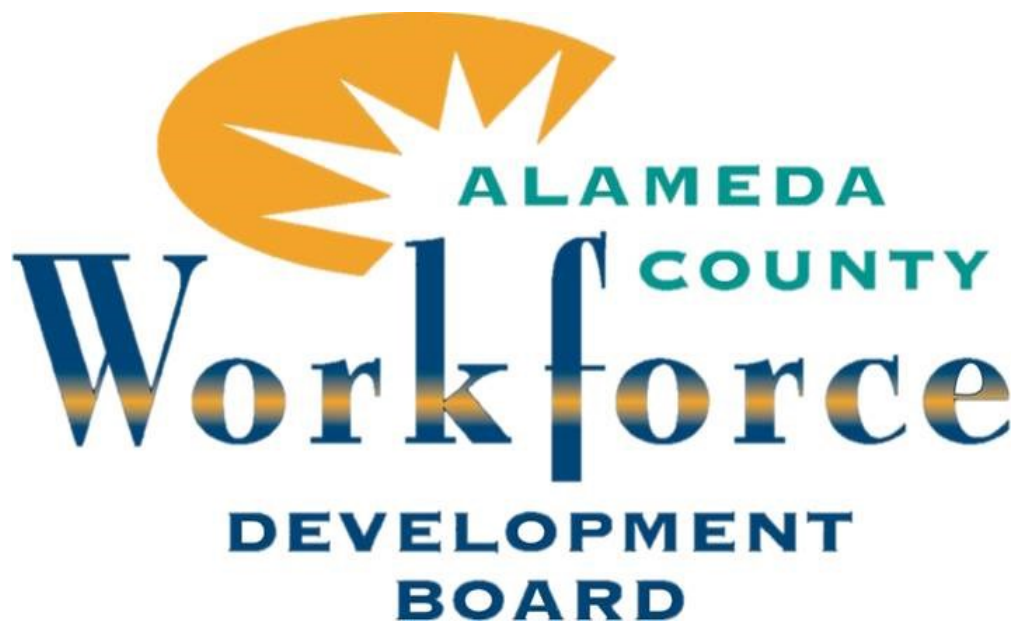


QUARTERLY BOARD MEETING



(<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**

**September 11, 2025
9:00 A.M.**

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)

MEETING NOTICE

Thursday, September 11, 2025
9:00 AM – 12:00 Noon

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

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

AGENDA

PAGE

I. PROCEDURAL ITEMS

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

II. PRESENTATION – Tuan Nguyen, Laney College - Artificial Intelligence (AI) Initiatives in the Community College System

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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

- A. Quarterly Minutes - May 8, 2025
- B. Amendment to the Workforce Innovation and Opportunity Act (WIOA) Training Policy
- C. Department of Rehabilitation and America's Job Center of California (DOR/AJCC) Collaboration Grant

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V. ACTION ITEMS – PUBLIC HEARING

- A. Selection of New Adult and Dislocated Worker Service Provider for PY 2025-2026
- B. Revised Funding Recommendations for Workforce Innovation and Opportunity Act (WIOA) Service Providers for Program Year 2025/2026
- C. Approval of Alameda County Workforce Development Board Recommended Annual Budget for Program Year 2025/2026
- D. Ratify Local Chief Elected Official Agreement Between the Alameda County Workforce Development Board and the County of Alameda Board of Supervisors

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IX. MATTERS INITIATED BY BOARD MEMBERS

X. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF

Recognition of Lisa Meza, Youth Committee Vice Chair

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: DECEMBER 11, 2025

ITEM II. – PRESENTATION

TUAN NGUYEN, LANEY COLLEGE **ARTIFICIAL INTELLIGENCE (AI) IN THE COMMUNITY COLLEGE SYSTEM**



Tuan Nguyen is a distinguished academic leader and Chair of the Artificial Intelligence Department at Laney College. As a tenured faculty member with extensive expertise in AI and computer programming, he offers a unique combination of academic rigor and practical experience, drawing from his professional background in integrated circuit design, hardware/software co-design, and application developments.

Tuan is widely recognized for advancing applied AI education throughout California. His teaching is strengthened through active collaborations with top technology companies, including Intel, AWS, NVIDIA, Microsoft, and Google, ensuring students acquire both core knowledge and industry-relevant skills.

In 2023, Tuan led a successful statewide initiative to establish a new Artificial Intelligence discipline within the California Community College (CCC) system, which received formal state approval in July 2024. As a founding leader of the Bay Area AI Center of Excellence (baaicoe.org), he now supports AI workforce development across all 28 community colleges in the Bay Area.

In June 2025, Tuan and Laney College hosted the first-of-its-kind AI Futures Hackathon at Laney, bringing together more than 200 participants to explore AI solutions for real-world challenges ([Event Recap](#)). The following month, under his leadership, Laney launched state-approved AI curriculum and programs for community colleges (laney.edu/ai) — The first AI department and the first comprehensive state-approved AI curriculum/programs in California!

Tuan also serves on the Operations Team of the California Community Colleges Artificial Intelligence Consortium (cccaic.org), and partners with the Oakland Vietnamese Chamber of Commerce and the City of Oakland to support AI integration for local businesses.

He holds a B.S. in Electrical Engineering and Computer Science from the University of California, Berkeley, and an M.S. in Electrical Engineering from Stanford University. For additional information, please contact tuannguyen@peralta.edu.

ITEM IV.A. - CONSENT

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD

QUARTERLY MINUTES - MAY 8, 2025

MEMBERS PRESENT

Tyler Abbott
Sumitra Angepat
Prem Bajaj
Joslyn Buckner
Stacy Cooper Dent
Jonathan DeLong
Kelly Johnson
Doug Jones
Chiman Lee
Crystal Korbass
Jaime Mather
Josette Moss
Kalpana Oberoi
Matt Pawluk
Kennan Scott

MEMBERS ABSENT

Stephen Baiter
Dyrell Foster
Lucy Lopez
Adam Masters
Travers McNeice
Matt Kreutz
Justin Real
Linda Renteria
Mateo Torrico

STAFF PRESENT

Rhonda Boykin
Latoya Reed-Adjei
Erron Christmas
Javier Contreras
Ayana Cruz
Michele Garcia
Sheroza Haniff
Jennifer Mitchell
Darlene Sloan Hawkins
Charles Turner
Jennifer Victorica
Irene Wu

Chairperson Johnson called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:09 A.M. on Thursday, May 8, 2025. A quorum was present.

ITEM I.B. CHAIRS' REPORT.

Chairperson Johnson welcomed new board members:

- Jamie Mather, Deputy Director of Operations and Development at Construction Trades Workforce Initiative
- Josette Moss, Financial Secretary – Treasurer of the ATU Local 192
- Sumitra Angepat, Vice President, Global Drug Substance Biologics at Bayer Pharmaceuticals

Chairperson Johnson provided highlights from the April 30, 2025, Executive Committee meeting including:

- Action Items:
 - Workforce Innovation and Opportunity Act Formula Funding Allocation Methodology for Program Year 2025/2026
 - Funding Recommendations for Workforce Innovation and Opportunity Act Service Providers for Program Year 2025/2026

- Approval of Alameda County Workforce Development Board Preliminary Annual Budget –Program Year 2025/2026

ITEM I.C. – COMMITTEE CHAIRS’ REPORTS.

The April 9, 2025 Organizational Effectiveness Committee meeting was canceled with the consultation of the Committee Chair due to a lack of action items.

Prem Bajaj, Chair of the Youth Committee (YC) reported the following updates from the April 14, 2025 meeting:

- A presentation on the Uncuffed Project from Damon L. Cooke in honor of Second Chance Month
- Action Item:
 - Selection of Provider for the Youth Future Force Career Program in the North Cities Sub-Region
- Discussion Items:
 - The Story Behind the Numbers – Youth Programs
 - ACWDB Strategic Priorities Two-Year Action Plan
- Information Item:
 - Program Progress Report PY 2024/2025

Staff reported the following updates from the April 16, 2025, Systems and Strategies (S&S) Committee

- Presentation: Stephen Baiter, Executive Director of the East Bay Economic Development Alliance (EDA) highlighting resources for employers, job seekers, and workforce professionals offered through the East Bay EDA’s website
- Action Items:
 - Selection of Tri-Valley Adult and Dislocated Worker Service Providers for PY 2025 through 2029
 - Business Engagement Model and Business Engagement Plan
 - Memorandum of Understanding (MOU) MOU Development for WIOA Mandated Partners
- Discussion Items:
 - Adult/Dislocated Workers Story Behind the Numbers
 - Re-Entry Services Update
 - ACWDB Strategic Priorities Two-Year Action Plan
- Information Items:
 - Adult/Dislocated Workers Progress Report

- Metrix Learning with EMS Corps EMT Project Update
- American Rescue Plan Act Project Update; and
- Student Training and Employment Program (STEP) Forward Project Update

ITEM I.D. – DIRECTOR’S REPORT. Director Rhonda Boykin welcomed the Board, expressed appreciation to all staff members, providers, partners who have devoted their careers to public service and provided the following updates:

General Update:

- Latoya Reed-Adjei has been appointed the Assistant Director of ACWDB

Legislative Updates:

- An Executive Order (EO) was signed on April 23, 2025, focusing on creating well-paying jobs, increasing apprenticeships, and developing skills pathways to boost American manufacturing. The EO aims to consolidate and streamline fragmented federal workforce development programs, with a goal of expanding Registered Apprenticeships to meet the growing demand for skilled trades and address urgent workforce needs in emerging industries. The Departments of Labor, Commerce, and Education are responsible for recommending program restructuring and identifying ineffective workforce development and education programs
- The Trump Administration released its "skinny" budget for FY 26, proposing significant cuts to WIOA Title I and increased flexibility for States and locals in workforce spending, with a focus on apprenticeships. Key details include:
 - A \$1.63 billion (22.6%) cut to non-defense investments
 - Consolidation of various federal workforce grants into a single grant, "Make America Skilled Again" (MASA), likely resulting in a 29% reduction in federal workforce investments
 - A \$4.6 billion (35%) cut to the U.S. Department of Labor
 - Complete elimination of other workforce and education programs
- Current WIOA Title I funding levels remain until September 30, 2025. Next steps involve the Labor and Health and Human Services (HHS) Appropriation Subcommittees in both the House and Senate developing their own Appropriations bills over the summer. By September, there may be a need for another Continuing Resolution (CR). If Republicans and Democrats can reach an agreement on appropriations, it will require a 60-vote threshold in the Senate
- Staff testified in Sacramento before the Senate Labor, Public Employment and Retirement policy committee on SB 617, sponsored by Senator Arreguin. The bill includes staff proposed changes to the WARN reporting requirements

Grant Updates:

- In alignment with the future direction of workforce development, ACWDB has applied for the California Opportunity Youth Apprenticeship grant, a planning proposal in collaboration with San Leandro Adult and Career Education Center for young adults (aged 18-24) which will register two key health care programs (CNA and LVN) with Division Apprenticeship Standards (DAS)
- ACWDB has also been included in several applications for Affordable Housing and Sustainable Community Program which fund affordable housing and transportation projects close to jobs, schools, and other daily destinations to help California meet both its climate and equity goals. If awarded, our role would be to provide career services at new housing in Alameda County

Workforce System Updates:

- Both the Local and Regional plans have been submitted to the California Workforce Development Board with approval from the BOS on ACWDB's local plan to follow.
- Staff are preparing contracts which yielded from the procurement process beginning July 1, 2025. Contracts with service providers will be initiated and routed to the BOS for final execution after action from the full Board
- The Adult /Dislocated Worker services procurement in the North Cities subregion yielded no responses. As a result staff are evaluating the capacity of several organizations within the region to provide services for one year, another procurement cycle launch is expected to follow
- Community Engagement/Events:
 - Staff participated in the Reentry Job Fair on April 24, 2025
 - AmBayArea Summit – ACWDB and Rubicon staff participated in the workforce development session facilitated by our EASTBAY Works Manufacturing Liaison at the AMBayArea Summit. The panel discussion provided insights on services offered to businesses including On The Job Training, Incumbent Worker and Cohort training, a rapid response. Veev and Acme appliances were the represented employers
 - WorkCon Conference– Staff attended the WorkCon conference and have learned about best practices and programs. The event also featured our Board Chair, Kelly Johnson, as an employer panelist

ITEM II. – PRESENTATION.

Jennifer Stephens-Pierre is the Director of the Alameda County Area Agency on Aging, Executive Partner of the Alameda County Aging and Disability Resource Connection, and Manager of the County Veterans Service Office presented information on the Senior Community Employment Program

ITEM III. - PUBLIC FORUM.

Chairperson Johnson opened the Public Forum, and with no comments from the public the Public Forum was closed.

ITEMS IV. - CONSENT.

IV.A. - Quarterly Minutes March 13, 2025

IV.B. - Selection of Provider for the Youth Future Force Career Program in the North Cities Sub-Region

IV.C. – Memorandum of Understanding between the ACWDB and Required Partners of the America’s Job Center of California System PY 2025-2028

A motion to approve the recommendations was made by **Abbott/Corbas/carried.**

ITEM V.A. – SELECTION OF NEW ADULT AND DISLOCATED WORKER SERVICE PROVIDER FOR PY 2025-2029.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the following recommendations:

1. Select Chabot-Las Positas Community College District as a Sub-Regional Career Services Provider (CSP) for service delivery to Adults/Dislocated Workers (A/DW) in the Tri-Valley area;
2. Direct staff to negotiate contracts effective July 1, 2025-June 30, 2029, for Sub-Regional Career Services;
3. Allow staff to apply the Workforce Innovation and Opportunity Act (WIOA) Formula funding allocation methodology to establish contract maximums; and,
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 contract outcomes and deliverables are met and barring any significant legislative changes and/or availability of A/DW Formula funds.

Jennifer Victorica provided background on the item and welcomed comments.

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

ITEM V.B. – APPROVAL OF BUSINESS ENGAGEMENT PLAN AND BUSINESS ENGAGEMENT MODEL.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) review and approve the updated 2025-2029 Business Engagement Model (BEM) and Business Engagement Plan (BEP).

Darlene Sloan Hawkins provided a background presentation on the item and welcomed comments.

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

ITEM V.C.- WORKFORCE INNOVATION AND OPPORTUNITY ACT FORMULA FUNDING ALLOCATION METHODOLOGY FOR PROGRAM YEAR 2025/2026.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the Workforce Innovation and Opportunity Act (WIOA) Formula Funding Allocation Methodology for Program Year (PY) 2025/2026, as shown on Attachment V.C.1.

Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM V.D. – FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) SERVICE PROVIDERS FOR PY 2025/2026.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the following:

1. Accept funding recommendations for contract maximums for WIOA service providers for PY 2025/2026 (See Attachment V.D.1);
2. Allow additional funds from Discretionary / Special Projects to be added during the program year with additional clients to serve and added performance;
3. If the PY 2025/2026 WIOA Formula funding allocations to Alameda County are less than the estimated levels in the percentage allocation process approved by the ACWDB, then a relative share percentage reduction for each of the selected providers will be applied to determine the PY 2025/2026 funding awards;
4. Direct staff to initiate contracts and negotiate approved contract performance goals commencing July 1, 2025, using the final WIOA allocations from the State.

Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM V.E. - APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD PRELIMINARY ANNUAL BUDGET – PY 2025/2026.

Chairperson Johnson read the recommendation:

That the Alameda County Workforce Development Board (ACWDB) approve the Preliminary Annual Budget, as presented in Attachment V.E.1-2, for Program Year (PY) 2025/2026 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants.

Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM VI.- DISCUSSION

Updates from Committee discussions regarding the ACWDB Strategic Priorities Two-Year Action Plan Quarter Four were presented to the Board. The full Board were welcome to provide input.

ITEMS VII. – REPORTS

Report Items started on page 60 of the packet.

ITEMS VIII. - INFORMATION

Information Items started on page 88 of the packet.

ITEM IX. –ELECTION OF OFFICERS

The Parliamentarian conducted the Election of Officers. Matt Pawluk was unanimously voted to become Board Chair; Kennan Scott was unanimously voted to become the Board Vice-Chair.

ITEM X. - MATTERS INITIATED BY BOARD MEMBERS

Kelly Johnson requested updates on the Job Search Academy.

ITEM XI. - ANNOUNCEMENTS

The Director recognized the service of outgoing Board members Tyler Abbott, Travers McNeice, and Kelly Johnson, plaques were presented.

The meeting was adjourned at 11:51AM

ITEM IV.B. – CONSENT

AMENDMENT TO THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TRAINING POLICY

RECOMMENDATIONS:

That the Alameda County Workforce Development Board's (ACWDB) Systems and Strategies Committee approve the following amendments to the Workforce Innovation and Opportunity Act (WIOA) Training Policy:

1. Increase the per-participant training cap from \$5,000 to \$7,500; and,
2. Increase the per-participant training cap for occupational skills training combined with On-the-Job Training from \$7,500 to \$10,000.

BACKGROUND:

The current training cost cap per participant has been in place for a period that exceeds the last 15 years. As the cost of providing services continues to rise, staff are seeking to increase ACWDB's training cap to align with those increasing costs. WIOA frontline staff have acknowledged that the increased costs associated with training may require some participants to cover portions of training costs that are above current cost caps.

In program year 2025/2026, ACWDB has increased the training set-aside percentage from 20% to 30% in hopes that this modification will aid in meeting the state-mandated training expenditure requirement more easily – and to aid in the transition should WIOA reauthorization include a higher training expenditure requirement as was witnessed in the last attempt at reauthorization that went before congress.

In summary, the proposed increase could:

- Alleviate participant hardship due to high training costs;
- Aid the ACWDB in meeting the state-mandated training expenditure requirement; and,
- Position ACWDB to more easily adapt to the possibility of a higher training expenditure requirement in the future.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE DISCUSSION:

S&S Committee members engaged in discussion regarding the proposed changes and were interested in:

- How many participants had been paying for portions of their training out-of-pocket;
- Whether there would be any financial implications as a result of this new policy change;
- Whether the new (higher) cap would be sufficient to cover the cost of most training programs; and
- How long it had been since the cap was set at the current cap?

While only very few participants were being asked to pay out-of-pocket for part of their occupational skills training, it had happened at least a few times over the last few years.

Financial implications would be that ACWDB might more easily meet our training expenditure requirement as imposed by the State of California for WIOA training funds.

