments PY 2023/2024:

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 23/24 Goals	% of Goal	Total Current Period	PY 23/24 Goals	% of Goal	Total Current Period	PY 23/24 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① 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%
Placement Rate @ 4th Quarter Post Exit ① 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%
Median Earnings @ 2nd Quarter Post Exit 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%
Credential Rate 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%
Measurable Skill Gains ② 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.

ACWDB'S PROPOSED GOALS:

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
72.0%	68.0%	\$4,600	60.6%	63.0%

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
67.5%	65.5%	\$9,000	68.0%	50.0%

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
71.0%	71.0%	\$12,100	67.0%	48.0%

On September 30, 2024, the actual date of negotiations, the state accepted ACWDB proposed goals in the following areas:

- Youth Placement Rate @ 2nd Quarter Post-Exit (72%)
- Youth Placement Rate @ 4th Quarter Post-Exit (68%)
- Youth Median Earnings @ 2nd Quarter Post-Exit (\$4,600 / Qtr)
- Adult Measurable Skills Gains for Exited Participants (50%)

The state pushed our goals up for the following measures:

- Adult Median Earnings @ 2nd Quarter Post-Exit (from \$9,000 to \$10,800 / Qtr)
- Adult Credential Attainment by 4th Quarter Post-Exit (from 68% to 72%)
- Youth Credential Attainment by 4th Quarter Post Exit (from 60.6% to 65%)
- Dislocated Worker Measurable Skill Gains for Exited Participants (from 48% to 50%)
- Youth Measurable Skill Gains for Exited Participants (from 63% to 75%)

Lastly, the state lowered goals from our proposed levels in the following areas:

- Adult Employment Rate @ 2nd Quarter Post-Exit (from 67.5% to 65%)
- Dislocated Worker Employment Rate @ 2nd Quarter Post-Exit (from 71% to 69%)
- Adult Employment Rate @ 4th Quarter Post-Exit (from 65.5% to 63%)
- Dislocated Worker Employment Rate @ 4th Quarter Post-Exit (from 71% to 68%)

FINAL NEGOTIATED LAP GOALS:

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 nd Quarter Post Exit	65.0%	69.0%	72.0%	Youth Placement Rate @ 2 nd Quarter Post Exit
Employment Rate @ 4 th Quarter Post Exit	63.0%	68.0%	68.0%	Youth Placement Rate @ 4 th Quarter Post Exit
Median Earnings @ 2 nd Quarter Post Exit	\$10,800	\$12,100	\$4,600	Median Earnings
Credential Attainment by 4 th Quarter Post Exit	72.0%	67.0%	65.0%	Credential Attainment by 4 th 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.

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE DISCUSSION:

OE Committee members requested clarification regarding the timing of the item as approval is being requested retroactively. Staff assured the committee that when the dates align appropriately between state mandated negotiations and the OE Committee meeting, that staff will present an Action Item to request approval to move forward with negotiations. When the dates do not align, staff will bring this item to the OE Committee as a request for retroactive approval. These negotiations occur once every two years usually later in the month of September.

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.D. – ACTION / PUBLIC HEARING

APPOINTMENT OF NON-BOARD MEMBER TO THE YOUTH COMMITTEE

YOUTH COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the appointment of Anthony Shelton and Cleo Reece as a non-board member 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 or by phone at (510) 780-8861.

ITEM IV.E. – ACTION / PUBLIC HEARING

AMERICAN RESCUE PLAN ACT – APPROVE THE SELECTION OF PROVIDERS FOR THE DIGITAL EQUITY PILOT PROGRAM

RECOMMENDATIONS:

1. Approve the selection and awards for both the Castro Valley Adult and Career Education (CVACE) and the San Leandro Adult and Career Education (SLACE) for the implementation of a Digital Equity Pilot program in the unincorporated areas of Alameda County, through the American Rescue Plan Act (ARPA) funding allocations.
2. Authorize staff to enter in contracts with CVACE and SLACE, effective from January 1, 2025, through December 31, 2025, for the implementation of a Digital Equity Pilot program in the amount of \$21,000 and \$35,000, respectively.

BACKGROUND:

On September 15, 2022, ACWDB authorized staff to initiate a competitive solicitation process and award service contracts, pending successful negotiation, to provide ARPA-funded workforce/job training programs to the underserved residents in the unincorporated areas of Ashland and Cherryland. In alignment with the County of Alameda Board of Supervisors' (BOS), the Community Development Agency (CDA) developed an implementation strategy for the \$14 million, one-time, American Rescue Plan Act funding. The allocation, which included \$1 million for workforce development activities, was funded to the Alameda County Workforce Development Board (ACWDB) for the implementation of workforce/job training programs in the unincorporated areas of Alameda County, which was informed by community listening sessions.

In April 2024, the Alameda County Social Services Agency allocated an additional \$300,000 of ARPA funds for the implementation of the workforce/job training programs by ACWDB. The additional funds provide a grand total of \$1.3 million for workforce programs. Additional ARPA funding allowed for the inclusion of culinary training and a digital equity pilot.

In today's digital world, basic computer skills are essential, yet underrepresented communities often face the greatest barriers to digital literacy, including limited Internet access and devices. Upon learning about the Economic Development Collaborative's (EDC) basic computer course curriculum, tested in partnership with Adult School partners in Ventura County, ACWDB staff identified the opportunity to leverage the ARPA funding to test and pilot the curriculum locally. The curriculum has been formally evaluated by WestEd and was found to be an effective training tool.

Subsequently, on October 25, 2024, ACWDB staff issued a Request for Quotation for the Digital Equity Pilot program and received two proposals, one from CVACE and another from SLACE. Both CVACE and SLACE have the history and capacity to fulfill the scope of activities utilizing the EDC Basic Computer curriculum for the Digital Equity Pilot program.

CVACE has a computer lab with 29 computers purchased in 2021. The computer runs on the Windows 11 operating system and has Microsoft Office 2019 installed. As well, CVACE has a culture and track record of supporting immigrant students to be successful in career training program. CVACE employs multiple credentialed teachers who are fluent in both Spanish and English to provide the capacity to offer classes in Spanish as well as English. CVACE aims to enroll 30 students with the program expected to begin in mid-Spring of 2025.

SLACE has a strong track record of providing introductory computer classes for both traditional students and older adults. Recognizing that students' progress at different rates and have varying levels of computer skills, their dedicated, credentialed instructor stays an additional hour after class to offer extra support to those who need it. SLACE will also provide advanced classes for students who choose to further their computer training. They have set an enrollment goal of 60 students, with the program expected to start in mid-Spring of 2025.

Upon successful completion of the program, all students will be able to retain their Chromebook and hotspot devices.

For more information or questions please contact Irene Wu, Program Financial Specialist at (510) 259-3884 or by email at Irene.Wu2@acgov.org.

ITEM V.A. – DISCUSSION

ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN QUARTER 2 (OCTOBER, NOVEMBER, DECEMBER 2024) UPDATE

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE:

In alignment with Alameda County Workforce Development Board's (ACWDB) Two-Year Strategic Priorities Two-Year Action Plan, the OE Committee is tasked with identifying how to mitigate obstacles that prevent system and program access for individuals impacted by socioeconomic barriers. The quarter two goal for the OE Committee was to identify speakers from community-based organizations (CBOs) who could present to the committee regarding their efforts in helping to mitigate socioeconomic barriers for individuals within Alameda County. This process, in turn, assists the OE Committee with identifying one or two barriers and to guide staff in development of programs to address those barriers.

During quarter-two, ACWDB staff arranged a panel of professionals who represent CBOs who are actively engaged in serving participants holistically and removing barriers.

Panelists represented the following organizations:

- Five Keys Charger Schools (Reentry Services)
- Rubicon Programs (Career Services for job seekers from multiple underserved communities)
- Goodwill Industries (Services for Reentry, English Language Learners, and others)
- Love Never Fails (Services for Survivors of Human Trafficking and Domestic Violence)
- Change to Come (Services for Women in Recovery and their Children)

Following the rich panel discussion, and to ensure multiple perspectives from ACWDB members are taken into the account, the OE Committee expressed their interest in gathering input from the full board before selecting which socioeconomic barriers to focus attention toward.

YOUTH COMMITTEE (YC):

In alignment with ACWDB's Strategic Priorities Two- Year Action Plan, the YC was tasked with assessing the current status of Work Experience (WEX) activities offered through ACWDB Workforce Innovation and Opportunity Act (WIOA) funded Youth Service Providers – and to consider how to utilize ACWDB's Industry Sector and Occupational Framework (ISOF) to enhance youth services to create career pathways that help bridge the gap between the workforce needs of employers and the skill sets of Alameda County's youth. The quarter two goal has been moved forward to a future quarter to better align with ACWDB's new slate of contracts, set to begin on July 1, 2025.

During quarter-two, ACWDB staff arranged for a presentation from Kim Greenhouse and Dr. Amos Nugent III from the Pleasanton Unified School District. The presentation highlighted PUSD's Competency-Based Career Technical Education (CTE) Youth Apprenticeship program for High School Students. This presentation was timely and aligns with the goals of the YC regarding career pathways and apprenticeships.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE:

The S&S Committee is tasked with the following two goals toward achieving victory for ACWDB's Two-Year Action Plan: 1) Identify sector partnerships for ACWDB to expand; and 2) Focus efforts to increase outreach to employers and small businesses in Alameda County in which planning efforts will begin next year.

In quarter two, ACWDB staff arranged a panel discussion that included five representatives from the following existing industry sector partnerships and collaborations:

- Advanced Manufacturing
- Information and Communications Technology (ICT) including Computer Science and Cybersecurity
- Marine Trades, Maritime, and Water Transportation Careers
- Healthcare

The panel was moderated by the *EASTBAY Works* Coordinator and included questions to gather information about:

- Their work within each of their respective sector partnerships
- Their engagement with employers
- Their ability to turn employer perspectives into strategies
- How they prioritize employer ideas;
- Forthcoming strategies and what is on the horizon within each of their focus areas

The panel offered insights that allowed S&S Committee members to land on the following industry sectors:

- Healthcare
- Advanced Manufacturing;
- ICT with a focus on, Computer Science, and Cyber Security

EXECUTIVE COMMITTEE (EC):

In support of ACWDB's Two-Year Strategic Action Plan, the EC was tasked with improving ACWDB board member recruitment efforts by engaging with businesses that align with ACWDB's ISOF policy – and to create a storytelling strategy to aid with board recruitment and community awareness. The EC elected to create an ad hoc committee to aid with development of these strategies and the following activities ensued:

- The ACWDB Chair solicited participation for the ad hoc committee and several meetings have been held.

- During the ad hoc committee meeting, facilitator, Jeff Von Kaenel, President and CEO of News & Review guided ad hoc committee members and staff in a storytelling discussion. Jeff will present a write up to Director, Rhonda Boykin for consideration of the ACWDB at their December 2024 meeting.
- Board Chair, Kelly Johnson has created a tri-fold brochure to use for soliciting participation from potential board members. The most recent mock-up of that document will be presented to the ACWDB at their December 2024 meeting. Board Chair, Kelly Johnson is also working on a slide deck presentation intended for similar purposes. This item will also be presented to the ACWDB for consideration at their December 2024 meeting.

For additional information, please contact either Rhonda Boykin, Director (510) 259-3844; rboykin@acgov.org; or Michele G. Garcia, MIS Administrator (510) 259-3802; mggarcia@acgov.org.

