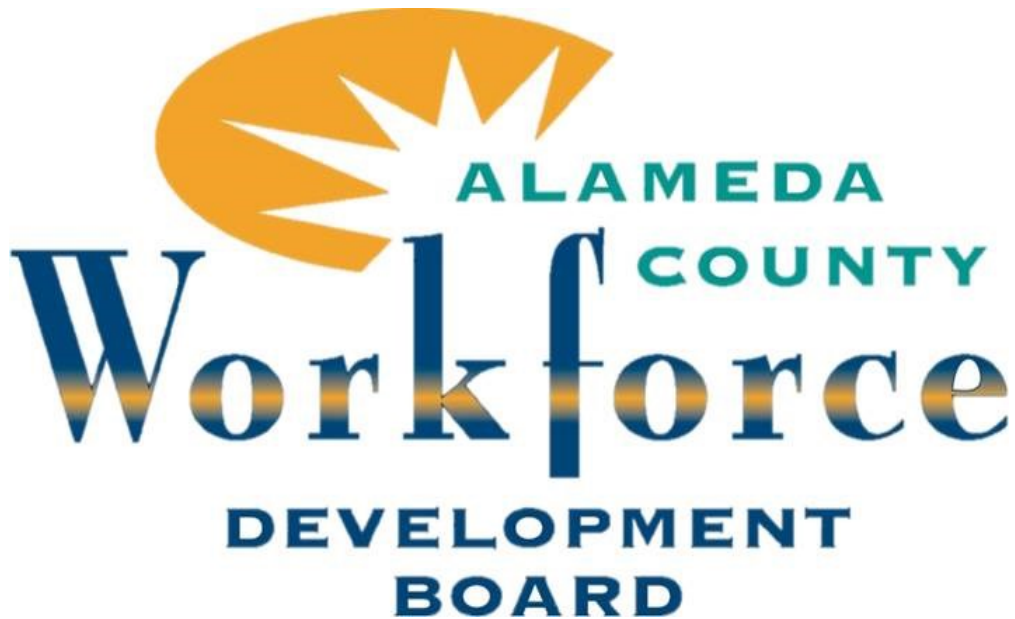


QUARTERLY BOARD MEETING



(<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

March 13, 2025
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)

MEETING NOTICE

Thursday, March 13, 2025
9:00 AM – 12:00 Noon

Chabot College
Community Event Center
Building 700 South, Room 722D
25555 Hesperian Blvd. Hayward 94545

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** – Alameda County Social Services Agency Office of Policy, Strategy, and Innovation – Hanna Hamilton 1

III. PUBLIC HEARING/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. CONSENT ITEMS

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- D. Selection of New Adult and Dislocated Worker Service Providers for PY 2025 – 2029 36

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- J. ACWDB Staff Roster

IX. MATTERS INITIATED BY BOARD MEMBERS

X. 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: MAY 8, 2025

ITEM II. – PRESENTATION

ALAMEDA COUNTY SOCIAL SERVICES AGENCY OFFICE OF POLICY, STRATEGY, AND INNOVATION – HANNA HAMILTON



Hanna Hamilton is the Policy Director of Alameda County Social Services Agency (ACSSA) where she oversees the Office of Policy, Strategy, and Innovation (PSI). PSI provides legislative and budget analysis, strategic planning, and decision-making resources for ACSSA. In this role, she coordinates agency-wide policies and legislative activities, supports operating departments' strategic planning efforts, leads the development and implementation of complex departmental initiatives and programs, and acts as a liaison with State and Federal officials.

Hanna has served in Alameda County since 2016 and joined Social Services Agency Workforce Benefits Administration as a Program Specialist in 2021. In this capacity, Hanna managed the \$131 million Emergency

Food Distribution – Vendor Pool program that distributed 58 million pounds of groceries and 4.9 million prepared meals to Alameda County residents during the COVID-19 pandemic. She also oversaw the CalWORKs Housing Support Program for homeless families, the Social Security Insurance (SSI) Advocacy Program, and the Cash Assistance for Immigrants (CAPI) program. She played a vital role in the state-mandated CalWORKs Outcomes and Accountability Review (Cal-OAR) process to promote continuous quality improvement of the CalWORKs program in Alameda County.

As a private consultant, Hanna has performed policy research and analysis for the California Budget and Policy Center, TechEquity Collaborative, the Oakland Mayor's Office, and Mills College at Northeastern University. Her work has covered issues as varied as voting rights, criminal justice, workforce development, housing and homelessness, and caregiving. As a graduate student, she worked with PolicyLink to expand a statewide advocacy infrastructure to improve the status of boys and men of color in California.

Hanna completed master's degrees in public policy and public health from the University of California, Berkeley in 2015 where she focused on health disparities and addressing the root causes of poverty through community-driven systems and policy change.

For more information, please contact Hanna at hanna.flores2@acgov.org.

ITEM IV.A. - CONSENT

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD

QUARTERLY MINUTE DECEMBER 12, 2024

MEMBERS PRESENT

Tyler Abbott
Stephen Baiter
Jonathan DeLong
Stacy Cooper Dent
Kelly Johnson
Doug Jones
Crystal Korbas
Chiman Lee
Lucy Lopez
Adam Masters
Matt Pawluk
Kalpana Oberoi
Justin Real
Linda Renteria
Kennan Scott

MEMBERS ABSENT

Prem Bajaj
Joslyn Buckner
Dyrell Foster
Matt Kreutz
Travers McNeice
Mateo Torrico

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 9:30 A.M. on Thursday, December 12, 2024. A quorum was present.

ITEM I.B. CHAIRS' REPORT.

Chairperson Johnson welcomed new board members:

- Lucy Lopez, President of the Hayward Chamber of Commerce
- Crystal Korbas, Assistant Director of Career Pathways and Adult Learning at the Pleasanton Unified School District
- Stacy Cooper Dent, Vice President of Purpose and Strategic Mobilization at Torani

Chairperson Johnson provided highlights from the November 21, 2024, Executive Committee meeting, including:

- Action Items:
 - Approval of the 2025 Executive Meeting Calendar

The Discussion Items:

- The Legislative Update
- The ACWDB Strategic Priorities Two-Year Action Plan Quarter Two Activities

ITEM I.C. – COMMITTEE CHAIRS’ REPORTS.

Staff reported the following updates from the August 21, 2024, Systems and Strategies (S&S) Committee

- A panel discussion that included Dr. Mark Martin, Regional director for Advanced Manufacturing Workforce Development for the Bay Area Community Colleges; Bobby Winston, Founder of the San Francisco Bay Area Water Emergency Transportation Authority; Olivia Herriford, ICT/Digital Media Project Lead for the Bay Area Community College Consortium; Jed Silver, Program Manager at WDB of Contra Costa County; and Dr. Courtney Brown, Co-chair of the Technology Department at Merritt College. This conversation was intended to inform the S&S Committee decision to focus in on one or two industry sector partnerships regarding expansion of the two-year action plan.
- The Action Item:
 - S&S Committee 2025 Meeting Calendar
- The Discussion Items:
 - The ACWDB Strategic Priorities Two-Year Action Plan, the committee narrowed their area of focus on Healthcare, Advanced Manufacturing, and the IT Industry Sectors
 - Business Services Unit Business Engagement Model Update (2025 – 2029)

Chiman Lee, Committee Chair of the Organizational Effectiveness (OE) Committee shared the following updates from the November 6, 2024 meeting:

- A panel discussion about the community programs targeting socioeconomic barriers for Alameda County residents: Nina Scott from Rubicon Programs; Sherita Moeser from Five Keys Schools; Jennifer Kerr from Goodwill Industries; Miguel Palmer from Love Never Fails; and Tracy Creer from Change to Come.
- The Action Items:
 - OE Committee 2025 Meeting Calendar
 - Selection of an OE Committee Vice Chair, Dr. Dyrell Foster
 - Retroactive Approval of Local Area Performance Goals

The Discussion Items:

- ACWDB Strategic Priorities Two-Year Action Plan, the committee accepted the proposed progress tracking sheet that will be presented quarterly to the Board

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

- A presentation from Dr. Amos Nugent III, Director of Career Pathways/Adult Learning, and Kim Greenhouse, Work-Based Learning Teacher, at Pleasanton Unified School District, presented on Apprenticeships and Work-Based Learning, Business Engagement and Student Opportunities, Goals and Outcomes, as well as new engagement strategies and potential partnership opportunities with WIOA
- The Action Items
 - YC 2025 Meeting Calendar
 - Appointment of Non-Board Members to the YC
- The Information Items:
 - ACWDB Strategic Priorities Two-Year Action Plan, Bridging Industry Sector Gaps Through Youth Work Experience Opportunities
 - Negotiated Local Area Performance Goals for PY 2024-2025 and PY 2025-2026

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

Board Updates:

- The OE and S&S Committees are seeking to add more members
- A Business seat nomination from Bayer was submitted to the Alameda County Board of Supervisors office for action
- Board vacancies are a concern during the recertification process, as a cap level is required to be awarded recertification
- CWA has appointed a new Director, Curtis Notsinneh

Staff Updates:

- ACWDB has welcomed new staff:
 - Darlene Sloan Hawkins, Business Services Manager
 - Ayana Cruz, Youth Program Specialist (Project)
 - Erron Christmas, Workforce Services Specialist (Project)
 - Nia Ford, Workforce Services Specialist (Project)
 - Charles Jones, Workforce Services Technician
 - Katie Sooklaris (referred to as Kate Laws), Workforce Services Technician
- The team launched the Request for Proposal (RFP) procurement cycle for Youth Providers
- Local planning was initiated on October 30, 2024, with a virtual listening session, an in-person listening session took place on November 7, 2024. An Ad-hoc listening session for the Board and Board of Supervisors staff is scheduled for January 9, 2025. David Shinder is the facilitator for all the Local Plan sessions
- The Regional Plan listening session will take place on January 8, 2025. This plan is a collaboration with the Oakland Workforce Board

Grant Updates:

- The James Irvine Foundation awarded ACWDB with a \$25,000.00 grant for our participation in a workforce research project, in collaboration with the Elevation Education Consulting Group. Funds will be used for quality job employer workshops and mental health services
- A bipartisan, bicameral bill to reauthorize WIOA through congress via the “hotline” process which requires 100 senators to approve. Updates regarding WIOA reauthorization will be provided as they arrive
- The Renaissance Entrepreneur Center will hold a conference with the focus of inspiring small business entrepreneurship in the Ashland and Cherryland areas

ITEM II. – PRESENTATION.

Natalie Jimenez, Director of Business Development at the California Employers Association, presented updates on the Human Resources Hotline Package for the ACWDB

ITEM III. - PUBLIC FORUM.

Chairperson Johnson opened the Public Forum and with no public comment, Chairperson Johnson closed the Public Forum

ITEM IV.A. QUARTERLY MINUTES SEPTEMBER 12, 2024.

Chairperson Johnson called for a motion to approve the September 12, 2024, minutes as depicted on page 2 of the packet

A motion to approve the recommendations was made by **Renteria/Abbott/carried.**
Abstained: Stacy Cooper Dent

ITEM IV.B. – 2025 ACWDB MEETING, DATES, TIMES AND PLACE.

Chairperson Johnson read the 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

Rhonda Boykin provided background on the item and welcomed comments

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

ITEM IV.C. – RETROACTIVE APPROVAL OF LOCAL AREA PERFORMANCE GOALS FOR PY 2024/2025 AND PY 2025/2026

Chairperson Johnson read the 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

Michele Garcia provided background on the item and welcomed comments

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

ITEM IV.D.- APPOINTMETN OF NON-BOARD MEMBER TO THE YOUTH COMMITTEE.

Chairperson Johnson read the 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

Ayana Cruz provided background on the item and welcomed comments.

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

ITEM VI.E. – AMERICAN RESCUE PLAN ACT – APPROVE THE SELECTION OF PROVIDERS FOR THE DIGITAL EQUITY PILOT PROGRAM.

Chairperson Johnson read the recommendation:

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

Irene Wu provided background on the item and welcomed comments.

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

ITEM VI.- DISCUSSION ITEM.

Updates from Committee discussions regarding the ACWDB Strategic Priorities Two-Year Action Plan Quarter Two were presented to the Board. The full Board were welcome to provide input. The Two-Year Action Plan Progress Tracker for Quarter two was provided

ITEM VII. – INFORMATION ITEMS.

Information Items started on page 49 of the packet.

ITEM IX. - MATTERS INITIATED BY BOARD MEMBERS.

- Vice-Chair Matt Pawluk requested information be presented on the impact of the tariffs and deportation that are expected during the next president's term

ITEM VX. - ANNOUNCEMENTS.

- Lucy Lopez announced the annual Toy Drive in Hayward at 5:30PM, on December 12, 2024, organized by Supervisor Marquez's office
- State Senator Dr. Aisha's Wahab will be hosting a Meet Your Senator event at St. Rose Hospital in Hayward
- Chair Kelly Johnson announced that she is expecting to leave the Board at the end of the fiscal year. Lawrence Berkeley National Laboratory has identified a nominee to continue the Lab's presence on the Board
- Jonathan DeLong announced LEAP was awarded the Alliance Catalyst Grant
- Stephen Baiter announced the legacy awardees for the 2025 East Bay Innovation Awards, Alameda County Community Food Bank and the Food Bank of Contra Costa and Solano; the nominations for the competitive awards of the East Bay Innovation Awards will be announced in January 2025

The meeting was adjourned at 11:53 AM.

ITEM IV.B. – CONSENT

**APPROVE THE LOCAL AREA SUBSEQUENT DESIGNATION AND LOCAL BOARD
RECERTIFICATION APPLICATION FOR PROGRAM YEARS 2025-2027**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) ratify the action of the Executive Committee taken on February 26, 2025, to approve and authorize the Chair of the Board to sign the *Local Area Subsequent Designation and Local Board Recertification Application for Program Years 2025-2027*.

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires the Governor to designate Local Workforce Development Areas (Local Areas) and certify Local Boards within the state. As required by the state, these designations and certifications are subject to recertification every two years. ACWDB has been designated as the administrator for WIOA services provision within Alameda County (Local Area) outside of the city of Oakland. ACWDB’s approved local area designation and local board recertification for program years 2023-2025 is set to expire June 30, 2025, requiring this board to submit an application for program years 2025-2027.

For subsequent designation, ACWDB must demonstrate they have performed successfully, sustained fiscal integrity, and engaged in the regional planning process. Additionally, as a Board you must meet board membership requirements across four categories: business, workforce/labor, education, and government/economic and community development. As part of the process the California Workforce Development Board (State Board) must confirm ACWDB’s compliance with this federal requirement to ensure continuing eligibility to receive and administer WIOA funds within the Local Area.

ACWDB has continued to perform successfully, sustain fiscal integrity, and implement key provisions of WIOA. The attachment IV.B.1. demonstrates the County of Alameda’s compliance with these requirements, and there is a continuous recruitment effort to engage with potential board members to fill any vacant seats.

The *Local Area Subsequent Designation and Local Board Recertification Application for Program Years 2025-2027* must be signed by ACWDB’s Chair and the President of the County of Alameda Board of Supervisors. The application is due to the State Board by Monday, April 7, 2025. After the approval of the Executive Committee and signature of the Board Chair, the recertification application will be placed on the agenda for the County of Alameda Board of Supervisors in order to comply with the State Board’s process and timeline. An Action Item will be presented to the full Board to ratify the action taken by the Executive Committee.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on Wednesday, February 26, 2025. The item passed unanimously.

For additional information please contact Rhonda Boykin, ACWDB Director, through email at RBoykin@acgov.org, or by phone at (510) 259-3844.

