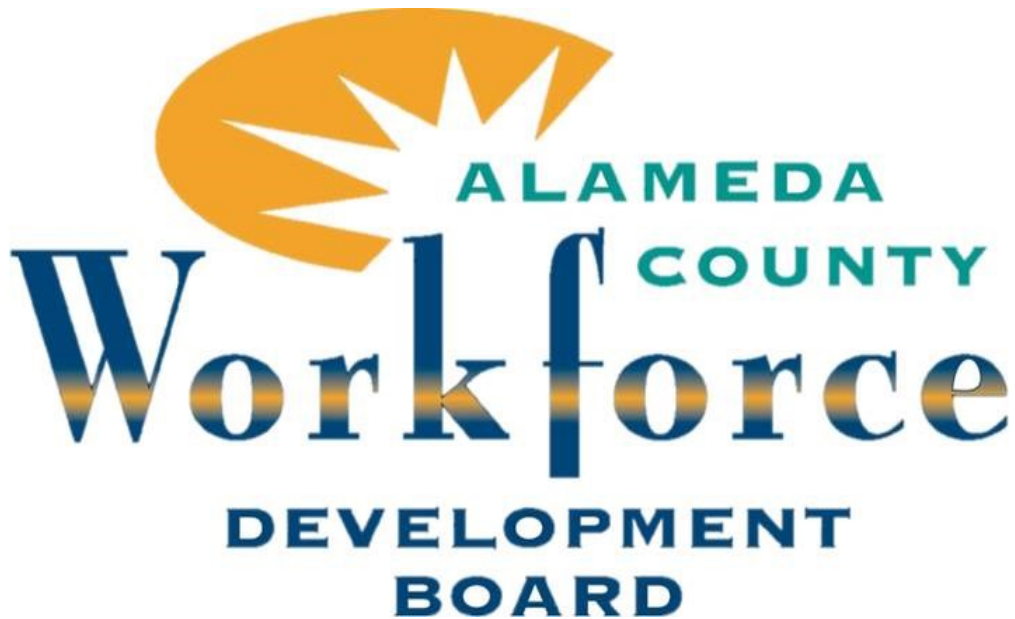


# Youth Committee



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

In partnership with the  
**BOARD OF SUPERVISORS**

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

**April 14, 2025  
1:30 P.M.**

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

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**MEETING NOTICE  
Monday, April 14, 2025  
1:30 P.M. – 3:00 P.M.**

**Hayward Downtown Library  
Fremont Room  
888 C Street  
Hayward, CA 94541**

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

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**AGENDA**

		<b>PAGE</b>
<b>I.</b>	<b>CALL TO ORDER AND ROLL CALL</b>	
<b>II.</b>	<b>PRESENTATION – The Uncuffed Project, Inc - Damon L. Cooke, CEO and Co-Founder</b>	1
<b>III.</b>	<b>PUBLIC FORUM</b>	
	Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker’s name, organization, and reference to which agenda item they are referencing.	
<b>IV.</b>	<b>ACTION ITEMS / PUBLIC HEARING</b>	
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<b>VIII.</b>	<b>MATTERS INITIATED BY COMMITTEE MEMBERS</b>	
<b>IX.</b>	<b>ANNOUNCEMENTS</b>	

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

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

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

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

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

**NEXT YOUTH COMMITTEE MEETING: AUGUST 11, 2025**

## **ITEM II. – PRESENTATION**

### **UNCUFFED PROJECT – DAMON L. COOKE**



Damon L. Cooke is the Director of Community Reintegration, ARC Uncuffed and CEO and Founder of the Uncuffed Project, Inc. Damon is a visionary leader and the driving force behind ARC Uncuffed, a groundbreaking initiative that centers youth at the heart of justice reform. As a division of The Uncuffed Project, Inc., ARC.

Uncuffed was created to meet the urgent need for a less punitive, more developmentally appropriate approach to reentry—making history as California’s first Less Restrictive Program for justice-involved youth. With an unwavering commitment to rehabilitation over recidivism, Damon has championed a step-down model that eases young people out of confinement and into community-based care, offering them structure, stability, and support.

At RISE-Up House, ARC Uncuffed’s flagship residential program, emerging adults ages 18–25 receive life skills training, mentorship, behavioral health support, and family reintegration services in a restorative living environment.