ATTACHMENT:

V.A. - Two-Year Action Plan Progress Tracker Q2



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 2 (Oct, Nov, Dec, '24) Progress Tracker



= Task 100% Complete



= Task In Progress



= Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE – QUARTER 2 TASKS

Improve equitable access to employment and careers by removing socioeconomic barriers



- **Identify speakers to present on socioeconomic challenges at committee or board meetings**
(Speakers were identified and participated on panel at Nov OE)

YOUTH COMMITTEE (YC) – QUARTER 2 TASKS

Connect employer voice to education to increase inclusive job competitiveness



- **Amend Youth contracts to prioritize Work Experience Opportunities with ISOF Employers (YC task for Q2 has been moved to Q3)**

SYSTEMS AND STRATEGIES (S&S) COMMITTEE – QUARTER 2 TASKS

Develop, grow, and strengthen priority sector partnerships



- **Observe presentations from 2 or 3 existing sector partnerships (5 Partnerships on panel)**

SYSTEMS AND STRATEGIES (S&S) COMMITTEE – QUARTER 2 TASKS

Increase strategic business engagement to modernize business practices



- **No tasks associated with this goal for quarter 2**

EXECUTIVE COMMITTEE (EC) – QUARTER 2 TASKS

Increase community awareness, knowledge, and visibility of ACWDB and its strategic priorities



- **Update fact sheet and/or create ACWDB presentation (should be completed by 12/12/2024 WDB meeting)**



- **WDB Members to calendar speaking opportunities to represent ACWDB (modified to “Ideas for speaking opportunities submitted to ACWDB staff – Ongoing goal”)**



- **Director to provide summary of storytelling strategy to the full board (should be completed by 12/12/2024 WDB meeting)**

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 @ 2nd Quarter Post Exit
 - Youth = 102.2% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Youth = 103.7% of Goal
- Median Earnings @ 2nd Quarter Post Exit
 - Youth = 112.9% of Goal
- Credential Attainment Rate by 4th 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 @ 2nd Quarter Post Exit
 - Adults = 97.4% of Goal
 - Dislocated Workers = 95.7% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Adults = 95.4% of Goal
 - Dislocated Workers = 91.3% of Goal

- Median Earnings @ 2nd 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 September 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.

ATTACHMENT:

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

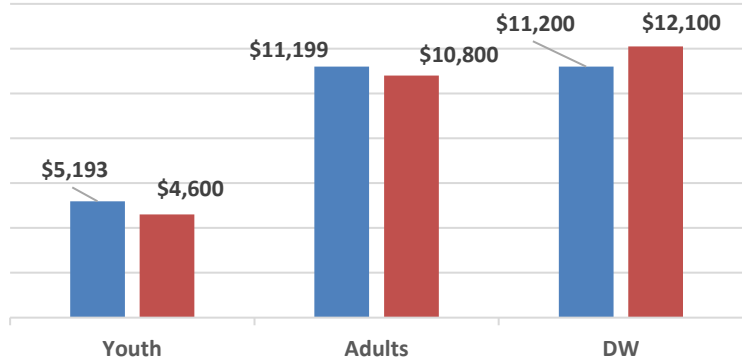
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 9/30/2024

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
Placement Rate 2nd Quarter Post Exit ① 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%
Placement Rate @ 4th Quarter Post Exit ① 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%
Median Earnings @ 2nd Quarter Post Exit 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%
Credential Rate 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%
Measurable Skill Gains ② 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%

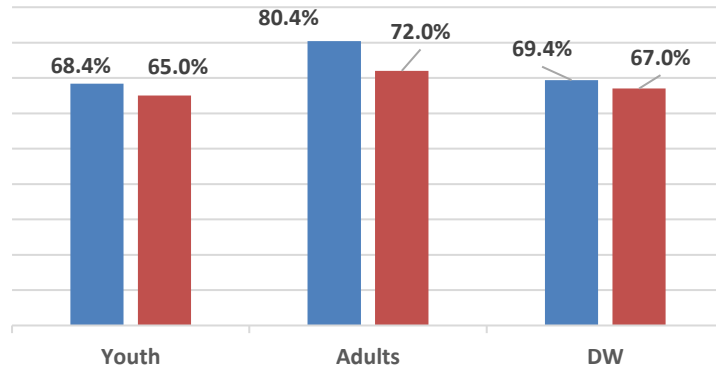
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

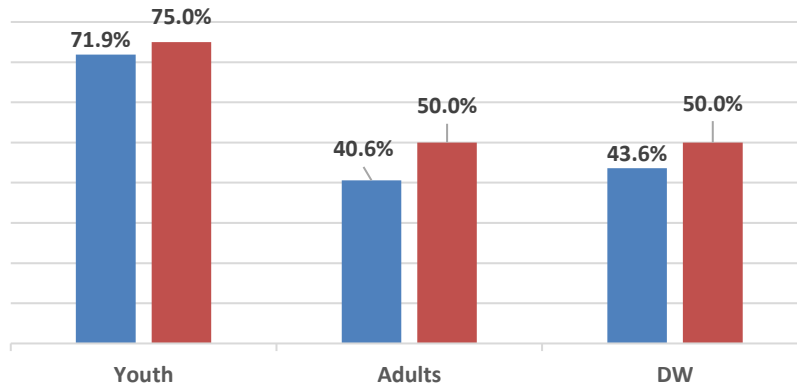
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



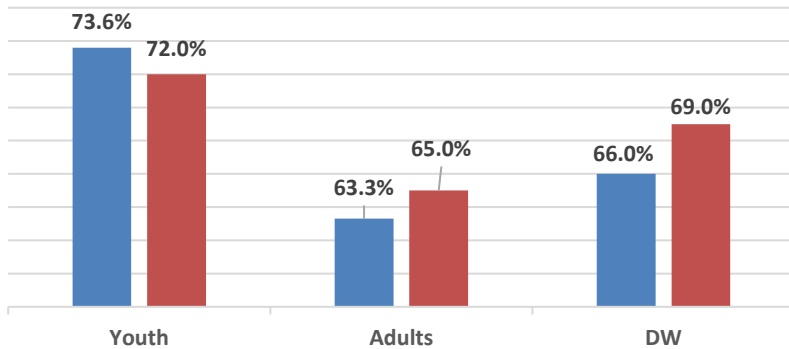
Measurable Skill Gains



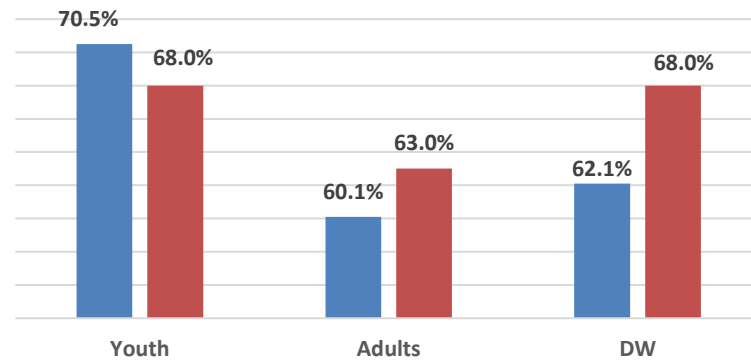
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



ITEM VI.B.1. – REPORTS

CALJOBSSM REGISTRATION RATE **WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA** **PY 2024/2025; QUARTER 1**

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 (CalJOBSSM) 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 CalJOBSSM system offers local boards the ability to report on the number of job seekers who reside within their areas and who utilize the CalJOBSSM system to meet their job search and vocational training needs.

ANALYSIS OF REPORT:

This report is reflective of only individuals who are newly registered in the CalJOBS system during the 12 months ending on September 30, 2024. Individuals who had been registered in CalJOBS prior to this period would not be reflected on this report – even though they may continue to engage with WIOA services or the CalJOBSSM system.

Based on the monthly labor force data published by California’s Employment Development Department (EDD) Labor Market Division on September 20, 2024 (March 2023 Benchmark) there are approximately 30,600 unemployed individuals within ACWDB’s service delivery area. Of those unemployed individuals approximately 14,587 individuals have engaged with ACWDB’s workforce system or the CalJOBSSM platform during the program year.

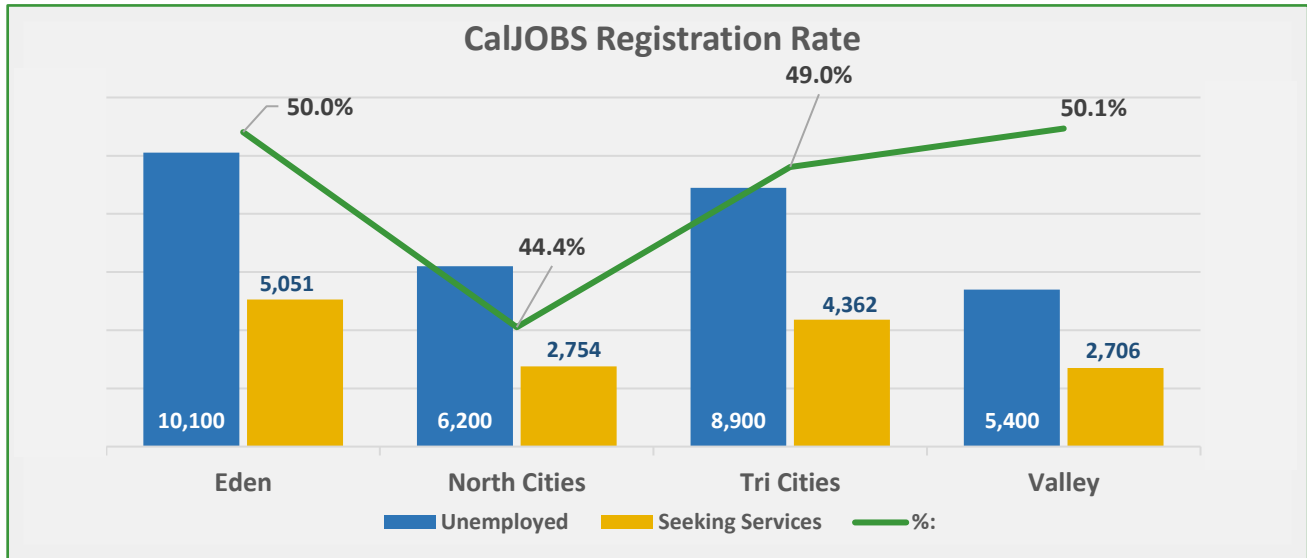
For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reach by phone at (510) 259-3802 or through email at mggarcia@acgov.org.

ATTACHMENT:

VI.B.1.a. – REPORTS CalJOBS Registration Rate PY 24-25 Q1

CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

Attachment VI.B.1.a.



Labor Force Data	Planning Areas within ACWDB's Local Area				
	Eden	North Cities	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	191,700	125,900	179,100	121,700	618,400
Unemployment Number	10,100	6,200	8,900	5,400	30,600
Unemployment Rate	5.27%	4.92%	4.97%	4.44%	4.90%
TOTAL INDIVIDUALS SEEKING SERVICES ²	5,096	2,734	4,205	2,552	14,587
% of Total Unemployed Labor Force Served ³	50.5%	44.1%	47.2%	47.3%	47.7%

¹ Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2023 Benchmark; Published 9/20/2024 by the California Employment Development Department (EDD).

Total Labor Force by Planning Area = number of individuals employed and not employed, but actively seeking work. Individuals not actively seeking employment for 4 consecutive weeks are not considered in the labor force.

Unemployment Number = number of individuals in the labor force that are unemployed and seeking employment.

Unemployment Rate = the Unemployment Number divided by the Total Labor Force number.

Statistics for the City of Oakland are excluded from this data - but are included in comment ² "NOTE".

² Customers who were newly registered in CalJOBS during the one year period ending 9/30/2024.

CalJOBS registered individuals are then categorized by their cities of residence.