ATTACHMENT:

IV.B.1. Local Area Subsequent Designation and Local Board Recertification Application for Program Years 2025-2027

**Local Area Subsequent Designation
and
Local Board Recertification Application
for
Program Year 2025-27**

Local Workforce Development Area

Alameda County Workforce Development Board

Application for Local Area Subsequent Designation and Local Board Recertification

This application will serve as your request for Local Workforce Development Area (Local Area) subsequent designation and Local Workforce Development Board (Local Board) recertification for Program Year (PY) 2025-27 under the Workforce Innovation and Opportunity Act (WIOA).

If the California Workforce Development Board (CWDB) determines the application is incomplete, it will either be returned or held until the necessary documentation is submitted. Contact your [Regional Advisor](#) for technical assistance or questions related to completing and submitting this application.

Completed applications must be submitted to the CWDB at PolicyUnit@cwdb.ca.gov by **5 p.m. on Monday, April 7, 2025.**

Alameda County Workforce Development Board (ACWDB)

Name of Local Area

24100 Amador Street, 6th Flr. Suite 610c

Mailing Address

Hayward, CA 94544-1203

City, State, ZIP

Date of Submission

Rhonda Boykin

Contact Person

510.259.3844

Contact Person's Phone Number

Local Board Membership

The WIOA Section 107(b)(2)(A) through (E) states the requirements for nominating and selecting Local Board members:

1. Provide the names of the individuals appointed for each membership category listed below.
2. Attach a roster for the current Local Board.

Category: Business – WIOA Section 107(b)(2)(A) requires that business members constitute a simple majority of the Local Board, and WIOA Section 107(b)(3) states that the chairperson shall also be a member under this category. Specifically, a majority of the Local Board’s business members shall constitute the following representatives under this membership category:

- Owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority.
- Representatives of businesses, including small businesses or business organizations.
- Individuals appointed by those who have been nominated by local business organizations and business trade associations.

List the Local Board’s business members and identify the chairperson by typing CHAIR after their name:

Local Board Business Members

Name	Title	Entity	Appointment Date	Term End Date
Kelly Johnson (Chair)	Talent Outreach Program Manager	Lawrence Berkeley Lab	7.2.24	7.1.26
Tyler Abbott	CEO	Santini Foods, Inc.	6.13.23	7.1.25
Sumitra Angepat	Vice President, Global Drug Substance Biologics	Bayer Pharmaceuticals	1.7.25	7.1.27
Prem Bajaj	Manager of Workforce Development	SF Bay Area Rapid Transit District	6.13.23	7.1.25
Joslyn Buckner	Talent Acquisition Manager	Mission Linen	6.12.24	7.1.26
Matt Pawluk	Vice President of Quality and Customer Relations	Evolve Manufacturing	6.13.23	7.1.25
Stacy Cooper Dent	Vice-President of Purpose and Strategic Mobilization	Torani	7.23.24	7.23.26
Matt Kreutz	CEO	Firebrand Bakery	8.1.23	7.1.25
Chiman Lee	Director of Operations	Corporate eWaste Solutions - NorCal	7.1.23	7.1.25
Justin Real	Principal Program Manager	Pacific Gas and Electric Co. General Office	8.1.23	7.1.25
Linda Renteria	Owner	Casa Sanchez Foods	7.17.24	7.23.26
Kennan Scott	Co-Founder	Empathway Designs	6.13.23	7.1.25

Category: Workforce – Not less than 20 percent of the Local Board members shall be representatives from the Local Area’s workforce (WIOA 107[b][2][B]) who:

- Shall include representatives of labor organizations (for a Local Area in which employees are represented by labor organizations) who have been nominated by local labor federations or (for a Local Area in which no employees are represented by such organizations) other representatives of employees. California Unemployment Insurance Code (CUIC) Section 14202(b)(1) further requires and specifies that these representatives shall amount to not less than 15 percent of the Local Board membership and be subject to the following:
 - a. For a Local Area in which no employees are represented by such organizations, other representatives of employees shall be appointed to the board, but any Local Board that appoints representatives of employees that are not nominated by local labor federations shall demonstrate that no employees are represented by such organizations in the area.
 - b. Shall include a representative, who shall be a member of a labor organization or a training director from a joint labor-management apprenticeship program, or if no such program exists in the area, such a representative of a state-approved apprenticeship program in the area, if such a program exists.
- May include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities.
- May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

List the Local Board’s workforce members:

Local Board Labor Members

Name	Title	Entity	Appointment Date	Term End Date
Doug Jones	Political Organizer	SEIU United Healthcare Workers-West	6.12.24	7.1.26
Adam Masters	Business Representative, District 1	SMART, SMW Local Union No. 104 East Bay Union Office	8.1.23	6.30.25

Name	Title	Entity	Appointment Date	Term End Date
Mateo Torrico	Political Organizer	SEIU Local 2015	7.9.24	7.9.26

Category: Education – WIOA Section 107[b][2][C] requires that each Local Board include members who represent entities that administer education and training activities in the Local Area. Specifically, the Local Board shall have education representatives under this membership category from the following entities:

- Eligible Title II adult education and literacy providers
- Institutions of higher education providing workforce investment activities

Members may be representatives from local educational agencies and community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.

List the Local Board’s education members:

Local Board Education Members

Name	Title	Entity	Appointment Date	Term End Date
Dyrell Foster, Ed.D	College President	Las Positas College	10.24.23	10.24.25
Crystal Korbas	Assistant Director, Career Pathways and Adult Learning	Pleasanton Unified School District	10.1.24	7.1.26

Category: Economic and Community Development – WIOA Sections 107[b][2][D] and [E] require each Local Board to include governmental, economic, and community development representatives under this membership category from the following entities:

- Economic and community development organizations
- The state’s employment service office under the *Wagner-Peyser Act*
- Programs carried out under Title I of the federal *Rehabilitation Act*

A Local Board may have representatives from transportation, housing, and/or public assistance agencies; philanthropic organizations; and/or an individual or representatives of entities determined to be appropriate by the local Chief Elected Official (CEO).

List the Local Board’s economic and community development members:

Local Board Economic and Community Development Members

Name	Title	Entity	Appointment Date	Term End Date
Kalpana Oberoi	Cluster Manager Northern Division, Workforce Services Branch State of California	Employment Development Department	6.12.24	7.1.26
Stephen Baiter	Executive Director	East Bay Economic Development Alliance	7.11.23	7.1.25
Lucy Lopez	President and CEO	Hayward Chamber of Commerce	10.22.24	10.22.26
Jonathan DeLong*	Executive Director	REAP Climate Center	7.1.24	7.1.26
Travers McNeice*	Vice President of Mission Services and Workforce Innovation	Goodwill Industries of the Greater East Bay	6.13.23	7.1.25

Performed Successfully

The Local Area hereby certifies that it has performed successfully, defined as having an Individual Indicator Score of 50 percent or higher in PY 22-23 or PY 23-24, as described in Workforce Services Directive WSD20-02, Calculating Local Area Performance and Nonperformance (September 18, 2020).

Note – Report your *“performance score”* rather than the *“adjusted level of performance.”*

* Denotes Community Based Organizations

PY 22-23 Scores

Indicator	Adults	Dislocated Workers	Youth
Employment Rate 2 nd Quarter After Exit	Goal = 65.0% <u>64.3%</u>	Goal = 70.0% <u>65.8%</u>	Goal = 67.7% <u>77.9%</u>
Employment Rate 4 th Quarter After Exit	Goal = 64.0% <u>65.0%</u>	Goal = 69.0% <u>70.6%</u>	Goal = 63.0% <u>68.8%</u>
Median Earnings	Goal = \$8,400 <u>\$9,844</u>	Goal = \$12,000 <u>\$12,135</u>	Goal = \$4,200 <u>\$4,890</u>
Credential Attainment	Goal = 65.5% <u>70.5%</u>	Goal = 65.0% <u>73.6%</u>	Goal = 60.4% <u>59.1%</u>

PY 23-24 Scores

Indicator	Adults	Dislocated Workers	Youth	Overall/Average Indicator Score
Employment Rate 2 nd Quarter After Exit	Goal = 65.0% <u>62.4%</u>	Goal = 70.0% <u>66.9%</u>	Goal = 67.7% <u>72.1%</u>	<u>67.1%</u>
Employment Rate 4 th Quarter After Exit	Goal = 64.0% <u>57.2%</u>	Goal = 69.0% <u>60.7%</u>	Goal = 67.7% <u>69.7%</u>	<u>62.5%</u>
Median Earnings	Goal = \$8,400 <u>\$11,199</u> 133% of Goal	Goal = \$12,000 <u>\$11,251</u> 94% of goal	Goal = \$4,200 <u>\$4,849</u> 115% of goal	<u>114%</u>
Credential Attainment	Goal = 65.5% <u>77.8%</u>	Goal = 65.0% <u>62.8%</u>	Goal = 60.4% <u>70.0%</u>	<u>70.2%</u>
Measurable Skills Gain	Goal = 45.0% <u>48.3%</u>	Goal = 45.0% <u>46.3%</u>	Goal = 57.8% <u>77.0%</u>	<u>57.2%</u>
Overall/Average Program Score	<u>75.7%</u>	<u>66.1%</u>	<u>80.8%</u>	---

Sustained Fiscal Integrity

The Local Area hereby certifies that it has not been found in violation of one or more of the following during PY 22-23 or PY 23-24:

- *Final determination of significant finding(s)* from audits, evaluations, or other reviews conducted by state or local governmental agencies or the Department of Labor identifying issues of fiscal integrity or misexpended funds due to the willful disregard or failure to comply with any WIOA requirement.
- Gross negligence – defined as a conscious and voluntary disregard of the need to use reasonable care, which is likely to cause foreseeable grave injury or harm to persons, property, or both.
- Failure to observe accepted standards of administration – Local Areas must have adhered to the applicable uniform administrative requirements set forth in Title 2 *Code of Federal Regulations* (CFR) Part 200 (Uniform Guidance).

Certify No Violation:

Engaged in Regional Planning

Engaged in regional planning is defined as participating in and contributing to regional planning, regional plan implementation, and regional performance negotiations. The Local Area hereby certifies that it has participated in and contributed to regional planning and negotiating regional performance measures in the following ways:

- The ACWDB Director actively engages in regularly scheduled meetings with the Directors of the East Bay Regional Planning Unit (EBRPU)/EastBay Works (EBW). These discussions focus on the critical areas of regional planning, implementation strategies, and performance negotiations.
- ACWDB staff ensure that the workforce system is knowledgeable of the regional plan's objectives and actively engages them in implementation activities to achieve performance measures.
- ACWDB staff participated in a strategic planning retreat to help shape the PY 2025-2029 Regional Plan. Their contributions provided valuable insights that informed the development of the EBRPU/EBW Regional Plan.
- Throughout the regional planning process, ACWDB staff actively promoted and engaged in the EBRPU/EBW 2025-2029 Regional Plan Community and Stakeholder Public Forum meetings, ensuring timely announcements reached partner networks to enhance community engagement.

Local Area Assurances

Through PY 25-27, the Local Area assures:

- A. It will comply with the applicable uniform administrative requirements, cost principles, and audit requirements (WIOA Section 184[a][2] and [3]).

Highlights of this assurance include the following:

- The Local Area's procurement procedures will avoid the acquisition of unnecessary or duplicative items, software, and subscriptions (in alignment with Uniform Guidance Section 200.318)
- The Local Area will maintain and provide accounting and program records, including supporting source documentation, to auditors at all levels, as permitted by law (Uniform Guidance Section 200.508).

Note that failure to comply with the audit requirements specified in Uniform Guidance Subpart F will subject the Local Area to a potential cash hold (Uniform Guidance Section 200.339).

- B. All financial reporting will be done in compliance with federal and state regulations and guidance.

Highlights of this assurance include the following:

- Reporting will be done in compliance with WSD 19-05, Monthly and Quarterly Financial Reporting Requirements (December 4, 2019).
- All close-out reports will comply with the policies and procedures listed in WSD16-05, WIOA Closeout Requirements (July 29, 2016).

Note that failure to comply with financial reporting requirements will subject the Local Area to a potential cash hold. (Uniform Guidance Section 200.339)

- C. Funds will be spent in accordance with federal and state laws, regulations, and guidance.

Highlights of this assurance include the following:

- The Local Area will meet the requirements of the *CUIC Section 14211* to spend a minimum of 30 percent of the combined total of WIOA Title I adult and dislocated worker formula fund allocations on training services.
- The Local Area will not use funds to assist, promote, or deter union organizing (WIOA Section 181[b][7]).

- D. The Local Area will select America's Job Center of CaliforniaSM operator(s) through a competitive procurement process, such as a Request for Proposals, unless designated or certified as an operator with the agreement of the local CEO and the Governor (WIOA Section 121[d][2][A] and 107[g][2]).

- E. The Local Area will collect, enter, and maintain data related to participant enrollment, activities, and performance necessary to meet all CalJOBSSM reporting requirements and deadlines.

- F. The Local Area will comply with the nondiscrimination provisions of WIOA Section 188 and Title 29 CFR Part 38, including the collection of necessary data.
- G. The Local Area will engage in and contribute to regional planning and regional plan implementation (for example, the Local Area has participated in regional planning meetings and regional plan implementation efforts, and the Local Board and local CEO have reviewed and approved the regional plan and two-year modifications).
- H. The Local Area will participate in regional performance negotiations.
- I. The Local Area will comply with CWDB policies and guidelines, legislative mandates, and/or other special provisions as may be required under federal law or policy, including the WIOA or state legislation.
- J. Priority shall be given to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient for receipt of career and training services funded by WIOA Adult funding (WIOA Section 134[c][3][E] and Training and Employment Guidance Letter [TEGL] 10-09, and TEGL 19-16).

Application Signature Page

Instructions – The local CEO and Local Board Chair must sign and date this form. Electronic signatures are permitted for the PY 25-27 application.

By signing the application below, the local CEO and Local Board Chair request subsequent designation of the Local Area and recertification of the Local Board. Additionally, they agree to abide by the Local Area assurances included in this application.

Local Board Chair

Local CEO

Signature

Signature

Kelly Johnson

David Haubert

Name

Name

Chair, Alameda County Workforce Development
Board

President, County of Alameda Board of
Supervisors

Title

Title

Date

Date

ITEM V.C. - CONSENT

APPROVAL OF POLICY UPDATES: ON-THE-JOB TRAINING

SYSTEMS AND STRATEGIES (S&S) COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB):

1. Approve updates to the On-the-Job Training (OJT) policy to align with industry needs;
2. Authorize ACWDB staff to revise the OJT policy language to reflect updates.

BACKGROUND:

The OJT program is a valuable tool that seeks to assist both businesses and job seekers. The program is designed to provide reimbursement to employers for the cost of hiring a job seeker from the local area. The employer agrees to permanently hire the candidate full-time and receives up to a \$5,000 subsidy. The intent of the program is to allow job seeking candidates, ideally from within the local area, an opportunity to gain new skills and professional experiences via employment. Job placement participants are considered regular employees under the law and are afforded the same rights and responsibilities as their other fellow co-workers.

The Workforce Innovation and Opportunity Act (WIOA) allows for local determination of several aspects of the OJT program including limitations on the total amount of wage reimbursement. Other aspects of the OJT program are regulated per State and/or Federal policies. For example, an OJT participant cannot be an existing employee of the company (incumbent worker). Whereas the labor force trends, state guidance, employer needs, and worker preferences are continuously evolving, ACWDB staff recommend updates in the following OJT policy content areas:

- 1) **Part-Time Employment:** Revise policy language to reflect less restrictions on the number of hours worked. For example, the allowance of part-time employment opportunities. This enhancement seeks to provide increased flexibility with respect to the number of hours worked, as well as to expand the number of businesses (including smaller business) that would otherwise not qualify for the benefits of the program. Additionally, it expands the benefits of the program to job seekers in the labor force that voluntarily do not seek full-time employment including students, new parents, and older workers.
- 2) **Placement Agencies:** Include language that allows for partnerships with placement agencies.
- 3) **Reimbursement Amounts:** Explore if employer incentive thresholds should be updated.