Damon’s leadership is deeply informed by trauma-informed care, cultural competence, and lived experience. His work with ARC Uncuffed provides a blueprint for transforming the juvenile justice system—one that honors second chances, nurtures resilience, and invests in the potential of every young person. Beyond direct services, Damon is a vocal advocate for systems change, pushing for equitable policies, funding, and reforms that prioritize youth development and public safety through healing, not punishment.

For more information or to learn more about the Uncuffed Project, please email Damon at [nomadfounder@theuncuffedproject.org](mailto:nomadfounder@theuncuffedproject.org).

**ITEM IV.A. – ACTION / PUBLIC HEARING**

**SELECTION OF PROVIDER FOR THE YOUTH FUTURE FORCE CAREER PROGRAM IN THE NORTH CITIES SUB-REGION**

**RECOMMENDATIONS:**

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

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

**BACKGROUND:**

On August 12, 2024, the YC approved local area youth and young adult 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 the Alameda County Workforce Development Board (ACWDB) and the General Services Administration (GSA). The 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 proposals for the Out-of-School Youth Future Force Career Program. A total of two proposals were submitted by the January 6, 2025 deadline, for the North Cities sub-region, for the Future Force Program.

On March 3, 2025, ACWDB staff were made aware that there was an additional proposal (which would count as the third) submitted to serve OSY in the North Cities. This third proposal encountered submission issues due to the County’s firewall, resulting in the prevention of the proposal from ever reaching the ACWDB’s general email inbox.

To ensure fairness to all organizations that applied in a timely manner and adhered to the bidding guidelines, the additional proposal that faced an unintentional barrier due to the County’s firewall has been considered for participation in the rating panel process for RFP No. 2025-ACWDB-YP. As a result, the affected bidder was considered and has moved forward with the selection process, as described below.

## **SELECTION PROCESS AND RANKING:**

The Review and Rating Panel consisted of three subject matter experts which convened virtually on Thursday, January 16, 2025 and Friday, March 14, 2025, to review and rate the proposals on the following criteria aligned with the scoring rubric in the RFP, listed as follows:

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

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

**Attachment IV.A.1** reflects the results of the Review Panel's evaluation of the proposals. This includes up to 10 percent if Small Local and Emerging Business (SLEB) eligible. One proposal did not meet the minimum rating score of 75 points.

**Attachment IV.A.2** reflects the Program Summary for the recommended bidder, identifying the targeted population, proposed outcomes, and requested funding amount.

## **FUNDING:**

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

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

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

## **ATTACHMENTS:**

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

IV.A.2.- Program Summary

**List of Bidders for RFP-2025-ACWDB-YP**

**Future Force Career Program**

**Future Force Career Program (Out-of-School)**

<b>North Cities</b>	
<b>Organization Name</b>	<b>Average Score</b>
International Rescue Committee	<b>99.43</b>
Berkeley Youth Alternatives	91.37

**PROGRAM SUMMARY**

**Future Force Career Program (Out-of-School)**

<b>Organization</b>	<b>Service Area</b>	<b>Funding Request # of participants to be served</b>
<b>International Rescue Committee</b>	<b>North Cities</b>	\$298,328 to serve 70 youth
<p><b>Program Summary:</b> To support Out-of-School Youth (OSY) ages 16-24 in the North Cities sub-region by helping them acquire education, skills, and certifications in Industry Sector Occupational Framework (ISOF), enabling competitive entry into the labor force and securing high-quality jobs. Participants will pursue GED and post-secondary education alongside workforce preparation. The program offers trauma-informed, culturally responsive wraparound services, including all 14 mandated WIOA Youth program components, in collaboration with training and education providers. Job placement, career mobility, and retention are facilitated through the IRC’s employer network.</p>		



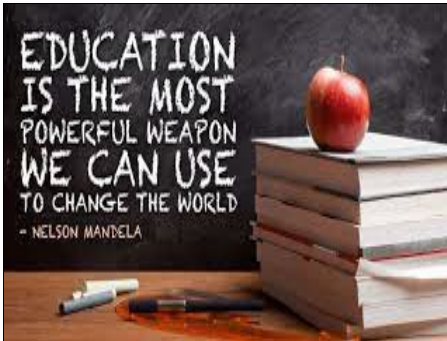
**ITEM V.A. – DISCUSSION**

**THE STORY BEHIND THE NUMBERS – YOUTH PROGRAMS**

**BACKGROUND:**

At the request of the Alameda County Workforce Development (ACWDB), staff members began highlighting success stories and other program activities/events to complement the quantitative element of Workforce Innovation and Opportunity Act (WIOA) reporting. The “Story Behind the Numbers (SBN)” animates and personalizes quantitative data and highlights real WIOA participants who have achieved programmatic milestones (such as employment placement) and successes despite facing challenges with navigating their careers, discovering a career path, or removing barriers to meaningful employment. It also showcases the training and certificates earned by participants and the types of educational and employer partnerships held by ACWDB’s WIOA youth service providers.

