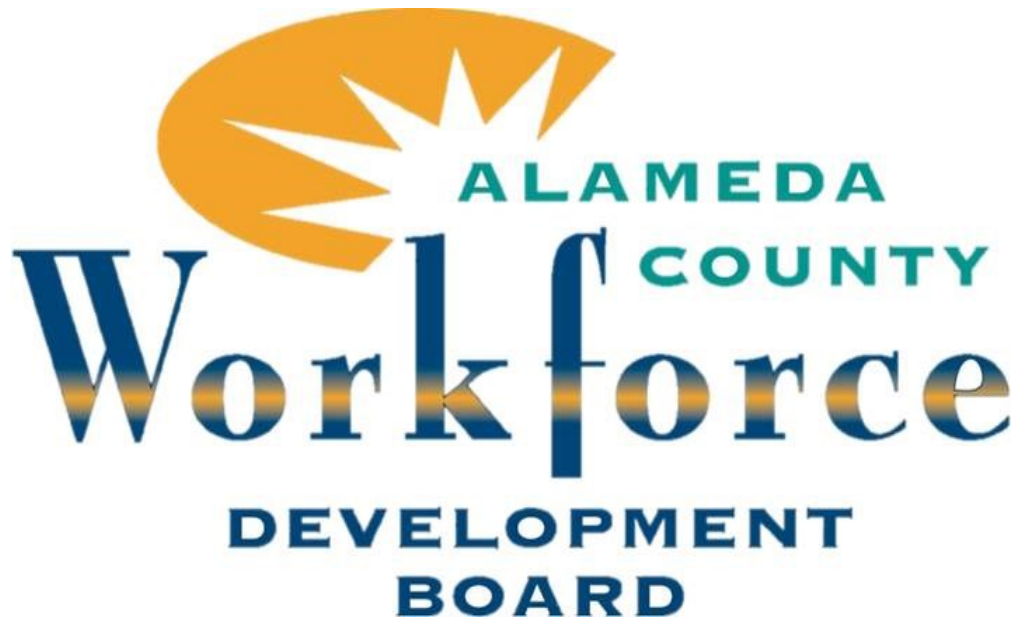


Youth Committee



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

In partnership with the
BOARD OF SUPERVISORS

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

**February 10, 2025
1:30 P.M.**

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

MEETING NOTICE
Monday, February 10, 2025
1:30 – 3:00 P.M.
Gail Steele Multi-Service Center
24100 Amador Street, Hayward, CA 94544-1203
California Poppy Conference Room, 2nd Floor

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

AGENDA

| | PAGE |
|--|-------------|
| I. CALL TO ORDER AND ROLL CALL | |
| II. PRESENTATION – Faith Dukes, Ph.D., Director of K-12 Science, Technology, Engineering, and Mathematics (STEM) Education Programs, Lawrence Berkeley National Laboratory | 1 |
| III. PUBLIC FORUM | |
| Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker's name, organization, and reference to which agenda item they are referencing. | |
| IV. ACTION ITEMS / PUBLIC HEARING | |
| A. Selection of Service Providers for the Youth Innovation Program and Future Force Career Program | 2 |
| V. INFORMATION ITEMS | |
| A. Unobligated Out-of-School Youth Funding Promising Futures | 8 |
| VI. REPORTS | |
| A. Local Area Performance Reports | 9 |
| B. Youth Contract Performance Indicators Reports | 13 |
| VII. MATTERS INITIATED BY COMMITTEE MEMBERS | |
| VIII. ANNOUNCEMENTS | |

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

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

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

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

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

NEXT YOUTH COMMITTEE MEETING: APRIL 14, 2025

ITEM II. – PRESENTATION

LAWRENCE BERKELEY NATIONAL LABORATORY

K-12 SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS (STEM) EDUCATION PROGRAMS



Faith Dukes, Ph.D., currently serves as the Director of K-12, University, and Faculty STEM Education Programs at Lawrence Berkeley National Laboratory. Her work is at the intersection of STEM research, education, equity and inclusion. Prior to her work at Berkeley Lab, she held positions at the MIT Museum and National Science Foundation focusing on STEM curriculum development and STEM education policy. She holds a Bachelor of Science from Spelman College and completed her PhD in physical chemistry studying photocatalytic semiconductors at Tufts University.

For more information, contact Faith Dukes, PhD by email at fmdukes@lbl.gov or by phone at 510-859-6981.