SYSTEM AND STRATEGIES (S&S) COMMITTEE DISCUSSION:

This item was presented at the S&S Committee on February 19, 2025. The S&S Committee expressed general support for the item and contributed discussion points in several areas including awareness of what type of placement agencies utilized. For example, perhaps prioritizing agencies that have demonstrated commitment to workforce development objectives like quality jobs, living wages, and career development. S&S members also expressed guidance to emphasize that if allowing part-time employment that encourages the provision of other employer provided benefits like health care.

For more information or questions please contact Carmelo San Mames, Sr. Strategic Partnership Coordinator at (510) 259-3828 or by email at Carmelo.sanmames@acgov.org.

ITEM V.A. – ACTION / PUBLIC HEARING

APPROVAL OF THE FOUR-YEAR LOCAL PLAN (2025-2028) DRAFT

RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the Four-Year Local Plan (2025-2028) draft in compliance with California Workforce Services Directive (WSD) 24-09.

BACKGROUND:

Local Plan Overview

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards to submit four-year local plans to the state within timeframes prescribed by the Governor. Local plans describe local partnerships, programs, services, and processes. With external support, ACWDB staff has finalized a draft of the Four-Year Local Plan for Program Years 2025-2028 in accordance with guidance provided in State Directive WSD 24-09. The plan addresses the following required content.

WIOA Core and Required Partner Coordination: This section indicates how the local WIOA program addresses the following:

- Coordinating services and resources with MOU partners
- Co-enrollment and common case management
- Facilitating access to the one-stop delivery system
- Coordinating activities with the provision of appropriate supportive services
- Compliance with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990

State Strategic Partner Coordination: The strategies used by the WIOA program to coordinate with the following partners and programs as described below:

- Local Child Support Agencies and other local partners who serve individuals who are non-custodial parents.
- Local Partnership Agreement partners, established in alignment with the Competitive Integrated Employment Blueprint, and other local, regional, and statewide partners who serve individuals with developmental and intellectual disabilities.
- Individuals who are English language learners, foreign-born, and/or refugees.
- Local Veteran Affairs, community-based organizations, and other local partners who serve veterans.
- Partners that address environmental sustainability.

WIOA Title I Coordination: Topics addressed include the following:

- Training for frontline staff to gain and expand proficiency in digital fluency and distance learning.
- Training for frontline staff to ensure cultural competencies and an understanding of the experiences of trauma-exposed populations.
- Rapid Response, Layoff Aversion Activities, and other business services.
- Description and assessment of adult and dislocated worker employment and training activities, including priority of service policies.
- Description and assessment of the type and availability of youth workforce investment activities in the Local Area, including strategies for increasing digital literacy and services for youth with disabilities.
- The entity responsible for the disbursement of grant funds and competitive procurement.
- A description of how the Local Board fulfills the duties of the America's Job Center of California (AJCC) Operator and the Career Services Provider.

Other Content

In addition to the three required “coordination” sections described above, the Local Plan includes an “Introduction and Overview” section, which offers background information to provide context for readers of the Local Plan, and a “System Priorities” section that summarizes key themes from input provided by workforce system partners and stakeholders.

Stakeholder Engagement

To facilitate the engagement of stakeholders in planning for the local workforce development delivery system and in the development of the PY 2025-2028 Local Plan, ACWDB staff hosted two community and stakeholder listening sessions focused on topics affecting strategies and services across the system. The theme for the session was “*Priorities for Developing the Local Workforce.*”

Questions/topics addressed include, but were not limited to:

- What services are most needed by individuals who are new to the workforce and those who are unemployed and looking to return to work?
- What are the training programs of most interest to local job seekers and how do these align with jobs available in the local labor market?
- Are there opportunities for local workforce, education, and community service agencies to work together to more effectively serve job seekers?
- In what ways do services need to be “modernized” to meet the evolving needs of workers and businesses?
- Other ideas about the development of the local workforce.

Session one was held via videoconference on October 30, 2024, and session two was held in person at the Weekes Branch Hayward Library on November 7, 2024.

Engagement with WDB

An Ad Hoc Local Plan Input Session of the Alameda County Workforce Development Board was held on January 9, 2025. This session also included the County of Alameda Board of Supervisors' staff. ACWDB members considered the following topics:

- Collaboration with WIOA and Traditional Workforce Development System Partners
- Collaboration with Organizations Representing a Broader Range of Disciplines than Those Required by WIOA
- Leveraging Resources Across Programs
- Refining and Expanding Career Services and Training
- Professional Development for Board Members, County Staff, and Service Providers

A draft of the Local Plan will be provided at the March 13, 2025, WDB meeting and an announcement will be sent to stakeholders when it is posted for the 30-day Public Comment period.

For more information, contact Rhonda Boykin, Director at rboykin@acgov.org or by phone at (510) 259-3844.

ITEM IV.B. – ACTION / PUBLIC HEARING

**APPROVAL OF THE EAST BAY REGIONAL PLANNING UNIT FOUR-YEAR
REGIONAL PLAN DRAFT**

RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB):

1. Approve the East Bay Regional Planning Unit’s (EBRPU) Four-Year Regional Plan draft; and,
2. Direct the Chair of the ACWDB to electronically sign the EBRPU’s Four-Year Regional Plan (PY 2025-2028).

BACKGROUND:

The EBRPU consists of four Local Workforce Development Boards (Local Boards) in Alameda and Contra Costa counties (Alameda County, Oakland, Contra Costa County, and Richmond). The EBRPU collaborates to implement regional grants and special initiatives. The EBRPU is distinct from EASTBAY *Works*, in that the latter consists of a network of America’s Job Centers of California (AJCC) and other career services providers in both counties and their respective Workforce Innovation and Opportunity Act (WIOA) programs and services.

Final guidance about required strategic plan content was released to the workforce system on December 20, 2024. Due to the delayed release of the final guidance, the State extended the deadline to April 27, 2025.

Once the Local Board partners receive a Regional Plan draft the week of March 3, 2025, there will be an internal review process, after which the Plan will be released for a 30-day public comment period. We expect that to being the week of March 10. Following the public comment period, comments received will be included in the Regional Plan.

FOUR-YEAR REGIONAL PLAN OVERVIEW:

The Four-Year Regional Plan generally provides a mezzo and macro level view of the East Bay Region, highlighting regional factors in the labor market and regional initiatives and strategies. Specifically, the following content is reflected in the EBRPU’s Four-Year Regional Plan:

1. **Analytical overview of labor market factors and conditions** in the East Bay region. This section of the Regional Plan provides an analysis of the economic conditions and trends in the region, as well as an analysis of the current workforce, including: demographics of East Bay residents, cost of living factors, poverty rates, labor market participation rates, occupational openings, and more.

2. **Regional Indicators** to establish a foundation for driving a regional approach and aligning service strategies with the needs of regional industry sectors and employers. Regions are required to select two indicators from four options including establishment of objective metrics. The East Bay region selected:
 - a. *The region has a process to communicate industry workforce needs to supply-side partners.*
 - b. *The region deploys shared/pooled resources to provide services, training, and education to meet the target population's needs.*
3. **Fostering demand-driven skills attainment** through regional sectors pathways in alignment with existing sector partnerships, such as: Association of Manufacturers Bay Area (AMBAYArea) and the East Bay Health Workforce Partnership (EBHWP). The Regional Coordinator has played a role in staying apprised of how the sector partnerships have evolved and folds updates into standing meetings with EASTBAY Works partners.
4. **Enabling Upward Mobility for Californians** through a high road workforce system and leveraging existing and new training programs to equitably link job seekers to quality jobs. This section of the Regional Plan also mentions specific targeted groups, such as women and people of color, job seekers with disabilities, and re-entry populations.
5. **Climate and Environmental Sustainability** to achieve California's High Road vision for workforce development focused on protecting the environment against climate change recognizing that climate change affects the state's economy and disproportionately impacts low-income communities and communities of color.
6. **Program alignment, coordination, and integration** reflects the work of the EBRPU's Regional Coordinator, who maintains cross-region working relationships and communicates updates and information. This section also contains information about administrative cost arrangements made by the EBRPU to support the work of the Regional Coordinator.

An overview of the Four-Year Regional Plan will be presented by Michael Katz at your Board meeting on March 13, 2025. Information regarding the Four-Year Regional Plan's 30-day public comment period will be released in the coming weeks, which is also aligned with the State Board's deadline of April 27, 2025.

For more information contact Regional Coordinator, Michael Katz at (510) 205-5902 or by email at: mkatz.eastbayworks@gmail.com.

ITEM V.C. – ACTION / PUBLIC HEARING

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

YOUTH COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB) 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 Youth Committee (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 distributed to over 386 organizations from a county-wide mailing list compiled from ACWDB, and Alameda County Social Services Agency. 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 V.C.1 reflects the results of the Rating and Review 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 V.C.2 reflects the Program Summary for each 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.

YOUTH COMMITTEE MEETING DISCUSSION:

During the YC meeting on February 10, 2025, members inquired about the selection process and criteria used to evaluate providers and determine. YC members were also curious about the Funding Request section on the Program Summary Sheet, which reflects the amount requested by each provider based on the Sub-Regional model and the full amount allowed to the Sub-Region, determined by low-income rates in each region.

Staff provided an overview of the RFP process, including the minimum qualification criteria that each bidder must meet to be considered for funding. It was explained that the RFP serves as a framework to outline how the ACWDB envisions the use of youth and young adult funds in alignment with Federal WIOA requirements. While the RFP establishes the guiding principles and priority services, each provider is encouraged to propose their agency's unique approach to service delivery based on their experience, expertise, and understanding of the target population's needs.

All proposals are evaluated through a competitive rating and review process by an independent Rating and Review Panel composed of three subject matter experts. The panel assesses each proposal based on pre-determined scoring criteria listed in the RFP, including program design, organizational capacity, and alignment with ACWDB's strategic priorities. This competitive process ensures that funding recommendations are based on the overall quality, feasibility, and potential impact of each proposal.

Regarding funding determinations, staff clarified that funding requests were submitted by each provider based on the available funding for PY 2024-2025, in alignment with the Sub-Regional model. The full amount allowed to each Sub-Region is based on low-income rates within each region, which helps to ensure that resources are equitably distributed across Alameda County. Final funding amounts are subject to negotiation and will be determined once ACWDB receives the Youth Formula Allocations for PY 2025-2026 from the state.

In response to the YC's feedback, program summaries have been adjusted to ensure the same level of detail and information is consistently presented across all providers, enhancing clarity and transparency when comparing proposed services.

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

ATTACHMENTS:

V.C.1.- List of Bidders for RFP No. 2025-ACWDB-YP

V.C.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
<p>Program Summary: Provide In-School Youth ages 16-21 with industry-specific career technical training, educational assistance, and career readiness support, including paid work-based learning experiences in high-growth career pathways. Services include mentoring, financial literacy training, early college credit, industry certifications, leadership development, and other supports to ensure students enter high-demand, high-wage careers aligned with their interests and goals.</p>		
Tri-Valley Regional Occupational Program	Tri-Valley	\$130,000 to serve 28 youth
<p>Program Summary: Support In-School Youth ages 16-21 by bridging the transition from school to further education and careers, fostering the development of life and career skills valued by business, industry, and higher education. The program provides continuous support, adapting to the changing needs of students, employers, and industry to ensure long-term success.</p>		

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
<p>Program Summary: Assist Out-of-School Youth ages 16-24 with education, skill-building, and industry certifications in high-demand sectors. Participants pursue GED and post-secondary education alongside workforce preparation. The program offers trauma-informed, culturally responsive wraparound services, in collaboration with training and education providers, while leveraging employer networks to support job placement, career growth, and retention.</p>		
Ohlone College	Tri-Cities	\$201,811 to serve 40 youth
<p>Program Summary: Reconnect Out-of-School Youth ages 16-24 to education, career exploration, and training programs, providing pathways to internships, apprenticeships, paid work experiences, and employment in high-growth industries across Alameda County. The program focuses on workforce readiness and career advancement opportunities while providing wrap around services.</p>		

Alliance for Community Wellness Db La Familia	Eden Area	\$377,297 to serve 61 youth
<p>Program Summary: Support Out of School Youth define and achieve their educational, employment, and post-secondary aspirations, securing long-term financial stability. The program connects youth to educational and career pathways that foster learning, support career exploration, and empower them as leaders and change-makers in their communities while also reducing multiple barriers.</p>		

** Funding requests were submitted by each provider based on the available funding for the 2024-2025 program year. Negotiations will take place once ACWDB receives the Youth Formula Allocations for Program Year 2025-2026 from the state.*

ITEM V.D. - ACTION / PUBLIC HEARING

SELECTION OF NEW ADULT AND DISLOCATED WORKER SERVICE PROVIDERS FOR PY 2025-2029

SYSTEMS AND STRATEGIES (S&S) COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB):

1. Select Rubicon Programs, Inc. as the Operator of the Comprehensive America's Job Center of California (AJCC)/Career Services Provider (CSP), for service delivery to Adults and Dislocated Workers (A/DW) in the Eden area;
2. Select Ohlone Community College District as a Sub-Regional CSP for service delivery to A/DW in the Tri-Cities area;
3. Select International Rescue Committee as a Targeted CSP for service delivery to English Language Learners, Refugees, and Asylees;
4. Direct staff to negotiate contracts effective July 1, 2025-June 30, 2029, for the Comprehensive AJCC and Sub-Regional Career Services;
5. Direct staff to negotiate contracts effective July 1, 2025-June 30, 2026, for Targeted Career Services, with the possibility to renew;
6. Allow staff to apply the Workforce Innovation and Opportunity Act (WIOA) Formula funding allocation methodology to establish contract maximums; and,
7. 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 contract outcomes and deliverables are met and barring any significant legislative changes and/or availability of A/DW Formula funds.

BACKGROUND:

On September 12, 2024, the ACWDB approved staff to release RFPs for the Comprehensive AJCC Operator and Career Services, Sub-Regional CSPs, and Targeted CSPs. The RFPs were released on November 15, 2024, and responses/proposals were due on January 6, 2025.

RFP announcements were distributed to over 4,000 organizations/individual subscribers from a county-wide mailing list compiled from ACWDB, Alameda County Social Services Agency, and General Services Administration. Announcements were also made through social media platforms. Two bidders' conference sessions were held on December 4, 2025, with 29 individuals representing 19 agencies in attendance.

For the Comprehensive AJCC RFP, two (2) proposals were submitted. The proposals both met the minimum score requirement.

Three (3) proposals were submitted for Sub-Regional CSPs, representing Tri-Cities and North Cities, with two (2) organizations meeting the minimum score requirement.

One (1) proposal was submitted for Targeted CSPs and met the minimum score requirement.

All proposals submitted were reviewed and scored by an outside rating panel, made up of workforce development subject-matter experts.

FAILED PROCUREMENT WITH PART OF THE SUB-REGION

With no qualifying score for the North Cities, and no proposals to provide services in the Tri-Valley, staff will relaunch a procurement to support the goal of providing services in the North Cities and Tri-Valley sub-regions, aligning with the ACWDB’s previous approval of the Sub-Regional approach.

SELECTION PROCESS AND RANKING

The rating panel was convened on January 22, 2025, to review and score the following categories of received proposals: Statement of Need, Management and Organizational Capacity, Strategy and Work Plan, Outcomes and Deliverables, Interview, and Employer Letters of Commitment. Review Panel members assigned points in each of the scoring categories for the proposal.

As specified in the RFP, recommendations for selecting providers are based on the aggregate scores of the Review Panel. The final panel score for any bidder could be up to 100 points. A proposal must score a minimum of 75 points to be considered for funding.

This year, due to a change in federal guidelines, organizations could receive up to ten percent additional points if they were Small, Local, and Emerging Business (SLEB) certified. Bidders could receive five percent for being small and local, and five percent for being small and emerging.