The existing training cost cap has been in place for longer than fifteen years – and the new proposed training cost cap would be sufficient to cover training costs for most of the occupational skills training program costs. There will continue to be an option to waive the cost cap and allow an additional \$2,500 per participant if extenuating circumstances exist – and those will be considered and approved on a case-by-case basis.

The S&S Committee unanimously passed this recommendation.

For additional information please contact Michele G. Garcia, MIS Administrator through email at mggarcia@acgov.org or by phone at (510) 259-3802.

ITEM IV.C. – CONSENT

DEPARTMENT OF REHABILITATION AND AMERICA’S JOB CENTER OF CALIFORNIA (DOR/AJCC) COLLABORATION GRANT

SYSTEMS AND STRATEGIES (S&S) COMMITTEE RECOMMENDATION:

Authorize staff to release a request for quotation to support the implementation of the DOR/AJCC Collaboration grant which includes technical assistance, job placement assistance, and consultancy to support the DOR/AJCC Collaboration grant.

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) received a grant award from the California Employment Development Department (EDD), in partnership with the Department of Rehabilitation (DOR), in the amount of \$993,000 to address systemic-level challenges and improve workforce development services for individuals with disabilities through services and by shifting perceptions and narratives, therefore strengthening workforce partner coalitions and institutionalizing knowledge within the region. Funding will also be used to improve access to the Comprehensive America’s Job Center of California (AJCC) for individuals with disabilities. Over the course of two years, the project aims to serve 30 individuals with disabilities, or 15 per year, through co-enrollment efforts.

This initiative (DOR/AJCC Collaboration) aims to bring ACWDB’s Comprehensive and DOR together to facilitate co-case management through roundtable meetings and case conferencing that support the integration of AJCC and DOR services, fostering a more effective, efficient, and holistic system that meets participant needs. By enhancing services and integrating processes, individuals will be empowered with the knowledge, resources, and support they need to thrive.

Other strategies that will be incorporated include facilitating the establishment of a community of learning among AJCC staff, DOR, and key workforce partners, narrative change work, and employer engagement. By cultivating a culture of collaboration and information sharing, the workforce system will be reinforced. This project aims to bolster the core tenets of California’s Competitive and Integrated Employment (CIE) Blueprint to help more job seekers with disabilities achieve competitive wages within integrated settings with quality job employers. The organization selected will provide the technical support and job placement assistance to meet the initiative’s job placement goals, while also supporting the intended narrative shift as it relates to accessible employment opportunities for individuals with disabilities.

S&S DISCUSSION:

Committee members did not have any questions regarding this item. The item was passed unanimously.

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

ITEM V.A. – ACTION / PUBLIC HEARING

SELECTION OF NEW ADULT AND DISLOCATED WORKER SERVICE PROVIDER FOR PY 2025-2026

SYSTEMS AND STRATEGIES (S&S) COMMITTEE RECOMMENDATIONS:

That the S&S Committee approve the following recommendations:

1. Select Lao Family Community Development, Inc. (Lao Family) as a Workforce Innovation and Opportunity Act (WIOA) Sub-Regional Career Services Provider (CSP) for service delivery to Adult and Dislocated Workers in the North Cities area;
2. Direct staff to negotiate a contract effective July 1, 2025-June 30, 2026, for WIOA Sub-Regional Career Services; and
3. Allow staff to apply the WIOA Formula funding allocation methodology to establish contract maximums.

BACKGROUND:

On September 12, 2024, the Alameda County Workforce Development Board (ACWDB) approved staff to release Request for Proposals (RFP) for the Comprehensive America's Job Center of California (AJCC) Operator and Career Services, Sub-Regional CSPs, and Targeted CSPs. However, the RFP seeking Sub-Regional CSPs did not yield the necessary bid submissions for service coverage in the North Cities, which is inclusive of Albany, Alameda, Berkeley, Emeryville, and Piedmont.

With no qualifying score for the North Cities, staff relaunched a procurement to support the goal of providing services in the North Cities, aligning with the ACWDB's previous approval of the sub-regional approach. However, the second procurement did not yield any responses for services in the North Cities.

Provider Selection:

The selection of Lao Family as a WIOA Career Service Provider is deemed as a non-competitive procurement as defined by the Code of Federal Regulations (CFR) 200.320(C), in that after soliciting several sources, competition is determined inadequate as evidenced by two failed procurements. As a federal program, WIOA requires specialized knowledge of requirements to effectively manage programs and remain in compliance with federal regulations.

Lao Family was selected due to their longstanding presence in and knowledge of career services within the North Cities. Lao Family has the required experience and success in the implementation of WIOA programming, as a current WIOA Career Service Provider for the Oakland Workforce Development Board. The one-year contract term will allow

staff additional time to procure services in the North Cities at a later date, while preventing a lapse of services to the North Cities sub-region.

Funding:

Staff have utilized contract maximums established at the quarterly May 8, 2025 ACWDB meeting, to determine final contract funding amounts.

Program Summary:

Organization	Service Area	Funding / # of participants
Lao Family Community Development, Inc.	North Cities	\$116,787 to serve 13 Adults, 8 Dislocated Workers
Lao Family Community Development, Inc. will: <ol style="list-style-type: none">1. Serve as Career Services Provider for the North Cities, leveraging existing partnerships with local community-based organizations, employers, adult schools, and internal community college departments, to best serve priority populations within the sub-region.2. Incorporate staff within Berkeley Adult School to have a presence within ACWDB's local area.3. Provide training opportunities to North Cities residents, ensuring alignment with the Industry Sector Occupational Framework (ISOF), and in response to local employer needs.		

S&S DISCUSSION:

Committee members had questions regarding potential changes to the procurement process that may yield more bids, and staff shared additional support to spread the word regarding the opportunity, offered by Board of Supervisor staff. Staff also shared potential reasons for no eligible bids, including the perception that a longstanding provider may be selected, and that should further procurement efforts fail, staff will reconvene and consider best next steps at that time. Committee members also inquired about the information about service delivery in the interim, since the start of the program year. Staff shared ramping efforts that have been underway in anticipation of a contract. The item was passed unanimously.

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

ITEM V.B. - ACTION / PUBLIC HEARING

REVISED FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) SERVICE PROVIDERS FOR PROGRAM YEAR 2025/2026

EXECUTIVE COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board approve of the following:

1. Accept revised funding recommendations for contract maximums for WIOA service providers for PY 2025/2026 (See Attachment V.B.1) resulting from final WIOA allocations from the State of California; and,
2. Authorize staff to revise contracts and contract performance goals based on increased funding.

BACKGROUND:

On September 12, 2024, the ACWDB approved the release of four (4) Request for Proposals (RFP) processes for WIOA program services: 1) Comprehensive America's Job Center of California (AJCC) and Career Services; 2) Sub-Regional Career Services; and 3) Targeted Career Services; and 4) Youth Services. The ACWDB approved selection of WIOA program services providers at its March 13, 2025 and May 8, 2025 meetings, with the exception of the Sub-Regional Career Services for the North Cities. Selection of remaining providers was approved by ACWDB Committee in August 2025 and is scheduled for approval by the full ACWDB in September 2025. This recommendation addresses PY 2025/2026 revised funding levels for all WIOA providers.

On May 8, 2025, the ACWDB approved preliminary funding recommendations for WIOA service providers. At that time, PY 2025/2026 WIOA Formula allocations were not yet available from the State of California. Preliminary funding recommendations were based on PY 2024/2025 WIOA Formula allocations and the approved WIOA Formula Funding Allocation Methodology, and included approximately \$2.7 million for WIOA service providers. These funding recommendations established contract maximums for PY 2025/2026, and authorized staff to move forward with WIOA service provider contracts. This approval allowed for decreases in the final PY 2025/2026 WIOA Formula Allocations, but required additional approval by the ACWDB if final PY 2025/2026 WIOA Formula Allocations increased over PY 2024/2025 levels.

PY 2025/2026 WIOA Adult, Dislocated Worker, and Youth Formula allocations were issued by the State of California on May 28, 2025. PY 2025/2026 WIOA Rapid Response and Rapid Response Layoff Aversion funding allocations were issued on July 17, 2025. Overall, ACWDB received a net increase of \$3,423.363 (60.1%) from PY 2024/2025 WIOA Formula funding. Application of the approved WIOA Formula Funding Allocation Methodology would result in the availability of approximately \$4.3 million for WIOA service providers, an increase of

approximately \$1.6 million over the amounts approved in May 2025. In light of continued uncertainty at the federal budget level, staff is recommending revised funding recommendations for approximately 50% of this increase (\$809,425) at this time. Additional service delivery strategies and funding recommendations for the remaining funds will be brought to the ACWDB later in 2025.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on August 27, 2025. Discussion focused on increases to WIOA funding allocations, impact on service providers and options for additional services using funds held in reserve. The item passed unanimously.

For further information, please contact: Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 or via email at: jennifer.mitchell@acgov.org.

ATTACHMENT:

V.B.1. WIOA Funding Recommendations for PY 2025/2026

WIOA FUNDING RECOMMENDATIONS FOR PY 2025/2026
DETAIL BY CONTRACT SERVICE PROVIDER

	PROGRAM	AREA / SUB- REGION	% of ALLOCATION	FUNDING RECOMMENDATION May 2025	FUNDING RECOMMENDATION September 2025
PROVIDER					
IN-SCHOOL YOUTH PROVIDERS (1)			25%	\$292,479	\$292,479
EDEN REGIONAL OCCUPATIONAL PROGRAM	Youth Innovation Program (In-School)	EDEN	58%	\$169,638	\$229,031
TRI-VALLEY REGIONAL OCCUPATIONAL PROGRAM	Youth Innovation Program (In-School)	TRI-VALLEY	42%	\$122,841	\$165,850
OUT-OF-SCHOOL YOUTH PROVIDERS			75%	\$877,435	\$877,435
INTERNATIONAL RESCUE COMMITTEE	Young Adult Future Force Career Program (Out-of-School)	NORTH CITIES	34%	\$298,328	\$402,779
OHLONE COMMUNITY COLLEGE DISTRICT (CD)	Young Adult Future Force Career Program (Out-of-School)	TRI-CITIES	23%	\$201,810	\$272,468
ALLIANCE FOR COMMUNITY WELLNESS/LA FAMILIA	Young Adult Future Force Career Program (Out-of-School)	EDEN	43%	\$377,297	\$509,396
Sub-total Youth Providers				\$1,169,914	\$1,579,524
RUBICON PROGRAMS	Comprehensive AJCC	EDEN	39%	\$609,594	\$765,522
OHLONE COMMUNITY CD	Adult & Dislocated Worker Career Services	TRI-CITIES	26%	\$406,396	\$510,348
CHABOT-LAS POSITAS COMMUNITY CD	Adult & Dislocated Worker Career Services	TRI-VALLEY	14%	\$218,829	\$274,803
LAO FAMILY COMMUNITY DEVELOPMENT	Adult & Dislocated Worker Career Services	NORTH CITIES	10%	\$153,243	\$237,204
INTERNATIONAL RESCUE COMMITTEE	Targeted Career Services		11%	\$175,000	\$175,000
Sub-total AJCC/Career Service Providers				\$1,563,062	\$1,962,877
Total WIOA Funding Recommendations (2)				\$2,732,976	\$3,542,401

- (1) In-school youth funding planned at 25% of total youth provider funding, based on ACWDB approval in May 2021.
- (2) For May 2025 funding recommendations, amounts were based on the approved WIOA Formula Funding Allocation Methodology, and represented contract maximums. Actual funding awards for PY 2025/2026 have changed based on final WIOA Formula Allocations and other restrictions for contract awards.

For August 2025 funding recommendations, amounts are based award of 50% of increase from WIOA Formula Funding Allocation Methodology applied to final WIOA Formula Allocations for PY 2025/2026. The remaining 50% will be brought back to the Executive Committee and full Board for additional consideration.

ITEM V.C. – ACTION / PUBLIC HEARING

APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD RECOMMENDED ANNUAL BUDGET – PROGRAM YEAR 2025/2026

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board approve the Recommended Annual Budget, as presented in Attachment V.C.1-2, for program year (PY) 2025/2026 for Workforce Innovation and Opportunity Act (WIOA) activities and services funded by the WIOA Formula Allocations and Discretionary Grants.

BACKGROUND:

Each year the ACWDB approves an annual budget for the activities and services implemented in the Local Workforce Development Area (Local Area). At a minimum, the annual budget includes WIOA Adult, Dislocated Worker, Rapid Response, and Youth Formula funding allocated to the Local Area. Where applicable, the annual budget shall include other revenues under the direction of ACWDB. The budget addresses grant-source revenues, and the projected ACWDB Department and WIOA program expenditures for the full program year of July 1, 2025 through June 30, 2026, as presented in the attachments to this Item.

It is stated in the ACWDB Bylaws that the Executive Committee will review the annual budget and present recommendations to the full Board.

BUDGET CONSIDERATIONS:

Revenue for PY 2025/2026

WIOA Formula Grants – State Allocations

PY 2025/2026 WIOA Adult, Dislocated Worker, and Youth Formula allocations were issued by the State of California on May 28, 2025. PY 2025/2026 WIOA Rapid Response and Rapid Response Layoff Aversion funding allocations were issued on July 17, 2025. Overall, ACWDB received a net increase of \$3,423,363 (60.1%) from PY 2024/2025 WIOA Formula funding.

WIOA Adult, Dislocated Worker and Youth funding increased by \$973,142 (60.9%), \$930,739 (43.8%) and \$1,158,069 (70.0%), respectively. Rapid Response funding increased by \$247,223 (100.0%), and Rapid Response Layoff Aversion funding increased by \$114,190 (157.1%).

Training Set-Aside

For PY 2025/2026, California WIOA requires that each Local Board spend an amount that equals at least 30% of the total WIOA Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, two-thirds (2/3) must be from the WIOA Adult and/or Dislocated Workers Formula funds, and up to one-third (1/3) of the 30% amount may be from other funds, including WIOA Discretionary funds

and non-WIOA funds spent on training of participants. Local Boards may choose to spend only WIOA Adult/Dislocated Worker funds to meet the 30% training expenditure requirement.

Legislative activity at the federal level indicates that the minimum training expenditure requirement will increase significantly with WIOA Reauthorization; the increase may be up to 50% of WIOA Adult and Dislocated Worker Formula funds required for training expenditures. The ACWDB approved a proactive, incremental training expenditure increase to 30% of Adult and Dislocated Worker funding for PY 2025/2026. The use of WIOA Discretionary funds and other non-WIOA funds spent on training will still be tracked, while WIOA Adult/Dislocated Worker funds are budgeted to meet the full 30% training expenditure required by the State.

Discretionary Grants

ACWDB staff have been proactive in applying for and winning several discretionary grant awards over the past several years. Funds from discretionary grants can be used to support current programs, but typically allow for an expanded range of services and strategies for a variety of target groups. Discretionary funds supplement the WIOA Formula allocation and enhance services as well as offset administrative costs for special projects.

The American Rescue Plan Act initiatives with the Alameda County Community Development Agency and Social Services Agency, the Prison-to-Employment 2.0 (P2E 2.0) project, the High Road Training Partnership Marine Trades Project (MTWTC), and the Student Training and Employment Program (STEP) Forward grant will continue funding and services into PY 2025/2026. The California Workforce Development Board is currently processing no-cost extensions of the P2E 2.0 and MTWTC grants, which extend both projects into PY 2026/2027.

ACWDB was recently awarded a new Department of Rehabilitation/America's Job Centers of California Collaboration Project grant for \$993,000 to provide employment, training and work readiness services to eligible participants through 2028. The overall result is a net decrease of \$927,800 in total discretionary grant planned revenue from PY 2024/2025 to PY 2025/2026, depending on actual carry-over funding as of 6/30/25. Additional grant applications are in process, and the annual budget will be updated as appropriate based on funding awards.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on August 27, 2025. Discussion focused on increases to WIOA funding allocations, how WIOA funding levels are determined at the federal and state level, impact on service providers and training strategies, and options for additional services using funds held in reserve. The item passed unanimously.

For further information, please contact Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 / email at: jennifer.mitchell@acgov.org.