NOTE: There were an additional 6,435 job seekers who utilized services in ACWDB's Local Area during this period, but who reside outside ACWDB's service delivery area, and are NOT accounted for in this report. Of those 6,435, 6,397 were residents of the City of Oakland.

³ % of Total Unemployed Labor Served = Total Individuals Seeking Services divided by Unemployment Number.

CalJOBS Report used: Detailed Reports/Individual Reports/Registered Individuals/by Local Area/rolling 12 months.

Labor Market Data Source: EDD Labor Force and Unemployment Rate for Cities and Census Designated Places

<http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html>

ITEM VI.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

ADULTS AND DISLOCATED WORKERS

PY 2024/2025; QUARTER 1 (7/1/2024 THROUGH 9/30/2024)

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.

ANALYSIS OF REPORTS:

During the first quarter of this program year, both of ACWDB's Adult and Dislocated Worker service providers have managed to achieve at least fifty percent (50%) of their enrollment goals for PY 2024/2025. This is the second program year where providers were allowed to take some credit for participants they continued to serve from prior program years.

Rubicon Programs, the operator of America's Job Center of California (AJCC) has already achieved their On-the-Job Training (OJT) enrollment goal by placing six individual participants into employment under the program.

Service providers continue to be diligent in guiding their job seekers toward priority industry sectors for quality jobs with anticipated growth, livable wages, and opportunities for growth.

Please review the attachment to this item for a full representation of contract performance measures, goals, and achievements for the first quarter of PY 2024/2025.

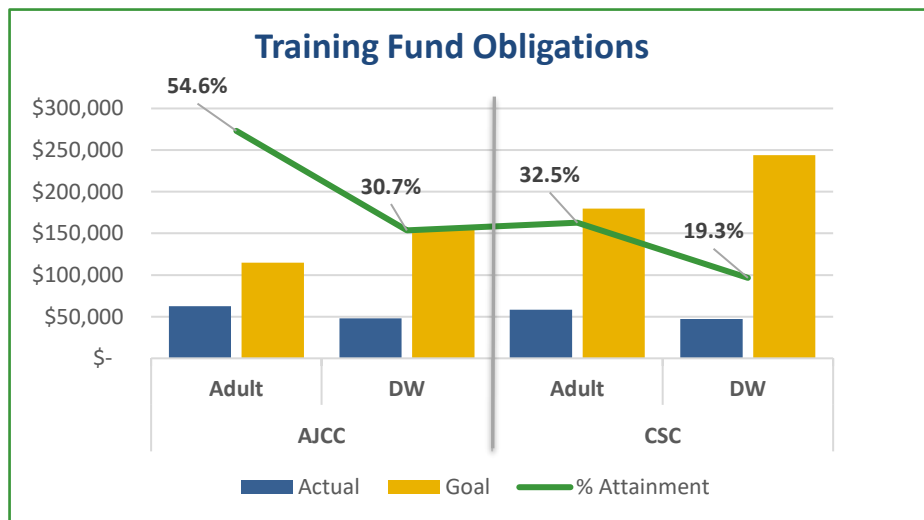
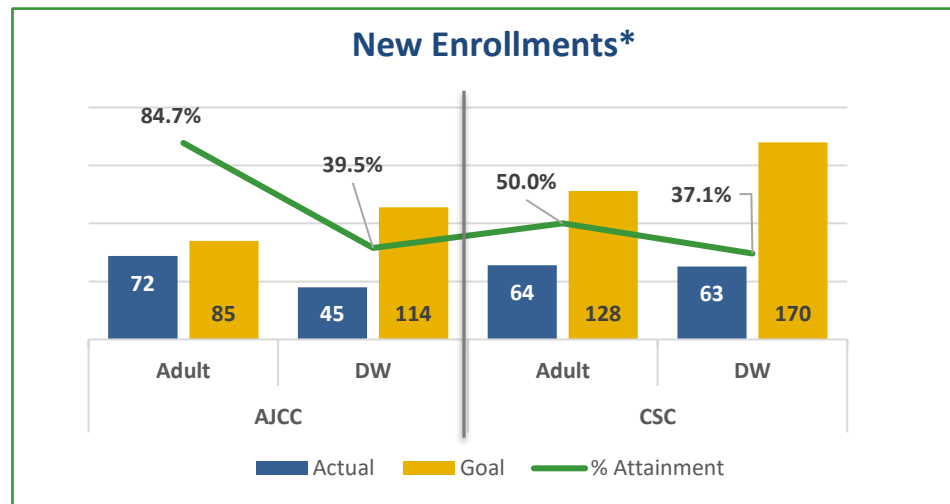
To obtain further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mggarccia@acgov.org or by phone at (510) 259-3802.

ATTACHMENT:

VI.B.2.a. – REPORT Adult Dislocated Worker CPIR PY24-25 Q1

CONTRACT PERFORMANCE INDICATORS REPORT
WIOA ADULT & DISLOCATED WORKER PROGRAMS
PY 2024/2025; QUARTER 1 (7/1/2024 THROUGH 9/30/2024)

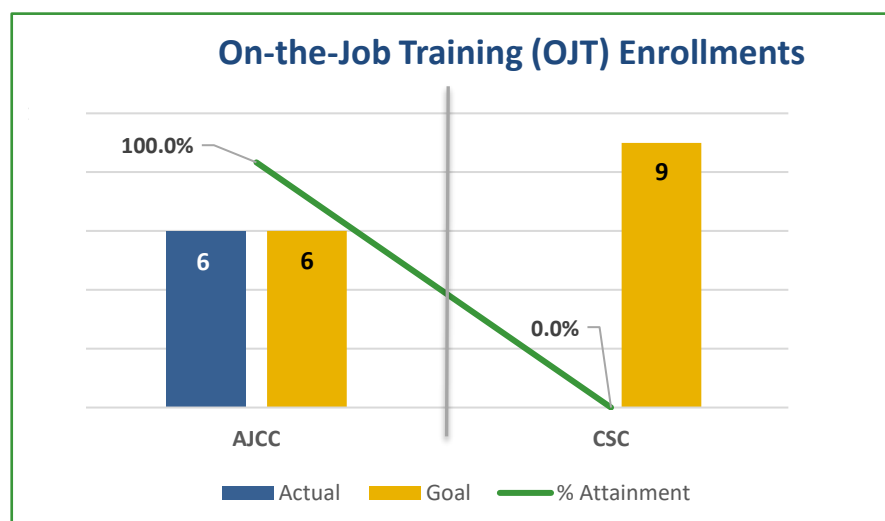
How Much
Did We Do?



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

As a result, each provider received credit for carried-in participants from PY 23/24 as follows:

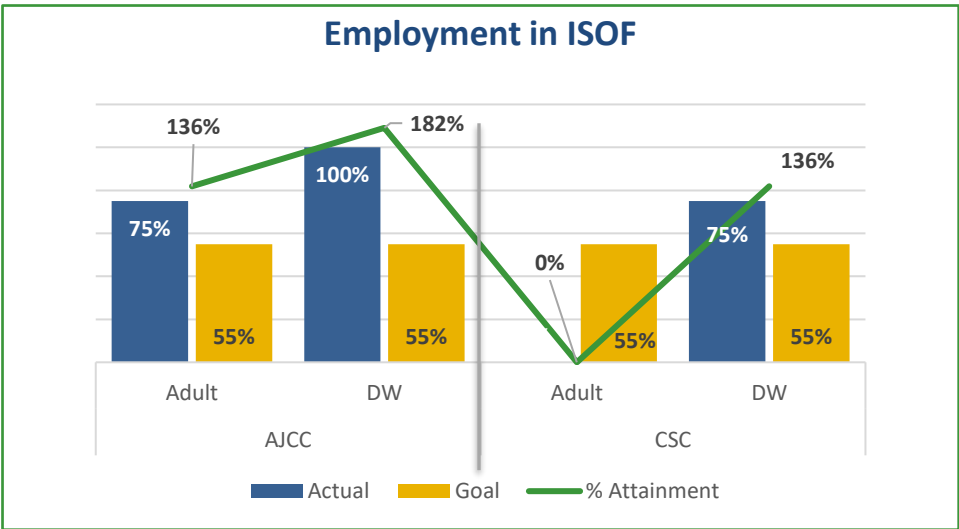
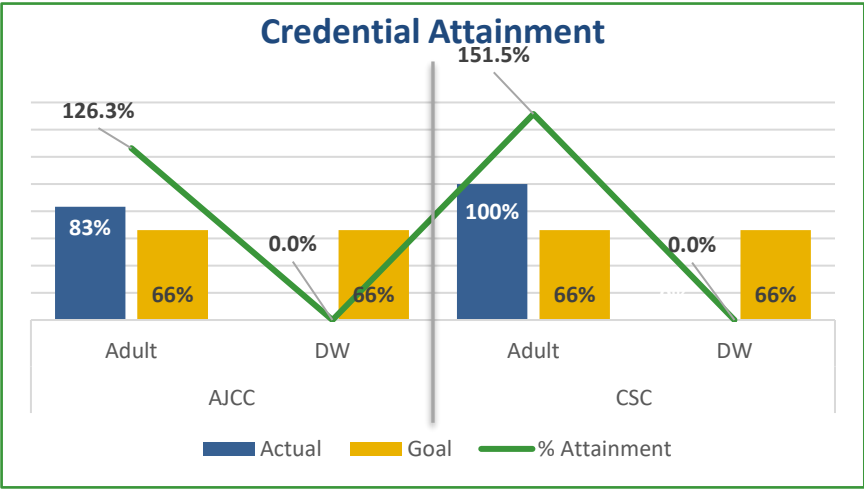
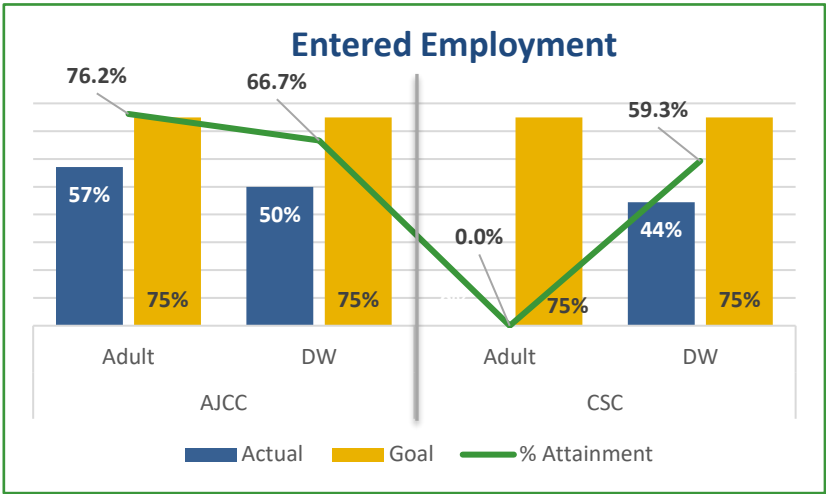
Carry-Ins	Adult	DW
AJCC	21	28
CSC	32	42