The chart below represents the outcomes of the RFP Review Panel’s scoring.

Agency Name	RFP	Area	Avg. Score (Panel)	Final Avg. Score
Rubicon Programs	Comprehensive AJCC	Eden	95	95
Goodwill SF Bay	Comprehensive AJCC	Eden	89	93
Ohlone Community College District	Sub-Regional	Tri-Cities	95	95
TRENDS Careers	Sub-Regional	Tri-Cities	72*	76

The UC Theater	Sub-Regional	North Cities	66*	69*
International Rescue Committee	Targeted Career Services	All	91	95

*Indicates non-qualifying score.

FUNDING

Program Year (PY) 2025/2026 A/DW Formula allocations are not yet available from the State of California. For planning purposes, staff is utilizing the current allocations for PY 2024/2025. Funding requests can be found in the attachment.

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

S&S COMMITTEE DISCUSSION:

Staff announced that a bid protest was submitted for the Comprehensive AJCC on February 14, 2025. Committee members inquired about meaning of a bid protest, and there was clarification to indicate that there was an appeal made. Members also requested historical outcomes and next steps. Staff indicated that appeal outcomes depend on information gathered as part of the investigation, and that future updates will be provided as available and appropriate. Regarding the process for the new RFP to be launched for services in North Cities and Tri-Valley, staff confirmed that any new selections would come to S&S committee for approval before going to the full board.

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

ATTACHMENT:

V.D.1. A/DW Program Summaries

**Comprehensive America’s Job Center of California
Program Summary**

Organization	Service Area	Funding Request / # of Participants
Rubicon Programs, Inc.	Eden	\$697,000 to serve 80 Adult and 70 Dislocated Workers, <i>Continue 20 Adult and 20 DW from the previous program year (PY 24/25).</i>
<p>Rubicon Programs, Inc. proposes to:</p> <ol style="list-style-type: none"> 1. Fulfill the role of the AJCC Operator and to provide career services to Adults and Dislocated Workers. 2. Implement services as directed by ACWDB for discretionary grants and projects, including cohort-style models that provide career pathways for participants. 3. Coordinate service delivery and maintain active Memorandum of Understanding for all required AJCC partners, allowing for facilitated referrals for participants, among other coordinated efforts. 		

Sub-Regional Career Services Provider Program Summary

Organization	Service Area	Funding Request / # of Participants
Ohlone Community College District	Tri-Cities	\$464,000 to serve 130 each year (not specified Adult or DW)
<p>Ohlone Community College District proposes to:</p> <ol style="list-style-type: none"> 1. Serve as Career Services Provider for the Tri-Cities, with flexible service delivery in the area (Office hours at EDD, libraries, etc.). 2. Coordinate sub-regional partnerships with community organizations and employers to best serve the Tri-Cities region. 3. Implement services as directed by ACWDB for discretionary grants and projects. 		

Targeted Career Services Provider Program Summary

Organization	Service Area	Funding Request / # of Participants
International Rescue Committee	All	\$174,982 to serve 20 Adult and 30 Dislocated Workers
<p>International Rescue Committee proposes to:</p>		

1. Serve as Targeted Services Provider for English Language Learners, Refugee/Asylee population.
2. Establish and maintain partnerships with community organizations and employers to provide wrap-around services to English Language Learners and, Refugee/Asylee population.
3. Offer population-relevant services such as culture-integration support, access to multi-lingual staff, and connections to other relevant services targeted to the needs of the population, such as credential evaluation or digital literacy.

ITEM VI.A. – DISCUSSION

ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN **QUARTER THREE UPDATE**

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE:

In alignment with Alameda County Workforce Development Board’s (ACWDB) 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 OE Committee, with support from the full board at the December 2024 meeting, agreed to focus efforts on:

- Justice-involved individuals; and
- Ensuring underserved communities are made aware of career pathways opportunities

The quarter three goal for the OE Committee was to invite presenters from community-based organizations (CBOs) to describe their services toward helping to mitigate socioeconomic barriers for individuals within Alameda County. Staff arranged for a panel discussion from CBOs engaged in serving populations with significant barriers at their November 2024 meeting. The OE Committee is ahead of schedule, completing their quarter three task during quarter two – and has initiated efforts toward their quarter four goal of investigating the existing partnership between ACWDB and Eden Information and Referral (Eden I&R), the organization offering assistance through their 211 community database of resources.

As arranged by ACWDB staff, the OE Committee heard a presentation from Eden I&R at their February meeting and will continue to explore opportunities to expand ACWDB’s relationship with 211 through the following activities:

- Investigating which workforce development resources are presently available on 211
- Reviewing Alameda County’s existing contract with 211 to determine whether it would be appropriate to leverage that agreement for ACWDB workforce services
- Obtaining information regarding the number of community members who reach out to 211 for workforce/employment services

YOUTH COMMITTEE (YC):

The quarter three goal for the YC (January, February, March 2025) task is relevant to the development of contracts for the new service providers beginning in program year 2025/2026 which launches July 1, 2025. Therefore, there was no action for them to take at their February meeting. The YC did, however, hear a presentation from Faith Dukes, Ph.D., Director of K-12 Science, Technology, Engineering, and Mathematics (STEM) Education Programs at Lawrence Berkeley National Laboratory. Faith was referred by Kelly Johnson, the ACWDB Chair. This presentation should provide information to aid the YC in highlighting different career pathways for youth participants.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE:

Quarter three goals for the S&S Committee requires the committee to: cultivate sector experts, convene stakeholders for planning sessions around selected industry sectors, and as an approach for outreach to employers, review the Alameda County Employer Survey distributed by the California Employers Association (CEA) for appropriate questions. To date, ACWDB staff arranged for a panel sector of industry experts that occurred at the S&S Committee meeting on November 20, 2024, and engaged the S&S committee in a dialogue about the Alameda County Employer Survey on February 19, 2025.

Additionally, the committee learned about occupational demands and growth from Dr. Marcela Reyes from the Bay Area Centers of Excellence in support of quarter four goals. The S&S committee will need to discuss further how to cultivate sector experts and overall is slightly ahead of schedule.

EXECUTIVE COMMITTEE (EC):

As part of ACWDB's Strategic Priorities Two-Year Action Plan (Two-Year Action Plan), the EC has the charge to lead the strategic priority to **increase awareness, knowledge, and visibility of ACWDB**. The focus area for the third quarter is to begin the engagement of the Board of Supervisors and/or their staff on a quarterly basis or an agreed upon frequency.

ACWDB staff presented to the County of Alameda Board of Supervisors (BOS) Social Services Committee in October 2024 to then President, Supervisor Nate Miley and Supervisor Lena Tam, providing various program and grant updates including the Board's Two-Year Action calling out specifically the objective for ACWDB member(s) along with staff to meet and discuss with BOS current workforce accomplishments, challenges, and opportunities. There was support. As of the new year, Supervisor Haubert is the President. Discussions have been initiated with Supervisor Haubert's office to inform him of the request for more engagement with ACWDB and the initial meeting is pending scheduling.

In preparation for these meetings with BOS, EC members provided the following input regarding future meetings with the BOS:

1. What topics should be prioritized in meetings with BOS and/or staff?
 - a. Alignment with core vision and strategy priorities
 - b. Contingency plans in the event that WIOA is impacted by federal action
 - c. Determination of workforce, targeted populations, and sector priorities for each district/supervisor
2. Which WDB members should be included in the rotation?
 - a. Executive Committee Membership can rotate depending upon topic/agenda and availability

Additionally, it was stated that the EC member who attends these meetings would report out to the ACWDB at the following full Board 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.

ATTACHMENTS:

VI.A.1 - Two-Year Action Plan Progress Tracker Q3

VI.A.2. – Updated Two-Year Strategic Priorities Action Plan



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 3 (Jan, Feb, Mar, '25) Progress Tracker

Q3

= Task 100% Complete

Q3

= Task In Progress

Q3

= Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE – QUARTER 3 TASKS

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

Q3

- Invite CBOs to discuss partnering to remove socioeconomic barriers
 - Completed during Q2

YOUTH COMMITTEE (YC) – QUARTER 3 TASKS

Connect employer voice to education to increase inclusive job competitiveness.

Q3

- Youth Provider contracts to include requirement for 50% of Work Experience activities to have an ISOF emphasis
 - Contract Development in progress for PY 2025/2026

SYSTEMS AND STRATEGIES (S&S) COMMITTEE – QUARTER 3 TASKS

Develop, grow, and strengthen priority sector partnerships.

Q3

- Cultivate sector experts & convene stakeholders from selected sectors for planning sessions
 - Committee heard presentation on labor market trends and community college career pathway programs intended to fill gaps

SYSTEMS AND STRATEGIES (S&S) COMMITTEE – QUARTER 3 TASKS

Increase strategic business engagement to modernize business practices.

Q3

- Small business outreach (CEA Survey; reviewing CEA contract to include survey)
 - Committee offered input and survey is in process of being modified and will be distributed

EXECUTIVE COMMITTEE (EC) – QUARTER 3 TASKS

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

Q2

- Development of a storytelling campaign
 - Staff are considering release of a Request for Quotation for a vendor to improve our social media presence

Q3

- Include WDB members in meetings with elected officials
 - Discussions held at February meeting. Planning in progress.

Alameda County WDB Action Plan 2024-2026 (Updated 2025.02.05)

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

Alameda County WDB Action Plan 2024-2026 (Updated 2025.02.05)

Acronym Key:

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

CBO: Community-Based Organizations

CEA: California Employers Association (Current contractor with ACWDB, provides resources for the areas employers)

EXEC: ACWDB's Executive Committee (sub-committee of the ACWDB)

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

LMI: Labor Market Information

OE: ACWDB's Organizational Effectiveness sub-committee

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

YC: ACWDB's Youth sub-committee

WEX: Work Experience Opportunities

UPDATED

ITEM VII.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:

VII.A.1. – REPORT Local Area Performance Rolling 4 Qtrs Ending 2024.12.31
(2 pages)

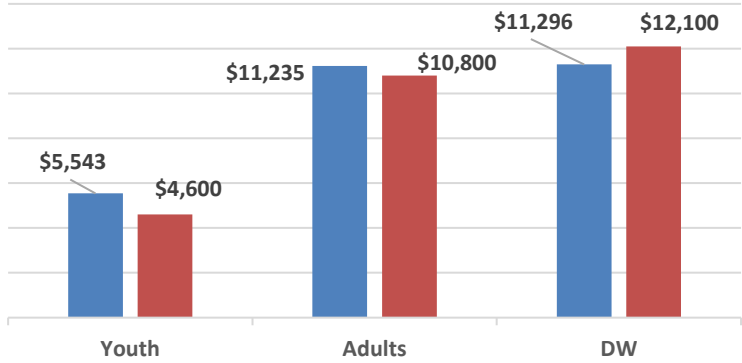
**LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 12/31/2024**

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

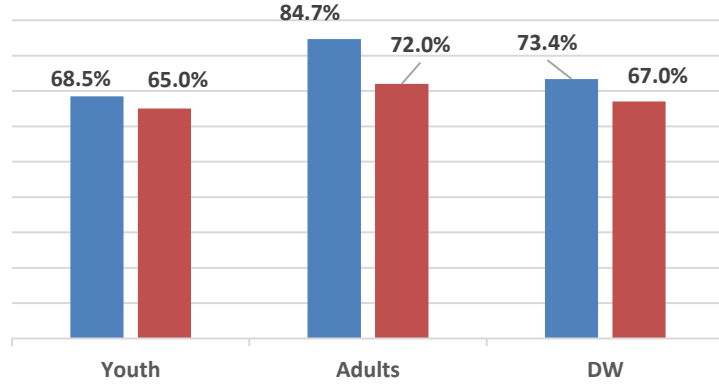
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

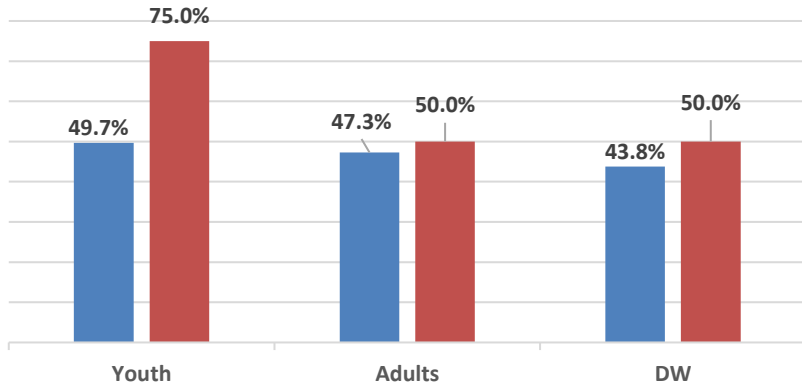
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



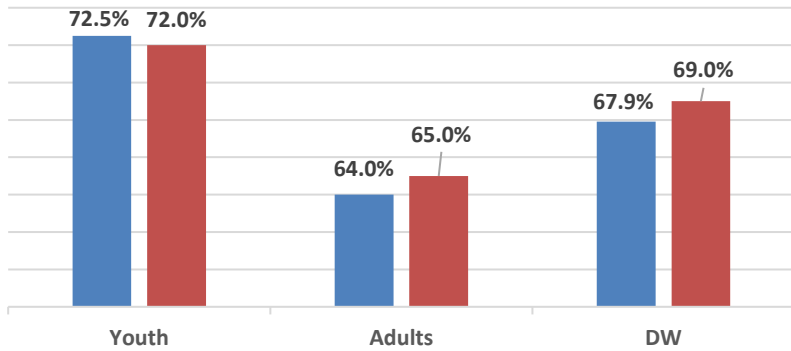
Measurable Skill Gains



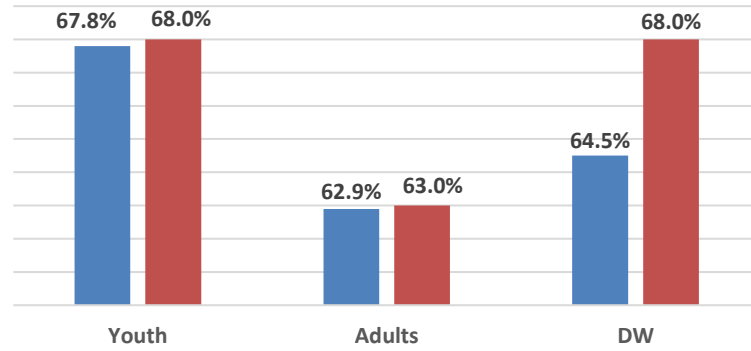
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



50

ITEM VII.B. – REPORTS

CALJOBSSM REGISTRATION RATE **WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA** **PY 2024/2025; QUARTER 2**

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:

The CalJOBS Registration Rate report is reflective of only individuals who are newly registered in the CalJOBS system during the 12 months ending on December 31, 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 December 20, 2024 (March 2023 Benchmark) there are approximately 38,900 unemployed individuals within ACWDB’s service delivery area. Of those unemployed individuals approximately 20,651 individuals have engaged with ACWDB’s workforce system or the CalJOBSSM platform during this 12-month period.

At the February 2025 Organizational Effectiveness (OE) Committee meeting, one committee member inquired regarding the comparison of two different data sets that do not align exactly. Staff are in the process of updating this report to reflect a comparison of data that is more closely aligned. The updated report will likely be launched at the April/May 2025 committee and board meeting season.