ATTACHMENTS:

V.C.1. - WIOA Formula and Discretionary Grant Revenues – July 1, 2025 through June 30, 2026

V.C.2. - Planned Expenditures of ACWDB Revenues – July 1, 2025 through June 30, 2026

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

RECOMMENDED ANNUAL BUDGET - PY 2025/2026
WIOA FORMULA and DISCRETIONARY REVENUES

GRANT / FUNDING SOURCE		AVAILABLE REVENUE	
		Preliminary PY 2025/2026	Recommended PY 2025/2026
WIOA Formula Funds		May 2025	September 2025
1.	WIOA ADULT PROGRAMS	\$1,597,662	\$2,570,804
2.	WIOA DISLOCATED WORKERS	\$2,123,914	\$3,054,653
3.	WIOA YOUTH PROGRAMS	\$1,653,816	\$2,811,885
4.	WIOA RAPID RESPONSE	\$247,223	\$494,446
5.	WIOA RAPID RESPONSE / Layoff Aversion	\$72,704	\$186,894
6.	TOTAL WIOA FORMULA ALLOCATIONS (1)	\$5,695,319	\$9,118,682
Discretionary Funds			
7.	Community Development Agency/SSA ARPA Workforce Project (2)	\$300,000	\$300,000
8.	Prison-to-Employment 2.0 Regional Implementation Grant (3)	\$400,000	\$275,000
9.	H RTP Marine Trades & Water Transportation Careers Project (4)	\$1,800,000	\$1,200,000
10.	STEP Forward Grant Project (5)	\$434,378	\$434,378
11.	DOR-AJCC Collaboration Project (6)	\$397,200	\$397,200
12.	TOTAL DISCRETIONARY FUNDING	\$3,331,578	\$2,606,578
13.	TOTAL AVAILABILITY for PROGRAM YEAR	\$9,026,897	\$11,725,260

NOTES:

- (1) Funding levels include actual PY 2025/2026 WIOA Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (2) ACWDB Memorandum of Understanding with Alameda County Community Development Agency includes \$1,000,000 in workforce development funding for Ashland/Cherryland unincorporated areas for 8/1/22 through 12/31/25. ACWDB awarded additional \$300,000 from Alameda County Social Services Agency.
- (3) ACWDB awarded \$639,758 for Prison-to-Employment 2.0 Regional Implementation Grant for 4/1/23 through 12/31/25. ACWDB will serve as fiscal agent this regional project, with \$312,021 allocated for services in Alameda County and the remaining \$327,737 allocated for services provided by East Bay RPU workforce partners. Extension of term through 12/31/26 in process.
- (4) ACWDB awarded \$3,933,848.30 for High Road Training Partnerships (H RTP) Marine Trades & Water Transportation Careers Project for 4/1/25 through 3/31/26. ACWDB will serve as fiscal agent for this regional project. Extension of term through 6/30/27 in process.
- (5) ACWDB awarded \$434,378.45 for Student Training and Employment Program (STEP) Forward Grant Project for 5/1/24 through 12/31/26 to provide employment, training and work readiness services to Department of Rehabilitation program eligible students.
- (6) ACWDB awarded \$993,000 for Dept. of Rehabilitation - America's Job Centers of California Collaboration to serve eligible program participants for the period 8/1/25 through 4/30/27.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

RECOMMENDED ANNUAL BUDGET - PY 2025/2026

PLANNED EXPENDITURES -- PY 2025/2026

WIOA FORMULA ALLOCATIONS & DISCRETIONARY GRANTS

For Period of: July 1, 2025 thru June 30, 2026	WIOA Formula Funds (1)	Discretionary Funds	Preliminary PY 2025/2026 BUDGET - MAY 2025	Recommended PY 2025/2026 BUDGET - SEPT 2025
Planned Expenditures:				
A. WIB Dept - Planning/Fiscal/Board Support	\$ 1,258,228	\$ 162,787	\$ 1,031,879	\$ 1,421,015
B. MIS Reporting - Tracking/Eligibility	\$ 645,121	\$ 91,658	\$ 549,172	\$ 736,779
C. Business Services	\$ 846,927	\$ 104,129	\$ 664,991	\$ 951,056
D. Systems Support	\$ 328,942	\$ 58,004	\$ 276,407	\$ 386,946
E. ITAs-OJTs / Employer / Customized Training Projects (2)	\$ 1,687,637	\$ 200,000	\$ 1,566,473	\$ 1,887,637
F. WIOA Comprehensive AJCC & Career Services (3)	\$ 1,962,877		\$ 1,563,062	\$ 1,962,877
H. WIOA Youth Services & Strategies (3)	\$ 1,579,524		\$ 1,169,914	\$ 1,579,524
I. Discretionary Project Service Providers (4)		\$ 1,990,000	\$ 2,205,000	\$ 1,990,000
J. WIOA Service Provider Reserve (5)	\$ 809,426			\$ 809,426
K. Total Planned Expenditures	\$9,118,682	\$2,606,578	\$9,026,897	\$ 11,725,260
Total Revenue - Attachment A	\$9,118,682	\$2,606,578		\$11,725,260
Total under / (over) allocation	0	0		(0)

NOTES:

- (1) Funding levels include actual PY 2025/2026 WIOA Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (2) A minimum of 20% (planning estimate - \$1,125,091) of WIOA Adult + Dislocated Worker Formula funds must be spent on training. Up to 10% (planning estimate - \$562,546) may be training dollars from other sources. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation. For PY 2025/2026, planned WIOA Adult/Dislocated Worker Formula training funds has been increased to 30%.
- (3) Includes recommended WIOA funding for contracts with service providers for PY 2025/2026.
- (4) Includes discretionary project funding to existing WIOA Career Service Providers, WIOA Youth Providers and awards to newly procured providers.
- (5) Includes WIOA service provider reserve for future service delivery strategies and funding recommendations.

ITEM V.D. – ACTION / PUBLIC HEARING

**RATIFY LOCAL CHIEF ELECTED OFFICIAL AGREEMENT
BETWEEN THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD AND
THE COUNTY OF ALAMEDA BOARD OF SUPERVISORS**

EXECUTIVE COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) ratify the Local Chief Elected Official (CEO) Agreement between ACWDB and the County of Alameda Board of Supervisors (BOS) and include a resolution (requiring the CEO Agreement to be only updated if there are significant changes) if approved.

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires a formal agreement between the local workforce development board and the local chief elected official for the purposes of defining roles and responsibilities for the administration, implementation, and oversight of programs. The current CEO Agreement between the ACWDB and the County of Alameda BOS expires on September 30, 2025.

On August 21, 2025, the ACWDB Director met with representatives of the Office of County Counsel, Social Services Agency (SSA), and board aides representing four of the five supervisorial districts, to discuss proposed revisions to the document and the timeline for both boards to approve and sign a new CEO Agreement. County Counsel reviewed and approved the initial proposed changes, and a handout of the CEO Agreement was provided at the Executive Committee meeting on August 27, 2025.

After approval of the CEO Agreement by the Executive Committee, the next step will be to route the agreement for approval by the BOS at their September 30, 2025 meeting. It is anticipated for the full complement of the ACWDB board to ratify the Executive Committee's action at the September 11, 2025 meeting. Upon approval of the CEO Agreement by all parties, it will become effective October 1, 2025, and remain in effect until the end of federal fiscal year – September 30, 2028 unless a resolution is approved.

EXECUTIVE COMMITTEE DISCUSSION:

Staff discussed the background of the CEO Agreement and reviewed the changes made to the document/handout. Staff also discussed the consideration for a resolution, if agreeable to the BOS, which would require the CEO Agreement to be updated only when there are significant changes instead of the current three-year cycle. Members of the Executive Committee were agreeable. It was further explained since the resolution concept was not discussed with SSA leadership and the board aides, further discussion would need to take place before moving forward with the resolution.

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

ATTACHMENT:

V.D.1 - Local Chief Elected Official (CEO) Agreement Between Workforce Development Board and the Board of Supervisors

LOCAL CHIEF ELECTED OFFICIAL (CEO) AGREEMENT
BETWEEN WORKFORCE DEVELOPMENT BOARD AND THE BOARD OF
SUPERVISORS

A. GENERAL

1. This agreement is entered into between the Workforce Development Board of the County of Alameda (hereinafter “WDB”) and the Board of Supervisors of the County of Alameda (hereinafter “BOS”) for the purpose of implementing programs under the Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. Section 3101 *et seq.* (hereinafter “WIOA”).
2. The purpose of this agreement is to detail the respective roles and responsibilities of the parties in administering funds and programs under WIOA.
3. The effective date of this agreement is the date of the approval of the agreement by BOS. This agreement shall remain in effect until terminated by one of the parties or at the end of federal fiscal year 2028 (9/30/28), whichever is earlier. Either party may terminate the agreement by giving the other party thirty (30) days written notice of intent to terminate, and the agreement shall terminate thirty days from the date of the notice.

B. RECITALS AND DEFINITIONS

1. The Governor of California (hereinafter “Governor”) designated the County of Alameda, excluding the City of Oakland, as a Local Workforce Development Area (hereinafter “LWDA”), pursuant to WIOA Section 106. The LWDA consists of the cities of Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Newark, Piedmont, Pleasanton, San Leandro, and Union City, and all unincorporated areas of the County of Alameda.
2. The Governor established the Regional Planning Units (hereinafter “RPU”). The County of Alameda is in the East Bay RPU.
3. The BOS is the Local Chief Elected Official (hereinafter “CEO”) as defined in WIOA Section 3(9)(A).
4. The WDB is the Local Workforce Development Board as defined in WIOA Sections 3(33) and 107. The Local Workforce Development Board is an entity composed of members appointed by the CEO and supported by County of Alameda staff who collaborate with the CEO in planning, oversight, and evaluation of local workforce investment and are governed by WIOA and California Unemployment Insurance Code Section 14200, *et seq.*
5. The BOS established the WDB pursuant to WIOA Section 107. The BOS approved the current composition of the WDB and appointed the members of the WDB on March

8, 2016. It is within the discretion of the BOS to change the composition of the WDB as it determines necessary, so long as the BOS adheres to the WDB composition requirements pursuant to WIOA Section 107. The BOS continues to appoint members as vacancies occur on the WDB.

6. The Alameda County Social Services Agency (hereinafter “SSA”) is an agency of the County of Alameda under the jurisdiction of the BOS. The WDB Division is a division of the SSA. The Executive Director of the WDB is the Director of the WDB Division of the SSA, (hereinafter “WDB Director”).
7. The Auditor-Controller of the County of Alameda (hereinafter “Auditor-Controller”) is that person elected as Auditor of the County of Alameda.
8. “Workforce development funds” are WIOA and discretionary (non-WIOA) grant funds allocated to the LWDA.
9. Pursuant to WIOA Section 107(d)(12)(B)(i)(I), the BOS is the local grant recipient for workforce development funds allocated to the LWDA and is responsible for such funds as provided under the WIOA. Pursuant to WIOA Section Section 107(d)(12)(B)(i)(III), the BOS is to disburse workforce development funds for approved workforce development purposes when so requested by the WDB, in accordance with the Local Plan approved in partnership with the BOS and the WDB and in accord with the WIOA regulations.
10. BOS may be the grant recipient of East Bay RPU funds in accordance with the State WDB policy.

C. APPOINTMENT AND GOVERNANCE OF WDB

1. The BOS shall appoint members to the WDB, in accordance with criteria established by the Governor under WIOA Section 107(b) and California Unemployment Insurance Code Section 14202. The WDB shall notify the County Administrator’s Office in writing of any vacancy on the WDB.
2. The BOS is authorized to approve, adopt, or revise a WDB Conflict of Interest Code or amendments thereto, in accordance with California State laws governing conflicts of interest, including but not limited to the Political Reform Act of 1974 (Government Code Section 81000 *et seq.*).
3. The BOS agrees to review a decision of the WDB to remove a member of the WDB or if such review is requested by the removed member, in accordance with Articles 3.8.5 of the WDB Bylaws. The WDB agrees to abide by the decision of the BOS concerning removal of a member of the WDB.

D. FISCAL RESPONSIBILITIES AND OVERSIGHT

1. The WDB shall develop a plan and a budget, that is consistent with the Local Plan and

Regional Plan for carrying out its statutory duties, subject to the approval of the BOS, and pursuant to WIOA Section 107(d)(12)(A) and California Unemployment Insurance Code Section 14206. Such plan and budget shall be developed by the WDB in cooperation with the BOS. Such plan and budget shall be mutually approved by the WDB and the BOS.

2. Pursuant to WIOA Section 107(d)(8)(A)(ii) and 107(d)(8)(B), the WDB shall ensure the appropriate use and management of workforce development funds.
3. Pursuant to WIOA Section 107(d)(12)(B)(i)(I), the BOS shall act as the local or regional grant recipient for workforce development funds.
4. The BOS has authorized the SSA to assume primary responsibility for administration of workforce development funds to be used in accordance with the WDB plans and consistent with the WIOA. The SSA shall work with the Auditor-Controller's Office for the administration of workforce development funds.
5. On behalf of the WDB, the WDB Director will request disbursements from workforce development funds only in accordance with the mutually approved WDB Local Plan and Regional Plan. Subject to the approval of the SSA and Auditor-Controller, disbursements of \$25,000 or less may be authorized by the WDB Director at the direction of the WDB. Disbursements in excess of \$25,000 are subject to approval by the BOS. Whenever the WDB seeks to have the SSA disburse funds in excess of \$25,000, the SSA shall request BOS approval. Pursuant to WIOA 107(d)(12)(B)(i)(III), the BOS shall authorize disbursement of workforce development funds for workforce development activities in accord with the Local Plan, when requested to do so by the WDB, provided that the disbursement does not violate a provision of WIOA or any other provision of law or the policies of the County Auditor-Controller, the SSA, or the BOS.
6. The SSA and the WDB shall be jointly responsible to ensure compliance with all County, State, and federal accounting, auditing, and monitoring requirements, including, but not limited to, the requirements set forth in 2 CFR 200.
7. Should the BOS fail to timely authorize the disbursement of workforce development funds when requested by the WDB Director, the parties shall use the dispute resolution procedures described in Section H of this Agreement.
8. The BOS, through the Auditor-Controller's Office, shall direct the SSA, as the fiscal agent for the WDB, to make certain that the WDB's budget and expenditures are properly maintained and accurate and that payments and reimbursements of WDB expenditures are approved by the WDB Director or WDB Assistant Director, and in accordance with the Local Plan and Regional Plan developed in partnership with the WDB and the BOS. The purpose of SSA's fiscal oversight of the WDB is to ensure the safekeeping of funds, to prepare all financial reports, and to review financial transactions, in accordance with the laws and regulations pertaining to the WIOA.
9. Pursuant to and in accordance with a resolution of the BOS dated April 26, 2011, the following persons are authorized to execute all plans, plan modifications, plan

adjustments, grants, grant applications, sub-grant agreements, or any other document amendments connected with the administration of all workforce development funds, whether derived from WIOA Federal funds or otherwise: SSA Director, SSA Assistant Agency Director, and WDB Director. The BOS may, in its discretion, authorize the WDB Assistant Director or designee to execute all or some such documents. Should the positions listed in this paragraph be filled by other individuals in the future, the BOS hereby authorizes such individuals to execute the documents listed in this paragraph.

10. The WDB may solicit and accept grants and donations from sources other than WIOA Federal funds, pursuant to WIOA Section 107(d)(12)(B)(ii)), and subject to BOS approval of any agreement related to such grant or donation. Such grant funds and donations shall be subject to the same financial oversight by SSA as WIOA Federal funds and as more fully set forth above.
11. The BOS shall be accountable for workforce development funds received in accord with WIOA Section 107(d)(12)(B)(i). To the extent WDB members are acting within the scope and course of their duties as WDB members, the County will indemnify the WDB for liability arising from the misuse of workforce development funds. Nothing provided herein shall be construed to obligate the County to indemnify the WDB or WDB members for any liability that results from the intentional misconduct of any WDB member.

E. PROGRAM, POLICY AND PLANNING FUNCTIONS

1. Pursuant to WIOA Section 107(d), the WDB and BOS shall cooperate to carry out the following functions:
 - (a) The WDB, in partnership with the BOS, shall develop and submit to the State and the Governor an approved comprehensive Local Plan, as described in WIOA Section 108. All funds disbursed shall be in accordance with such Local Plan.
 - (b) The WDB, with the agreement of the BOS, shall designate and certify one America's Job Center of California (AJCC) operator, negotiate a memorandum of understanding with the mandatory AJCC partners, and conduct oversight with respect to the entire Career Center System, all pursuant to WIOA Section 121.
 - (c) The WDB, upon agreement by the BOS, in accord with its memorandum of understanding, may terminate the eligibility of the AJCC.
 - (d) The WDB, in consultation with the BOS, shall conduct oversight with respect to programs of youth activities, to ensure both fiscal and programmatic accountability pursuant to 20 CFR Section 664.110.
 - (e) The WDB, in partnership with the BOS, shall conduct oversight with respect to employment and training activities and the Career Services System.
 - (f) The WDB, the BOS, and the Governor's Office shall negotiate and reach agreement on local performance measures as described in WIOA Section 116(c).

2. The WDB is responsible for carrying out the approved Local Plan and developing policies and programs to implement the Local Plan using workforce development funds contained within the budget. The BOS delegates to the WDB Director responsibility for administering such policies and programs in accordance with the approved Local Plan and budget and in accordance with the directives of the WDB. The BOS does not authorize or direct the WDB Director to fund any program or carry out any activity unless it is in strict accordance with the approved Local Plan and the budget and approved by the WDB.
3. The WDB is responsible for carrying out the approved Regional Plan and developing policies and programs to implement the Regional Plan using workforce development funds contained within the budget and as additional funding is received by the East Bay RPU. The BOS delegates to the WDB Director responsibility for administering such policies and programs in accordance with the approved Regional Plan and performance measures negotiated by the East Bay RPU members and the State.
4. The WDB Director, following delegation from the BOS and the directions and policy guidance of the WDB, is responsible for implementing workforce development programs and policies; administering program funding determinations within the four-year plan and the budget approved by the WDB and the BOS; implementing the terms of the Memorandum of Understanding between the WDB and AJCC mandated partners; developing grievance procedures for customers and stakeholders of the workforce development system; administering requests for proposal; negotiating contracts and grant agreements; monitoring the performance of the Career Service System; and other activities consistent with law.
5. The WDB, in accordance with the BOS adoption of Vision 2036, shall incorporate strategic priorities into its employment program and workforce system planning; and shall align with 10X Goals, specifically "Employment for All". The Local Plan shall reflect the operating principles established by the BOS in the Vision 2036 framework.

F. IDENTIFICATION OF SERVICE PROVIDERS

1. The WDB is responsible for carrying out all of the functions pursuant to WIOA Section 107(d). All awards of grants and contracts are subject to approval by the BOS. The BOS shall approve such awards in accordance with the Local Plan or Regional Plan and within the budget unless an award violates a provision of WIOA or any Board policy. If the BOS fails to approve an award, the parties shall utilize the dispute resolution procedures set forth in Section H of this Agreement.
 - (a) The WDB shall identify eligible providers of youth activities by awarding grants or contracts on a competitive basis and in accordance with the BOS contracting policies and based on the recommendations of the Youth Committee.

(b) The WDB shall identify eligible providers of adult and dislocated worker career services, including the operator(s) of the AJCC by awarding grants or contracts thorough a competitive procurement process and in accord with the foregoing provisions.

(c) The WDB shall identify eligible service providers through a competitive procurement process for targeted workforce services deemed necessary for the implementation of awarded State and Federal discretionary grant dollars (non-WIOA) to the Alameda County WDB or to the East Bay RPU, when designated by the East Bay RPU members.

G. WDB DIRECTOR AND STAFF

1. The BOS, with the assistance of SSA and County Human Resource Services, using WIOA budgeted funds, shall assist in the staffing of the WDB with a WDB Director, an WDB Assistant Director, and a WDB Secretary. The BOS shall authorize the SSA to provide additional staff to the WDB using WIOA budgeted funds provided that funding for such staff is included in the budget developed by the WDB, subject to BOS approval as provided in Section D.9 of this agreement. Staff to the WDB will be employed by the County of Alameda.

2. The WDB and the BOS shall use the following procedures for selecting, appointing, reporting relationship, and performance evaluation of the WDB Director.

(a) The BOS shall approve any changes to the classification for the WDB Director position as designated by the Alameda County Human Resources Department in consultation with the WDB.

(b) Should the position of WDB Director become vacant, the Alameda County Human Resources Department and/or the SSA Human Resources Department shall recruit candidates for the WDB Director position according to standard procedures for the classification and in compliance with County Civil Service Rules.