AJCC - America's Job Center of California

CSC - Career Services Collaborative

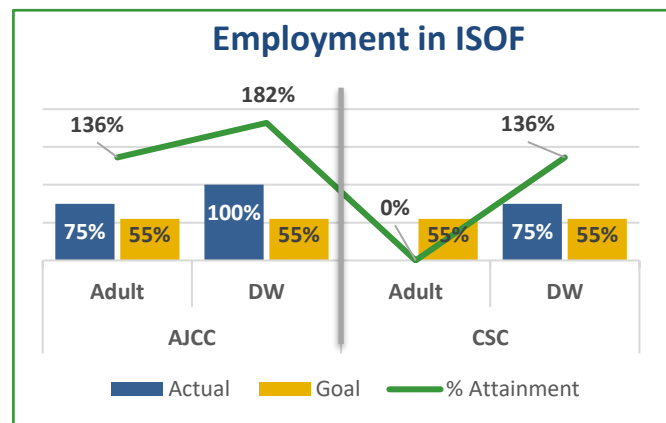
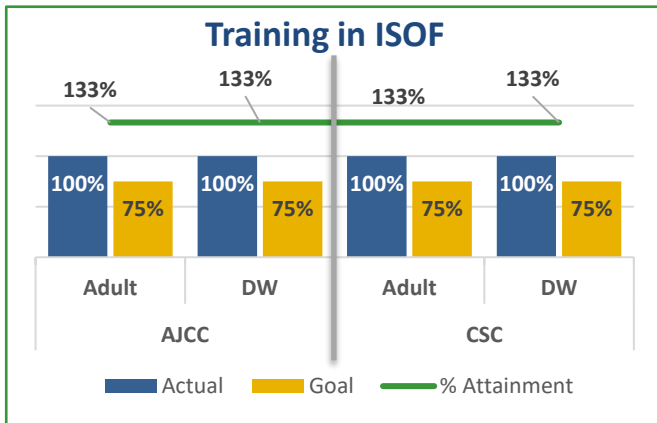
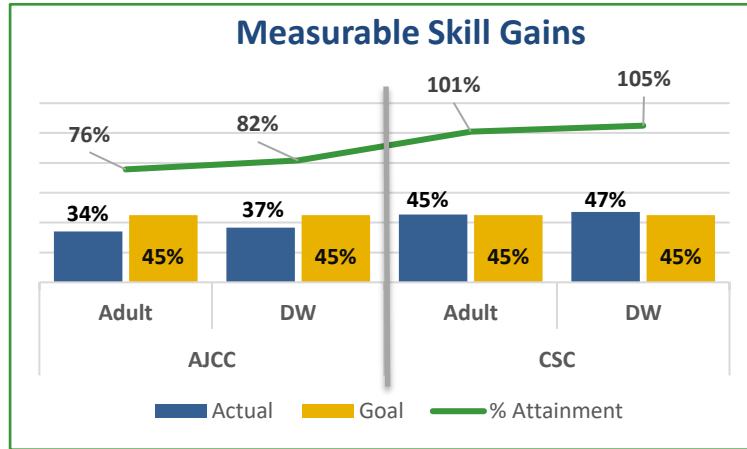
Is Anyone
Better Off



*ISOF = ACWDB's Industry Sector and Occupational Framework - Identifying industry sectors and occupations that are projected to grow, offer livable wages, or are considered quality jobs with high road employers.

How Well Did We Do?

Attachment VII.B.2.a.
Page 3 of 3



AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)

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

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	56	53	105.7%	56	70	80.0%
# OF NEW ENROLLMENTS	83	160	51.9%	38	214	17.8%
TOTAL ENROLLMENTS	139	213	65.3%	94	284	33.1%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$121,201	\$294,532	41.2%	\$95,024	\$399,783	23.8%
# OJT ENROLLMENTS (Ad & DW) ^②	6	15	40.0%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	50.0%	75.0%	66.7%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	39.7%	42.0%	94.6%	42.0%	42.0%	99.9%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	28.6%	75.0%	38.1%	47.2%	75.0%	63.0%
# OF JOB PLACEMENTS WITHIN ISOF*	37.5%	55.0%	68.2%	87.5%	55.0%	159.1%
% THAT ATTAINED CREDENTIAL (of participants in training)	91.7%	65.0%	141.0%	0.0%	65.0%	0.0%

ITEM VI.C. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2024/2025; QUARTER 1 (JULY 1, 2024 THROUGH SEPTEMBER 30, 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.

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.

ATTACHMENT:

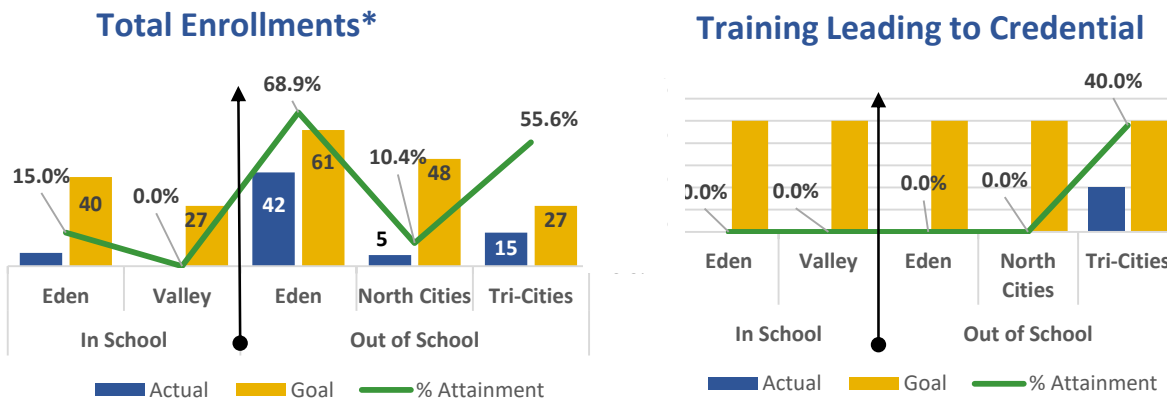
VI.C.1. – REPORT Yth CPIR PY24-25 Q1 (2 pages)



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

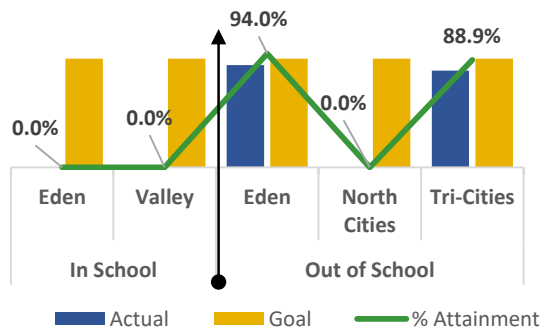
PY 2024/2025 1ST QUARTER (7/1/2024 THROUGH 9/30/2024)

How Much Did We Do?

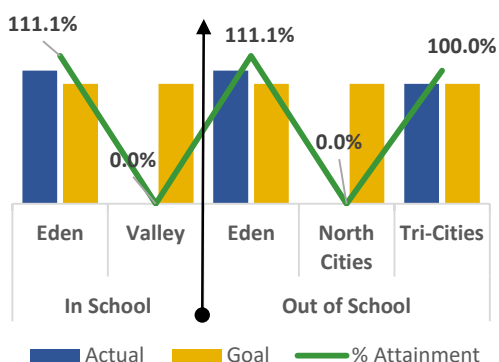


How Well Did We Do?

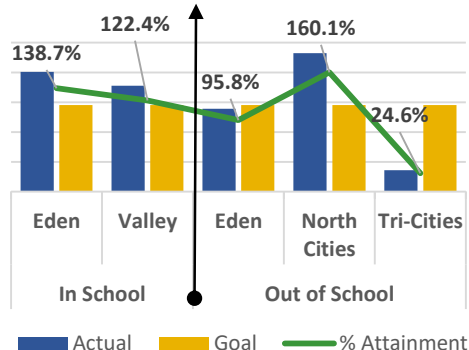
Core Skills / Leadership Development



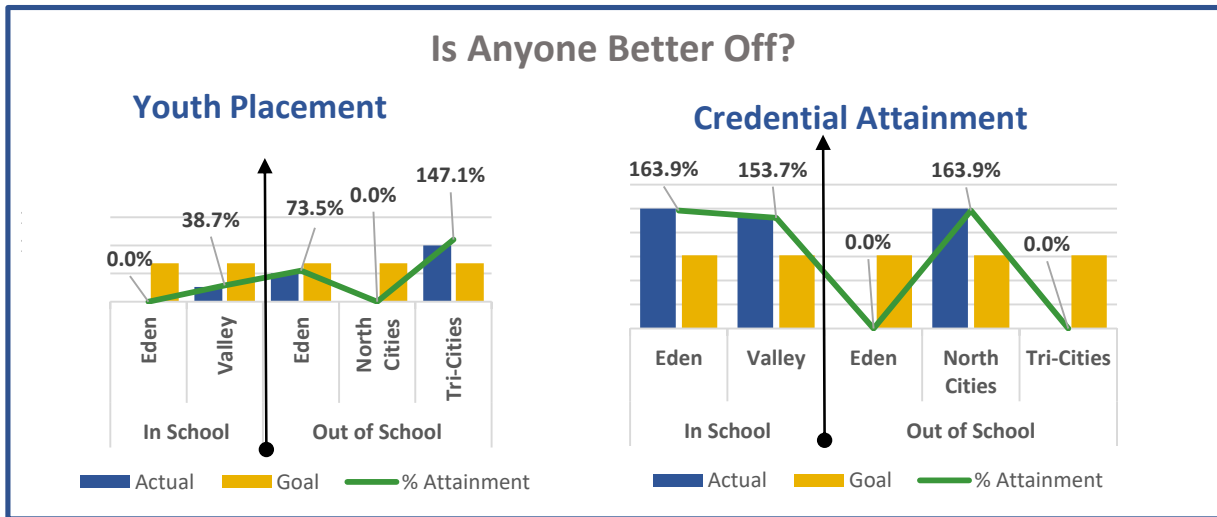
Work Based Learning



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
HOW MUCH DID WE DO?						
# 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%
TOTAL ENROLLMENTS	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%
HOW WELL DID WE DO?						
% 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%
IS ANYONE BETTER OFF?						
% 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:

Provider:	La Fam	BYA	Ohlone
Carry In Allowance:	15	12	7
Actual # Carried In:	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.

ITEM VI.D. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2024, THROUGH SEPTEMBER 30, 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 2024/2025, the Alameda County Workforce Development Board's (ACWDB) Rapid Response team has held 12 layoff/closure events and served 1,224 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 or 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, 2024, through September 30, 2024, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment VI.D.1. for specific employer data.

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 (AJCC) staff, and others as necessary for planning and implementing RROs.

The RRC prepares individual packets to distribute at orientation and delivers presentations to groups of workers and employers about the benefits and services available. The RRC develops and implements a strategy to transition laid off workers from rapid response activities to the AJCC system or directs impacted workers to a Career Services Provider and monitors participation in all activities to ensure appropriate and meaningful activities and programs are being implemented. Lastly the RRC seeks rapid re-employment opportunities with employers, on behalf of the affected workers.

Company Closure

Cuberg will permanently close its doors at its San Leandro location. The company was acquired in 2021 by Northvolt, a global supplier of sustainable, high-quality battery cells and systems. As Northvolt's Advanced Technology Center operating in San Leandro, Cuberg developed and commercialized lithium metal batteries, building an innovation ecosystem around lithium-ion technology. Cuberg will permanently close as of December 1, 2024.

The closure was influenced by the decision and part of the startup's strategy to consolidate its research and development and industrialization cell production portfolio into one location. Northvolt encouraged laid-off employees to apply for jobs at its Sweden or Montreal

sites and the latter is where Northvolt North America is located. Layoffs at Cuberg will affect 196 workers. The Rapid Response team held a virtual RRO on October 9, 2024.

Southwire has announced that it will close its facilities in Livermore, Santa Fe Springs, and Rancho Cucamonga, California. Operations will cease at the Livermore and Santa Fe Springs facilities on October 1, 2024, and at the Rancho Cucamonga facility in November 1, 2024. In addition to these facility closures, Southwire has responded to the shifting market conditions and has made the decision to reduce the number of sales and support roles that support the Electrical Products and Engineered Solutions business. Company operations will be relocated to other existing Southwire locations.