ITEM IV.A. – ACTION / PUBLIC HEARING

**SELECTION OF PROVIDERS FOR THE YOUTH INNOVATION PROGRAM AND
FUTURE FORCE CAREER PROGRAM**

RECOMMENDATIONS:

That the Youth Committee (YC) approve the following recommendations:

1. Select as the following providers for the Youth Innovation Program for in-school youth:

| <u>SUB-REGION</u> | <u>PROVIDER</u> |
|--------------------------|---|
| Tri-Valley | Tri-Valley Regional Occupational Center |
| Eden Area | Eden Area Regional Occupational Center |

2. Select the following providers for the Future Force Career Program for out-of-school youth in each of the geographical sub-regions below:

| <u>SUB-REGION</u> | <u>PROVIDER</u> |
|--------------------------|--|
| North Cities | International Rescue Committee (IRC) |
| Tri-Cities | Ohlone College |
| Eden Area | Alliance for Community Wellness DbA La Familia |

3. Direct staff to negotiate contracts effective **July 1, 2025, through June 30, 2029.**
4. Direct staff to apply Workforce Innovation and Opportunity Act (WIOA) Formula funding allocation methodology to establish contract maximums.
5. Allow staff to negotiate contract renewal every 12 months based upon the Request for Proposal (RFP) guidelines for up to a four-year program cycle (July 1, 2025 to June 30, 2029) provided the organization remains in good standing and barring any significant legislative changes and/or availability of WIOA Youth Formula funds.

BACKGROUND:

On August 12, 2024, the YC approved local area youth and young adult Workforce Innovation and Opportunity Act (WIOA) service delivery strategies and procurement for these services for a four-year program cycle covering July 1, 2025, through June 30, 2029. The RFP was released November 15, 2024.

RFP announcements were posted in local newspapers and distributed to over 386 organizations from a county-wide mailing list compiled from the Alameda County Workforce Development Board (ACWDB), Alameda County Social Services Agency, and County of Alameda Board of Supervisors offices. The General Services Administration (GSA) posted the proposal on their LinkedIn website on November 20, 2024, and on the EGOV bulletin that was sent to 4,163 subscribers of GSA Goods and Services – Current Contracting Opportunities. Two virtual

bidders' conferences were conducted on December 5, 2024 with a total of 21 individuals in attendance.

Bidders submitted separate proposals for the Youth Innovation Program and the Future Force Career Program. Seven proposals were submitted by the January 6, 2025, deadline for the following programs and geographic sub-regions:

Youth Innovation Program - 2 proposals

- Eden – 1 Proposal
- Tri-Valley – 1 Proposal

- **Future Force Career Program – 5 proposals**
- Eden – 2 proposals
- North Cities – 2 proposals
- Tri-Cities – 1 proposal

One bidder submitted a single proposal to cover multiple sub-regions. The seven proposals met the minimum submission requirements and were rated by an outside Review and Rating Panel.

SELECTION PROCESS AND RANKING:

The Review and Rating Panel consisted of three subject matter experts, including one representative from the Alameda County Social Services Agency's Workforce and Benefits Administration, one from the Oakland Workforce Development Board, and one from the Workforce Development Board of Contra Costa County. The Review and Rating Panel convened virtually on Thursday, January 16, 2025, to review and rate the proposals on the following criteria aligned with the scoring rubric in the RFP, listed as follows:

1. The Completeness of Response
2. Statement of Need
3. Administrative and Organizational Capacity
4. Demonstrated Performance/Ability
5. Comprehensive Services and Strategies
6. Outcomes and Deliverables/Partnerships
7. Budget Proposal/Fiscal Management
8. Reference
9. Employer Letters of Commitment
10. An Oral Interview

Bidders were directed to submit three references and two letters of commitment. Staff sent reference check forms to all references.

Attachment IV.A.1 reflects the results of the Review and Rating Panel's evaluation of the proposals. This includes the calculation of the five percent Local Preference points awarded to Alameda County vendors who provided verifiable proof of a business license issued by Alameda County and established business residency, as specified in the Bidders Acceptance section of the Response packets. Two proposals did not meet the minimum rating score of 75 points.

Attachment IV.A.2 reflects the Program Summary for each selected bidder, identifying each targeted population, proposed outcomes, and requested funding amounts.

FUNDING:

Program Year (PY) 2025/2026 Youth Formula allocations are not yet available from the State of California. For planning purposes, staff is utilizing the current allocations for PY 2024/2025.