(c) A joint committee composed of representatives of SSA management and WDB members will screen candidates for the WDB Director position who have been certified to an eligible list after Civil Service examination.

(d) The joint committee will refer a candidate or candidates for appointment to the Director of the SSA. The SSA Director shall have sole appointing authority, provided that the SSA Director shall only appoint a candidate recommended by the joint committee.

(e) The WDB Director shall be supervised by the SSA Agency Director (hereinafter "Assistant Agency Director delegate"). The WDB Director shall report to the WDB for policy direction and system oversight, and to the SSA Agency Director or SSA Assistant Agency Director for fiscal and administrative operating procedures.

(f) The WDB Chairperson and the SSA Agency Director (and/or the Assistant Agency Director delegate) shall jointly prepare performance evaluations of the WDB Director at intervals established by SSA management procedures. The SSA Director shall oversee all areas of needed improvement or discipline recommended in the performance evaluation.

3. The WDB Director and/or WDB Assistant Director or designee shall select and supervise all subordinate staff to the WDB, subject to County of Alameda civil service and human resources procedures. The WDB Director and/or WDB Assistant Director or designee may also select and supervise project staff to the WDB as specified in the Local Plan.

H. DISPUTE RESOLUTION

1. The parties agree to use the following dispute resolution procedures in the event:
 - (a) The BOS and WDB fail to agree on a decision or action which requires the cooperation of the parties pursuant to this Agreement or the WIOA.
 - (b) The BOS fails to authorize a contract, grant, or disbursement of funds that is consistent with the Local Plan and budgeted with WDB funds.
 - (c) The WDB is alleged to have exceeded its jurisdiction under this Agreement, the Local Plan, and/or the budget or the WIOA.

The dispute resolution procedure is not available if the matter contested is within the sole discretion of the Board of Supervisors, the Auditor-Controller, the Civil Service Commission or the Social Services Agency.

2. In the event that the WDB and BOS cannot reach a mutually satisfactory agreement regarding a dispute described by H(1)(a)-(c), the two parties shall meet to discuss and attempt a resolution to the disagreement. When one or both parties to this Agreement conclude that a consensus between the parties cannot be reached, all unresolved issues pertaining to the dispute shall be submitted to binding arbitration of an independent arbiter, mutually agreed upon by both parties, selected from a pool of four persons, two each recommended by each party. Both the WDB and the BOS agree to equally share any cost of retaining the arbiter and to be bound by the decision of the arbiter. Continued performance of the Local CEO Agreement, during any dispute resolution, is assured.

I. MANAGEMENT SUPPORT

The WDB, through the SSA, may request professional support from the Office of the County Counsel (hereinafter "OCC"), the County Administrator's Office, Human Resource Services, the Auditor-Controller's Office, Information and Technology Department, General Services Agency, and other county agencies/departments that

generally serve the operational departments of the County of Alameda. With regards to the OCC specifically, SSA will fund the cost of routine and incidental legal services provided to benefit the WDB through its retainer with the OCC, except where there is a conflict between the WDB and any other County entity in which case the OCC will not represent the WDB and the WDB will obtain separate counsel at its own expense. "Routine and incidental legal services" does not include litigation or defense of alleged personal injury or damages.

J. COMPLETE AGREEMENT, MODIFICATIONS, SEVERABILITY

1. This Agreement is the complete agreement of the parties.
2. Any modifications to this Agreement must be in writing and executed by the parties.
3. If any one portion of this Agreement is found to be unenforceable, all other portions of the agreement shall remain in full effect.

Executed:

Date:

Signature:

Matt Pawluk, Chairperson
Alameda County Workforce Development Board

Date:

Signature:

David Haubert,
President
County of Alameda Board of Supervisors

Approved as to form:

Donna R. Ziegler, County Counsel

By: _____

Date: _____

Rev. 08/18/2025

ITEM VI.A. – DISCUSSION

ACWDB STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN QUARTER 5 (JULY, AUGUST, AND SEPTEMBER 2025) UPDATE

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE:

In alignment with Alameda County Workforce Development Board's (ACWDB) Strategic Priorities Two-Year Action Plan (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 pathway opportunities

The OE Committee's Quarter 5 goal to review the budget in consideration for a website refresh is underway. Staff are in process of reviewing ACWDB's 2025/2026 budget to determine whether funds will be available to support a website refresh to offer a more customized view for job seekers.

The OE Committee remains on track with the Action Plan. Additionally, after Quarter 5, the OE Committee will experience some downtime for light planning during Quarters 6-8. Staff will provide an update regarding the availability of funding to support the website upgrade.

The OE Committee meeting scheduled for August 2025 was cancelled due to Chairperson availability and lack of Action Items.

YOUTH COMMITTEE (YC):

In alignment with ACWDB's Action Plan, YC's is tasked with connecting employer voice to education to increase inclusive job competitiveness.

For the Quarter 4 focus, "Recurring Feedback from Key Industry Sectors to Education," ACWDB staff highlighted various accomplishments and advisory boards they have engaged with, in addition to the presentation from the Alameda County Office of Education. Staff participate in multiple advisory groups to support ongoing dialogue and alignment between education and industry. This includes pending representation on the Chabot College Engineering Advisory Committee, the Pleasanton Chamber of Commerce and Unified School District Advisory Committee, and Berkeley City College's Human Services Advisory Committee. Additionally, staff reminded the YC of the effort to engage YC members in providing valuable insights and proposed strategies to better align education with industry needs during the April 14, 2025 YC meeting.

The discussion resulted in the following key takeaways:

- The need to increase high-value, low-frequency industry engagement opportunities;

- Focusing on how to solve sector-specific pain points;
- Offering tangible value to industry partners; and,
- Demystifying bureaucratic processes to strengthen collaboration and trust.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE:

The S&S Committee is tasked, for ACWDB’s Action Plan, with two different objectives: 1) to increase strategic business engagement to modernize business practices; and 2) to develop, grow, and/or strengthen ACWDB’s priority industry sector partnerships.

The S&S Committee’s Quarter 5 goals include: 1) the identification of presenters from Community Colleges who can share information about career pathways; 2) to research websites from other Local Area board’s employer resource pages; and 3) to review ACWDB’s budget capacity for a website refresh to offer a more customized view for employers. These efforts are presently in progress. Staff are engaging in a research project viewing employer resources offered through other Workforce Board within California. At their August 20, 2025 meeting, S&S Committee members shared a good number of useful suggestions that will be applied when we begin to engage in actual webpage development.

The S&S Committee members in collaboration with staff will continue to consider appropriate presenters from local community colleges to offer input toward this committee’s Action Plan goals.

EXECUTIVE COMMITTEE:

The Executive Committee has the responsibility to lead the strategic priority to increase awareness, knowledge, and visibility of the ACWDB. During the Action Plan period, the Executive Committee will implement a range of activities aimed at achieving their “victory lane” goals:

- To implement a successful storytelling campaign; and
- To expand awareness of the ACWDB work within industry, elected officials, and K-12 education leaders.

The development of a storytelling campaign is currently underway. In the initial discussions regarding the campaign, members expressed a strong preference for more of a robust online approach rather than relying solely on print media. A request for quote will be launched to identify a vendor who can meet the Board’s expectations.

The Quarter 5 Action Plan activity is to increase engagement with K-12 educational leaders and through education partnerships. Currently, ACWDB contracts with In-School Youth Providers, Eden Area Regional Occupation Program (ROP) and Tri-Valley ROP, which yields an opportunity to engage with leadership. In addition, ACWDB staff have joined one K-12 table – with the Pleasanton Unified School District and have also started discussions with the Alameda County Office of Education for potential partnership.

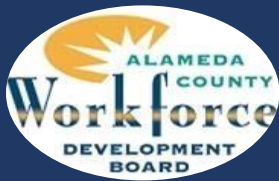
At their August 27, 2025 meeting, the Executive Committee moved this topic for discussion to the ACWDB meeting due to time constraints. In support of the Executive Committees Quarter 5 goal, Board members please be prepared to share your ideas.

For additional information, please contact either Rhonda Boykin, Director (510) 259-3844; rboykin@acgov.org; Latoya Reed-Adjei (510) 259-3833 latoya.reed-adjei@acgov.org; Michele G. Garcia (510) 259-3802 mggarcia@acgov.org; or Ayana Cruz (510) 780-8861 ayana.cruz@acgov.org.

ATTACHMENTS:

VI.A.1 – Two-Year Action Plan Progress Tracker Q5

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



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 5 (Jul, Aug, Sep, '25) Progress Tracker

Q5

= Task 100% Complete

Q5

= Task In Progress

Q5

= Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE

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

Q5

- Meet with 211 to explore adding referrals
- Review Budget to determine appropriateness of website refresh (or utilize 211)

Q3

- Youth Provider Contracts to include requirement for 50% of Work Experience Activities to have an ISOF Emphasis

Q4

- Review Budget to determine affordability of website refresh (more job-seeker focus)

YOUTH COMMITTEE (YC)

Connect employer voice to education to increase inclusive job competitiveness.

Q5

- Continue work toward ensuring recurring feedback from key industry sectors to education

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Develop, grow, and strengthen priority sector partnerships.

Q5

- Schedule/Host Career Pathways speakers from Community Colleges

Q4

- Identify key occupational shortages & assess short-term skills-based programs to meet need

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Increase strategic business engagement to modernize business practices.

Q5

- Continue research of other Local Boards resource pages for employers
- Review budget for possible website refresh or consider other options for employer outreach

EXECUTIVE COMMITTEE (EC)

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

Q5

- Increase engagement at K-12 tables to improve partnerships
 - WDB Discussion Item will highlight current activities aligned with K-12; and discuss possible future activities.

Q2

- Development of a storytelling campaign
 - Still in progress

Alameda County WDB Action Plan 2024-2026 (Updated 2025.08.11)

	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 Q5 Look at budget for website refresh – possible contractor. More customized website for businesses	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 2025.08.11)

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

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 6/30/2025**

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 performance goals are represented in the attached Local Area Performance Report.

Except for the Measurable Skill Gains, the LAP measures and actual attainments are not evaluated in real time. There is a minimum one-year 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:

- Median Earnings @ 2nd Quarter Post Exit
 - Youth = 101.7% of Goal
 - Adults = 103.5% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 111.1% of Goal
- Measurable Skill Gains by Exit
 - Adults = 114.2% of Goal
 - Dislocated Workers = 123.0% of Goal

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

- Median Earnings @ 2nd Quarter Post Exit
 - Dislocated Workers = 96.4% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Youth = 97.8% of Goal
 - Dislocated Workers = 99.6% of Goal

Placement Rates for all three WIOA funding streams (Adults, Dislocated Workers, and Youth), has dipped significantly for this quarter (from the 90% range down to 46.7% for Youth, 60.3% for Adults, and 64.8% for Dislocated Workers). It appears that the low placement rates

experienced over the last couple of program years is finally catching up to be reflected in ACWDB's LAP reports (since these reports are focused on individuals who had exited the program in the two prior program years).

ACWDB staff continue to emphasize the importance of ensuring job placement for participants and engaging in retention strategies through follow-up services that ensure individuals remain employed or seek career advancement.

Please review the performance attainments on the attached report for a full representation of ACWDB's LAP outcomes for the rolling four quarters – ending June 30, 2025.

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.

ATTACHMENT:

VII.A.1. – REPORT LAP PY 24-25 Rolling 4 Qtrs Ending 2025.06.30 (2 pages)

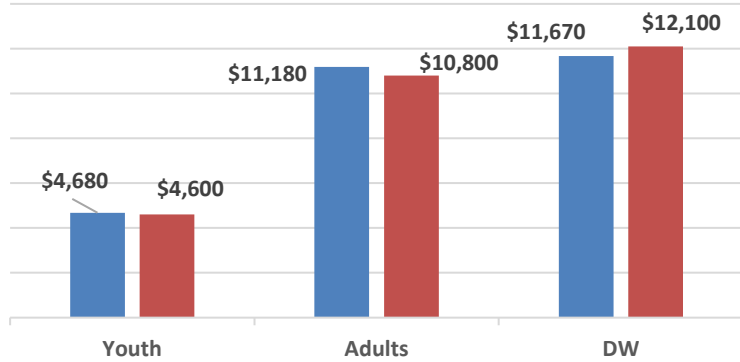
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 6/30/2025

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 7/1/2023 and 6/30/2024	33.6%	72.0%	46.7%	39.2%	65.0%	60.3%	44.7%	69.0%	64.8%
Placement Rate @ 4th Quarter Post Exit ① Exited between 1/1/2023 and 12/31/2023	59.9%	68.0%	88.1%	52.7%	63.0%	83.7%	47.7%	68.0%	70.1%
Median Earnings @ 2nd Quarter Post Exit Exited between 7/1/2023 and 6/30/2024	\$4,680	\$4,600	101.7%	\$11,180	\$10,800	103.5%	\$11,670	\$12,100	96.4%
Credential Rate Exited between 1/1/2023 and 12/31/2023	63.6%	65.0%	97.8%	80.0%	72.0%	111.1%	66.7%	67.0%	99.6%
Measurable Skill Gains ② Exited between 7/1/2024 and 6/30/2025	67.6%	75.0%	90.1%	57.1%	50.0%	114.2%	61.5%	50.0%	123.0%

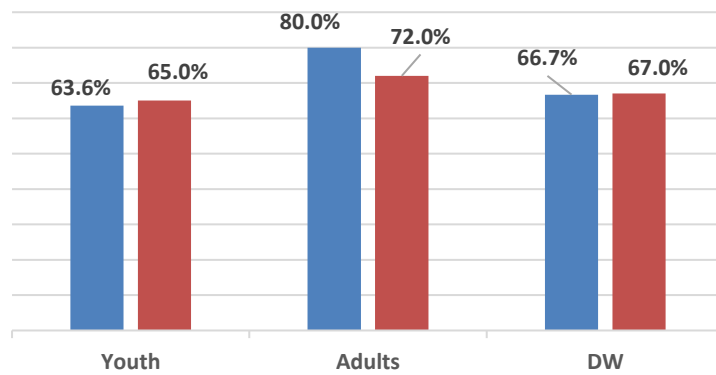
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

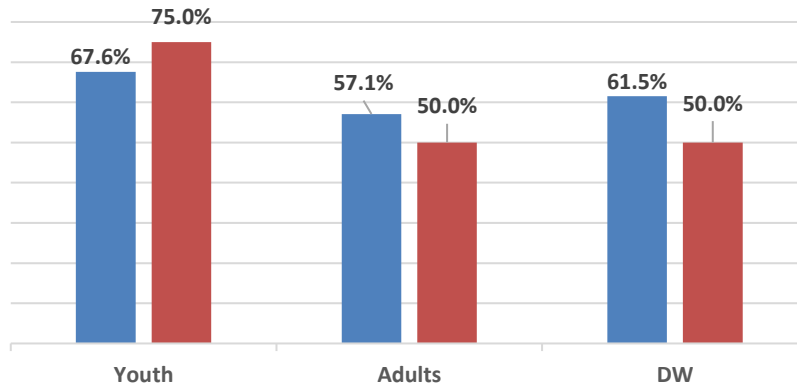
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



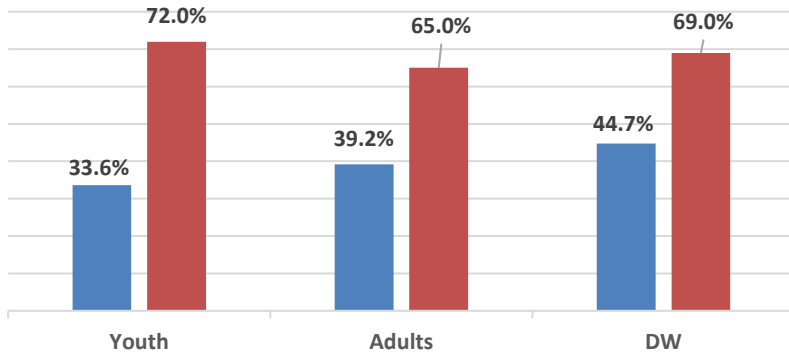
Measurable Skill Gains



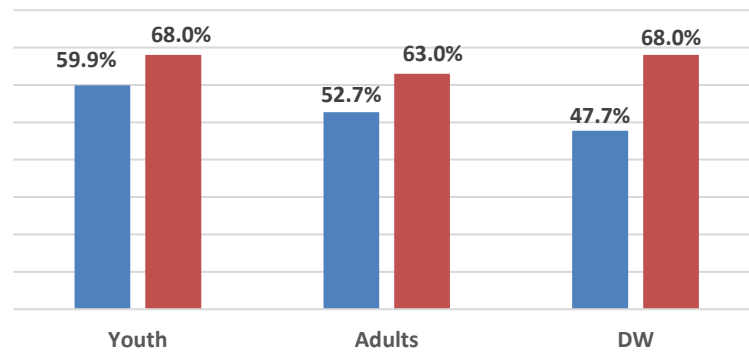
Is Anyone Better Off?

■ Actual ■ Goal

Placement Rate @ 2nd Qtr Post Exit



Placement Rate @ 4th Qtr Post Exit



ITEM VII.B. – REPORTS

CALJOBSSM REGISTRATION RATE **WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA** **APRIL, MAY, AND JUNE 2025**

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 occupational skills 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 three months period including April, May, and June 2025. Individuals who had been registered in CalJOBS prior to or after 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 for April, May, and June 2025, approximately 4.3% of unemployed job seekers in ACWDB's service area have sought services or assistance as measured through the number of CalJOBSSM registrations during those three months.