Impacted team members will have the opportunity to apply for open positions within the business. Those individuals who do not transfer to another Southwire position and who remain satisfactorily employed through their termination date will be offered separation pay. Layoffs at Southwire will affect 50 workers.

The Rapid Response team held two in-person RROs on September 19, 2024. The first session was held in English and the second session was held in Spanish. There were 35 workers in attendance.

Penumbra, Inc. will permanently discontinue its virtual reality division at its Alameda location. The layoffs come as other digital health technologies in the MedTech sector grapple with challenges. Penumbra laid off 71 people working in its Immersive Healthcare business. The Immersive Healthcare business includes a suite of virtual reality products that Penumbra acquired in 2021. Penumbra submitted its WARN to ACWDB on August 20, 2024. Layoffs started as of November 1, 2024, and the Rapid Response team held a RRO on October 10, 2024.

Open Rapid Response Orientations

Beginning in May 2023, the RRC has facilitated Open Rapid Response Orientation (Open RRO) sessions that are not WARN specific to assist Unemployment Insurance (UI) recipients with resources to capture the attention of potential Dislocated Worker participants using the state's CalJOBS system. ACWDB staff generates 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 if their companies were not required to file a WARN, the business were required to but did not comply, and/or if the business relied on its own outplacement services.

To date, 482 participants have registered for Open RRO sessions, and 248 individuals have attended the bi-weekly Open RRO and have been referred to WIOA service providers based on their city of residence. The resulting individual referrals and WIOA enrollments will not be reflected in the Rapid Response Report since their employers were either 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:

VI.D.1. - ACWDB Layoff and Closures from 7/1/2024 - 9/30/2024

Monthly Report (Including COVID-19 Related Impacts)
July 1, 2024 – September 30, 2024
Month Ending: September 30, 2024

Attachment VI.D.1.
Page 1 of 6

<div> <div>WARN</div> <div> <p>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. Please contact ACWDB with any specific questions.</p> <p>New entries received within the specified timeframe have been bolded for your convenience</p> </div> </div>						
All employers and workers impacted: July 1, 2024 -August 31, 2024						
EDEN RAPID RESPONSE		Total Employers	4	Total Workers	303	
NORTH CITIES RAPID RESPONSE		Total Employers	4	Total Workers	265	
TRI-CITIES RAPID RESPONSE		Total Employers	4	Total Workers	656	
TRI-VALLEY RAPID RESPONSE		Total Employers	0	Total Workers	0	
		TOTAL	12	TOTAL	1,224	
Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Western Specialty Contractors	San Leandro	Professional Services	Closure	08/31/24	8
Eden	Kaiser Permanente	San Leandro	Healthcare	Closure	09/06/24	249
Eden	Optum Services, Inc	Hayward	Healthcare	Closure	09/16/24	3
Eden	Promise Confections	Hayward	Manufacturing	Closure	09/27/24	43
North Cities	California Communications Access Foundation	Berkeley	Professional Services	Layoff	07/01/24	11
North Cities	Pixar	Emeryville	Technology	Layoff	07/26/24	181
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/16/24	4
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/16/24	30
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/23/24	10
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/23/24	3
North Cities	Pixar	Emeryville	Technology	Layoff	09/20/24	4
North Cities	SunPower Corp.	Berkeley	Professional Services	Layoff	09/24/24	22
Tri-Cities	Enovix Corporation	Fremont	Technology	layoff	07/05/24	168

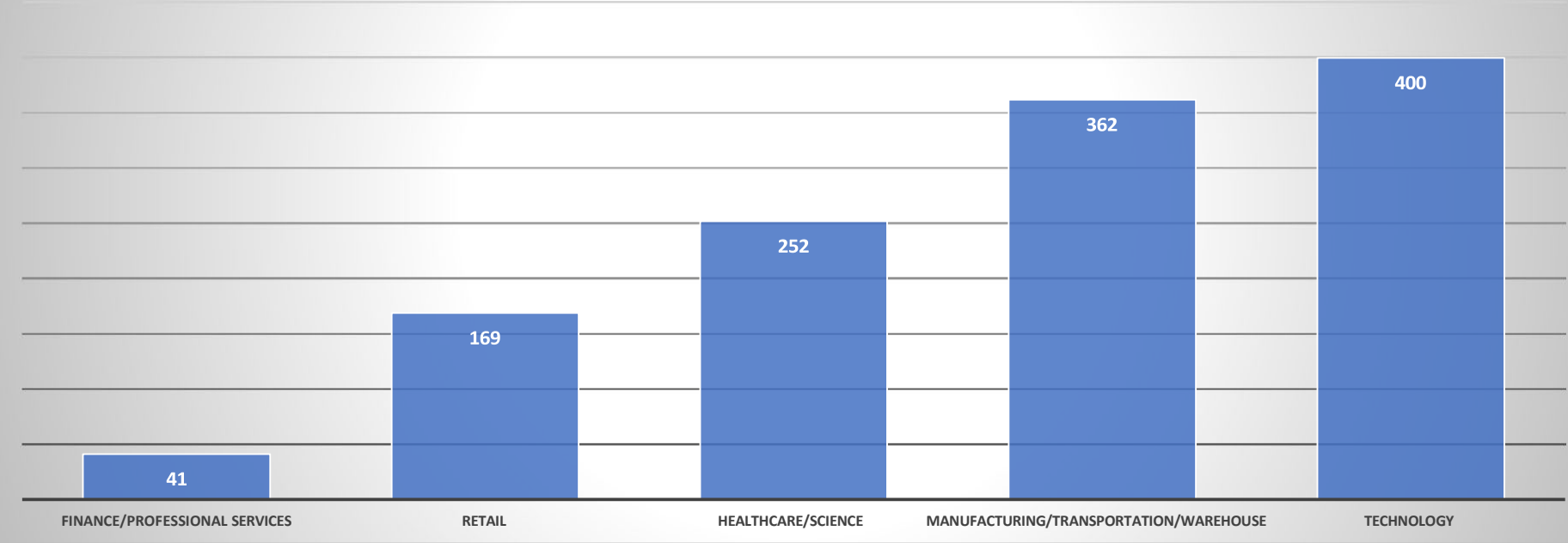
Monthly Report (Including COVID-19 Related Impacts)
July 1, 2024 – September 30, 2024
Month Ending: September 30, 2024

Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Cities	Lucid USA, Inc.	Newark	Manufacturing	Layoff	07/23/24	256
Tri-Cities	Walmart	Fremont	Retail	Closure	07/26/24	169
Tri-Cities	Del Monte Capitol Meat Company, LLC dba Allen Brothers West Coast	Union City	Manufacturing	Closure	08/12/24	63

Monthly Report (Including COVID-19 Related Impacts)
July 1, 2024 – September 30, 2024
Month Ending: September 30, 2024

Industry	Affected Workers
Finance/Professional Services	41
Retail	169
Healthcare/Science	252
Manufacturing/Transportation/Warehouse	362
Technology	400
Grand Total	1,224

Cumulative Number of Affected Workers
July 1, 2024 – September 30, 2024



ACWDB Layoff and Closure Monthly Report
July 1, 2024 – September 30, 2024
Month Ending: September 30, 2024

EDEN RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	8
Manufacturing/Transportation/Warehouse	43
Healthcare/Science	252
Grand Total	303

Number of Affected Workers
July 1, 2024 – September 30, 2024

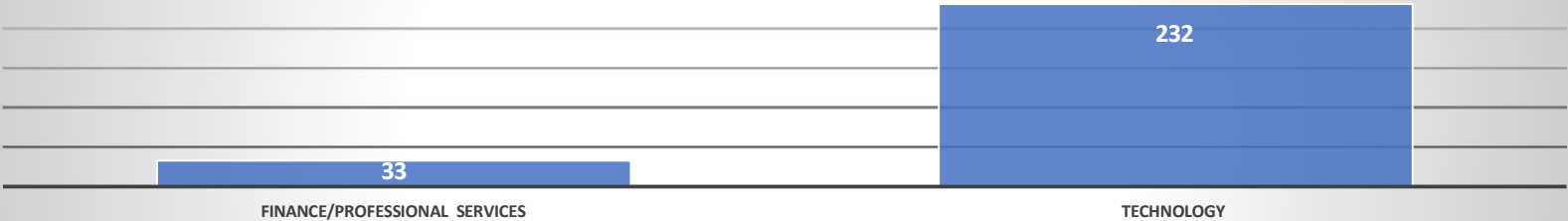


ACWDB Layoff and Closure Monthly Report
July 1, 2023 – September 30, 2024
Month Ending: September 30, 2024

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	33
Technology	232
Grand Total	265

Number of Affected Workers
July 1, 2024 – September 30, 2024

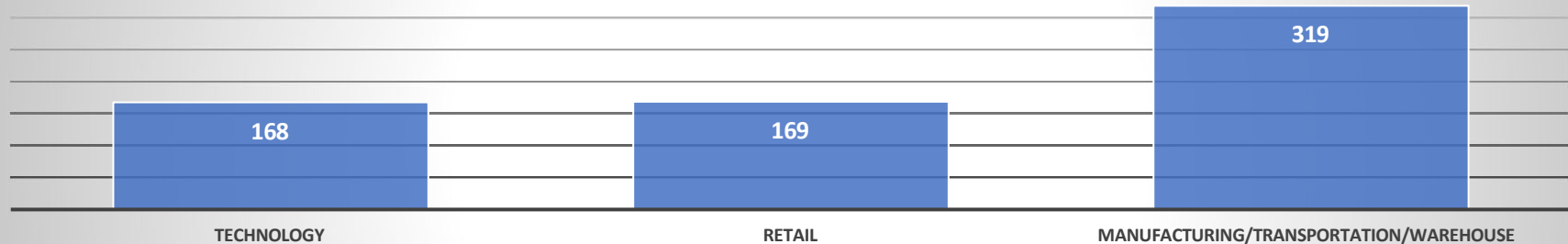


ACWDB Layoff and Closure Monthly Report
July 1, 2023 – September 30, 2024
Month Ending: September 30, 2024

TRI - CITIES RAPID RESPONSE

Industry	Affected Workers
Technology	168
Retail	169
Manufacturing/Transportation/Warehouse	319
Grand Total	656

Number of Affected Workers
July 1, 2024 – September 30, 2024



ITEM VI.E. – REPORTS

METRIX ONLINE LEARNING

USAGE REPORT

**PY 2023/2024 (JULY 1, 2023 THROUGH JUNE 30, 2024) AND QUARTER 1 PY
2024/2025**

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 time-limited user licenses to their Workforce Innovation and Opportunity Act (WIOA)-enrolled 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. The Metrix Learning training course content is provided by Skillsoft, Amatrol, Medcom Trainex, and ProveIT. 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.

Throughout the years, Metrix has adopted system enhancements to meet the need more fully for virtual and vocational training – and has 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, 1 Huddle. 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.

USAGE REPORT:

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

For 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:

VI.E.1. – REPORT Metrix Usage PY23-24

ACWDB's Metrix Usage Report

PY 2023/2024 (7/1/23 Through 6/30/2024) AND Q1 OF PY 2024/2025



Alameda County Usage Report

Program Year:	PY 23/24	PY 24/25
Dates:	7/1/23 - 6/30/2024	7/1/24 - 9/30/2024
Licenses Issued	4,308	369
New Registrations	3,446	101
Course Completions	1,224	206
Training Hours	2,356.16	832.36

Each registrant can have multiple licenses. Four types of licenses available.