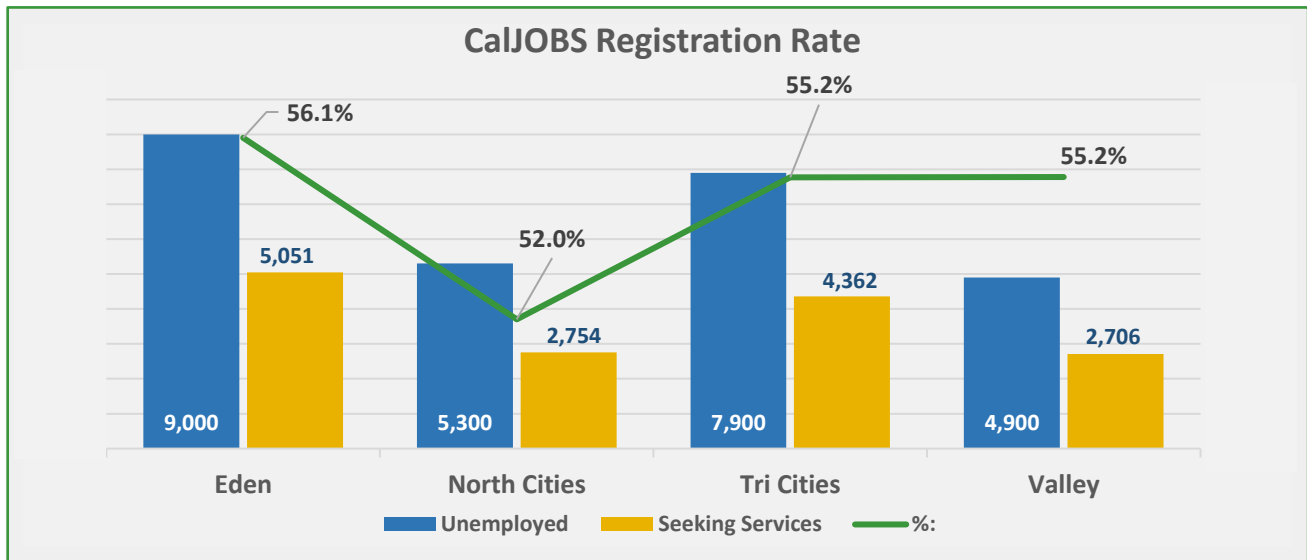
For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reach by phone at (510) 259-3802 or through email at mggarcia@acgov.org.

ATTACHMENT:

VII.B.1. – REPORTS CalJOBS Registration Rate PY 24-25 Q2

CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

Attachment VII.B.1.



Labor Force Data	Planning Areas within ACWDB's Local Area				
	Eden	North Cities	Tri Cities	Valley	TOTAL
TOTAL LABOR FORCE by Planning Area ¹	190,400	125,200	177,700	120,900	614,200
Unemployment Number	9,000	5,300	7,900	4,900	27,100
Unemployment Rate	4.73%	4.23%	4.45%	4.05%	4.36%
TOTAL INDIVIDUALS SEEKING SERVICES ²	5,002	2,634	4,157	2,587	14,380
% of Total Unemployed Labor Force Served ³	55.6%	49.7%	52.6%	52.8%	53.1%

¹ Labor Force Data by Planning Area is based on California's Labor Force Data for Cities - March 2023 Benchmark; Published 12/20/2024 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 12/31/2024.

CalJOBS registered individuals are then categorized by their cities of residence as reported in CalJOBSSM.

NOTE: There were an additional 6,271 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 6,271, 6,233 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 VII.C. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

ADULTS AND DISLOCATED WORKERS

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

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.

ACWDB has contracted with two organizations to provide 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) to provide access to services in the North Cities, Tri-Cities, and Tri-Valley sub-regions of ACWDB’s local service delivery area.

ANALYSIS OF REPORTS:

At the mid-point of the program year, Adult and Dislocated Worker service providers are on track to meet enrollment goals by June 30, 2025 – and possibly before. Training fund obligations also appear to reflect a trajectory toward success.

There are mixed outcomes with achieving On-the-Job Training (OJT) goals; with the AJCC at 133% of goal; and the CSC not having engaged any participants in the OJT program for the first half of the program year. ACWDB’s Business Services Unit continues to host monthly OJT meetings to provide technical support and assistance on the process. These meetings are also an opportunity to share best practices to help improve outcomes in this area.

Entered employment rates continue to be low. One possible explanation could be that staff turn-over continues to be a challenge as Career Coaches transition in and out of workforce programs. Additionally, Career Coaches continue to indicate that participants fully disconnect from services once they obtain employment – leaving staff without the vital information needed to track positive program outcomes. ACWDB’s new Incentive Payment Policy may offer additional encouragement for participants to inform their Career Coach when obtaining employment.

Please review the attached report for a complete representation of contract performance attainments for the first half of PY 2024/2025.

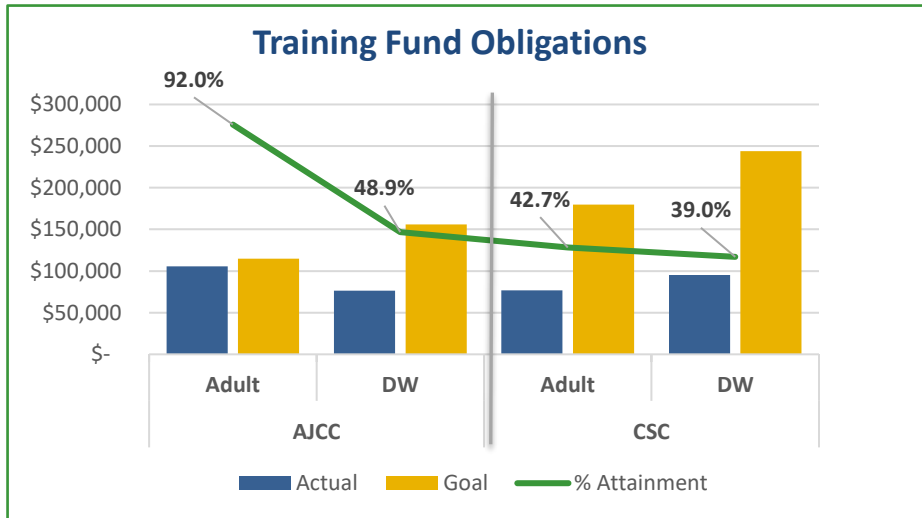
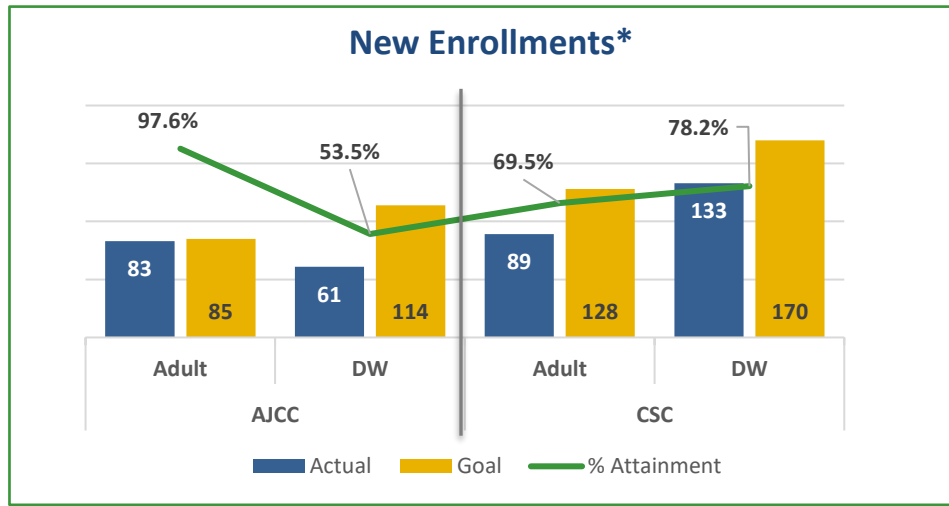
To obtain further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mgarccia@acgov.org or by phone at (510) 259-3802.

ATTACHMENT:

VII.C.1. – REPORT Adult Dislocated Worker CPIR PY24-25 Q2

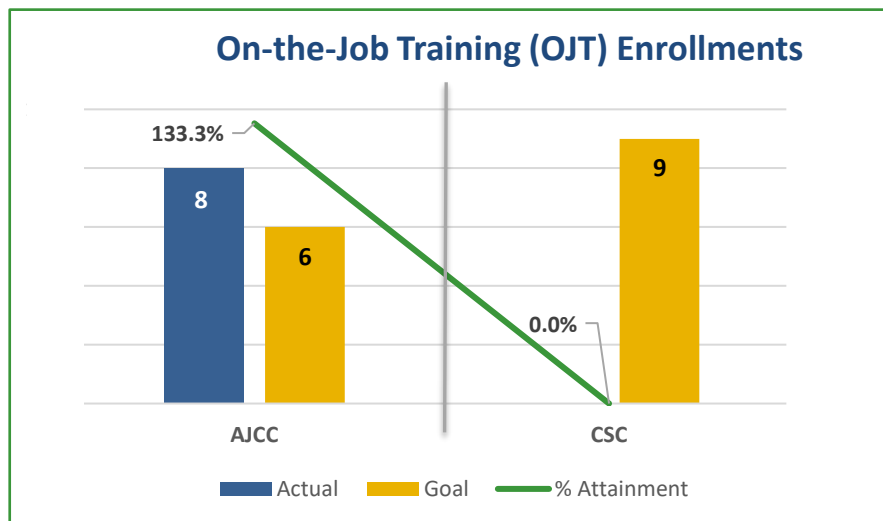
CONTRACT PERFORMANCE INDICATORS REPORT
WIOA ADULT & DISLOCATED WORKER PROGRAMS
PY 2024/2025; QUARTER 2 (7/1/2024 THROUGH 12/31/2024)

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:

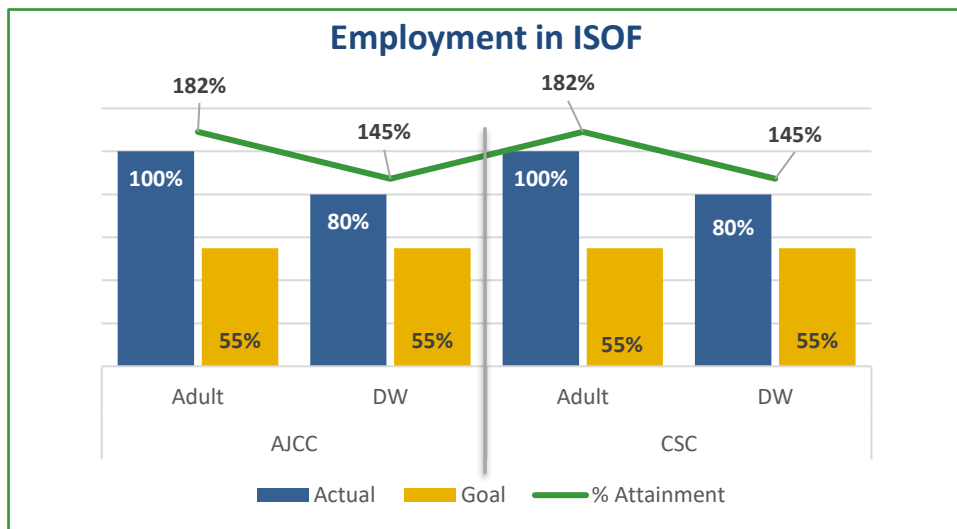
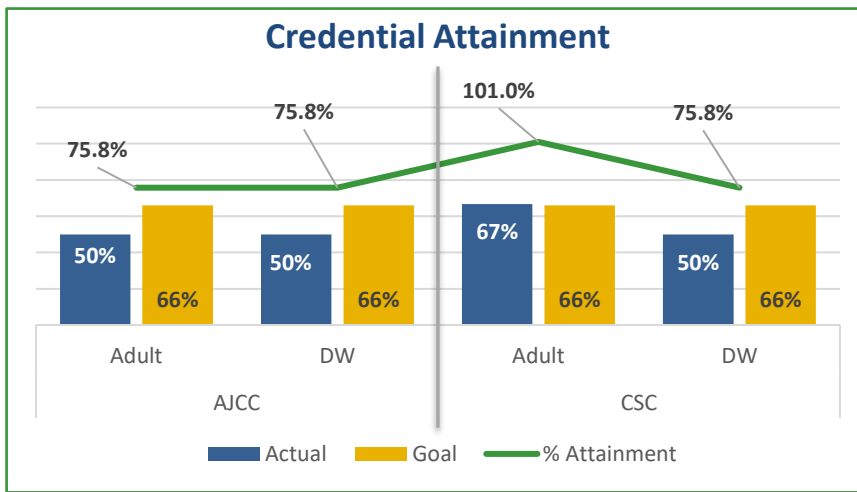
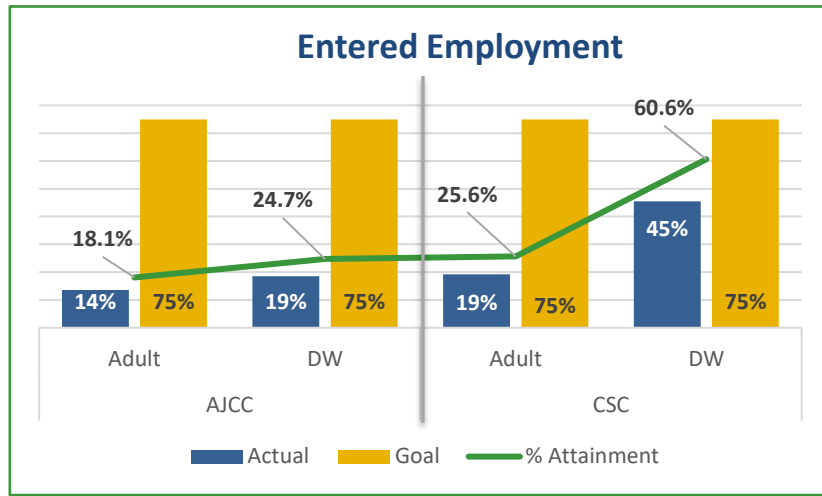
Carry-Ins	Adult	DW
AJCC	21	28
CSC	32	42



AJCC - America's Job Center of California

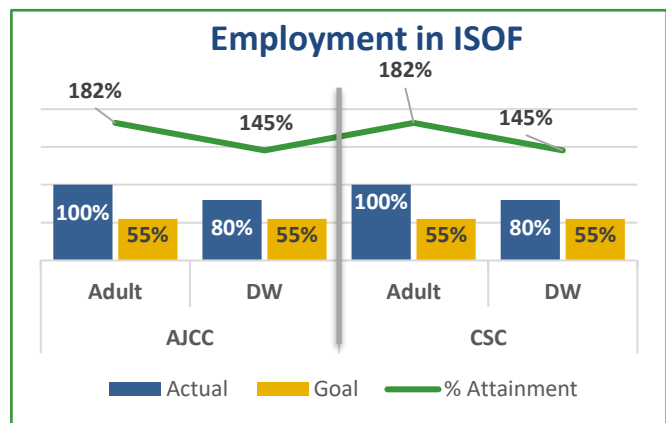
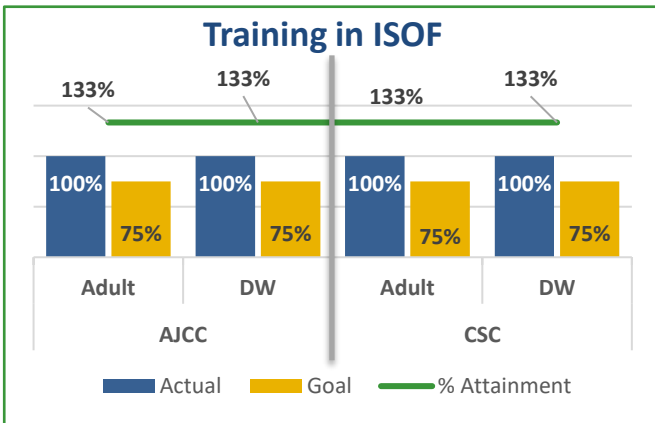
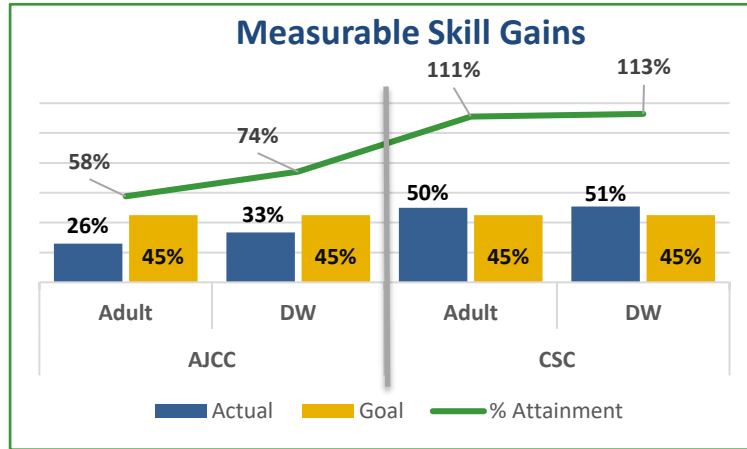
CSC - Career Services Collaborative

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?



AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)
 PY 2024/2025; 2ND QUARTER - JULY 01, 2024 THROUGH DECEMBER 31, 2024

PERFORMANCE MEASURES	FUND SOURCE: ADULT			DISLOCATED WORKER		
	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	119	160	74.4%	124	214	57.9%
TOTAL ENROLLMENTS	175	213	82.2%	180	284	63.4%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$182,423	\$294,532	61.9%	\$171,384	\$399,783	42.9%
# OJT ENROLLMENTS (Ad & DW) ^②	8	15	53.3%			
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)	38.0%	42.0%	90.4%	42.1%	42.0%	100.1%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	16.4%	75.0%	21.9%	32.0%	75.0%	42.6%
# OF JOB PLACEMENTS WITHIN ISOF*	100.0%	55.0%	181.8%	80.0%	55.0%	145.5%
% THAT ATTAINED CREDENTIAL (of participants in training)	58.3%	65.0%	89.7%	50.0%	65.0%	76.9%

ITEM VII.D. – 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. Youth 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 PY 2024/2025 enrollment goal. Berkeley Youth Alternatives (BYA) has had challenges this program year, with recruitment and enrollment, and with turn-over in staffing. ACWDB staff continue to engage with BYA staff at various meetings and through regular email and phone interactions providing technical assistance.

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.

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.

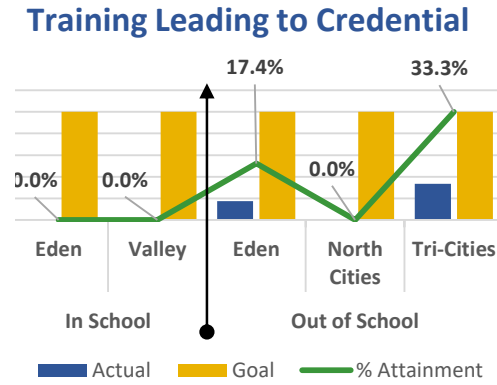
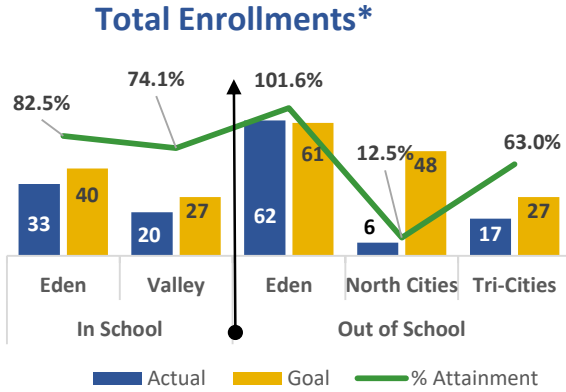
ATTACHMENT:

VII.D.1. – REPORT Yth CPIR PY24-25 Q2 (2 pages)

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

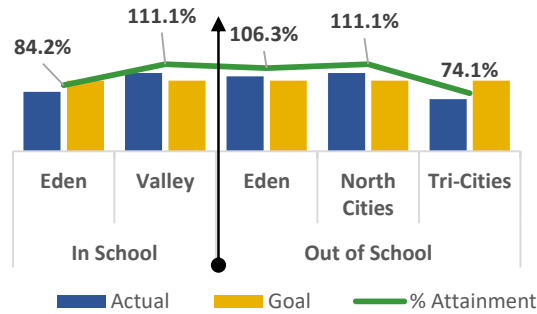
PY 2024/2025 2ND QUARTER (7/1/2024 THROUGH 12/31/2024)

How Much Did We Do?

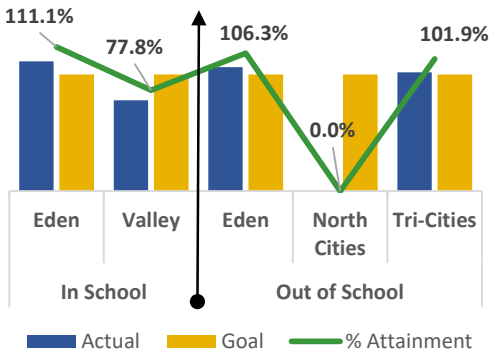


How Well Did We Do?

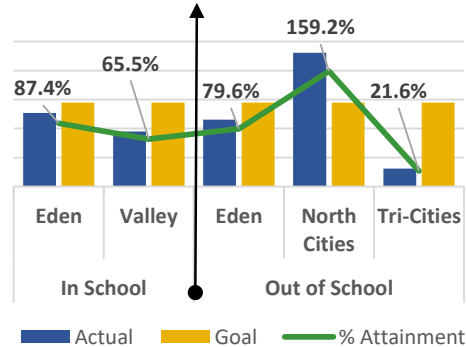
Core Skills / Leadership Development



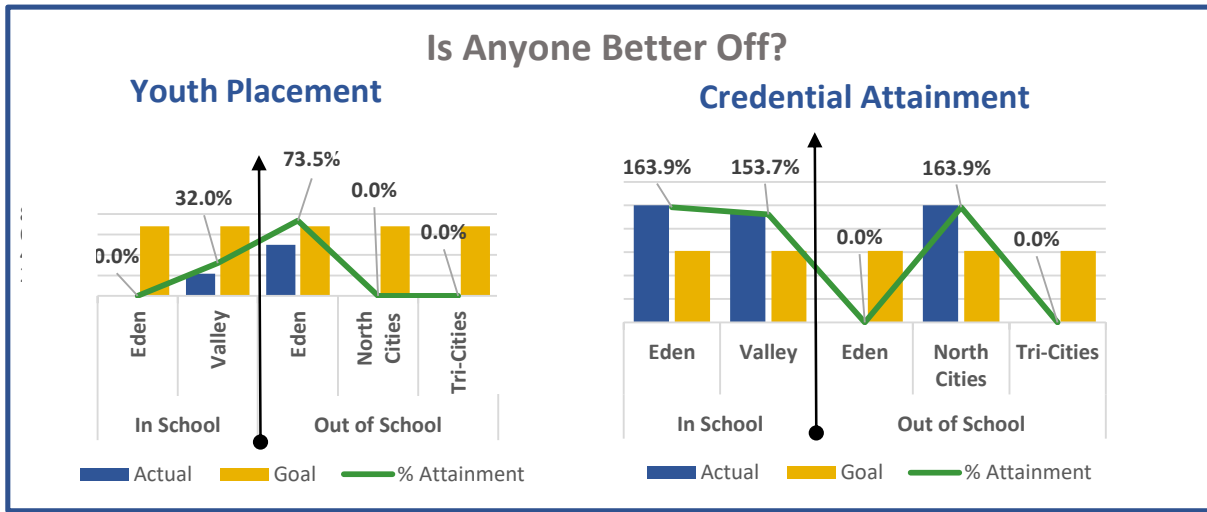
Work Based Learning



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

PERFORMANCE MEASURES	IN-SCHOOL			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
FUND SOURCE:						
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.

ITEM VII.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2024, THROUGH DECEMBER 31, 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 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 25 layoff/closure events and served 2,572 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 highlights and the attached Rapid Response Report covers the period that spans from July 1, 2024, through December 31, 2024, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment VII.E.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 coordinates efforts with partners that 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 Rapid Response Orientations (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 layoff-aversion or rapid re-employment opportunities with employers, on behalf of the affected workers.

Company Closure

Lonza Biologics, Inc. permanently closed its doors for operations at its Hayward location, and has retained a skeleton crew to complete the closure. The 120,000-square-foot site focuses on clinical production of biotherapeutics, bioreagents, and biomaterials. Layoffs at Lonza affected 218 workers and began November 29, 2023, which will extend through February 2025. Lonza Biologics communicated in their WARN letter that all affected workers were notified of their individual termination dates 60 days in advance. The Rapid Response team held three in-person RRO on January 17, 2024, April 10, 2024, and November 18, 2024. There has been a total of 142 workers in attendance. The Rapid Response team has scheduled a final RRO to be held in February 2025.

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. The layoffs started on November 1, 2024. The Rapid Response team had a virtual RRO on October 10, 2024. There were 48 workers in attendance. Additional company/layoff information can be found in Attachment VI.E.1.

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, 494 participants have registered for Open RRO sessions, and 268 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:

VII.E.1. – Rapid Response Report 7/1/2024- 12/31/2024

ACWDB Rapid Response Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

WARN

The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time. Please contact ACWDB with any specific questions.

New entries received within the specified timeframe have been bolded for your convenience

All employers and workers impacted: July 1, 2024 - December 31, 2024

EDEN RAPID RESPONSE		Total Employers	6	Total Workers	791	
NORTH CITIES RAPID RESPONSE		Total Employers	9	Total Workers	619	
TRI-CITIES RAPID RESPONSE		Total Employers	8	Total Workers	1036	
TRI-VALLEY RAPID RESPONSE		Total Employers	2	Total Workers	126	
		TOTAL	25	TOTAL	2,572	
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	Kaiser Permanente	San Leandro	Healthcare	Layoff	09/23/24	1
Eden	Promise Confections	Hayward	Manufacturing	Closure	09/27/24	43
Eden	Cuberg, Inc.	San Leandro	Others	Closure	10/19/24	27
Eden	Cuberg, Inc.	San Leandro	Others	Closure	10/19/24	196
Eden	Kaiser Permanente	San Leandro	Healthcare	Closure	11/05/24	249
Eden	Kaiser Permanente	San Leandro	Healthcare	Layoff	11/22/24	1
Eden	Trademango Solutions Inc., dba Article	Hayward	Retail	Layoff	12/31/24	14
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

ACWDB Rapid Response Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/23/24	3
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	08/23/24	10
North Cities	Pixar	Emeryville	Technology	Layoff	09/20/24	4
North Cities	SunPower Corp.	Berkeley	Professional Services	Layoff	09/24/24	22
North Cities	Penumbra, Inc	Alameda	Healthcare	Layoff	11/01/24	71
North Cities	WMBE Payrolling Inc. dba TCWGlobal	Alameda	Finance	Layoff	11/01/24	1
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	12/02/24	50
North Cities	ABB Optical Group, LLC	Alameda	Healthcare	Closure	12/16/24	138
North Cities	Twelve Benefit Corporation	Alameda	Technology	Layoff	12/23/24	8
North Cities	Twelve Benefit Corporation	Berkeley	Technology	Layoff	12/23/24	86
Tri-Cities	Enovix Corporation	Fremont	Technology	layoff	07/05/24	168
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
Tri-Cities	Velo3D, Inc.	Fremont	Technology	layoff	10/08/24	42
Tri-Cities	Enervenue	Fremont	Technology	Layoff	11/08/24	65
Tri-Cities	Advantest America Inc.	Fremont	Technology	Closure	11/22/24	88
Tri-Cities	Velo3D, Inc.	Fremont	Manufacturing	Layoff	12/08/24	29

**ACWDB Rapid Response Monthly Report
 July 1, 2024 – December 31, 2024
 Month Ending: December 31, 2024**

Region	Employer	Location	Industry	Closure/ Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	12/23/24	156
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	11/22/24	13
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	12/06/24	7
Tri-Valley	Ovations Fanfare, L.P. dba OVG Hospitality	Pleasanton	Food Services	Layoff	12/31/24	106

**ACWDB Layoff and Closure Monthly Report
 July 1, 2024 – December 31, 2024
 Month Ending: December 31, 2024**

Industry	Affected Workers
Finance/Professional Services	42
Food Services/Hospitality/Entertainment	106
Retail	183
Others	223
Manufacturing/Transportation/Warehouse	547
Healthcare/Science	732
Technology	739
Grand Total	2,572



ACWDB Layoff and Closure Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

EDEN RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	8
Retail	14
Manufacturing/Transportation/Warehouse	43
Others	223
Healthcare/Science	503
Grand Total	791

69

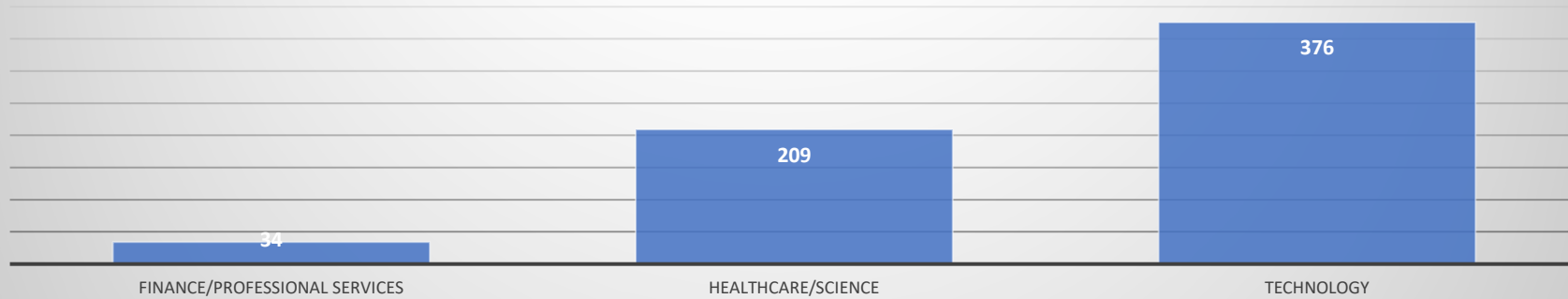


ACWDB Layoff and Closure Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	34
Healthcare/Science	209
Technology	376
Grand Total	619

Number of Affected Workers
July 1, 2024 – December 31, 2024

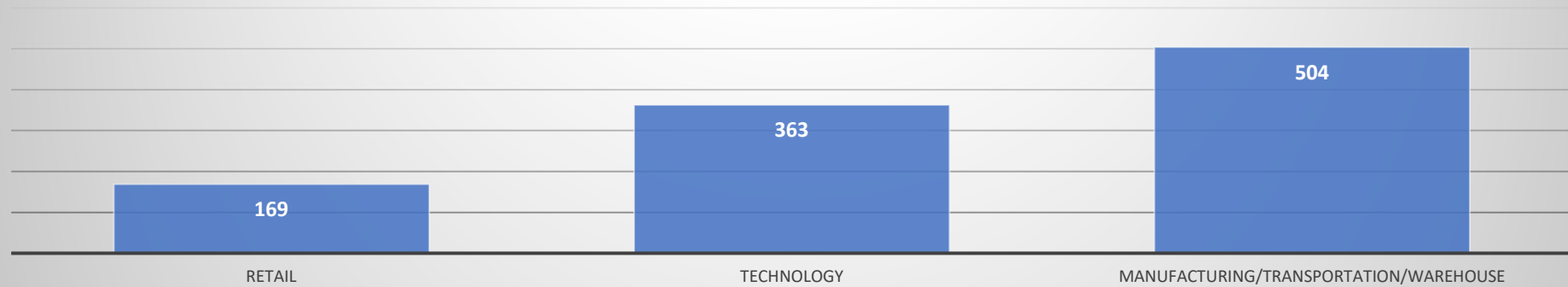


ACWDB Layoff and Closure Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

Tri - CITIES RAPID RESPONSE

Industry	Affected Workers
Retail	169
Technology	363
Manufacturing/Transportation/Warehouse	504
Grand Total	1,036