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 Q4

CALJOBSSM REGISTRATION RATE

WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

EDD LMI + CalJOBS Registration Data; April, May, and June 2025

	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
	Apr '25	May '25	Jun '25	Apr '25	May '25	Jun '25	Apr '25	May '25	Jun '25	Apr '25	May '25	Jun '25
Total Labor Force	201,600	201,600	201,400	126,600	126,600	126,500	182,100	182,100	181,600	119,300	119,300	119,100
# Unemployed	8,400	8,400	10,100	5,000	5,000	6,100	7,200	7,200	8,600	4,700	4,700	5,500
Unemployment Rate	4.2%	4.2%	5.0%	3.9%	3.9%	4.8%	4.0%	4.0%	4.7%	3.9%	3.9%	4.6%
CalJOBS Registrations	428	374	473	217	200	223	332	318	317	226	212	168
% Engagement	5.1%	4.5%	4.7%	4.3%	4.0%	3.7%	4.6%	4.4%	3.7%	4.8%	4.5%	3.1%

DATA for April, May, and June 2025 (Entire Region)			
Month:	Apr 2025	May 2025	Jun 2025
Total Labor Force	629,600	629,600	628,600
# Unemployed	25,300	25,300	30,300
Unemployment Rate	4.0%	4.0%	4.8%
CalJOBS Registrations	1203	1104	1181
% Engagement	4.8%	4.4%	3.9%

3 Month Avg
629,267
26,967
4.3%
1163
4.3%



Key:	Definitions
Total Labor Force	Total number of individuals employed and not employed, but actively seeking work by sub-region.
# Unemployed	Number of individuals in the labor force that are unemployed and seeking employment by sub-region.
Unemployment Rate	The number of unemployed individuals divided by the total number in the labor force by sub-region.
CalJOBS Registrations	The number of individuals who have registered in the CalJOBS SM system during the designated month by sub-region.
% Engagement	The percentage of unemployed individuals who have engaged in services or registered in the CalJOBS SM system by region.

Data Sources	Definitions
EDD LMI	http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html
CalJOBS SM	CalJOBS SM Report for Registered Individuals

ITEM VII.C. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

ADULTS AND DISLOCATED WORKERS

PY 2024/2025; QUARTER 4 (7/1/2024 THROUGH 6/30/2025)

BACKGROUND:

The Alameda County Workforce Development Board's (ACWDB) Contract Performance Indicators Reports (CPIR) 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 directly 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. Performance is measured in the following categories:

- Number of New Enrollments	- Encumbrance of Training Funds
- Number of On-the-Job Training Enrollments	- % of Training within ISOF*
- % of Participants in Training with MSG**	- % of Participants in Training with Credentials
- % of Exited Participants with Employment	- % of Exited Participants with Employment in ISOF

*ISOF=Industry Sector and Occupational Framework; **MSG=Measurable Skill Gains

ANALYSIS OF REPORTS:

Both of ACWDB's Adult and Dislocated Worker Career Service Providers (CSP) exceeded their goals in the following areas:

- Enrollments (both Adult and Dislocated Worker funding streams)
- Training Fund Obligations (in both the Adult and Dislocated Worker funding streams)
- Employment within ACWDB's ISOF framework
- Recording of MSG for participants who received occupational skills training
- Training within ACWDB's ISOF framework

Credential attainment rates for participants who received training are either just below or exceeding goals for both CSPs and both funding streams.

Entered Employment Rates remain low for both service providers and across both funding streams. It appears that the low placement rates experienced over the last couple of program years is finally catching up to be reflected in ACWDB's Local Area Performance reports (since these reports are focused on individuals who had exited the program in the two prior program years).

ACWDB staff continue to emphasize the importance of ensuring job placement for participants and engaging in retention strategies through follow-up services that ensure individuals remain employed or seek career advancement.

Please review the attached reports for a full representation of performance attainments for program year 2024/2025.

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

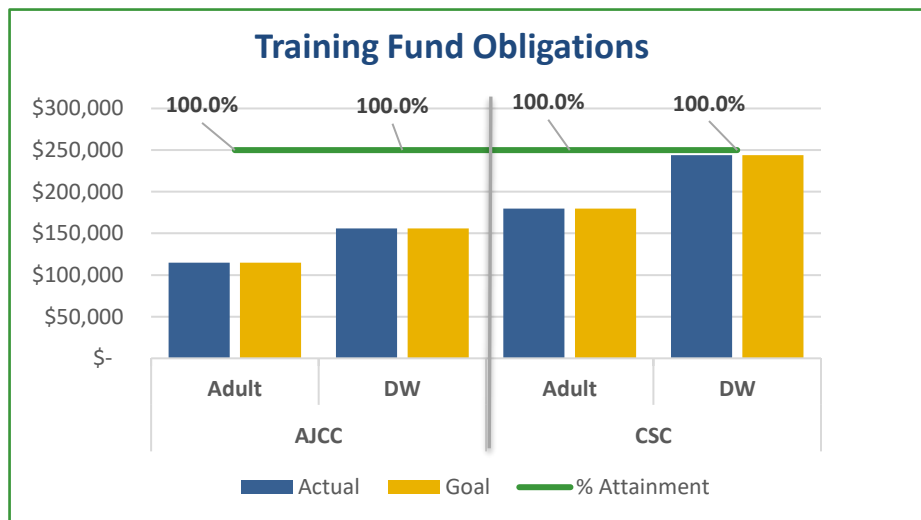
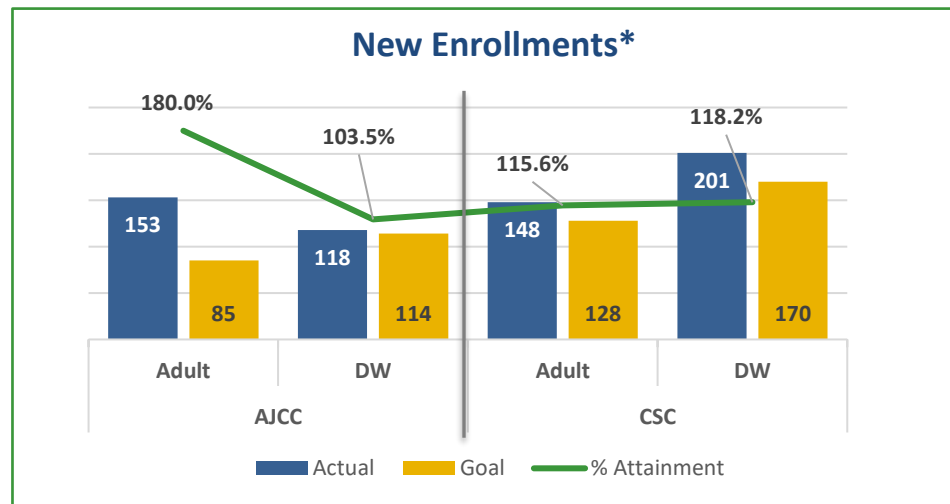
ATTACHMENT:

VII.C.1. – Contract Performance Indicators Report



CONTRACT PERFORMANCE INDICATORS REPORT
WIOA ADULT & DISLOCATED WORKER PROGRAMS
PY 2024/2025; QUARTER 4 (7/1/2024 THROUGH 6/30/2025)

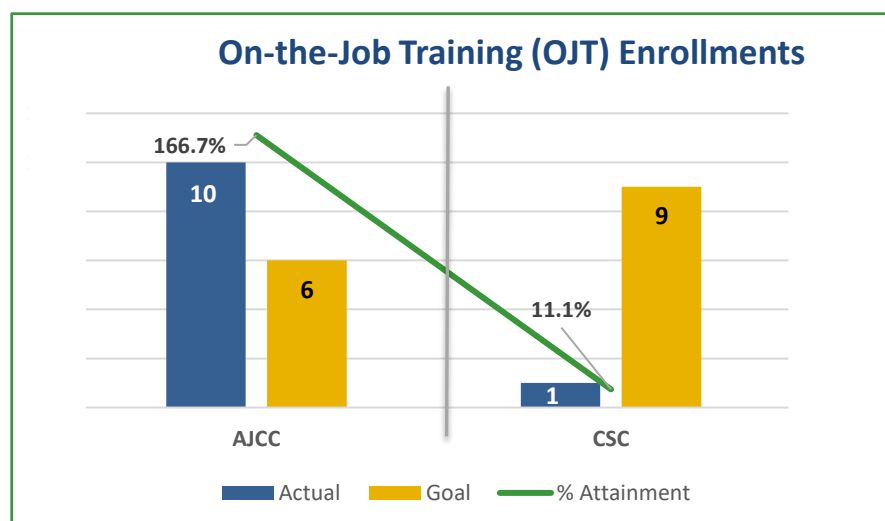
How Much
Did We Do?



***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:

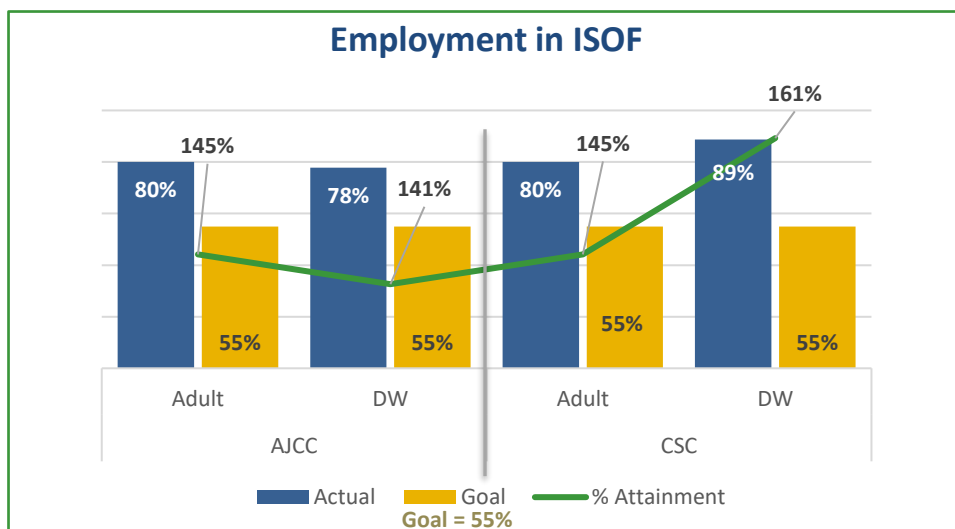
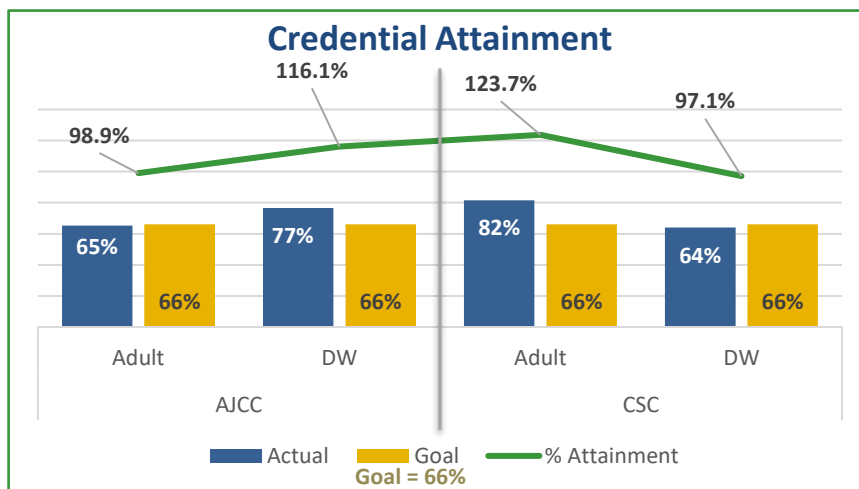
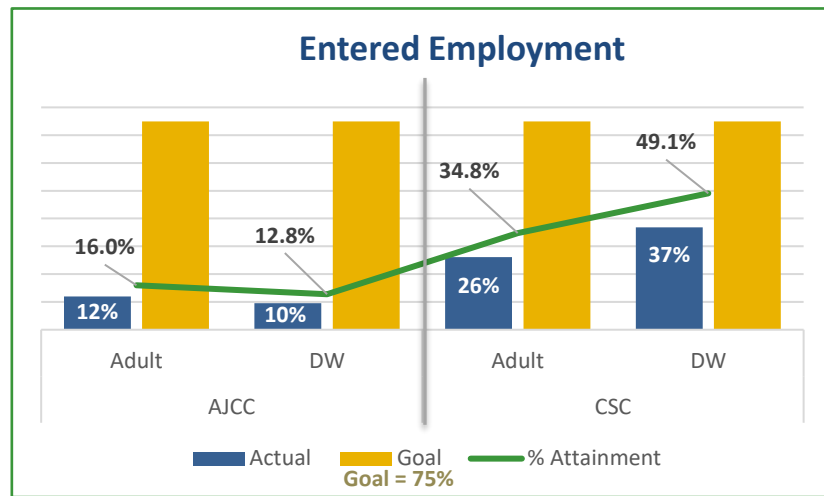
Carry-Ins	Adult	DW
AJCC	21	28
CSC	32	42



AJCC - America's Job Center of California

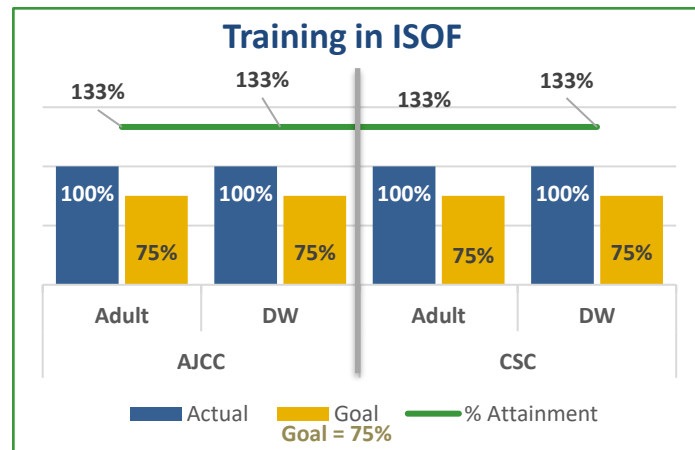
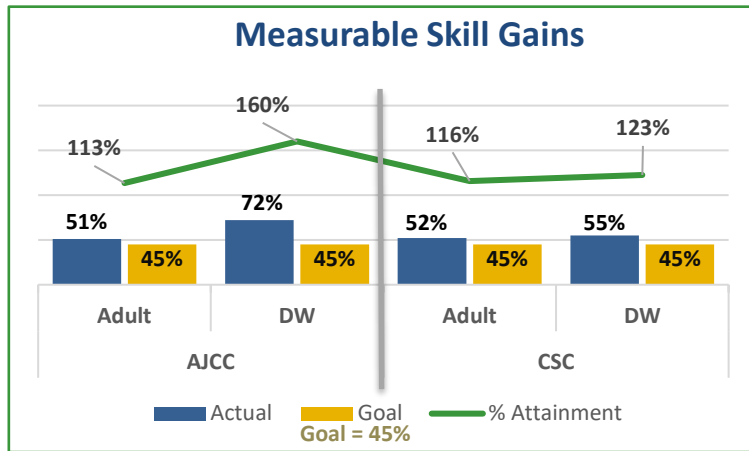
CSC - Career Services Collaborative

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; 4TH QUARTER - JULY 01, 2024 THROUGH JUNE 30, 2025

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	53	53	100.0%	70	70	100.0%
# OF NEW ENROLLMENTS	248	160	155.0%	249	214	116.4%
TOTAL ENROLLMENTS	301	213	141.3%	319	284	112.3%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$294,532	\$294,532	100.0%	\$399,783	\$399,783	100.0%
# OJT ENROLLMENTS (Ad & DW) ^②	11	15	73.3%			
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	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	51.6%	42.0%	122.8%	63.6%	42.0%	151.3%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	19.0%	75.0%	25.4%	23.2%	75.0%	30.9%
# OF JOB PLACEMENTS WITHIN ISOF*	80.0%	55.0%	145.5%	83.2%	55.0%	151.3%
% THAT ATTAINED CREDENTIAL (of participants in training)	73.5%	65.0%	113.0%	70.3%	65.0%	108.2%

ITEM VII.D. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2024/2025; QUARTER 4 (JULY 1, 2024 THROUGH JUNE 30, 2025)**

BACKGROUND:

The Alameda County Workforce Development Board's (ACWDB) Contract Performance Indicators Reports (CPIR) 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 New Enrollments	- % of Participants who receive Work-Based Learning Services
- % of Participants who receive Core Skills/Leadership Services	- % of Participants who receive training leading to credential attainment
- % of Participants who receive training and attain a credential	- % of Participants who receive training and report Measurable Skill Gains
- Youth Placement Rate (into employment, training, education, or the military)	

Analysis of Reports:

In-School Youth (ISY)

Both ISY Career Service Providers (CSP) met their enrollment goals and exceeded their goals for the following measures:

- % of Participants who received training leading to a credential
- % of Participants who received Core Skills/Leadership Development Services
- % of Participants who received Work-Based Learning Services
- % of Participants who received training and achieved a credential

Out-of-School Youth (OSY)

Of the three OSY CSPs, only BYA (North Cities) failed to hit their enrollment goal for the program year. All OSY CSPs met their goals for the following measures:

- % of Participants who received Core Skills/Leadership Development Services
- % of Participants who received Work-Based Learning Services

Please review the attached charts for a full representation of performance achievements for 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.

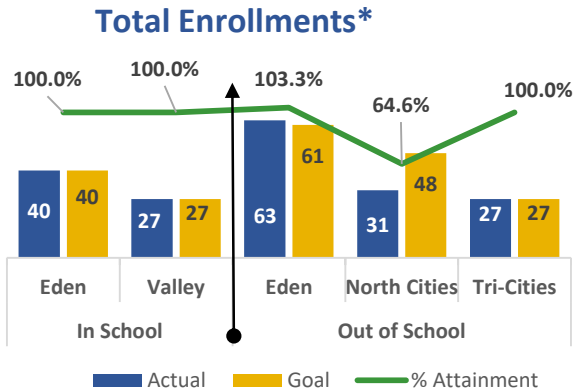
ATTACHMENT:

VII.D.1. – CPIR Youth PY24-25 Q4

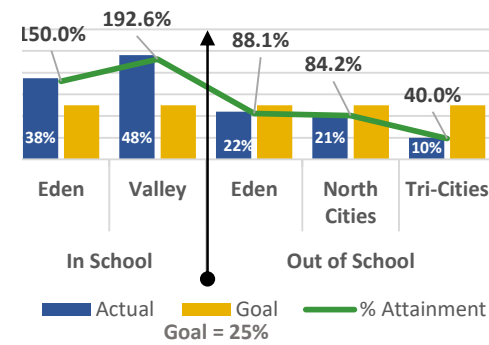


YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2024/2025 4TH QUARTER (7/1/2024 THROUGH 6/30/2025)**

How Much Did We Do?