1Huddle Game Use

Registered 1Huddle Learners:	21
Total Learning Games Played:	360
Total Time Spent Playing Games:	10 hrs, 51 min

Alameda County Most Pursued Certifications

Most Pursued Certifications by Alameda County Users
Project Management Professional (PMP)® - Sixth Edition-aligned
Certified Associate in Project Mng (CAPM)® Exam - PMBOK® Guide
Six Sigma Black Belt Certification
HRCI - Professional in Human Resources (PHR)
Society for Human Resource Management Certified Professional
International Information Systems Security Certification Consortium
Certified Information Systems Security Professional (CISSP)
CompTIA Cybersecurity Analyst (CySA+) CS0-002

System-wide (In and Out of Alameda County)

Most Popular Skill Tracks

The Art & Science of Communication
Using Business Etiquette to Increase Professionalism
Excel 2019 for Windows: Getting Started
Being an Effective Team Member
Excel 2019 for Windows: Using Basic Formulas
Becoming More Professional through Business Etiquette
Excel 2019 for Windows: Illustrating Documents
Excel 2019 for Windows: Creating & Saving Workbooks
Excel 2019 for Windows: Formatting Data
Excel 2019 for Windows: Inserting & Manipulating Data

Certifications - Over 50% Complete

Amazon Web Services (AWS) Certified Cloud Practitioner - 2022 Update
AZ-104: Microsoft Azure Administrator
Certified Business Analyst Professional (CBAP)
CompTIA Cybersecurity Analyst (CySA+) CS0-002
Human Resources Certification Institute (HRCI) - Professional in Human Resources (PHR)
IT Project Management

Career Tracks where Alameda County users have completed more than 50% of the modules necessary to complete the track.



ITEM VII.A. - INFORMATION

AMERICAN RESCUE PLAN ACT (ARPA) PROJECT UPDATE

BACKGROUND:

In alignment with the County of Alameda Board of Supervisor's (BOS) direction, the Community Development Agency (CDA) received one-time American Rescue Plan Act (ARPA) funding in the amount of \$14 million, to invest into underserved communities. A portion of ARPA funding (\$1 million), was allocated for the development of workforce/job training programs in the unincorporated areas of Ashland, Cherryland, Hayward Acres, unincorporated areas of San Lorenzo, and unincorporated areas of Castro Valley.

On July 5, 2022, ACWDB staff leveraged a community meeting to facilitate a listening session to receive feedback regarding workforce development challenges, program approaches, and business opportunities needed in the unincorporated communities. Over 25 organizations and providers that represent residents in the unincorporated communities were in attendance. Organizations provided input on the needs of the community. ACWDB staff held a second virtual event with residents from the unincorporated communities was held on August 9, 2022, with over 50 residents from the community participated.

Taking into consideration the feedback from the community, ACWDB staff crafted the following strategies offer promising approaches for the unincorporated communities utilizing the ARPA grant:

- 1) Entrepreneurial pathways that offer a wide range of supportive services
- 2) Earn-and-Learn program
- 3) Vocational English Second Language/Career Education/Linkages to Employment
- 4) Community Resource Navigator

In April 2024, the Alameda County Social Services Agency allocated an additional \$300,000 of ARPA funds to ACWDB for the implementation of additional programs, bringing the total ARPA allocation to \$1.3M. ACWDB incorporates two additional strategies to include:

- 5) Culinary Employment Pathways
- 6) Digital Equity Pilot Program (set to begin in 2025)

UPDATE:

- 1) **Renaissance Entrepreneurship Center (REC)** continues to cultivate entrepreneurial pathways for English and Spanish-speaking residents, while offering a wide range of services. The REC program achieved several significant milestones, including the following:
 - A. Disbursed 24 microgrants thus far to support start-up businesses activities as well as to individuals participating in REC's pop-up marketplace strategy.
 - B. Conducted multiple learning sessions through "Digitalizing Entrepreneurial" for both Spanish and English-speaking participants.

- C. Offered Business Planning classes in-person and online to accommodate various schedules.
 - D. Hosted several successful “Pop Up Marketplace” events and outreach initiatives in unincorporated communities.
 - E. Planned and hosted a “Passion to Profit” conference at the Cherryland Community Center, designed to provide participants with networking opportunities and insights from guest speakers, helping aspiring entrepreneurs and small business owners turn their dreams into reality.
- 2) **YMCA of the East Bay** is implementing for the Earn-and-Learn program with emphasis on Early Childcare Education. YMCA has made notable progress to date, including:
- A. Distributed information flyers at the Hayward Library, Housing and Community Development Office, San Lorenzo Unified School District, and connecting with the Health and Wellness Coordinator and the Alameda County Social Services office in Hayward.
 - B. Enrolled 14 apprentices who participated in soft skills training and digital fluency workshops.
 - C. Assisted participants in enrolling at Chabot College and Berkeley City College to earn their Early Childhood Education units before classroom placement.
- 3) **Mandela Partners** launched the Earn-and-Learn program in July 2024, centered on Culinary Employment Pathways and the Food Business Pathway. Their progress includes: 8 participants enrolled in the training. The first week of the training consists of trust building exercises, assessment, kitchen and food safety certification, and knife basics. The second week consists of an introduction to cooking methods, wellness exercises, and a field trip to the Old Oakland Farmer’s Market and Oakland Spice shop where participants were encouraged to try new fruits and vegetables and introduction to the world of herbs and spices.
- 4) **Rubicon Programs** is leading the way to support Vocational English as Second Language, Career Education, and Linkages to Employment under ARPA. Rubicon Programs has made significant outreach efforts in collaboration with community partners in unincorporated areas to attract clients to the Rubicon AJCC Eden center. To date, Rubicon has achieved the following:
- A. Exceeded their enrollment goal of 44 new participants by enrolling 65 in the ARPA program.
 - B. Provided vocational training to 49 participants, including 25 who completed the training.
 - C. In partnership with San Lorenzo Adult School and the ARPA Community Resource Navigator, Rubicon successfully conducted a Basic Computer class for both English and Spanish cohorts. The classes covered topics such as: completing job applications, creating effective resumes, and using Microsoft Office applications.
 - D. Participants who completed the computer training received laptops and hotspots to support their job search efforts.

- E. Additionally, Rubicon Programs enrolled 13 participants in the Bilingual Clinical Medical Assistant program at San Leandro Adult School to facilitate their career education goal.

5) **Eden United Church of Christ (Eden UCC)** serves as the Community Resource Navigator under ARPA. The Community Resource Navigator aims to provide community members with information, resources, and services that connect them to organizations offering support in the Unincorporated areas. To date, Eden UCC has:

- A. Over 100 participants engaged in various new programs and referred them to external partners for additional assistance.
- B. Made concerted efforts to build trust through in-person outreach and materials provided in participants' native languages, recognizing that unincorporated communities face significant inequalities and barriers to accessing services.
- C. Updated the information on the Unincorporated webpage, developed as a result of this ARPA funding, which offers additional resources for participants.
- D. Hosted Emotional Wellness Workshops aimed to support individuals affected by microaggressions stemming from labor market challenges, unemployment, homelessness, layoffs, mental health issues, and income related stress.
- E. Developed a basic computer class in response to their collaborative approach with Rubicon Program to host a second technology class.
- F. Empowered English language learners toward English proficiency, therefore enabling them to better navigate in their community and integrate into the workforce.

6) **Digital Equity Pilot Program**

This is a new Pilot program which will feature one cohort of 20-30 students participating in a 6–8-week course that teaches adult learners the essential computer skills and confidence to they need to navigate digital devices, be more technically proficient in the workplace, and access resources they need to thrive.

ACWDB staff will continue to provide updates to the committees and the full Board in future meetings.

For additional information, please contact Irene Wu, Program Financial Specialist at Irene.Wu2@acgov.org or by phone at (510) 259-3884.

ITEM VII.B. - INFORMATION

METRIX LEARNING WITH EMS CORPS

EMERGENCY MEDICAL TECHNICIAN (EMT) TRAINING PROGRAM UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) is offering employment and training services for adults (ages 18 and up) under the Workforce Innovation and Opportunity Act (WIOA). These services are designed to support ACWDB WIOA participants in completing Emergency Medical Technician (EMT) training. The training program includes online coursework, in-person instruction, and clinical fieldwork, and is structured as a 16-weeks, cohort-based program.

As a result of this new partnership, New York Wired for Education (Metrix Learning) and EMS Corporation will implement a program delivery strategy that will provide adults with a hybrid, online and in-person EMT training to include approximately four hours of activities and video content to reacclimate participants to the classroom and build basic study skills. The EMS Corps partnership will include a four-week health career preparation course, which includes Anatomy and Physiology, Medical Terminology, Advanced First Aid, CPR, Financial Literacy, Occupational Safety and Health Administration (OSHA), Health Insurance Portability and Accountability Act (HIPAA), Microsoft Teams. A 16-week EMT training combining in-class lectures, simulations, group activities, scenarios-based learning, workbook assignments and quizzes, plus 24 hours of clinicals will also be provided to eligible students.

The partnership will result in the enrollment of 20 WIOA-eligible participants in a training cohort over the performance period of July 2024 through February 2025. Of the enrolled in training, 70 percent will complete the virtual online training; 68 percent will complete the EMT hands-on training; 45 percent of participants will record measurable skill gains in CalJOBS; 66 percent of participants will earn the EMT certification and 76 percent of participants will secure employment in a training related job or field.

UPDATE:

EMS Corp conducted comprehensive outreach efforts for recruitment. Once recruited, participants undergo an initial screening to determine their eligibility for WIOA Adult services (ages 18 and older), following federal, state, and local guidelines.

To date, EMS Corp has enrolled 19 WIOA-eligible participants in CalJOBS, and all 19 of the participants have successfully completed all nine modules of the Metrix learning program. The Metrix learning modules cover a range of topics designed to enhance personal and professional growth, including: achieving success, improving focus and reading skills, building resilience in healthcare, practicing mindfulness for wellness, overcoming procrastination, effective team communication, and mental health awareness. Successful participants will transition to the next phase of the program - 16-week EMT training.

Cumulative Data from July 1, 2024 through October 31, 2024

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?	Actual	Goal	% of Goal
# of New Enrollments	19	20	95.0%
HOW WELL DID WE DO?	Actual	Goal	% of Goal
% of Participants who Completed the Virtual/Online Training	100%	70.0%	142.9%
% of Participants who Completed the EMT Hands-On Training	0	68.0%	0.0%
% of Participants who Record Measurable Skill Gains in CalJOBS	0	45.0%	0.0%
IS ANYONE BETTER OFF?	Actual	Goal	% of Goal
% of Participants who Earn the EMT Certification	0	66.0%	0.0%
% of Participants who secure Employment	0	75.0%	0.0%

ACWDB staff will continue to provide updates to the committees and the full board in future meetings.

For additional information, please contact Irene Wu, Program Financial Specialist at Irene.Wu2@acgov.org or by phone at (510) 259-3884.

ITEM VII.C. – INFORMATION

HEALTHCARE CAREER PATHWAYS PROGRAM UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) has partnered with the Alameda County Area Agency on Adult and Aging (AAA) and Empowered Aging, the non-profit leading the statewide expansion of the HCP model, to implement the Healthcare Career Pathways (HCP) Certified Nursing Assistant (CNA) Training Program. ACWDB has partnered with Rubicon Programs to function as the workforce and case management component of the initiative, which brings together another key partner in San Leandro Adult School to implement programming and attain the outcomes of the project.

The HCP program aims to train individuals to become CNAs while having access to a variety of wrap-around services that would lessen the impacts of perceived or actual barriers to employment. HCP is a 12-week program delivered in a cohort-style model which will include 302 hours of classroom instruction and professional development, as well as training lab, and clinical on-site work experience for 15 individuals per cohort. During training, participants have gained access to a network of key-partner staff who have supported their progress and have access to: childcare support, one-on-one career advisors, referrals to community resources, and access to financial resources that cover the cost of transportation, training, clothing, and tools. Participants are also offered a free lunch daily while on campus at the San Leandro Adult School.