Staff will present funding methodology and preliminary budget recommendations to the Executive Committee. Once the final allocations are known, staff will make any necessary, final calculations in order to proceed with implementing program services for PY 2025/2026.

For further information, please contact Ayana Cruz, Youth Program Specialist at (510) 780-8861 or by email at Ayana.Cruz@acgov.org.

ATTACHMENTS:

IV.A.1.- List of Bidders for RFP No. 2025-ACWDB-YP

IV.A.2.- Program Summary

List of Bidders for RFP-2025-ACWDB-YP

Youth Innovation Program & Future Force Career Program

Youth Innovation Program (In-School)

| Organization Name | Sub-region to be served | Average Score |
|---|------------------------------------|--------------------------|
| Eden Area Regional Occupational Program | Eden | 99.33 |
| Tri-Valley Regional Occupation Program | Tri-Valley | 102.40 |

Future Force Career Program (Out-of-School)

| Eden | |
|---|----------------------|
| Organization Name | Average Score |
| Alliance for Community Wellness DbA La Familia | 92.77 |

| North Cities | |
|--------------------------------|----------------------|
| Organization Name | Average Score |
| International Rescue Committee | 99.43 |

| Tri-Cities | |
|--------------------------|----------------------|
| Organization Name | Average Score |
| Ohlone College | 99.43 |

Program Summary

Youth Innovation Program (In-School)

| Organization | Service Area | Funding Request /# of participants to be served |
|---|--------------|--|
| Eden Regional Occupational Program | Eden | \$266,980.62 to serve 45 youth |
| Program Summary: The focus is on providing youth ages 16-21 with industry-specific career technical training, case management, educational assistance, career readiness support, meaningful and relevant paid work-based learning experiences in high-growth career pathways, concurrent education, career exploration, mentoring, guidance and counseling, financial literacy training, early college credit, industry certifications, leadership development and other support services to ensure that these students participate in high-demand and high-wage careers aligned with their interests and goals. | | |
| Tri-Valley Regional Occupational Program | Tri-Valley | \$130,000 to serve 28 youth |
| Program Summary: The focus is on youth ages 16-21 providing a bridge of opportunity, connecting school to continuing education and career; to support and guide the development of life and career skills valued by business, industry, colleges, and society; and to provide an environment of continuous improvement, responsive to the changing needs of students, employers, and industry. | | |

Future Force Career Program (Out-of-School)

| Organization | Service Area | Funding Request # of participants to be served |
|---|--------------|---|
| International Rescue Committee | North Cities | \$298,328 to serve 70 youth |
| Program Summary: To support Out-of-School Youth (OSY) ages 16-24 in the North Cities sub-region by helping them acquire education, skills, and certifications in Industry Sector Occupational Framework (ISOF) industries, enabling competitive entry into the labor force and securing high-quality jobs. Participants will pursue GED and post-secondary education alongside workforce preparation. The program offers trauma-informed, culturally responsive wraparound services, including all 14 mandated WIOA Youth program components, in collaboration with training and education providers. Job placement, career mobility, and retention are facilitated through the IRC in Oakland's employer network. | | |
| Ohlone College | Tri-Cities | \$201,811 to serve 40 youth |
| Program Summary: Designed to reconnect OSY ages 16-24 to educational attainment, career exploration, training programs, and a variety of employment-related pathways that include internships, apprenticeships, opportunities for paid work experience, and employment within high-growth industries and occupations within Alameda County. | | |
| Alliance for Community Wellness Db a La Familia | Eden Area | \$377,297 to serve 61 youth |

Program Summary: Supporting OSY in identifying and achieving their educational, employment, and post-secondary aspirations to help them reach their full potential and secure long-term financial stability. Connecting them to educational and career pathways that foster learning, encourage exploration of their interests, and empower them to become leaders and change-makers within their communities.

ITEM V.A. - INFORMATION

UNOBLIGATED OUT-OF-SCHOOL YOUTH FUNDING

PROMISING FUTURES

BACKGROUND:

After evaluating data on program outcomes for Workforce Innovation and Opportunity Act (WIOA) out-of-school youth (OSY) and young adult participants, Alameda County Workforce Development Board (ACWDB) staff noted that there was a limited number of participants who had received and completed training that would lead to an in-demand, industry-recognized certification. Therefore, ACWDB staff recommended that the funds be used to procure occupational skills training that would lead participants to earn industry-recognized credentials within in-demand occupations and sectors.