The WIOA program is reinforced by an entire system of board staff, program staff, training providers and institutions, and employers, that all play an integral role in assisting participants on their journey. Most importantly, participants often display elevated levels of resilience, persistence, and determination to succeed. The SBN therefore brings real stories about real people in the WIOA program, to light.



**CERTIFICATES EARNED**

- Certified Medical Assistant (CMA)
- Certified Dental Assistant (CDA)
- Department of Motor Vehicles (DMV) Licensing
- Home Health Aide
- High School Diploma
- High School Equivalency or General Educational Development (GED) credential

**ENROLLMENT IN EDUCATIONAL INSTITUTIONS**


- Laney College
- Berkeley City College
- College of Alameda
- Hayward Adult School
- Chabot College
- Merritt College
- Ohlone Community College
- San Francisco State University

**EVENTS AND ACTIVITIES:**

- Back-to-School Party
- Positive Futures Career Fair
- Bay Area Rapid Transit (BART) Career Fair



- Tech Career Fair
- County Resource Fair
- Career Exposure events
- Chabot College field trip
- Financial Literacy Workshops
- Informational Interviews with Key Industry leaders
- Amazon’s “New Hire Process” seminar
- Guest Speakers (e.g. *Advanced Manufacturing, Engineering, Social Justice, Sheriffs Department, Photography, Careers in Law, Construction, Construction Technology, Security, Culinary Science, Sonography and more...*)

	<b>EMPLOYERS AND EMPLOYMENT PLACEMENT</b>	
	<ul style="list-style-type: none"> <li>• Hayward Unified School District</li> <li>• Allied Security</li> <li>• UPS</li> <li>• FedEx Grounds</li> <li>• Kadiant LLC</li> <li>• Hyve Solutions</li> <li>• Iron Worker Local 378</li> </ul>	<ul style="list-style-type: none"> <li>• Costco</li> <li>• MG Auto Connection</li> <li>• Burlington Coat Factory</li> <li>• The Stepping Stones Group</li> <li>• In Home Supportive Services</li> </ul>

**PARTICIPANT OCCUPATIONAL TITLES**

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Sales</li> <li>• Warehouse Worker</li> <li>• Customer Service Representative</li> <li>• Security Guard</li> </ul> | <ul style="list-style-type: none"> <li>• Allocator</li> <li>• Behavioral Technician</li> <li>• Program Leader</li> <li>• Package Handler</li> <li>• Rebar Fabricator</li> <li>• Caregiver</li> </ul> |
|--|--|

**SUCCESS STORIES:**

**Alan’s Story**



Alan was a young father attending one of the Tri-Valley Regional Occupational Program (TVROP) alternative education high schools and was credit deficient. He was a hard worker but was unsure what he wanted to do after high school to support himself and his son.

Alan Received support and guidance to assist him in selecting a career path. Not only did he have access to a community mentor, he attended career talks, a community college field trip and a presentation by the Navy through the WIOA program.

After graduation, Alan continued to work and decided to further his education at a community college of his choice. He was intrigued about joining a branch of the military, largely due to what he learned from the Navy presentation through the WIOA program. He explored his options and ultimately decided to join the Marines and has since began his training in January 2025.

## Gabriel's Story



Gabriel recently graduated High School in June 2024 and felt lost. He did not know what to do next after graduation. While his friends had plans for college or attaining employment, he was unsure of his future. Gabriel stated that he had no clear career path, and being unemployed and out of school left him feeling uncertain about what to do with his life. He needed help figuring things out, so in September 2024 he decided to join the Level Up WIOA Program at Ohlone College in the Tri-Cities area.

The Level Up Program helped Gabriel explore various career pathways, leading him to discover a strong interest in working with cars, particularly in auto mechanics. The Ohlone team supported Gabriel with identifying his passions and showed him different career paths within the auto-industry. The program also provided him with useful tools, such as job search strategies and career readiness skills, so he could better prepare for professional opportunities.

Through the Level Up Program's connection with the Industry Relations team, Gabriel was matched with an internship and TGIF Auto Body in Fremont, California. This opportunity allowed him to gain hands-on experience in the automotive industry and begin building his professional network.