Cohort one, consisting of 15 individuals, began in June 2024 and graduation occurred on September 4, 2024. All 15 individuals graduated and attended their graduation ceremony together with family members who celebrated their success. So far, six individuals have passed the state exam and are now on the CNA registry. Several graduates have received job offers pending their exam completion. One individual was able to obtain an initial job offer to start at \$26/hour with full benefits. Due to the clinical hours offered in the HCP program, which exceeds the industry standard 160 hours (classroom and clinical), there is a possibility that this participant will be able to receive a pay increase to start employment. Graduates will continue to receive services from Rubicon Programs to support their successful transition to employment.

Cohort two, now consisting of 13 individuals, began on September 9, 2024, with an anticipated graduation date in December 2024.

For additional information, please contact Jennifer Victorica, Program/Financial Specialist, at Jennifer.Victorica@acgov.org or (510) 259 – 3841.

ITEM VIL.D. - INFORMAITON
BUSINESS ENGAGEMENT MODEL FOR 2025-2029

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) approved a Business Engagement Model (BEM) in December 2017 which was effective from July 1, 2020, through June 30, 2024 (see attachment V.B.1). The BEM serves as a two-tiered visual blueprint, developed by the Business Services Unit (BSU) team, to direct business services and employer engagement activity in ACWDB's local area. The BEM and a new corresponding Business Engagement Plan (BEP) is now in the process of being updated by staff, which will seek to align with the following areas of interest:

- ACWDB's Strategic Priorities Two-Year Action Plan
- ACWDB's forthcoming Four-Year 2025 – 2028 Local Plan
- County of Alameda Board of Supervisors Vision 2026 – Employment for All (see attachment V.B.2)

Tier I of the BEM includes activities that are executed by the BSU as follows:

1. Facilitating employer resource-sharing and referrals to create a no wrong door approach for businesses;
2. Developing customized training opportunities, layoff aversion strategies, and providing access to the On-the-Job (OJT) program;
3. Supporting Rapid Response and Rapid Re-employment activities;
4. Supporting Work-based Learning Opportunities (including apprenticeships, internships, etc.);
5. Providing employer incentives;
6. Engaging in employer industry panels; and,
7. Providing business assistance.

Tier II of the BEM includes activities that occur in coordination with business-facing entities as follows:

1. **Revamping and/or creating synergy** around workforce development related initiatives by re-engaging and identifying current employer-facing entities such as: the California Employment Development Department, East Bay Economic Development Alliance, various Chambers of Commerce offices, business roundtables, sector partnerships, Alameda County's Administrator's Office and Human Resources, General Services Agency, Social Services Agency, Probation Department, and Sheriff's Department.

2. **Re-engaging and exploring connections with anchor institutions** (Port of Oakland, Alameda Health Systems, Kaiser Permanente, and the County of Alameda) that would be most suitable for partnership.
3. **Positioning the ACWDB to serve as a convener** to the supply-side in-service delivery by connecting with partners delivering the Workforce Innovation and Opportunity Act, mandated partners, Adult School Consortia, Community Colleges, community-based organizations, and the K-12 system.
4. **Support collaboration to align business engagement and initiatives**, broker connections, organize priorities and communicate plans, coordinate outreach events, and create supply side agendas.

The BEM is also inclusive of the Business Engagement Team (BET), facilitated by the BSU to meet regularly with stakeholders to ideate and connect around aligning efforts and initiatives, brokering connections, organizing priorities, coordinating outreach events, and creating inroads to new employer partnerships.

CURRENT PROCESS TO UPDATE THE BEM:

In an effort to update the BEM, ACWDB staff has begun doing a landscape analysis or scan to determine how the BEM has evolved, which includes assessing partnerships, initiatives, and past efforts. Part of the process also includes this forthcoming discussion item to gather insights and perspectives from members of the Systems and Strategies (S&S) Committee. The following questions were shared with the S&S Committee on November 20, 2024, in support of updating the BEM:

1. What are your initial impressions of Tier I and Tier 2 of the BEM?
2. In line with the BEM, which highlights the role of the workforce development board, which role seems most fitting for the BSU and why?
3. In reviewing the following roles, which areas do you recommend for greater concentration from the BSU that would have the most impact on business needs:
 - **Convening** - Bringing together business, labor, education, and economic development to focus on community workforce issues.
 - **Analyzing** - Developing, understanding, and using current labor market and economic information and trends to inform program design and outreach approaches.

- **Brokering** - Bringing together systems to solve common problems, or broker new relationships with businesses and workers.
- **Harnessing Community Voice** - Advocating for the importance of workforce policy, providing perspective about the need for skilled workers.
- **Capacity Building** - Enhancing the local area's ability to meet the workforce needs of local employers.

SYSTEMS AND STRATEGIES COMMITTEE DISCUSSION:

When presented to the Systems and Strategies Committee, members agreed with the proposed 2025 – 2029 BEM and offered feedback on the following for consideration and inclusion:

- Recognizing the importance of moving at the speed of business, cognizant of the return on investment to the employer when engaging with the ACWDB.
- Improving connectivity between businesses and the community, including advancing opportunities for pre-apprenticeship and apprenticeship in alignment with the local area plan to identify quality jobs.
- Enabling greater employer connection and benefits offered in Tier I, especially focused on employer incentives such as layoff aversion training dollars and OJT to support employer success.
- Updating participating Anchor Institutions that provide an eco-system supporting local purchasing from Small, Local and Emerging Business (SLEB) vendors and that supports entrepreneurship and local hiring.
- ACWDB can consider playing a role as convener to harness community voice continuing to engage existing partners and identify new collaborators, especially aligned to apprenticeship and other areas that support quality jobs.
- ACWDB can consider playing a role as analyzer to determine ways that best address issues such as the potential impact of possible mass deportation on businesses and the local economy, a concern shared by a committee member.

For more information, contact Darlene Sloan Hawkins, Business Services Manager at (510) 259-3864, or by email at dhawkins@acgov.org.

ATTACHMENTS:

VIII.D.1 - Business Engagement Model PY 2020-2024

VIII.D.2 – County of Alameda's Vision 2026 10X Employment for All Goal



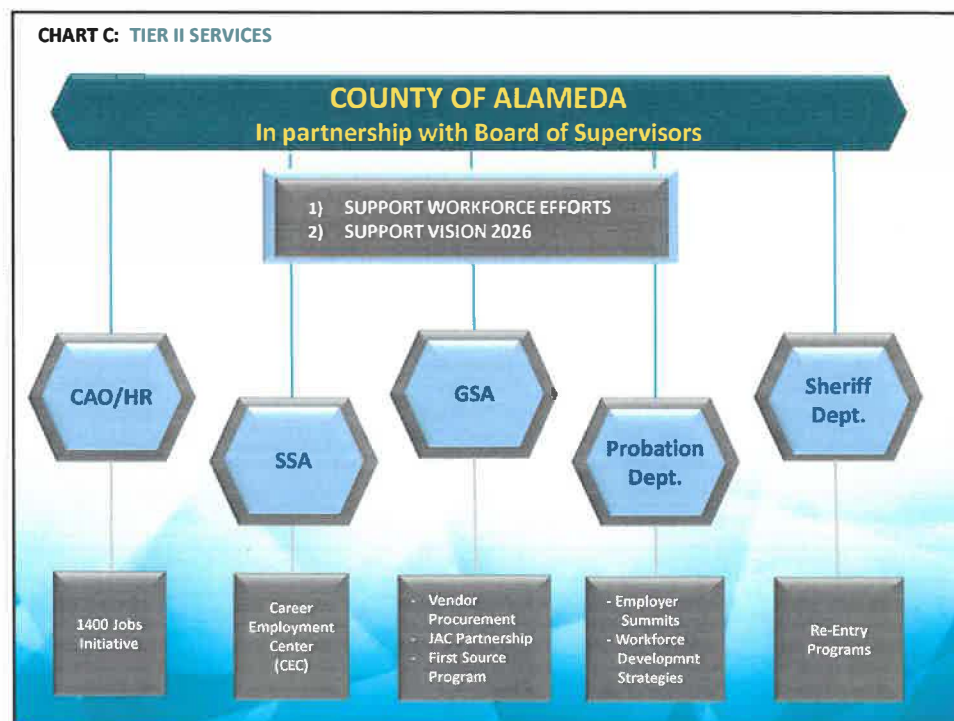
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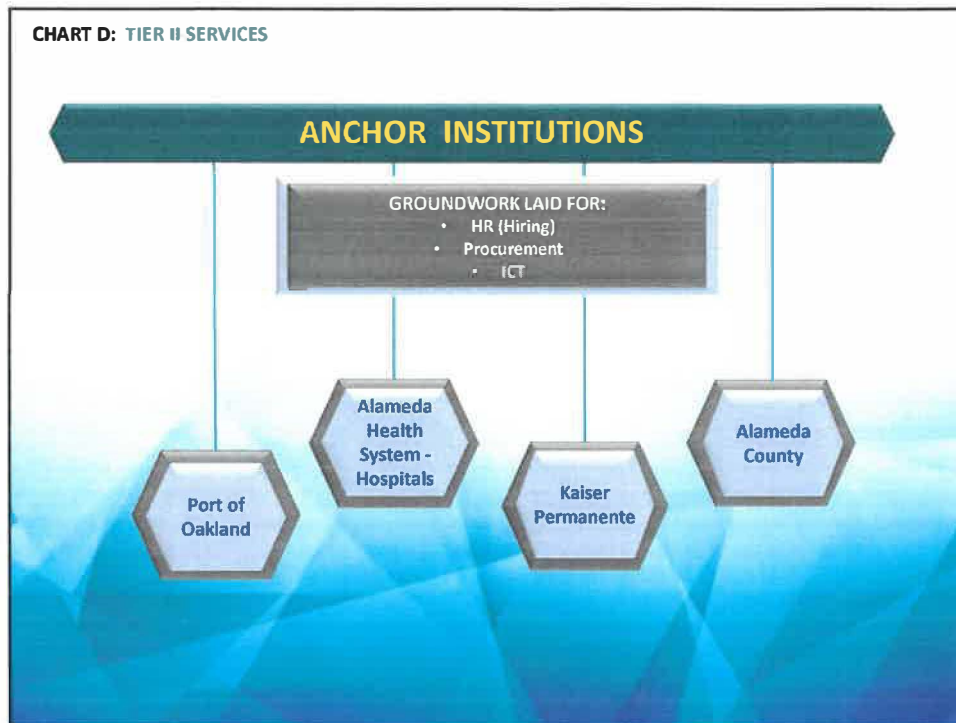
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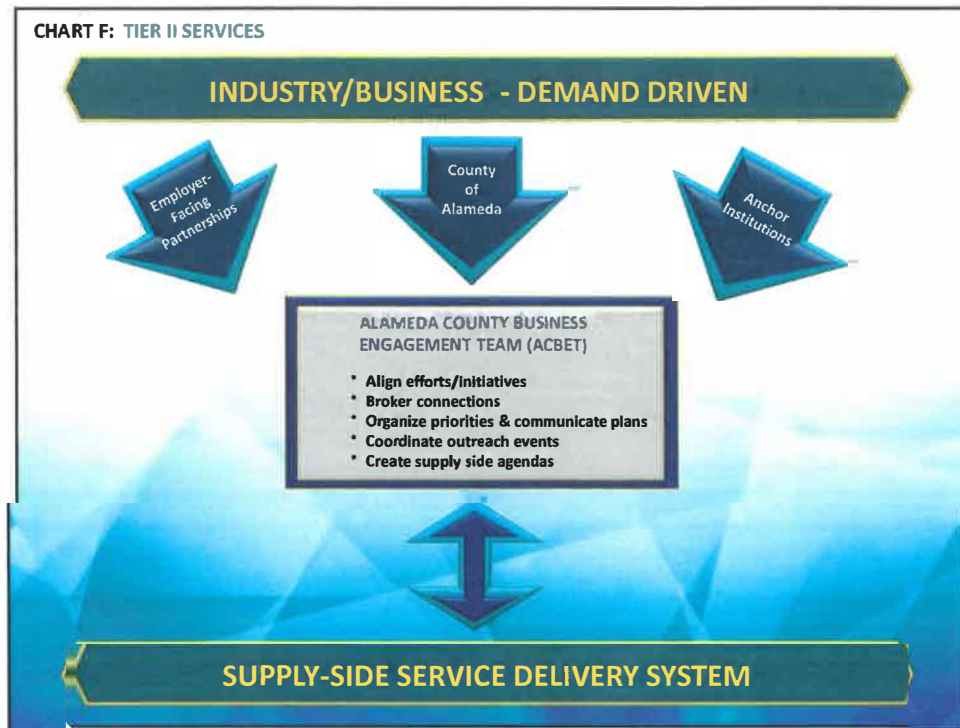
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5