In April 2023, ACWDB staff launched the WIOA OSY Promising Futures Solicitation for Proposal (SFP) which resulted in failed procurement and non-award since competing organizations did not meet the 75 points minimum required to move forward in the process. ACWDB staff then relaunched the SFP in late September 2023 with a proposal deadline of October 30, 2023.

At the December 14, 2023, meeting, ACWDB approved the authorization to use \$185,000 in additional unobligated youth funding for the second highest qualifying score under the Promising Futures SFP, permitting the selection of two service provider. ACWDB also approved the selection of Love Never Fails (LNF) and International Rescue Committee (IRC) to implement the Promising Futures Project. A minimum of 75 points was required to be considered for the award.

UPDATE:

LNF and the IRC initiated their contract in March 2024, following a three-day ACWDB staff facilitated orientation. Throughout the program year, both organizations under the Promising Futures initiative have strived to meet measurable outcomes. The IRC has achieved 70% of its total enrollment goal, exceeded expectations with 111.1% of the Work-Based Learning Activities goal, and reached 73.5% of its Youth Placement Goal. Although LNF's progress is not reflected in the Quarter 3 Report, it has made strides, achieving 20% of its total enrollment goal and 111.1% of the Work-Based Learning Activities target.

As the contract approaches its sunset date on February 28, 2025, the ACWDB staff have proposed a no-cost extension, requesting the County of Alameda Board of Supervisors to extend the contract through June 30, 2025, for LNF. This extension aims to enable the provider to meet the outlined goals and further support the targeted population with occupational skills training.

For more information about this item, please contact Ayana Cruz Youth Program Specialist at ayana.cruz@acgov.org or by phone at 1 510-780-8861.

ITEM VI.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 12/31/2024**

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) negotiates Local Area Performance (LAP) biennially with the State of California. LAP goals for program years (PY) 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 at least 100% of their goals in the following categories:

- Placement Rate @ 2nd Quarter Post Exit
 - Youth = 100.7% of Goal
- Median Earnings @ 2nd Quarter Post Exit
 - Youth = 120.5% of Goal
 - Adults = 104.0% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Youth = 105.4% of Goal
 - Adults = 117.6% 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 = 98.5% of Goal
 - Dislocated Workers = 98.4% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Youth = 99.7% of Goal
 - Adults = 99.8% of Goal
 - Dislocated Workers = 94.9% of Goal

- Median Earnings @ 2nd Quarter Post Exit
 - Dislocated Workers = 93.4% of Goal
- Measurable Skill Gains
 - Adults = 94.6% of Goal
 - Dislocated Workers = 87.6% 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 December 31, 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 2024.12.31
(2 pages)

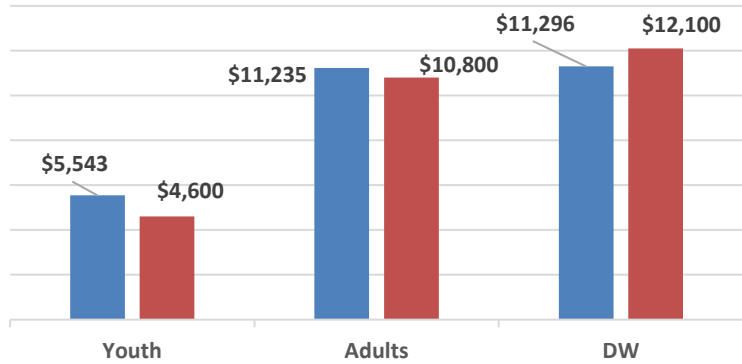
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 12/31/2024

| 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 1/1/2023 and 12/31/2023 | 72.5% | 72.0% | 100.7% | 64.0% | 65.0% | 98.5% | 67.9% | 69.0% | 98.4% |
| Placement Rate @ 4th Quarter Post Exit ① Exited between 7/1/2022 and 6/30/2023 | 67.8% | 68.0% | 99.7% | 62.9% | 63.0% | 99.8% | 64.5% | 68.0% | 94.9% |
| Median Earnings @ 2nd Quarter Post Exit Exited between 1/1/2023 and 12/31/2023 | \$5,543 | \$4,600 | 120.5% | \$11,235 | \$10,800 | 104.0% | \$11,296 | \$12,100 | 93.4% |
| Credential Rate Exited between 7/1/2022 and 6/30/2023 | 68.5% | 65.0% | 105.4% | 84.7% | 72.0% | 117.6% | 73.4% | 67.0% | 109.6% |
| Measurable Skill Gains ② Exited between 1/1/2024 and 12/31/2024 | 49.7% | 75.0% | 66.3% | 47.3% | 50.0% | 94.6% | 43.8% | 50.0% | 87.6% |