Gabriel began his paid-internship in December 2024 and worked 20hrs per week, Monday through Friday from 1:00PM – 5:00PM and has expressed extreme enthusiasm. Gabriel will continue working with TGIF Autobody until April 4, 2025. Staff have scheduled a site visit around that time to take photos and gather additional information about Gabriel's experience.

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

## ITEM V.B. – DISCUSSION

### ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN

#### BACKGROUND:

As part of the Alameda County Workforce Development Board (ACWDB) Strategic Priorities Two-Year Action Plan (Two-Year Action Plan), formalized in March 2024, the Youth Committee’s strategic priority is to **connect employer voice to education to increase inclusive job competitiveness**.

For Quarter 4 focus, “Recurring Feedback from Key Industry Sectors to Education”, this activity is designed to strengthen communication between industry leaders and educational institutions, ensuring that workforce development strategies align with employer needs. A key component of this effort may include collecting insights from industry professionals to shape future initiatives aimed at improving youth education and pathways to employment. This goal may also directly support the Quarter 6 priority: “Exploring the possibility of developing an apprenticeship program.”

To facilitate this, ACWDB staff have been actively working to connect industry leaders with local educational institutions, such as community colleges, to gain valuable insights.

At this stage, the YC is invited to share ideas related to this activity and its connection to the Quarter 4 goal. Additionally, requesting the YC to provide input on how the activity should take shape and suggest the best approach to strengthening connections between education and industry.

Below are some key questions to guide the discussion:

1. How do you envision establishing recurring feedback from key industry sectors to educational institutions? What methods or channels would you recommend for facilitating this communication?
2. What role do you see the YC playing in gathering and utilizing feedback from industry sectors to inform educational efforts?
3. Who should be involved in the feedback loop—community colleges, K-12 institutions, employers, current youth or alumna, or other stakeholders?
4. What specific outcomes or goals do you hope to achieve through this feedback process, and how can we ensure that this information is effectively utilized?

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

#### ATTACHMENT:

V.B.1. – ACWDB Strategic Priorities Action Plan 2024-2026

# Alameda County WDB Action Plan 2024-2026

	Launch – Q1 (Jul-Sept '24)	Q2	Q3 (Jan-Mar '25)	Q4	Q5 (Jul-Sept '25)	Q6	Q7 (Jan-Mar '26)	Q8	Victory (Jul-Sept '26)
<b>Sector Insights</b>  <b>S&amp;S</b>	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
<b>Outreach</b> For WDB member engagement/ Recruitment  <b>EXEC</b>	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
<b>Bridging Gaps</b>  <b>YC</b>	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.
<b>Business Engagement Resources</b>  <b>S&amp;S</b>			-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
<b>Barrier Removal &amp; Increasing Access</b>  <b>OE</b>		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

### 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 VI.A. – INFORMATION**

**PROGRAM PROGRESS REPORT PY 2024/2025**

**BACKGROUND:**

The Alameda County Workforce Development Board (ACWDB) staff conduct annual program monitoring for Youth and Young Adult programs to evaluate outcomes, performance, and ensure that contractual obligations are being met. Staff develop an annual Progress Report usually with recommendations for contract renewals. However, June 30, 2025 marks the end of the current four-year procurement cycle so there are no recommendations for contract renewals.

The third quarter progress report was not available at the time of the YC packet was compiled and a handout will be provided at the April 14, 2025 meeting.

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

## **ITEM VII.A. – REPORTS**

### **LOCAL AREA PERFORMANCE REPORTS** **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 3/31/2025**

#### **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.

#### **AVAILABILITY OF REPORTS:**

At the time that the Youth Committee (YC) packet items were due, the LAP Reports were not yet available for quarter-ending 3/31/2025. Therefore, the reports and analysis will be distributed as handouts during the April YC meeting.

Please contact Michele G. Garcia, MIS Administrator if you have any questions regarding this report. You can reach Michele by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).



## **ITEM VII.B. – REPORTS**

### **YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS** **PY 2024/2025; QUARTER 3 (JULY 1, 2024 THROUGH MARCH 31, 2025)**

#### **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

#### **AVAILABILITY OF REPORTS:**

At the time that the Youth Committee (YC) packet items were due, the Youth Contract Performance Indicators Reports for quarter-ending 3/31/2025 were not yet available. Therefore, the reports and analysis will be distributed as handouts during the YC meeting.

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](mailto:mggarcia@acgov.org).