6





EMPLOYMENT FOR ALL

Deliver services through highly skilled, agile and responsive County employees and support full employment of the hard to employ throughout the County

Model Excellence

- GOAL 1. Be a great place to work with a commitment to meeting the changing needs and interests of employees and the County.
 - Objective 1: Create and implement best practices for recruitment, development and retention.
 - Objective 2: Promote employment policies, practices and benefits that are responsive to changing conditions and needs.
 - Objective 3: Advance Diversity and Inclusion as critical drivers for success.

Expand Opportunity

- GOAL 2. Create meaningful employment opportunities for the hard to employ.
 - Objective 1: Enhance employee / employer matching programs through WDB.
 - Objective 2: Partner with community stakeholders and regional business networks to expand employment opportunities.
 - Objective 3: Eliminate policies and practices that are barriers to employment.

Prepare for the Future

- GOAL 3. Foster entrepreneurship and innovation that leads to sustainable economic growth.
 - Objective 1: Collaborate with private employers to identify best practices to prepare and develop employees.
 - Objective 2: Support innovative incubators to promote small scale entrepreneurship efforts to enhance job creation.
 - Objective 3: Partner with educational programs (colleges, universities, school districts, high schools trade programs) to create an agile, job ready workforce.

ITEM VII.E. - INFORMATION

LEGISLATIVE UPDATES

BACKGROUND:

Alameda County Workforce Development Board (ACWDB) staff provides legislative updates that may have implications for the local workforce system and give signal to changes needed in future. Legislative updates are also presented by ACWDB staff to spark new ideas and opportunities and to adapt programming and partnerships, as needed.

LEGISLATIVE UPDATES:

Worker Adjustment and Retraining Notification

ACWDB staff have begun local advocacy efforts to address issues with the Worker Adjustment and Retraining Notification (WARN) process. The WARN Act requires employers with 75 employees or more to issue a 60-day notice/letter to the Employment Development Department, local workforce development boards (LWDBs), and local elected officials (within the respective area), when planning to lay off employees. The WARN Act is intended to protect families and individuals against abrupt layoffs by giving them sufficient notice to plan for the future.

Once WARNs are issued to the LWDBs, local area Rapid Response Coordinators (RRCs) engage with companies to plan a Rapid Response Orientation (RRO). RROs then serve as a mechanism for laid off workers to learn about workforce development services, unemployment insurance benefits, health care benefits, and other benefits that are intended to educate and empower dislocated workers who may otherwise be unaware of the support and resources available to them.

Recently, ACWDB staff has noticed two issues with the WARN process. The first is that while most employers in the local area comply with the WARN requirements, some businesses have not included the most accurate or up-to-date contact information, making it challenging for the RRC establish contact with the company. The second is that the current WARN Act makes it optional for employers to list additional information on the WARN letter that may be useful to affected workers, such as how to connect or reach local workforce development services. Both issues make it more challenging to reach and serve laid off workers.

As a result of these issues, ACWDB staff have leveraged the Alameda County Social Services Agency's legislative proposal process to surface these issues with a goal to create opportunities and remove bottlenecks in the system. To date, the ACWDB staff team has worked with the Office of Policy, Strategy, and Innovation (PSI) and met with the EDD WARN team to share these concerns and shared some possible solutions. To date, the solution is two-fold, namely, (1) ensure businesses comply with the WARN Act by requiring employers to issue complete and accurate information on their respective WARN letters and (2) revise the language in the law so employers opt-in to LWDB RRO services.

Staff are still working toward these two goals, working to contact the most appropriate agencies while maintaining a working relationship with the PSI department.

Legislative Retreat

The California Workforce Association (CWA) held its Legislative Retreat virtually and in person on November 7, 2024. CWA along with retreat attendees (inclusive of LWDB staff), focused on the Eligible Training Provider List (ETPL) and youth apprenticeships.

Specifically, attendees were in conversations about streamlining the ETPL, allowing for an eligibility waiver for publicly accredited California Community Colleges, Adult Schools, and Universities, and eliminating some the data requirements and other issues that deem training providers no longer eligible (such as a stringent review process). Addressing issues with the ETPL has been a central since many LWDBs, job seekers, and training providers rely on the ETPL as the clearinghouse for WIOA-aligned occupational skills training.

Youth apprenticeship was also another topic of interest. Specifically, CWA has expressed interest in SB 480 which would allow for the inclusion of pre-apprenticeships in the state's career technical education curriculum and framework. SB 480 would also create more clarity in the distinctions between youth apprenticeship programs, career technical education programs, pre-apprenticeship programs, and regional occupation programs and include youth apprenticeships as a work-based learning measure on the Department of Education's California School Dashboard.

Workforce Innovation and Opportunity Act (WIOA) Reauthorization

CWA and federal lobbyist will be pursuing the reauthorization of WIOA in the lame duck session leading up to the incoming administration to advance the reconciliation of both the House and Senate WIOA bill proposals amidst competing Congressional priorities. With the incoming administration, a focus on registered apprenticeships may resurface while clean energy efforts and related workforce development, may decline. ACWDB staff is attempting to prepare for this shift while bringing additional perspectives to the forefront to discuss additional implications on the workforce development system as a result of the incoming administration.

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

ITEM VII.F. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PROPOSED 2025 MEETING CALENDAR

FEBRUARY

- 5 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 10 Youth Committee (1:30 – 3:00 PM)
- 19 Systems and Strategies Committee (9:30 – 11:30 AM)
- 26 Executive Committee (9:30 – 11:30 AM)

MARCH

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

APRIL

- 9 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 14 Youth Committee (1:30 – 3:00 PM)
- 16 Systems and Strategies Committee (9:30 – 11:30 AM)
- 30 Executive Committee (9:30 - 11:30 AM)

MAY

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

AUGUST

- 6 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 11 Youth Committee (1:30 – 3:00 PM)
- 20 Systems and Strategies Committee (9:30 – 11:30 AM)
- 27 Executive Committee (9:30 - 11:30 AM)

SEPTEMBER

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

NOVEMBER

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

10 Youth Committee (1:30 – 3:00 PM)

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

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

DECEMBER

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

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ITEM VII. G. - INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Kelly Johnson

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Santini Foods, Inc.
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SF Bay Area Rapid Transit District
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Joslyn Buckner, Talent Acquisition Manager
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VICE-CHAIRPERSON – Matt Pawluk

Matt Pawluk, Director, Quality and Reliability
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Firebrand Bakery
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E-Mail: matt@firebrandbread.com

Chiman Lee, Director of Operations
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Pacific Gas and Electric Co. General Office
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Human Resources Dpt. 18th Flor.
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Linda Renteria, Owner of Casa Sanchez Foods
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Hayward, CA 94545
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BUSINESS
CONTINUED

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Empathway Designs
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VACANT (3)

EDUCATION

WIOA Title II – Adult & Literacy

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Crystal Korbas, Assistant Director, Career
Pathways and Adult Learning
Pleasanton Unified School District
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Pleasanton, CA 94566
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GOVERNMENT

State Employment Service

Kalpana Oberoi, Cluster Manager
Northern Division, Workforce Services Branch
State of California
Employment Development Department
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E-Mail: Kalpana.oberoi@edd.ca.gov

State Department of Rehabilitation

Economic Development

Stephen Baiter, Executive Director
East Bay Economic Development Alliance
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Oakland, CA 94612
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E-Mail: stephen@EastBayEDA.org

Lucy Lopez, President and CEO
Hayward Chamber of Commerce
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Hayward, CA 94543
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E-Mail: Lucy@Hayward.org

VACANT (1)

WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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560 Thomas Berkeley Way
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Adam Masters, Business Representative,
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East Bay Union Office
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Mateo Torrico, Political Organizer, SEIU
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VACANT (2)

**COMMUNITY – BASED
ORGANIZATION**

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Travers McNeice, Vice President of Mission
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WDB COMMITTEES

Executive Committee

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

Systems and Strategies Committee

Matt Kreutz, Chair
Doug Jones, Vice-Chair
Joslyn Buckner
Kennan Scott

Organizational Effectiveness Committee

Chiman Lee, Chair
Dyrell Foster, Vice-Chair
Tyler Abbott
Jeff Bowser
Adam Masters

Youth Committee

Prem Bajaj, Chair
Lisa Meza, Vice-Chair
Jonathan DeLong
Linda Evans
Kathy Mello
Justin Real
Linda Renteria
Mateo Torrico

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ITEM VII.H. - INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PY 2024/2025 SERVICE PROVIDER LIST

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Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

EDEN AREA COMPREHENSIVE CAREER CENTER

24100 Amador Street, 3rd Floor

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Nina Scott, Site Manager

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Diana Rocha, Eden Area AJCC WIOA Coach Team Supervisor

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E-MAIL: dianar@rubiconprograms.org

FREMONT EDD

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Kalpana Oberoi, Cluster EDD Manager

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Career Service Collaborative – Lead Agency

OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK

Ohlone College Campus

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Binh Nguyen, Executive Director

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Career Service Collaborative – Subcontractors

COLLEGE OF ALAMEDA CAREER AND EMPLOYMENT CENTER

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TRI-VALLEY CAREER CENTER

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Alcian Lindo, Program Manager
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INTERNATIONAL RESCUE COMMITTEE

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Oakland, CA 94610
PH: (510) 452-8222

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

Youth/Young Adult Program Operators – PY 2024/25

Future Force Career Program - Out-of-School Youth Services

NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)

Berkeley Youth Alternatives
1255 Allston Way
Berkeley, CA 94702

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

Mieka Claridy, Program Manager
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E-MAIL: mclaridy@byaonline.org

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

Alliance for Community Wellness dba La Familia Counseling Services

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

Aaron Ortiz, Executive Director
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E-MAIL: aortiz@lafamiliacounseling.org

Program Office:
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Hayward, CA 94541

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

TRI-CITIES (Fremont, Newark, Union City)

Ohlone Community College District
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39399 Cherry Street, Room 1211

Raj Rai, Interim Program Manager
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Youth Innovation Program – In-School Youth

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

Eden Area Regional Occupational Program
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Hayward, CA 94545

Blaine Torpey, Superintendent
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Manuschka Michaud, Program Manager
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TRI-VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)

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VII.I. – INFORMATION

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Workforce Systems Coordination

Business Services

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