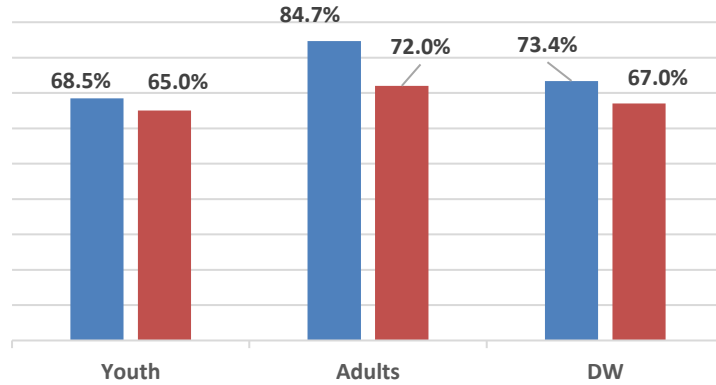
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

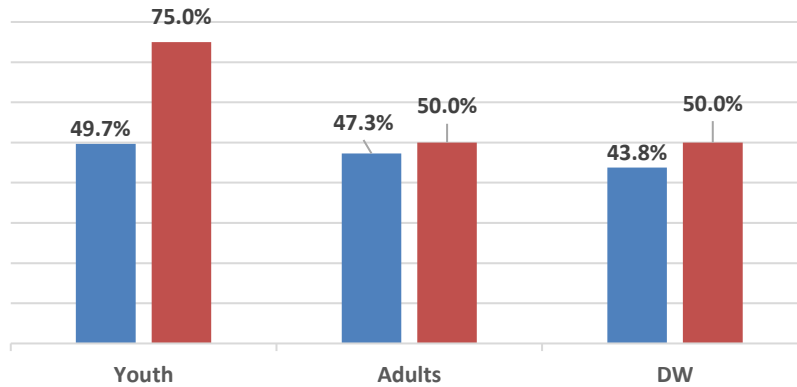
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



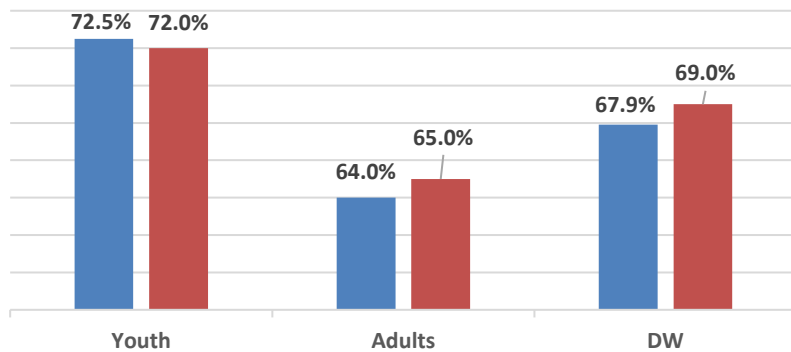
Measurable Skill Gains



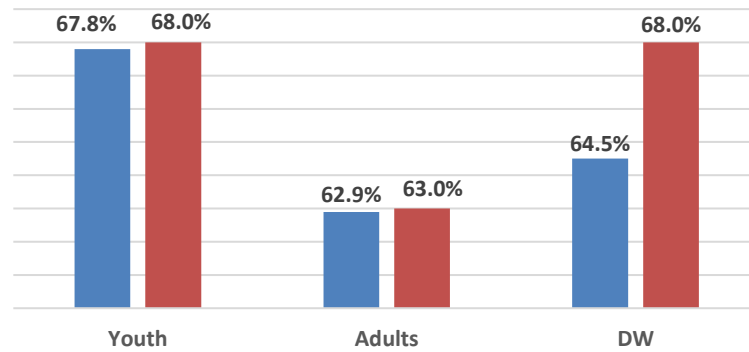
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



ITEM VI.B. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2024/2025; QUARTER 2 (JULY 1, 2024 THROUGH DECEMBER 31, 2024)**