Number of Affected Workers
July 1, 2024 – December 31, 2024

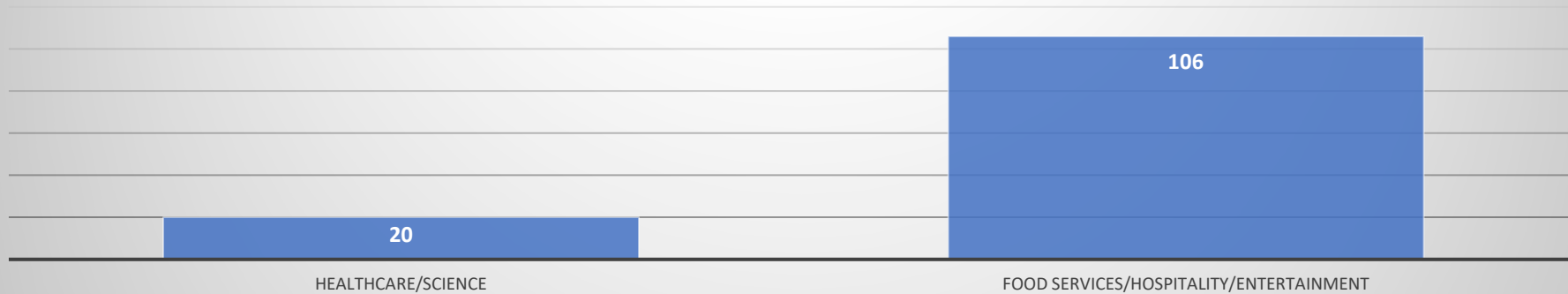


ACWDB Layoff and Closure Monthly Report
July 1, 2024 – December 31, 2024
Month Ending: December 31, 2024

Tri - Valley RAPID RESPONSE

Industry	Affected Workers
Healthcare/Science	20
Food Services/Hospitality/Entertainment	106
Grand Total	126

Number of Affected Workers
July 1, 2024 – December 31, 2024



ITEM VII.F. – REPORTS

FINANCIAL INDICATOR REPORTS – PY 2024/2025

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board’s (ACWDB) service providers for PY 2024/2025. The reports include actual expenditures for the Comprehensive America’s Job Center of California (AJCC), Career Services Collaborative Providers and Youth Providers for invoices approved and processed through the period ending December 31, 2024.

Objectives of the Financial Indicator Report are to:

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

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

Invoices submitted by Rubicon Programs and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2024/2025. Please refer to Attachment VII.F.1.

Youth Providers - Status of Invoices & Expenditures:

Invoices submitted by all WIOA Youth Providers indicate compliance with the contract budget expenditure plans for PY 2024/2025. Eden Area Regional Occupational Program and Tri-Valley Regional Occupational Program submit invoices on a quarterly basis. Please refer to Attachment VII.F.1.

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

ATTACHMENT:

VII.F.1. - Financial Indicator Report – WIOA Program Service Providers PY 2024/25 Report

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
 FINANCIAL INDICATOR REPORT
 WIOA PROGRAM SERVICE PROVIDERS
 REPORT DATES: 7-1-24 thru 12-31-24**

AJCC/CAREER SERVICES COLLABORATIVE PROVIDERS

PROGRAM YEAR 2024-25 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,736,988		\$417,208	24.0%	\$1,319,780
Rubicon Programs	\$696,679	11/30/24	\$271,652	39.0%	\$425,027
Ohlone CCD	\$1,040,309	11/30/24	\$145,556	14.0%	\$894,753

YOUTH PROVIDERS

71

PROGRAM YEAR 2024-25 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,119,833		\$293,805	26.2%	\$826,028
Eden Area ROP	\$169,638	9/30/24	\$24,565	14.5%	\$145,073
La Familia	\$377,297	9/30/24	\$88,712	23.5%	\$288,585
Tri-Valley ROP	\$109,570	9/30/24	\$15,140	13.8%	\$94,430
BYA / Berkeley Youth Alternatives	\$298,328	11/30/24	\$101,732	34.1%	\$196,596
Ohlone CCD	\$165,000	10/31/24	\$63,656	38.6%	\$101,344

ITEM VII.G. – REPORTS

TRAINING EXPENDITURES REPORT – PY 2024/2025

BACKGROUND:

This item presents the Training Expenditures Report for the Alameda County Workforce Development Board (ACWDB) for PY 2024/2025. The report includes expenditures and obligations of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula funds and allowable leveraged training expenditures through the period ending December 31, 2024. The activity reflects training expenditures from services provided by the WIOA America’s Job Center of California (AJCC), Career Services Collaborative (CSC) Providers, and the ACWDB’s Business Services Unit.

Objectives of the Training Expenditures Report are to:

- Ensure that training expenditure requirements are met;
- Identify potential program and/or financial problem areas; and,
- Identify under-expenditures that may be directed to more effective training activities.

For PY 2024/2025, California requires that each Local Board spend an amount equal to 30% of their WIOA Formula Adult and Dislocated Worker funding allocations on training. Of that 30%, two-thirds must come out of those Formula allocations – and up to one-third may be from other leveraged sources of funding.

For PY 2024/2025, the 30% training expenditure requirement totals \$1,116,473. Twenty percent of that amount (\$744,315) must come out of the WIOA Formula Adult and Dislocated Worker allocation. Up to 10% (\$372,158) may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

As of December 31, 2024, total training expenditures, including training obligations and leveraged training, amount to \$466,697 (40% of the required amount). Please refer to Attachment VII.G.1.

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

ATTACHMENT:

VII.G.1. – Training Expenditures Report – PY 2024/2025 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-24 thru 12-31-24

PROGRAM YEAR 2024-25	Expenditure Requirement	Expends at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$744,315	\$106,041	\$266,692	\$371,583
Leverage Training	\$372,158	\$62,765	\$11,200	\$298,193
Total (1)	\$1,116,473	\$168,805	\$277,892	\$669,776

- (1) A minimum of 20% (\$744,315) of WIOA Adult + Dislocated Worker formula funds must be spent on training. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation. Up to 10% (\$372,158) may be training dollars from other sources.

ITEM VIII.A. - 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 that may lead to adaptations to programs and partnerships.

LEGISLATIVE UPDATES:

Federal

Workforce Innovation and Opportunity Act Reauthorization

The California Workforce Association (CWA) made strides to advance the House's version of the Workforce Innovation and Opportunity Act (WIOA) reauthorization bill (H.R.6655 - Stronger Workforce for America Act), prior to inauguration day. However, despite best efforts, the bill died in committee. The bill would have required an allocation of fifty percent (50%) toward training activities, eight percent (8%) toward supportive services, enhancements to the youth program, and increased labor representation on the board.

While it may be too early to determine, proposals to streamline and combine workforce development programs, ensuring effectiveness in the public workforce development system and eliminating "waste and bureaucracy" are likely to resurface in Trump's second presidential term, as it did in the first term.

Career and Technical Education

Trump proclaimed February as Career and Technical Education (CTE) month on February 3, 2025. In the proclamation, references were made about rebuilding the economy, equipping Americans with skills, and preparing them for careers, as well as empowering students and workers to undertake careers in STEM. This proclamation is an indication about forthcoming priorities, with a slight inclination and preference for programs under the Carl D. Perkins Career Technical Education Act, a skills-based economy, and greater focus on STEM education and employment. Additional information from the House Workforce and Education Committee may indicate a forthcoming emphasis on entrepreneurship as well.

Budget Bill

Congress passed a continuing resolution until March 14, 2025, which would keep the federal government in operation. In late February, the House presented a budget bill (unpopular with House Democrats), which aligns with several Trump administrative priorities, inclusive of tax cuts that exceed \$4.5 trillion. The House bill in turn supports making cuts to "non-discretionary"

yet critical programs. Furthermore, the budget bill from the House would call for the reduction of \$330 billion of programs under its purview with most drastic cuts to the Supplemental Nutrition Assistance Program (SNAP) also known as CalFresh and Temporary Aid for Needy Families (TANF) also known as CalWORKs in the state. The forthcoming Senate budget bill is likely to propose making a permanent extension of the 2017 tax cuts.

Diversity, Equity, and Inclusion and Accessibility

Trump issued an Executive Order to “end illegal discrimination and restore merit-based opportunity” on January 21, 2025, calling for the immediate end of diversity, equity, inclusion, and Accessibility (DEIA) programs, initiatives stating that “DEI policies threaten the safety of American men, women, and children across the Nation by diminishing the importance of individual merit, aptitude, hard work, and determination when selecting people for jobs and services in key sectors of American society, including all levels of government, and the medical, aviation, and law-enforcement communities.” In the order, while Trump cited equal opportunities for all, he simultaneously called for the revocation of President Lydon B. Johnson’s Equal Employment Opportunity Executive Order (EO) issued in 1965, following the Civil Rights Act of 1964.

As such, the Department of Labor (DOL) was directed to immediately cease DEIA efforts while holding contractors responsible for taking a stance toward affirmative action and engaging in “workforce balancing”. The EO also called for removing all references to DEI and DEIA from federal acquisitions, contracts, grants, and financial assistance procedures.

Since then, litigation efforts from the National Association of Diversity Officers in Higher Education against the Trump administration has resulted in a reversal and cancellation of the initial EO. Notification was issued on February 27, 2025, by the DOL.

State

In addition to supporting wild-fire related recovery in southern California, Governor Newsom approved \$50M in the state’s Budget Act of 2024, authorized in early February. For litigation against the Trump administration to protect civil rights, \$25M was allocated and another \$25M was allocated to support organizations working to protect immigrant rights as follows: \$10M to the California State Bar, Legal Services Trust Fund Commission, \$10M to the Department of Social Services, and \$5M to local and community-based organizations through the California Access to Justice Commission.

Local and Other

Worker Adjustment and Retraining Notification Update

As shared at the Executive Committee meeting on November 21, 2024, ACWDB staff has engaged in local advocacy efforts to address issues with the Worker Adjustment and Retraining Notification (WARN) Act and 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 (Board of Supervisors and

Mayors 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.

ACWDB staff shared that while most employers were compliant with the WARN process, some did not provide correct contact information. The other issue is that current law allows for businesses to opt-out of local workforce rapid response activities. Subsequently, ACWDB staff have been engaging with Social Services Agency's (SSA) office of Policy, Strategy, and Innovation (PSI) to share ideas and move toward remedying these issues.

To date, these efforts have led to an author (Senator Arreguin) and bill number assignment, SB 617, which would amend California's labor code to include ACWDB's proposed strategy. Specifically, SB 617 will require businesses to inform local boards of their intentions of working with the public workforce system or using their own outplacement services and give companies up to 30 days to initiate RRO activities with their LWDBs. This new strategy also has potential to alleviate workload pressures, as most RRCs spend ample time attempting to reach out to companies – some of which never actually respond to staff efforts. SB 617 also re-emphasizes that companies must include a functioning email and phone number of their representative and point of contact so that outreach is possible.

Policy Updates Presentation

There was a matter initiated at the Executive Committee meeting on November 21, 2024, to share some additional information about the incoming administration. Since then, ACWDB staff arranged a presentation from SSA's Policy Director, Hanna Hamilton. Hanna will present information at the quarterly WDB meeting on March 13, 2025.

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

ITEM VIII.B. – INFORMATION

BUSINESS SERVICES REPORT FOR JANUARY 1, 2024 – DECEMBER 31, 2024

BACKGROUND:

This report includes services provided to employers by the Business Services Unit (BSU), which consists of leveraging, brokering, and convening Career Services Providers activities and other resources, as well as initiating efforts during the period covering January 1, 2024, through December 31, 2024. The report is intended to provide a snapshot of business service activities during this time frame.

The BSU is working within the Business Engagement Model (BEM) framing to improve economic growth, resiliency, inclusivity, and sustainability to serve our business customers and forge connections between job seekers and employers, as well as other system stakeholders. These BSU objectives are achieved by helping employers access incentivized training programs (i.e., On-the-Job Training – OJT and Customized / Incumbent Worker Training), obtain hiring and recruitment assistance, and navigate the process of downsizing and/or closing.

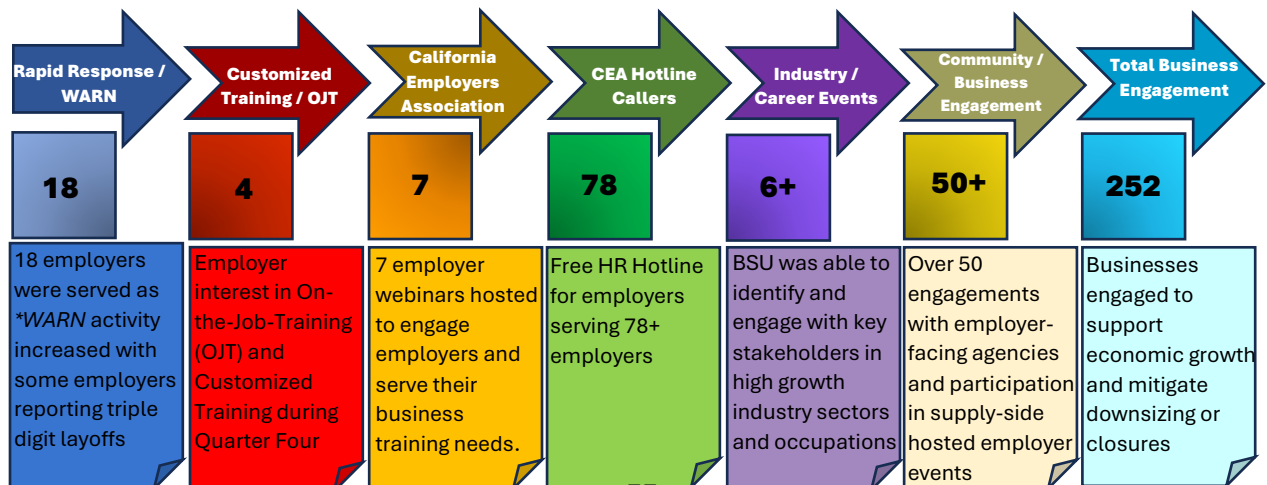
BUSINESS SERVICES ACTIVITIES

Businesses Served

Engagement can take on several forms including, but not limited to: job fairs, hiring events, employer spotlights, sector symposia, industry events, career panels, surveys, and employer hotline information. Through these engagements the BSU can achieve a better understanding of which employers are hiring and what type of employees they hope to attract. A total of at least 252 businesses were served in calendar year 2024.

BSU engagement transpired through various methods, including through: coordination of on-site and virtual Open Rapid Response Orientations (RRO), coordination and participation in career fair events, attending local chamber events, meeting with local economic development liaisons, supporting re-entry employer engagement events, collaborating with employer facing organizations, and other types of community agencies.

The table below reflects a high-level overview of the various types of employer engagements and number of employers engaged in 2024.



*Worker Adjustment & Retraining Notification (WARN)

Open Rapid Response Orientations

In response to the increase in layoffs and to provide service delivery to potential Dislocated Worker participants, Open RRO's were offered bi-weekly. The Rapid Response Coordinator has facilitated Open RRO sessions since May 2023. Open RRO enables Dislocated Workers who are not connected to a company that submitted a Worker Adjustment and Retraining Notification (WARN), access to the same tools, resources, and services to help them regain employment as provided to workers who obtain RRO at employer-specific sites, coordinated by BSU's Rapid Response Coordinator.