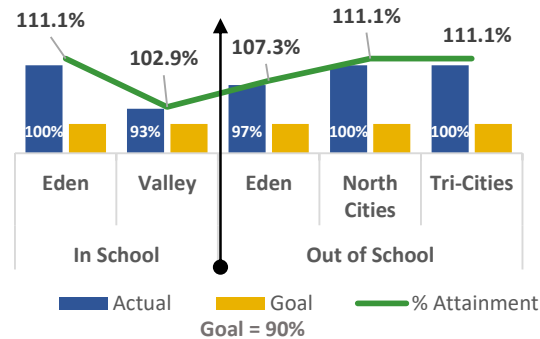


Training Leading to Credential

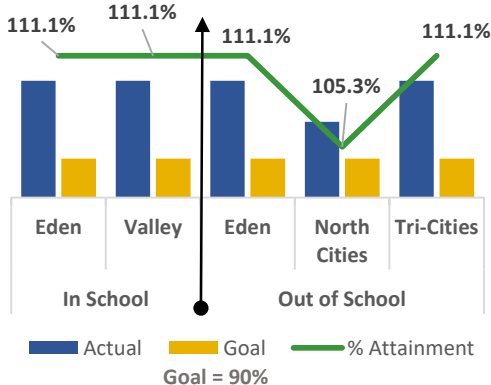


How Well Did We Do?

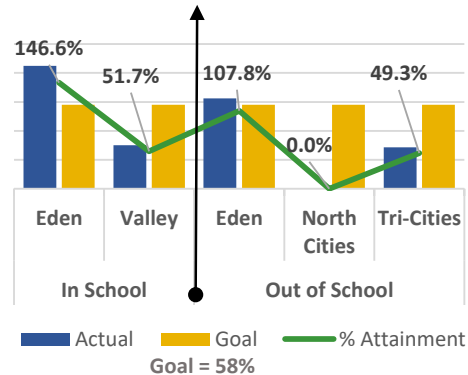
Core Skills / Leadership Development



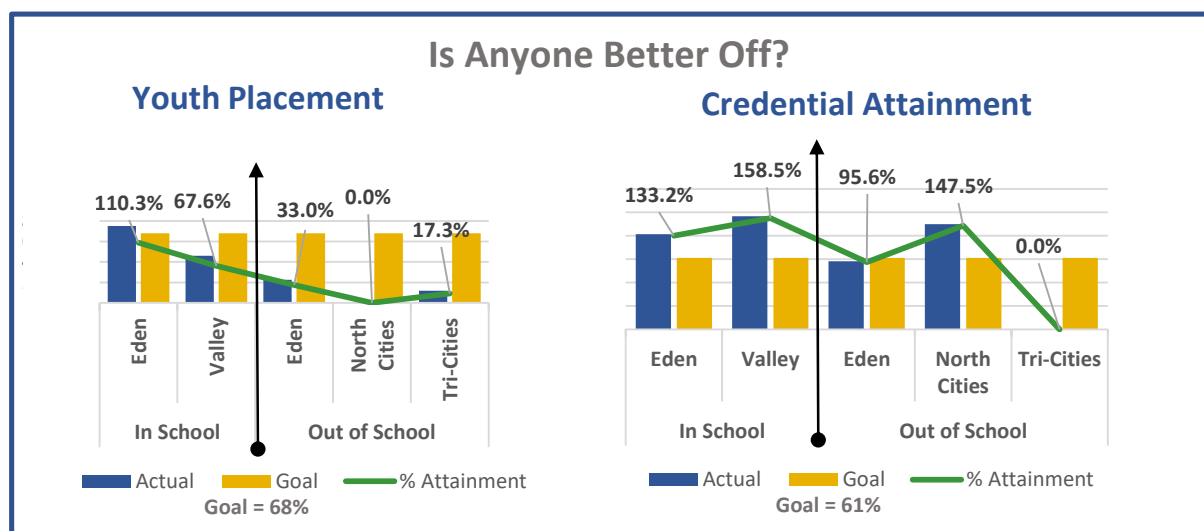
Work Based Learning



Measurable Skill Gains



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2024/2025 4TH QUARTER (7/1/2024 THROUGH 6/30/2025)



AGGREGATE OF ALL YOUTH PROVIDERS

PY 2024/2025; 4TH QUARTER - JULY 01, 2024 THROUGH JUNE 30, 2025

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	23	23	100.0%
# OF NEW ENROLLMENTS	67	67	100.0%	98	82	119.5%
TOTAL ENROLLMENTS	67	67	100.0%	121	105	115.2%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	43%	25.0%	171.3%	17.7%	25.0%	70.8%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	100.0%	90.0%	111.1%	98.2%	90.0%	109.2%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	96.3%	90.0%	107.0%	98.9%	90.0%	109.9%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	57.5%	58.0%	99.1%	30.4%	58.0%	52.3%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	60.5%	68.0%	89.0%	11.4%	68.0%	16.8%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	89.0%	61.0%	145.8%	81.1%	61.0%	132.9%

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 provided the option to carry-in participants from prior program years.

ITEM VII.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2024, THROUGH JUNE 30, 2025

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. In program year 2024/2025, the Alameda County Workforce Development Board's (ACWDB) Rapid Response team held 52 layoff/closure events and served 4,390 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, providing transition services, and supporting the company and employees. The information below highlights and the attached Rapid Response Report covers the period that spans from July 1, 2024, through June 30, 2025, 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 with various partners provide subject matter expertise through the Employment Development Department, Department of Labor, Covered California, America's Job Center of California (AJCC) staff, and others as necessary for planning and implementing 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 rapid re-employment opportunities with employers, on behalf of the affected workers.

Company Closure

Federal Express Corporation closed its doors at the Emeryville facility on June 2, 2025, affecting 79 workers. Those whose positions were eliminated had options to transfer to other locations, receive severance or take a leave of absence to search for new jobs within the company. Federal Express stated that the roles encompassed a range of operational functions vital to its logistics and delivery services. The Rapid Response team held an onsite RRO on May 28, 2025. There was a total of 26 workers in attendance.

Open Rapid Response Orientations:

Beginning in May 2023, the RRC has facilitated Open Rapid Response Orientation (Open

RRO) sessions that are not WARN specific. Open RRO's 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, who may have been recently laid off, but not offered an opportunity, are then targeted with an email blast advertising a virtual Open RRO. Their companies were either not required to file a WARN, the businesses were required to comply, and/or if the business relied on its own outplacement services.

To date, last program year, 248 attended an open RRO session. This year 551 attended an open RRO session. The participants are referred to WIOA service providers based on their city of residence. 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. - ACWDB Layoff and Closure 7/1/2024- 6/30/2025

ACWDB Rapid Response Monthly Report

July 1, 2024 – June 30, 2025

Month Ending: June 30, 2025

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 - June 30, 2025						
EDEN RAPID RESPONSE		Total Employers	12	Total Workers	1093	
NORTH CITIES RAPID RESPONSE		Total Employers	11	Total Workers	708	
TRI-CITIES RAPID RESPONSE		Total Employers	18	Total Workers	1422	
TRI-VALLEY RAPID RESPONSE		Total Employers	11	Total Workers	1167	
		TOTAL	52	TOTAL	4390	
Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Western Specialty Contractors	San Leandro	Professional Services	Closure	8/31/2024	8
Eden	Kaiser Permanente	San Leandro	Healthcare	Closure	9/6/2024	249
Eden	Optum Services, Inc	Hayward	Healthcare	Closure	9/16/2024	3
Eden	Kaiser Permanente	San Leandro	Healthcare	Layoff	9/23/2024	1
Eden	Promise Confections	Hayward	Manufacturing	Closure	9/27/2024	43
Eden	Cuberg, Inc.	San Leandro	Others	Closure	10/19/2024	27
Eden	Cuberg, Inc.	San Leandro	Others	Closure	10/19/2024	196
Eden	Kaiser Permanente	San Leandro	Healthcare	Closure	11/5/2024	249
Eden	Kaiser Permanente	San Leandro	Healthcare	Layoff	11/22/2024	1
Eden	Trademango Solutions Inc., dba Article	Hayward	Retail	Layoff	12/31/2024	14
Eden	Mountain Valley Express, LLC	Hayward	Transportation	Layoff	1/23/2025	6
Eden	Golden State Supply LLC, Collectively "Advance Auto Parts"	San Leandro	Retail	Closure	3/8/2025	14
Eden	Golden State Supply LLC, Collectively "Advance Auto Parts"	Hayward	Retail	Closure	3/9/2025	7
Eden	Columbus Manufacturing, Inc.	Hayward	Manufacturing	Layoff	3/15/2025	125
Eden	Walgreens	San Leandro	Healthcare	Closure	3/17/2025	26

ACWDB Rapid Response Monthly Report

July 1, 2024 – June 30, 2025

Month Ending: June 30, 2025

Attachment VII.E.1.

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Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Golden State Supply LLC, Collectively "Advance Auto Parts"	San Leandro	Retail	Closure	3/26/2025	1
Eden	Golden State Supply LLC, Collectively "Advance Auto Parts"	Hayward	Retail	Closure	3/30/2025	1
Eden	Ajinomoto Food North America, Inc	Hayward	Manufacturing	Layoff	4/12/2025	116
Eden	Loreto R. Sicam Jr, DMD, Inc.	San Leandro	Healthcare	Closure Temporary	6/19/2025	6
North Cities	California Communications Access Foundation	Berkeley	Professional Services	Layoff	7/1/2024	11
North Cities	Pixar	Emeryville	Technology	Layoff	7/26/2024	181
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	8/16/2024	4
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	8/16/2024	30
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	8/23/2024	3
North Cities	Ginkgo Bioworks, Inc.	Emeryville	Technology	Layoff	8/23/2024	10
North Cities	Pixar	Emeryville	Technology	Layoff	9/20/2024	4
North Cities	SunPower Corp.	Berkeley	Professional Services	Layoff	9/24/2024	22
North Cities	Penumbra, Inc	Alameda	Healthcare	Layoff	11/1/2024	71
North Cities	WMBE Payrolling Inc. dba TCWGlobal	Alameda	Finance	Layoff	11/1/2024	1
North Cities	Amyris, Inc.	Emeryville	Technology	Layoff	12/2/2024	50
North Cities	ABB Optical Group, LLC	Alameda	Healthcare	Closure	12/16/2024	138
North Cities	Twelve Benefit Corporation	Alameda	Technology	Layoff	12/23/2024	8
North Cities	Twelve Benefit Corporation	Berkeley	Technology	Layoff	12/23/2024	86
North Cities	Kaiser Permanente	Berkeley	Healthcare	Layoff	4/25/2025	3

ACWDB Rapid Response Monthly Report
July 1, 2024 – June 30, 2025
Month Ending: June 30, 2025

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
North Cities	Kaiser Permanente	Berkeley	Healthcare	Layoff	4/25/2025	1
North Cities	Kaiser Permanente	Berkeley	Healthcare	Layoff	4/25/2025	1
North Cities	Kaiser Permanente	Berkeley	Healthcare	Layoff	4/25/2025	1
North Cities	Federal Express Corporation	Emeryville	Transportation	Closure	6/2/2025	79
North Cities	Kaiser Permanente	Berkeley	Healthcare	Layoff	6/2/2025	4
Tri-Cities	Enovix Corporation	Fremont	Technology	Layoff	7/5/2024	168
Tri-Cities	Lucid USA, Inc.	Newark	Manufacturing	Layoff	7/23/2024	256
Tri-Cities	Walmart	Fremont	Retail	Closure	7/26/2024	169
Tri-Cities	Del Monte Capitol Meat Company, LLC dba Allen Brothers West Coast	Union City	Manufacturing	Closure	8/12/2024	63
Tri-Cities	Velo3D, Inc.	Fremont	Technology	Layoff	10/8/2024	42
Tri-Cities	Enervue	Fremont	Technology	Layoff	11/8/2024	65
Tri-Cities	Advantest America Inc.	Fremont	Technology	Closure	11/22/2024	88
Tri-Cities	Velo3D, Inc.	Fremont	Manufacturing	Layoff	12/8/2024	29
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	12/23/2024	156
Tri-Cities	ElringKlinger Silicon Valley Inc	Fremont	Manufacturing	Closure	1/6/2025	27
Tri-Cities	Flagship Facility Services LLC	Fremont	Others	Layoff	2/14/2025	6
Tri-Cities	Flagship Facility Services LLC	Fremont	Others	Layoff	2/14/2025	20
Tri-Cities	Golden State Supply LLC, Collectively "Advance Auto Parts"	Union City	Retail	Closure	3/5/2025	7
Tri-Cities	Macy's Inc	Newark	Retail	Closure	3/18/2025	94

ACWDB Rapid Response Monthly Report

July 1, 2024 – June 30, 2025

Month Ending: June 30, 2025

Attachment VII.E.1.

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Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Cities	Golden State Supply LLC, Collectively "Advance Auto Parts"	Union City	Retail	Closure	3/26/2025	2
Tri-Cities	Kaiser Permanente	Dublin	Healthcare	Layoff	4/25/2025	1
Tri-Cities	Cepheid	Fremont	Healthcare	Layoff	5/12/2025	3
Tri-Cities	Cepheid	Newark	Healthcare	Layoff	5/12/2025	6
Tri-Cities	Confluent Medical Technologies, Inc.	Fremont	Technology	Layoff	6/2/2025	102
Tri-Cities	Kaiser Permanente	Fremont	Healthcare	Layoff	6/2/2025	1
Tri-Cities	Benchmark Precision Technologies	Fremont	Manufacturing	Layoff	6/3/2025	42
Tri-Cities	Buildings Robotics, Inc	Fremont	Technology	Layoff	6/30/2025	48
Tri-Cities	Supernal, LLC - 401	Fremont	Manufacturing	Layoff	6/30/2025	27
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	11/22/2024	13
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	12/6/2024	7
Tri-Valley	Ovations Fanfare, L.P. dba OVG Hospitality	Pleasanton	Food Services	Layoff	12/31/2024	106
Tri-Valley	Boeing	Pleasanton	Manufacturing	Layoff	1/17/2025	1
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	1/21/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	2/10/2025	3
Tri-Valley	Safeway Inc.	Pleasanton	Retail	Layoff	2/22/2025	18
Tri-Valley	Safeway Inc.	Pleasanton	Retail	Layoff	2/22/2025	138
Tri-Valley	McDonald's Restaurants of California, Inc.	Castro Valley	Food Services	Layoff	2/24/2025	64
Tri-Valley	Golden State Supply LLC, Collectively "Advance Auto Parts"	Pleasanton	Retail	Layoff	3/7/2025	8

ACWDB Rapid Response Monthly Report

July 1, 2024 – June 30, 2025

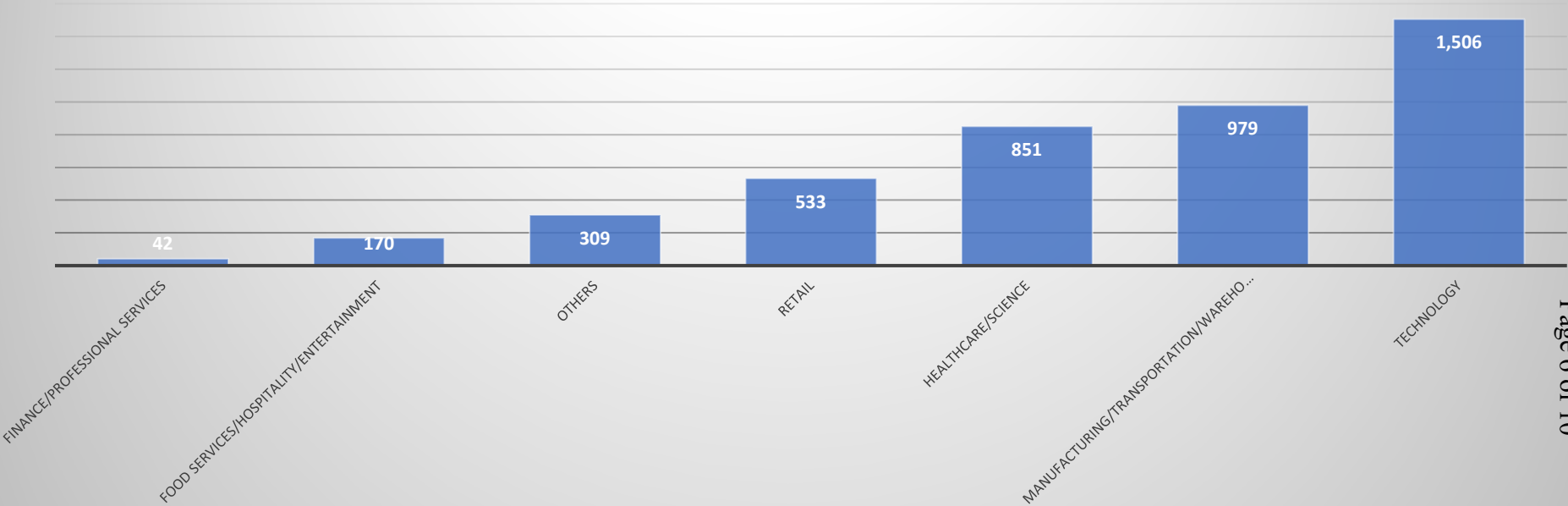
Month Ending: June 30, 2025

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Valley	Republic National Distributing Company, LLC	Pleasanton	Others	Layoff	3/8/2025	60
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	3/22/2025	2
Tri-Valley	Kohl's Department Stores, Inc.	Pleasanton	Retail	Closure	3/31/2025	60
Tri-Valley	Workday, Inc.	Pleasanton	Technology	Layoff	4/6/2025	617
Tri-Valley	Bio-Rad Laboratories, Inc.	Pleasanton	Healthcare	Layoff	4/11/2025	16
Tri-Valley	Bio-Rad Laboratories, Inc.	Pleasanton	Healthcare	Layoff	4/11/2025	1
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	4/14/2025	1
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	4/21/2025	1
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	4/25/2025	10
Tri-Valley	Primo Brands, Inc.	Livermore	Manufacturing	Closure	5/10/2025	9
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	5/19/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	6/2/2025	20
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	6/9/2025	5
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	6/16/2025	3

ACWDB Rapid Response Monthly Report
July 1, 2024 – June 30, 2025
Month Ending: June 30, 2025

Industry	Sum of Affected Workers
Finance/Professional Services	42
Food Services/Hospitality/Entertainment	170
Others	309
Retail	533
Healthcare/Science	851
Manufacturing/Transportation/Warehouse	979
Technology	1,506
Grand Total	4,390