BACKGROUND:

The Alameda County Workforce Development Board's (ACWDB) Contract Performance Indicators Reports provide a method for staff, service providers, the community, and the board to stay informed about progress made toward attainment of contract performance goals. Contract performance goals are written into each of ACWDB's service provider contracts and include measures in the following categories:

- Number of Enrollments
- Percentage of participants who engage in:
 - Work Based Learning Opportunities
 - Core Skills / Leadership Opportunities
 - Training that leads to Industry-Recognized Credentials
- Outcomes
 - Youth Placement Rate (placed into employment, advanced training, post-secondary education, or the military)
 - Credential Rate
 - Measurable Skill Gains

ANALYSIS OF REPORTS:

All but one of the Youth Service Providers are on target to meet their enrollment goals by the end of the program year with La Familia Counseling Services already exceeding their program year (PY) 2024/2025 enrollment goal. Berkeley Youth Alternatives experienced a delayed increase toward their enrollment goal during the first half of the program year, as their strategy involves enrolling students after the holiday break to minimize disruptions to participant services.

All of the Youth Service Providers have been diligent about ensuring participants are engaged in required activities related to Work-Based Learning and Core Skills/Leadership development services. Credential attainment for the In-School Youth will be likely achieved as participants progress towards high school graduation.

Providers are working toward meeting the Youth Placement Rates target, collaborating closely with students, stakeholders, and ACWDB staff to ensure this goal is achieved by the end of the program year.

Please review the attached report for the full scope of contract performance attainments for quarter two of PY 2024/2025.

If you have questions regarding these reports, please contact Michele G. Garcia, MIS Administrator. Michele may be reached by phone at (510) 259-3802 or through email at mggarcia@acgov.org.

ATTACHMENT:

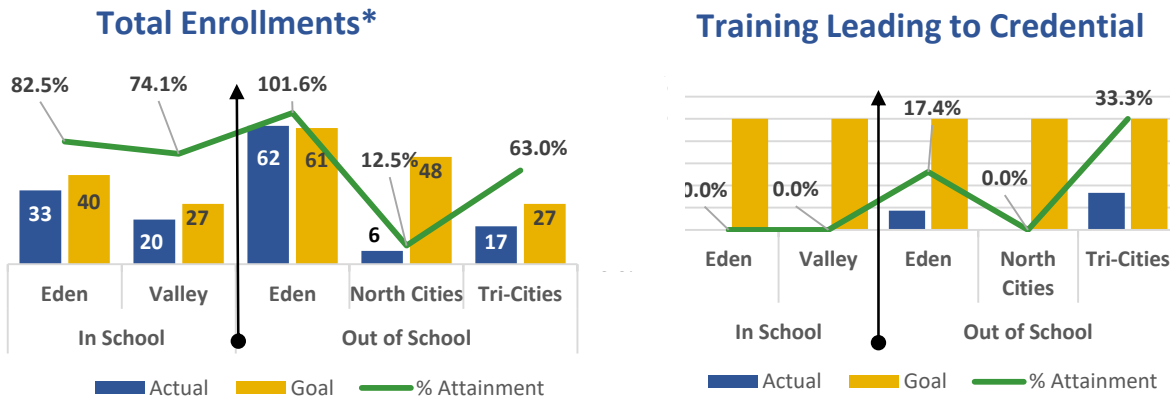
VI.B.1. – REPORTS Yth CPIR PY24-25 Q2 (2 pages)



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

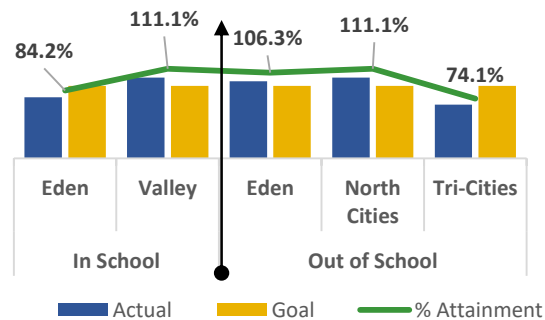
PY 2024/2025 2ND QUARTER (7/1/2024 THROUGH 12/31/2024)

How Much Did We Do?