Customized Training / OJT

Metrix is one of ACWDB's contracted providers that provides access to an online learning platform that was utilized to support layoff aversion and upskilling. Metrix offers over 7500 virtual trainings to support businesses looking to upskill their workforce or train external talent to fill positions. Some employers interested in customized training also expressed interest in the OJT resulting in creating new OJT opportunities. Recent updates to the OJT handbook and flow chart provide additional support to Career Service Providers and employers about the OJT process.

CEA Webinars

ACWDB's contracted provider, California Employers Association (CEA), facilitates ACWDB's webinars. CEA helped to create marketing materials that was promoted by the BSU and across ACWDB social media pages to employers within the service area. CEA hosted the following [webinars](#) to support employers with business training needs attracting over 133 registrations:

- 1/31/2024 [2024 Labor Law Update](#)
- 3/20/2024 [Diversity & Inclusion in the Workplace Virtual Training](#)
- 6/13/24 [Mid Year Labor Law Update](#)
- 8/25/24 [Drugs and Alcohol in the Workplace](#)
- 10/03/24 [Stay Interview Advantage](#)
- 11/07/24 [ChatGPT in the Workplace](#)
- 12/28/2024 [Designing an Employee Retention Culture](#)

CEA Hotline

CEA also manages a Human Resources (HR) hotline provided to ACWDB's local area employers and HR Managers. Over 78 employers called the hotline for support in 2024. The description of issues addressed ranged from termination issues, leave of absences, policy questions, safety, wages, and other business operations related issues.

Industry / Career Events

The BSU supported local hire and inclusivity of formerly incarcerated individuals through coordination and participation in re-entry job fairs and resource events working in collaboration with ACWDB's Re-Entry Coordinator. BSU staff also supported economic resiliency and sustainability within the local service area by attending industry events to engage employers and

industry leaders in potential matches for impending dislocated workers, and to connect businesses to training and talent recruitment services.

In alignment with ACWDB's Industry Sector and Occupational Framework (ISOF), the BSU was able to identify and engage with key stakeholders in high growth industry sectors and occupations. BSU staff tabled events to share training and program supports that enhanced talent options for employers and increase job seeker career opportunities. A sample of events supported by ACWDB BSU are below:

- Care Workforce Summit
- 2024 Annual Fair Chance Job and Resource Fair
- Alameda County Community Connect Homeless Resource and Job Fair
- Economic Development Alliance (EDA) East Bay Manufacturing Summit
- USS Hornet Techs on Decks 2024
- Merritt Career Day

Community / Business Engagement

ACWDB's BSU referred businesses to both internal and external service providers, as necessary. Examples of referral agencies included the Chambers of Commerce, California Employment Development Department's (EDD) Employer Advisory Council, Small Business Development Center (SBDC), Project Equity, local education agencies, community collaboratives (i.e. East Bay / Inter-Agency Training Council), local public economic development departments, and various employer-facing agencies. The BSU leverages resources and convenes at both the local and regional level to coordinate service delivery. Participation in the Greater Bay Area Roundtable is one of over 50 regularly attended convenings by BSU staff.

Total Employer Engagement

There were over 250 employer engagements between January 1, 2024, through December 31, 2024. The BSU team actively identified, responded to, and engaged a diverse spectrum of employers to align workforce development activities that support economic growth and mitigate business downsizing or closures. This included referring businesses to the Adult and Dislocated Worker Career Services Providers to participate in on-site career and job fairs where employers and job seekers could connect. The BSU team promoted and disseminated information on career fairs, employer webinars, and other resources across social media platforms to support businesses served.

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

ITEM VIII.C. - INFORMATION

EDEN AREA COMPREHENSIVE AMERICA'S JOB CENTER OF CALIFORNIA (AJCC) CONTINUOUS IMPROVEMENT PLAN UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) approved the certification of the Eden Area Comprehensive America's Job Center of California (AJCC) in September 2024. The certification process is state-mandated and encompasses an evaluation to assess the quality of services and effectiveness of the AJCC, according to seven indicators. It also requires the Board to attest to the creation of a plan of continuous improvement goals based on the indicators, for the three-year certification period, spanning from January 1, 2025 to June 30, 2028. The deadline for the Continuous Improvement Plan was December 31, 2024, to be in effect on January 1, 2025.

The indicators assessed include the following:

1. The AJCC ensures universal access, with an emphasis on individuals with barriers to employment.
2. The AJCC actively supports the One-Stop system through effective partnerships.
3. The AJCC provides integrated, customer-centered services.
4. The AJCC is an on-ramp for skill development and attaining industry-recognized credentials that meet the needs of targeted regional sectors and pathways.
5. The AJCC actively engages industry and labor and supports regional sector strategies through an integrated business service strategy that focuses on quality jobs.
6. The AJCC has high-quality, well-informed, and cross-trained staffing.
7. The AJCC achieves business results through data-driven continuous improvement.

After approval from the Board, ACWDB staff met with the AJCC staff to discuss the various indicators as well as the opportunities for improvement that were identified within each indicator. ACWDB staff presented possible goals and collaborated with AJCC staff to ensure feasibility and alignment with the system, including appropriate timelines. The plan and timelines were established with the mutual understanding that the organization selected as the Comprehensive AJCC operator through the 2025-2029 procurement cycle would inherit the goals and be asked to implement them within their programming.

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

ATTACHMENT:

VIII.C.1. - AJCC Continuous Improvement Plan

Eden Area Comprehensive America’s Job Center of California (AJCC) Certification
AJCC Continuous Improvement Plan

Item	Indicator	Action/Improvement Opportunity	Agency	Due Date
A	1	The AJCC will track computer use and check all computers/equipment to ensure availability and functionality. Share results with ACWDB for needed updates.	AJCC/ACWDB	February 28, 2025
B	1	The AJCC will establish regular coordination/communication and/or events with Military/Veteran-serving organizations to support the priority of service and referrals.	AJCC	March 31, 2025, and ongoing
C	1,6	The AJCC will provide written plan to implement cross-training of staff to inform of the priority of service groups and support job seekers requiring immediate support, including CalJOBS registration and the initial two-page WIOA application.	AJCC	March 31, 2025
D	2	The AJCC will integrate real-time feedback opportunities at meetings, through polls, discussions, etc. regarding AJCC’s impact on their services.	AJCC	March 31, 2025, and ongoing
E	2	The AJCC will host at least two events per program year that intentionally integrate partner services and highlight and strengthen partner linkages.	AJCC	Through June 30, 2028
F	2	The AJCC will create a flyer that features mandated partners and available services and make it available to all partners/participants.	AJCC/Partners, as needed	March 31, 2025
G	2,3	The AJCC will explore tools to create and maintain a joint spreadsheet to track referrals and co-enrollments between partners.	AJCC	June 30, 2025

H	3	The AJCC will explore the possibility of co-creating an ISOF-aligned career pathway strategy/map, for clients receiving services from multiple mandated partners.	AJCC, other partners as needed	June 30, 2025
I	4	The AJCC will work collaboratively with ACWDB to link training providers to the Eligible Training Provider List (ETPL) Coordinator towards state approval.	AJCC/ACWDB	June 30, 2028
J	5	The AJCC will host 1-3 “quality job/employer” hiring events, virtually or in-person.	AJCC	June 30, 2025
K	5	The AJCC will distribute the ACWDB employer hiring needs survey to partner employers to help improve business-facing services.	AJCC/ACWDB	March 31, 2025, and ongoing
L	3,6	AJCC staff will engage in training related to the implementation of sector strategies, leading to a focus on one or two career pathways that will be offered to participants, in alignment with ACWDB priority sectors.	AJCC	March 31, 2025, and ongoing
M	6	AJCC will invite partners to host training sessions on best practices with the populations they serve or on relevant information learned through their programs for all levels of partner staff. At least once or twice a year, virtually, or on-site at the AJCC.	AJCC	February 1, 2025, and ongoing
N	7	The AJCC will distribute the ACWDB Customer Feedback survey to support network-wide improvement efforts.	AJCC/ACWDB	Through June 30, 2028

ITEM VIII.D. - INFORMATION

PROMISING FUTURES UPDATE

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 providers. 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 both providers. This extension aims to enable the providers to meet their outlined goals and further support the targeted population with occupational skills training and to ensure effective utilization of the funds.

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

ITEM VIII.E. - INFORMATION

HIGH-ROAD TRAINING PARTNERSHIP (H RTP) MARINE TRADES & WATER TRANSPORTATION CAREERS PROJECT UPDATE

BACKGROUND:

This item seeks to provide a project update to the Systems and Strategies Committee with respect to the progress of the Maritime Trades and Water Transportation Careers (MTWTC) project.

The Alameda County Workforce Development Board (ACWDB) is the project lead and fiscal agent for a State-funded High-Road Training Partnership grant. This multi-year regional initiative also includes the partnership of both the Oakland Workforce Development Board and Workforce Development Board of Contra Costa County. Collectively, the three boards are partnering with community organizations through six subcontracts to perform outreach, recruitment, and case management, to prepare job seekers for training and job placement into maritime careers.

The MTWTC training program seeks to enroll 300 participants over two years through March 31, 2026. The inaugural cohort was launched in September and on November 15, 2024, the program successfully completed its first cohort. The cohort included 24 graduates which represents a 96% graduation rate (24 of 25). The cohort composition was very diverse with priority populations representing 75% of participants. To date there have been 15 job offers, 9 graduates placed into employment across different maritime industry employers. Two graduates have been sponsored into apprenticeships programs. Another graduate was hired as an On-the-Job Training (OJT) placement on January 15, 2025, with an industry advisory board member. Job placement positions include, machinist assistant, welder assistant, marine painter, maritime research assistant, marine scaffolder, pipefitter apprentice, and pile driver apprentice.

Other graduates continue to work with their case managers to seek additional training and/or employment opportunities. In January, the outreach and recruitment progress continued as community-based organization held three information sessions to field the next cohort that started on February 3, 2025. The second cohort will also initiate an additional training site location within Alameda County and is expected to commence on March 28, 2025.

Whereas this project represents new programing within a new sector we are highly encouraged by the progress and inroads we have and continue to make. Notwithstanding, this is an ambitious project with much still to be accomplished including the development of a second career pathways for water transportation careers, formalization of industry hiring agreements, and the registration of apprenticeships and/or pre-apprenticeships.

For more information or questions please contact Carmelo San Mames, Sr. Strategic Partnership Coordinator at (510) 259-3828 or by email at Carmelo.sanmames@acgov.org.

ITEM VII.F. – INFORMATION

PROJECT EQUITY: EMPLOYEE OWNERSHIP PROJECT UPDATE

BACKGROUND:

Project Equity was established in the San Francisco Bay Area and quickly grew into a national non-profit agency. The organization seeks to provide a mutually beneficial solution to business owners seeking an exit strategy and their impacted workers. Project Equity helps businesses transition to employee ownership, securing liquidity and a fair sale price for the owner while helping employees build equity and a solid career path. From a workforce development perspective, the demographic transition which many have referred to as the “silver tsunami” is both an opportunity and a challenge. See website for more information - [Project Equity | Discover the power of employee ownership](#)

Faced with an uptick in both business closure and layoff activity exiting PY 2022/23, the Alameda County Workforce Development Board (ACWDB) sought to deploy a new resource to provide enhanced business services and layoff aversion strategies with the goal of increasing businesses resiliency and job retention. Towards that goal, a pilot program for employee ownership conversions as a layoff aversion strategy was established. Project Equity was contracted to provide business outreach, education, and assessments to determine if closing businesses could benefit from employee ownership conversions. The contract concluded at the end of November 2024.

Service	Performance	Goal	% of Goal
Number of outreach events	8	10	80%
Number of business consultations completed	13	10	130%
Number of feasibility assessments initiated	1	2	50%
Number of conversions initiated	0	1	0%
Number of conversions completed	2	2	100%
Number of businesses receiving post-conversion service	2	4	200%
Number of jobs saved/created	68	60	114%
Number of businesses served	48	50	96%

Although Project Equity pilot program resulted in successful business retention service with an overall gain in regional jobs saved due to California Workforce Development Board reporting protocols, we are limited in our ability to translate measurable increases in our layoff aversion performance. Given the overall benefit to positive economic activity, continued partnership may be best pursued through a collaborative regional contract which can include cost sharing with local economic development partners. This approach would allow us to retain referral access to employee ownership conversion services for qualifying businesses while reducing our proportional direct program cost outlays.

For more information, please contact Carmelo San Mames, Senior Strategic Partnership Coordinator at (510) 259-3828 or by email at Carmelo.SanMames@acgov.org.

ITEM VIII.G. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
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)

Rev. 11.13.24

ITEM VII.H. - INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Kelly Johnson

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VICE-CHAIRPERSON – Matt Pawluk

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Kennan Scott, Co-Founder
Empathway Designs
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VACANT (2)

EDUCATION

WIOA Title II – Adult & Literacy

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Crystal Korbas, Assistant Director, Career Pathways and Adult Learning
Pleasanton Unified School District
215 Abbie Street
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GOVERNMENT

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State Department of Rehabilitation

Economic Development

Stephen Baiter, Executive Director
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Lucy Lopez, President and CEO
Hayward Chamber of Commerce
P.O. Box 235
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E-Mail: Lucy@Hayward.org

VACANT (1)

WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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SEIU United Healthcare Workers-West
560 Thomas Berkeley Way
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Adam Masters, Business Representative,
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SMART, SMW Local Union No. 104
East Bay Union Office
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Mateo Torrico, Political Organizer, SEIU
Local 2015
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E-Mail : mateot@seiu2015.org

VACANT (2)

**COMMUNITY – BASED
ORGANIZATION**

Jonathan DeLong, Executive Director
REAP Climate Center
909 Marina Village Parkway, #234
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E-Mail: jdelong@reapcenter.org

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
Stacy Cooper Dent
Kennan Scott

Organizational Effectiveness Committee

Chiman Lee, Chair
Dyrell Foster, Vice-Chair
Tyler Abbott
Jeff Bowser
Crystal Korbas
Lucy Lopez
Adam Masters

Youth Committee

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

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ITEM VIII. - INFORMATION

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

Business Services Unit Contacts

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Darlene Sloan Hawkins, Business Services Manager

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Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

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

24100 Amador Street, 3rd Floor

Hayward, CA 94544

PH: (510) 670-5700

Nina Scott, Site Manager

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E-MAIL: ninas@rubiconprograms.org

Diana Rocha, Eden Area AJCC WIOA Coach Team Supervisor

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E-MAIL: dianar@rubiconprograms.org

FREMONT EDD

39155 Liberty Street, Suite B200

Fremont, CA 94538-1516

PH: (510) 794-3667

Kalpana Oberoi, Cluster EDD Manager

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Career Service Collaborative – Lead Agency

OHLONE COLLEGE TRI-CITIES CAREER CENTER – NEWARK

Ohlone College Campus

39399 Cherry Street, Room 1211

Newark, CA 94560

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Raj Rai, Interim Program Manager

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Binh Nguyen, Executive Director

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Career Service Collaborative – Subcontractors

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Alcian Lindo, Program Manager
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NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)

INTERNATIONAL RESCUE COMMITTEE

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OHLONE COLLEGE CAMPUS

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Newark, CA 94560
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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
PH: (510) 845-9010 Ext. 219

Mieka Claridy, Program Manager
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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
PH: (510) 300-3500
E-MAIL: aortiz@lafamiliacounseling.org

Program Office:
22366 Fuller Avenue
Hayward, CA 94541

Alyana Knowles, Chief Program Officer
PH: (510) 861 - 3459
E-MAIL: AKnowles@LiveLaFamilia.org

TRI-CITIES (Fremont, Newark, Union City)

Ohlone Community College District
Newark, CA 94560
39399 Cherry Street, Room 1211

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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
26316 Hesperian Boulevard
Hayward, CA 94545

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TRI-VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)

Tri-Valley Regional Occupational Program
1040 Florence Road
Livermore, CA 94550

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