Cumulative Number of Affected Workers
July 1, 2024 – June 30, 2025

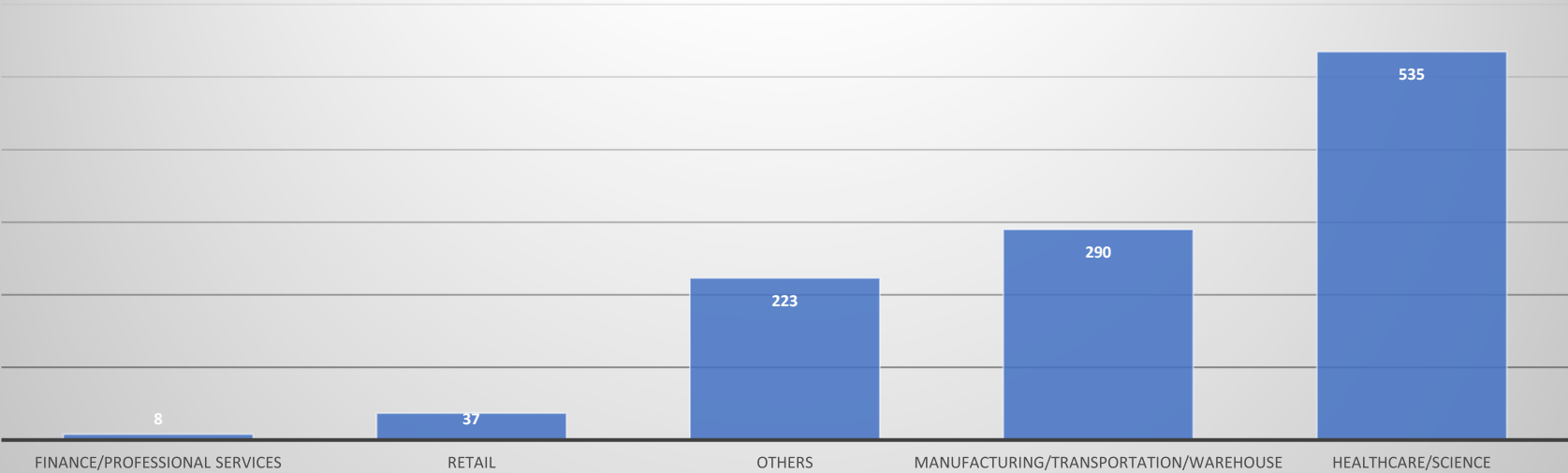


ACWDB Rapid Response Monthly Report
July 1, 2024 – June 30, 2025
Month Ending: June 30, 2025

EDEN RAPID RESPONSE

Industry	Sum of Affected Workers
Finance/Professional Services	8
Retail	37
Others	223
Manufacturing/Transportation/Warehouse	290
Healthcare/Science	535
Grand Total	1,093

Number of Affected Workers
July 1, 2024 – June 30, 2025

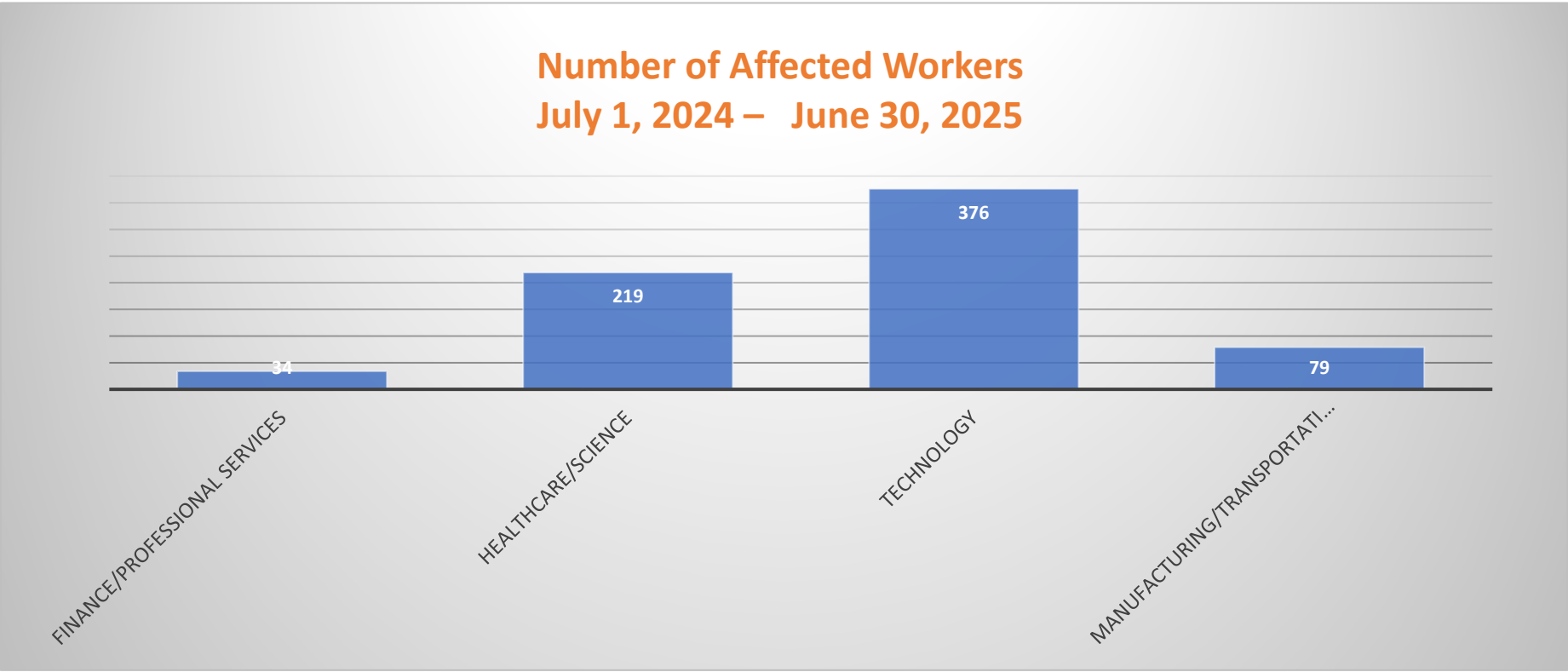


ACWDB Rapid Response Monthly Report
July 1, 2024 – June 30, 2025
Month Ending: June 30, 2025

NORTH CITIES RAPID RESPONSE

Industry	Sum of Affected Workers
Finance/Professional Services	34
Healthcare/Science	219
Technology	376
Manufacturing/Transportation/Warehouse	79
Grand Total	708

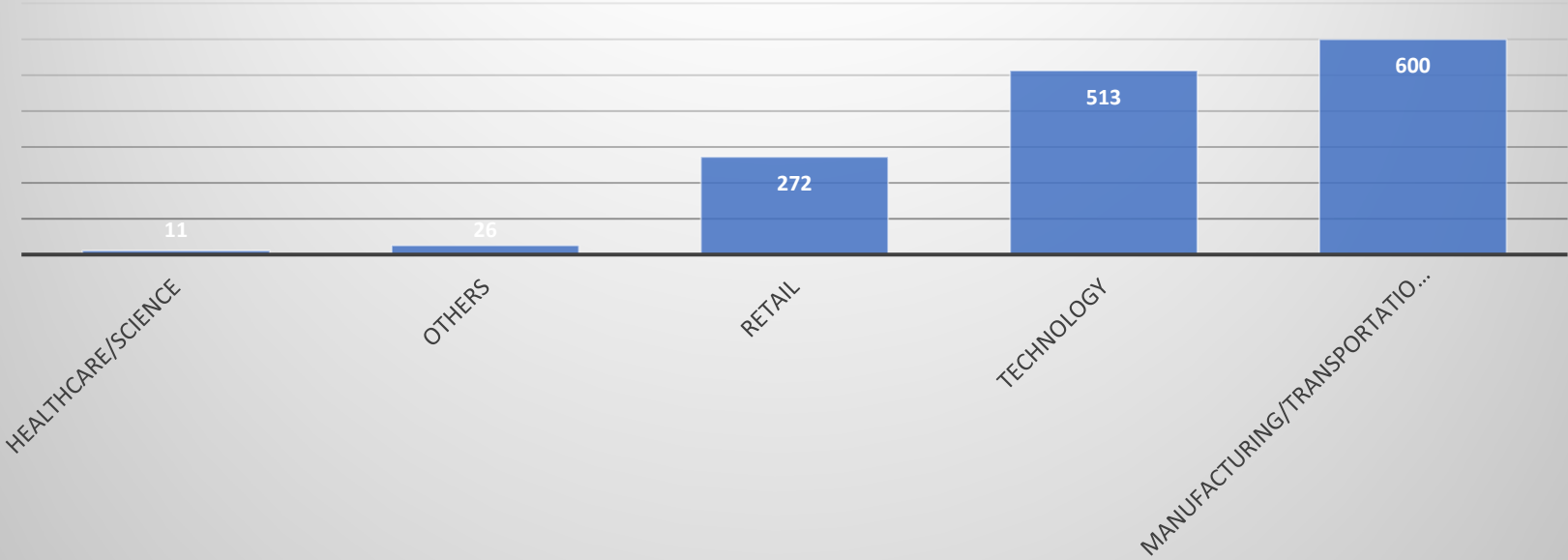
Number of Affected Workers
July 1, 2024 – June 30, 2025



ACWDB Rapid Response Monthly Report
July 1, 2024 – June 30, 2025
Month Ending: June 30, 2025
Tri - CITIES RAPID RESPONSE

Industry	Sum of Affected Workers
Healthcare/Science	11
Others	26
Retail	272
Technology	513
Manufacturing/Transportation/Warehouse	600
Grand Total	1,422

Number of Affected Workers
July 1, 2024 – June 30, 2025



ACWDB Rapid Response Monthly Report

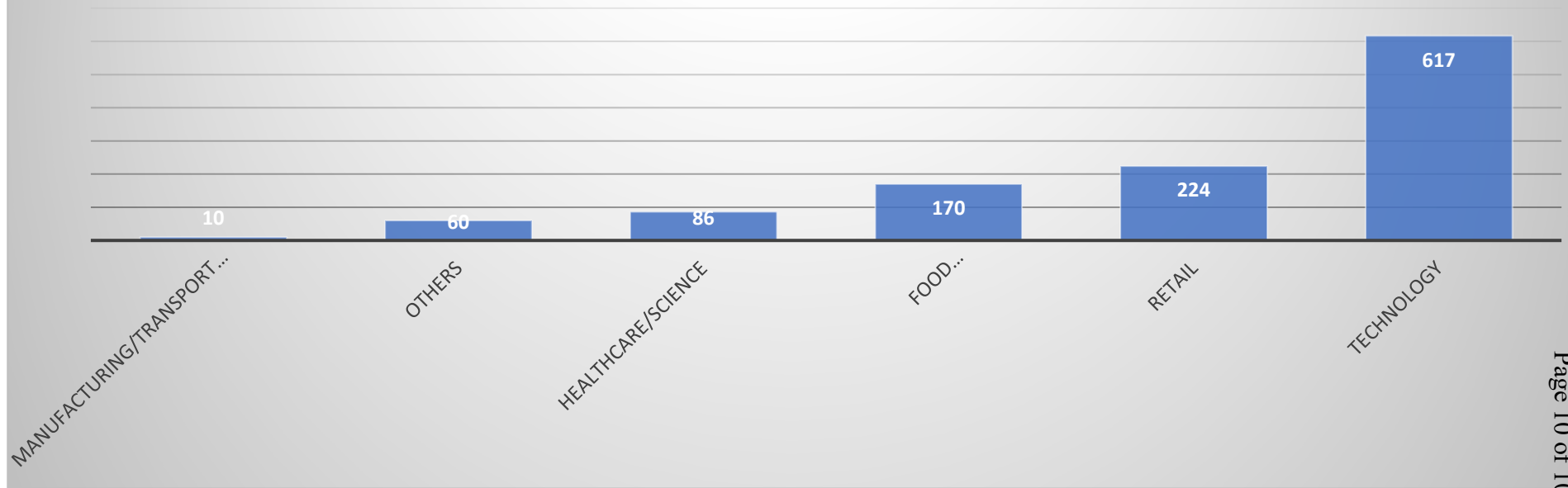
July 1, 2024 – June 30, 2025

Month Ending: June 30, 2025

Tri - Valley RAPID RESPONSE

Industry	Sum of Affected Workers
Manufacturing/Transportation/Warehouse	10
Others	60
Healthcare/Science	86
Food Services/Hospitality/Entertainment	170
Retail	224
Technology	617
Grand Total	1167

Number of Affected Workers July 1, 2024 – June 30, 2025



ITEM VII.F. – REPORTS

BUSINESS SERVICES UNIT REPORT FOR JANUARY 1, 2025– JUNE 30, 2025

BACKGROUND:

During the period covering January 1, 2025, through June 30, 2025 efforts were initiated and services were provided to employers by the Business Services Unit (BSU) that included leveraging, brokering, and convening Career Services Providers for the delivery of coordinated business recruitment assistance, job fairs, Rapid Response, and business connections to support job search and placement, and labor market information. The report is intended to provide an overview of business service activities during this timeframe.

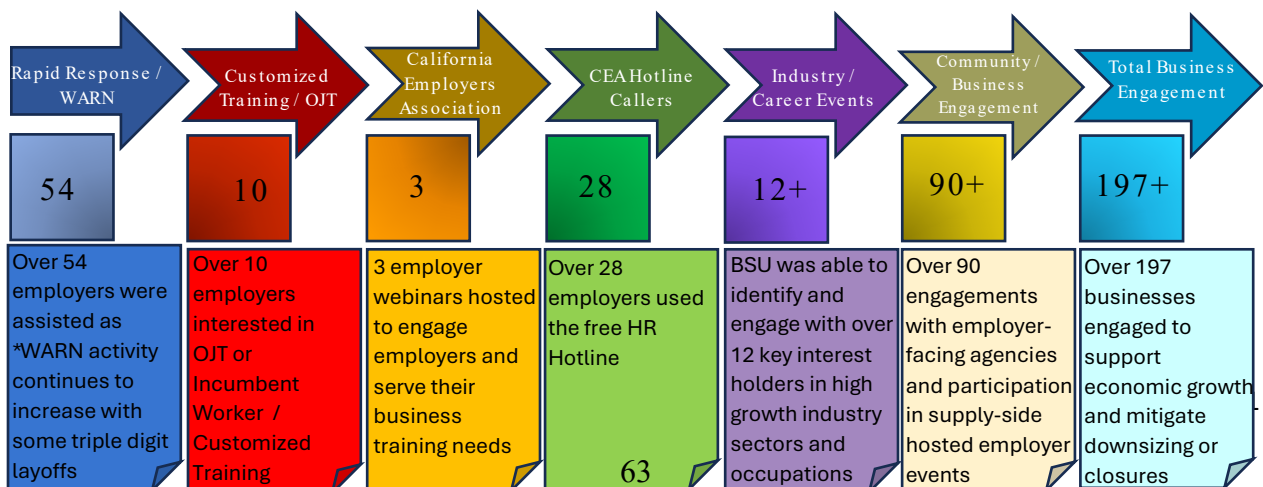
The BSU is working within the Alameda County Workforce Development Board's adopted Business Engagement Model (BEM) framing to support economic growth, resiliency, inclusivity, and talent development with the goal of serving our business customers and forge connections between job seekers and employers, as well as other system interest-holders. These BSU objectives are achieved by helping employers access reimbursement 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, and through cultivating partner connections.

BUSINESS SERVICES ACTIVITIES

Businesses Served:

BSU engagement transpired through various methods, including through the coordination of on-site and virtual Open Rapid Response Orientations (Open RROs), employer hotline information, coordination and participation in career fair events, attending local chamber and industry events, meeting with local economic development liaisons, supporting re-entry employer engagement events, collaborating with employer-facing organizations and other types of community agencies. Through these engagements the BSU achieved a better understanding of which employers are hiring and what type of employees they hope to attract. A total of at least 197 businesses were served during the first half of calendar year 2025 (January 1 – June 30).

The graphic below reflects a high-level overview of the various types of employer engagements and number of employers engaged during the specified timeframe:



*Worker Adjustment & Retraining Notification (WARN)

Open Rapid Response Orientations:

In response to the increase in layoffs and with a goal to provide service delivery to potential Dislocated Worker participants, Open RROs 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 facilitates access to an online learning platform that is being utilized to support worker and upskilling efforts. Metrix Online Learning offers over 7,500 virtual trainings to support both job seekers as well as businesses seeking to upskill their workforce or train external talent to fill positions. Some employers interested in customized / incumbent worker 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 webinars on the behalf of ACWDB. CEA helped to create outreach materials promoted by the BSU and across ACWDB's social media pages to employers within the service area. During the timeframe of this report, CEA hosted the following webinars to support employers with business training needs which attracted over 56 registrations:

- 6/25/25 [2025 Mid-Year Labor Law Update Alameda](#)
- 5/21/25 [ChatGPT in the Workplace Alameda](#)
- 1/21/25 [2025 Labor Law Update](#)

CEA Hotline:

CEA also manages a Human Resources (HR) hotline provided to ACWDB's local area employers and HR Managers. Over 28 employers called the hotline for support during the first half of calendar year 2025. There was a wide range of issues addressed from termination issues, leave of absences, policy questions, safety, wages, and other business operations related issues.

Industry / Career Events:

BSU supported local hiring and inclusivity of formerly incarcerated and unhoused individuals by coordinating and participating 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 identified and engaged with key interest-holders 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's BSU during the timeframe of this report are below:

- BART Career Fair
- 2025 Annual Fair Chance Job and Resource Fair
- County of Alameda Job Fair
- Santa Rita Jail Employer Engagement Day
- AM BayArea Manufacturing Summit

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), 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. The Rapid Response Coordinator participates in the Greater Bay Area Rapid Response Roundtable which is one of over 50 regularly attended convenings by BSU staff.

Total Employer Engagement:

There were over 197 employer engagements between January 1, 2025, through January 30, 2025. 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 onsite 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.

Business Services Unit Measures & Goals:

The following measures and goals were previously board-approved and adopted. BSU is under review of these goals and measures to glean relevance and appropriateness and may propose a new set of measures and goals at a future OE Committee:

BSU GOALS		
1	Recruit and provide services to new businesses	15
2	Provide services to small businesses (<100 employees)	12
3	Rapid Response / Layoff Aversion Activities to build relationships with businesses	5
4	Align Businesses Services with ISOF	75%

TRACKING
Number of collaborative events with partners for Priority Populations
Build local and regional collaboration with industry, trade, and economic development partners
Business relationship retention / Repeated services to businesses

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

ITEM VII.G. – 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 June 30, 2025.