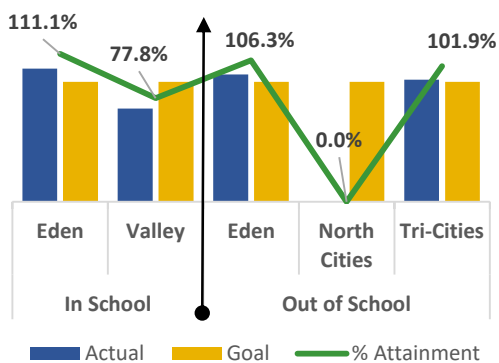


How Well Did We Do?

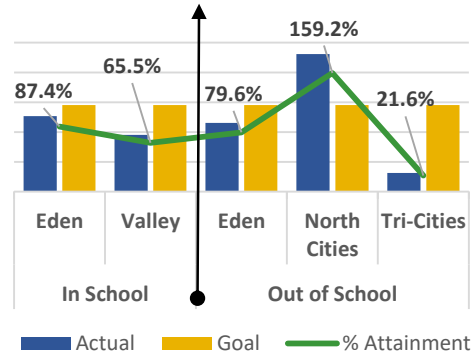
Core Skills / Leadership Development



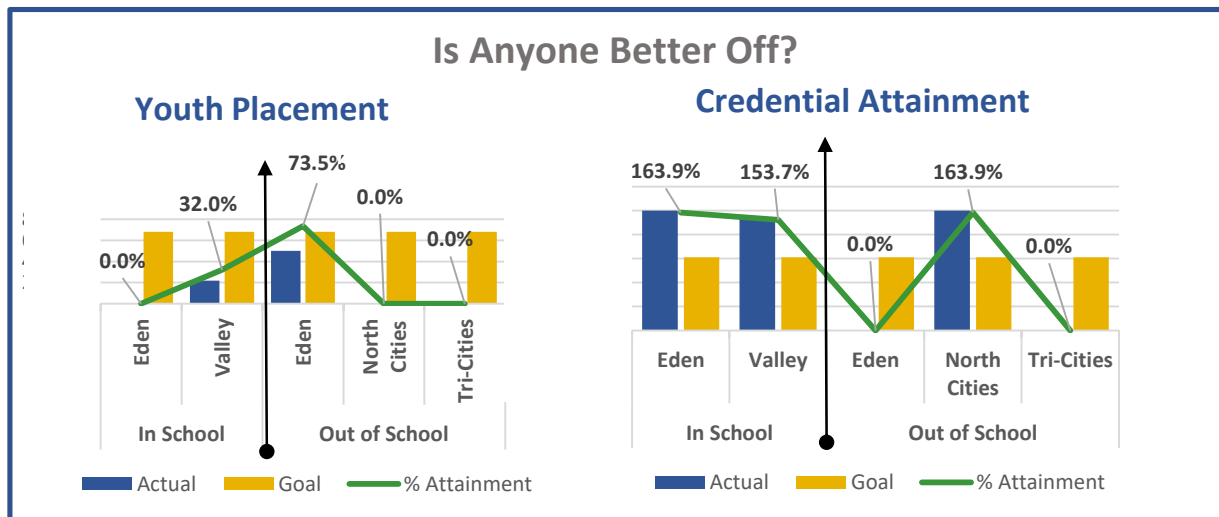
Work Based Learning



Measurable Skill Gains



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2024/2025 2ND QUARTER (7/1/2024 THROUGH 12/31/2024)



AGGREGATE OF ALL YOUTH PROVIDERS

PY 2024/2025; 2ND QUARTER - JULY 01, 2024 THROUGH DECEMBER 31, 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 | 53 | 71 | 74.6% | 59 | 82 | 72.0% |
| TOTAL ENROLLMENTS | 53 | 71 | 74.6% | 85 | 108 | 78.7% |
| % IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT | 0% | 25.0% | 0.0% | 4.2% | 25.0% | 16.9% |
| HOW WELL DID WE DO? | | | | | | |
| % RECEIVED WORK-BASED LEARNING ACTIVITIES | 85.0% | 90.0% | 94.4% | 62.4% | 90.0% | 69.4% |
| % RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES | 87.9% | 90.0% | 97.6% | 87.4% | 90.0% | 97.2% |
| % RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng) | 44.4% | 58.0% | 76.5% | 50.3% | 58.0% | 86.8% |
| IS ANYONE BETTER OFF? | | | | | | |
| % YOUTH PLACEMENT ① (of closed cases) | 10.9% | 68.0% | 16.0% | 16.7% | 68.0% | 24.5% |
| % 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.