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 (CCD) indicate compliance with the contract budget expenditure plans for PY 2024/2025. Final invoices from both providers are expected in July 2025. Please refer to Attachment V.G.1.

Youth Providers - Status of Invoices & Expenditures:

Invoices submitted by Eden Area Regional Occupational Program (EAROP), La Familia, Tri-Valley Regional Occupational Program (ROP), and Ohlone Community College District indicate compliance with the contract budget expenditure plans for PY 2024/2025. Invoices are submitted on a quarterly basis. Berkeley Youth Alternatives invoices have not been submitted or processed since December 2024 due to delays caused by transition of organizational management. Final invoices from all providers are expected in July 2025. Please refer to Attachment V.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:

V.G.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 6-30-25

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		\$1,037,893	59.8%	\$699,095
Rubicon Programs	\$696,679	4/30/25	\$516,132	74.1%	\$180,547
Ohlone CCD	\$1,040,309	4/30/25	\$521,761	50.2%	\$518,548

YOUTH PROVIDERS

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		\$695,819	62.1%	\$424,014
Eden Area ROP	\$169,638	3/31/25	\$95,662	56.4%	\$73,976
La Familia	\$377,297	5/30/25	\$329,576	87.4%	\$47,721
Tri-Valley ROP	\$109,570	3/31/25	\$66,789	61.0%	\$42,781
BYA / Berkeley Youth Alternatives	\$298,328	11/30/24	\$101,732	34.1%	\$196,596
Ohlone CCD	\$165,000	4/30/25	\$102,060	61.9%	\$62,940

ITEM VII.H. – 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 June 30, 2025. 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. Of that amount, \$744,315 must come out of the WIOA Formula Adult and Dislocated Worker allocation. The balance of \$372,158 may be leveraged from other discretionary, non-WIOA, or educational grant fund sources.

Training Expenditures - Status of Expenditures & Obligations:

As of June 30, 2025, total training expenditures, including training obligations and leveraged training, amount to \$1,116,473 (100% of total required expenditures). Please refer to Attachment VII.H.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.H.1. – Training Expenditures Report – PY 2024/2025 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
TRAINING EXPENDITURES REPORT
REPORT DATES: 7-1-24 thru 6-30-25

PROGRAM YEAR 2024-25	Expenditure Requirement	Expenditures at Report Date	Unliquidated Obligations	Balance to Meet Requirement
WIOA Adult/DW Training	\$744,315	\$744,315	\$0	\$0
Leverage Training	\$372,158	\$372,158	\$0	\$0
Total (1)	\$1,116,473	\$1,116,473	\$0	\$0

- (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 UPDATE

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 have potential to spark new ideas, opportunities, programs, and partnerships.

LEGISLATIVE UPDATES:

Federal

House of Representatives (H.R. 1) - One Big Beautiful Bill Act

H.R. 1 or the One Big Beautiful Bill Act became law on July 4, 2025, along narrow voting margins in the Senate (one vote) and the House of Representatives (four votes) to meet the simple majority needed for the bill to be sent to the president's desk for signature. H.R. 1 makes an extension to many provisions in the 2017 Tax Cuts and Jobs Act bill and subsequently will add \$3.7 trillion to the national debt over the next ten years.

H.R. 1 significantly increases military spending, including \$7.5 billion in fiscal year 2025 and other investments in naval ship building activities, space-based defense, nuclear defense, and weapon development and stockpiling. The bill reverses several clean energy investments in the Inflation Reduction Act and redirects funding toward oil and petroleum efforts.

H.R.1 scales back funding (\$ 186.7 billion total) from the Supplemental Nutrition Assistance Program (SNAP) program, shifts funding responsibilities to states (up to 15% based on the SNAP error rate beginning on October 1, 2027), and requires more Able-bodied Adults without Dependents (ABAWDs) to engage in employment (work requirements) to maintain their SNAP benefits. The new change in the law also requires SNAP recipients to meet work requirements if they are 65 and under (formerly 55 years of age and under) and if a veteran, unhoused, and/or in foster care.

States with a SNAP error rate less than six percent over a three-year timeframe will not have to absorb SNAP costs. The change is estimated to impact over 22 million households with some losing some of their SNAP benefits and others losing access altogether. It also eliminates SNAP eligibility for certain individuals who are classified as legally present in the United States.

H.R. 1 also reduces federal spending on Medicaid (Medi-Cal in California) by more than \$1 trillion over the next ten years and is projected to increase the number of uninsured by 11.8 million nationwide and an estimated 3.4 million in California. This cut to Medicaid/Medi-Cal is

estimated to cost the state \$30 billion and other penalties for providing access to undocumented residents.

Starting in 2029, adults (with certain exceptions) who cannot provide proof of employment, school attendance or volunteer activities (at least 80 hours per month), will lose access to their Medi-Cal benefits. This could lead to a loss of up to \$22.3 billion in federal funding and cause up to 3 million people in California to lose coverage.

Executive Orders

In April 2025, the president released two Executive Orders (EO) that have implications for workforce development programs (EO 14277 and EO 14278). EO 14277, “Advancing Artificial Intelligence (AI) Education for American Youth”, calls for education systems to prepare for innovation and an AI-ready workforce by preparing the educator workforce, training the youth, supporting lifelong learners and incumbent workers to keep skill sets current, prioritizing the growth of AI-related registered apprenticeships, and through an established AI Education Taskforce.

EO 14277 also requests, within 120 days of the EO, that the Department of Labor encourage Workforce Innovation and Opportunity Act (WIOA) grantees to use their respective youth allocations toward AI-related training and work-based learning opportunities. The guidance related to EO 14277 was released from the DOL on August 26, 2025, and encourages workforce boards to use their respective WIOA Title I funding to support foundational AI literacy and advanced level AI training of Youth, Adults, and Dislocated Workers.

EO 14278, “Preparing Americans for High-Paying Skilled Trade Jobs”, emphasizes the president’s agenda to reindustrialize the American economy by equipping Americans with the skills needed to produce “world-class” products and technologies, streamlining “fragmented” federal workforce development programs, strengthening registered apprenticeships, analyzing the workforce development programs, and proposing recommendations for program reforms.

State

California’s budget was enacted in late June 2025 and notes a substantial cost and caseload increase growth in several core state programs, particularly within the Medi-Cal program. This growth in caseload has created a \$11.8 billion shortfall in the General Fund. To counteract the budget shortfall, the state plans to freeze enrollments of undocumented residents into Medi-Cal and eliminate dental benefits for adults 19+ and for those with “unsatisfactory” immigration status. There are also additional cuts to other programs.

Also worth noting is that the state will borrow \$400 million in 2025-26 from Labor and Workforce Development Fund and from other non-labor departments and programs. While the state’s workforce development-aligned investments will lean toward making technology and systems upgrades within labor departments (Employment Development Department, Department of Industrial Relations - DIR, etc.), the following are workforce development-aligned programmatic investments:

1. **DIR Apprenticeship Training Grant Expansion** - \$18.2 million one-time from the Apprenticeship Training Contribution Fund to support apprenticeship training in construction and related trades.
2. **California Workplace Outreach Project** - \$13 million one-time Labor and Workforce Development Fund to DIR to promote awareness and education for labor protections for California workers.
3. **Helping Justice-Involved Reenter Employment (HIRE) Program** - \$10 million one-time General Fund for the California Workforce Development Board to provide grants to eligible organizations to support formerly incarcerated and justice-involved individuals in accessing employment opportunities, workforce training programs, and supportive services.
4. **Regional Coordination for Career Education and Training** - \$1 million one-time General Fund to support California's State Economic Blueprint and Master Plan for Career Education through the Labor and Workforce Development Agency's evaluation of regional coordination models that can serve as sustainable forums for educators, workforce training providers, and employers.

Additionally, the budget calls for investments to support the rebuilding of Los Angeles County's local economy and workforce post wildfire disasters.

Senate Bill (SB) 617

ACWDB staff developed a legislative proposal to address issues with the Worker Adjustment and Retraining Notification (WARN) process. The WARN process requires companies with 75 workers or more to issue a 60-day notice to affected workers, the local workforce development board, and elected officials when a layoff is bound to occur, to protect workers from the abruptness of layoff activity. Locally, while many employers have been compliant and responsive to efforts, some had not been. Specifically, some employers listed incorrect contact information on the notice and/or had not been responsive to the RRC's outreach efforts to coordinate resource presentations, i.e., Rapid Response Orientations (RROs) to affected workers.

As a result, ACWDB staff began collaborating closely with the Social Services Agency's Policy Strategy and Innovation office (Policy office), to gain Board of Supervisor support of the bill proposal, which then unlocked the Policy office's access to the agency's lobbyist team. That lobbyist team gained the interest of Senator Jesse Arreguin, who in turn, authored the bill proposal, i.e., SB 617.

SB 617 requires employers to make their plans for the delivery outplacement services known in the WARN letter, while providing information to its affected workers about local workforce development boards. Recent bill amendments also require employers to provide information about the CalFresh program as well. SB 617 would bring visibility to critical information and resources as workers navigate a challenging aspect of their careers, while encouraging employers

to consider their local workforce development board as a free resource to support outplacement services through the RRO and other related services.

SB 617 has since gained support from both labor committees (Senate and Assembly) and staff have testified in committee. SB 617 is progressing well and has already been read a third time in its chamber of origin (Senate), offering promise that the bill is closer to making it to the Governor's desk for review and consideration.

Summary

At the federal level, the EOs strongly imply that workforce development programs will be under more stringent review and explicitly states that recommendations for reform is underway, which may include, recommendations to consolidate “ineffective” workforce programs. ACWDB staff leadership has begun planning and envisions equipping service providers with tools to perform toward outcomes while aiming to meet or exceed state negotiated performance measures. Staff have also begun the process of planning for services that will meet the forthcoming request to direct WIOA youth funding toward AI-related training.

At the state level, the enacted budget is narrow on investments in workforce development, however with the state's focus on funding the Division of Apprenticeship Standards (DAS) and on the alignment with the California's Master Plan for Career Education, staff leadership is positioning the department to incline toward grant development activities by developing stronger relationship ties to the business community. Business community relationships will be critical in developing building-out and/or formalizing pre apprenticeships and apprenticeships. Doing so will also position the ACWDB to build synergy with forthcoming federal investments and directives related to AI and pre/apprenticeships.

Since discretionary workforce development funding is seemingly lean and/or hyper-focused on specific initiatives, it will be critical to use any unobligated WIOA funding strategically toward preparing for the future through the program approaches listed throughout this item.

Lastly, with increased work requirements in SNAP and Medicaid, there is an opportunity to work on an interagency effort (within the Alameda County Social Services Agency) to provide inroads to the WIOA program to assist safety-net beneficiaries in accessing work and job placement supports so they can meet their work requirements and maintain their benefits. Co-enrollment into various agency programs may serve as a mechanism for bolstering resilience of participants and partner programs.

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

ITEM VIII.B. – INFORMATION

PERFORMANCE OUTCOMES AND IMPACTS FOR PROGRAM YEAR 2024/2025

BACKGROUND:

Expectations for attainment of performance outcomes has always been a part of Workforce Innovation and Opportunity Act (WIOA) programs. The use of federal public tax dollars to implement these workforce development programs comes an inherent obligation to be a responsible steward over programs, services, and the resulting outcomes.

WIOA funds are allocated to the states from the U.S. Department of Labor (DOL) through a formula which takes several factors into account, (i.e., poverty rates, unemployment rates, and demographics). Each state then applies another formula to their allocation to determine the funding award amounts for each of the Local Areas within that state. California boasts 45 Local Workforce Development Areas/Boards – and the Alameda County Workforce Development Board (ACWDB) is one of those local boards.

As the funds funnel down from the federal government through the states – and ultimately to the Local Areas, so do performance expectations. Each state negotiates performance goals with the DOL – and in turn, each Local Area negotiates performance goals with the state. ACWDB negotiated Local Area Performance goals with the State of California in September of 2024. The goals established through that negotiation are relevant for program years (PY) 2024/2025 and 2025/2026.

Local Area Performance goals inform ACWDB's consideration of contract performance measures and goals. Contract Performance measures and goals support alignment with the negotiated targets and help motivate organizations contracted to offer WIOA-funded programs and services to job seekers.

Over the last several years, ACWDB has implemented a board-approved conditional funding clause that is triggered if a service provider does not attain 100% of their performance goals before the end of the third quarter (by the end of March). If that 100% mark has not yet been achieved by March 31st, up to 25% of the service providers total program year funding allocation will be held in reserve. The service provider will then have until June 30th, (the end of the program year) to fully achieve their goals. If goals are not fully recognized, the service provider may be subject to forfeiture of all or a percentage of that 25% reserve – depending on how well the provider has done in achieving their goals for the program year.

The charts below represent attainments in the specific performance categories that may impact the implementation of conditional funding penalties being imposed for the program year.

WIOA Adult & Dislocated Worker

	AJCC		CSC	
	Ad	DW	Ad	DW
New Enrollments	100%	100%	100%	100%
Training \$ Encumbrance	100%	100%	100%	100%
OJT Enrollments	100%		11%	
<i>Averages:</i>	100%		82%	

In-School and Out-of-School Youth

	In-School		Out-of-School		
	EAROP	TVROP	La Fam	BYA	Ohlone
New Enrollments	100%	100%	100%	65%	100%
% Work-Based Learning	100%	100%	100%	100%	100%
% Core Skills/Leadership	100%	100%	100%	100%	100%
<i>Averages:</i>	100%	100%	100%	88%	100%

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

ITEM VIII.C. – INFORMATION

NEW CONTRACT PERFORMANCE MEASURES AND GOALS **FOR PROGRAM YEAR 2025/2026**

BACKGROUND:

Each program year, Alameda County Workforce Development Board (ACWDB) staff establish contract performance measures and goals for each sub-contractor. Those measures and goals are written into service provider contracts and contractors are required to outline their plan for achieving these goals throughout the program year.

In program year (PY) 2025/2026, ACWDB is launching a new system design for the Adult and Dislocated Worker customers that expands the number of contracted service providers from two to five. Adult and Dislocated Worker Career Service Providers (CSP) for PY 2025/2026 are as follows:

- Eden America's Job Center of California (AJCC) is Rubicon Programs
- North Cities CSP is Lao Family
- Tri-Cities CSP is Ohlone College
- Tri-Valley CSP is Chabot/Las Positas College
- International Rescue Committee (IRC) has been contracted as the CSP specifically for targeted populations throughout ACWDB's service delivery area

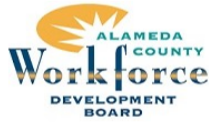
Youth Service Providers contracted for PY 2025/2026 are as follows:

- In-School Youth = Eden Area Regional Occupational Program (Eden Area ROP)
- In-School Youth = Tri-Valley Regional Occupational Program (Tri-Valley ROP)
- Out-of-School Youth, Eden Area = La Familia Counseling Services
- Out-of-School Youth, North Cities = IRC
- Out-of-School Youth, Tri-Cities Area = Ohlone College

Some goals are established based on ACWDB's Local Area Performance goals that were negotiated with the State of California. The charts below represent the contract performance measures and goals for each Workforce Innovation and Opportunity Act (WIOA) Title I service provider in ACWDB's system.

Negotiations are ongoing for some of the goals that are listed below. Once those numbers have been finalized, they will be presented in quarterly reports that will be included in the Organizational Effectiveness Committee packet beginning at the November 2025 meeting.

Adult and Dislocated Worker:



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals


PY 2025/2026 - WIOA Adult and Dislocated Worker Programs

DEVELOPMENT BOARD	Eden AJCC (WCE)		North Cities / Lao Family		Tri Cities / Ohlone		Tri-Valley / CLP		Targeted / IRC	
	Measure	Adults	DW	Adults	DW	Adults	DW	Adults	DW	Adults
TOTAL Enrollments	54	65	TBD	TBD	37	44	19	23	16	19
Allowable Carry-Ins	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Req'd New Enrollments	54	65	TBD	TBD	37	44	19	23	16	19
Training Obligations	\$94,500	\$163,200	\$21,000	\$36,000	\$64,750	\$105,600	\$33,250	\$55,200	\$27,599	\$45,600
OJTs	5		1		3		2		1	
% of Trng Enr in ISOF	75.0%									
% of MSG Attainment ^④	50.0%									
% of Credential Attain ^③	72.0%									
Job Placements @ Exit (% of closed cases)	69.0%									
Job Placements in ISOF (% of placements)	65.0%									

^③ % of participants enrolled in training, who exited and reported credential attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

^④ % of participants enrolled in training, who exited and reported MSG attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

Youth and Young Adults:



ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

Contract Performance Goals

PY 2025/2026 - Youth Innovation & Future Force

Measure	In-School		Out-Of-School		
	Eden (YIE)	Tri-Valley (YIV)	Eden (YOE)	North Cities (YONI)	Tri-Cities (YOT)
TOTAL ENROLLMENTS	38	27	58	46	31
Maximum Allowable Carry-Ins	NA	NA	NA	NA	NA
# Required New Enrollments	38	27	58	46	31
Work-Based Learning (% of New Enrollments)	90.0%				
Core Skills/Leadership (% of New Enrollments)	90.0%				
In Training (Occu Skills) Toward Credential ① (% of New Enrollments)	NA		10%		
Credential Attainment ② (% of # Enrolled In Training w/case closed)	65.0%				
Measurable Skill Gains ② (% of # Enrolled In Training w/case closed)	75.0%				
Youth Placement @ CIs ③ (% of Closed Cases)	72.0%				

^① Training Activity Codes 415, 416, 418, 421, 424, 429, 430, 432, 438.

^② Enrolled in training, case closed with credential or MSG attainment reported in CalJOBS on or prior to closure.

^③ Placement in employment, education, advanced training, or the military recorded in CalJOBS on or prior to case closure.

Contracted service providers are expected to achieve 100% of their goals before the end of the third quarter of the program year (by March 31, 2026).

Failure to achieve 100% of specified contract performance goals by March 31, 2026, will result in the withholding of 25% of each providers' annual funding allotment. If goals are not achieved before June 30, 2026, then up to 25% of their annual funding could be forfeited.

For additional information, please contact Michele G. Garcia, MIS Administrator. You can reach Michele by phone at (510) 259-3802 or through email at mggarcia@acgov.org.

ITEM VIII.D. – INFORMATION

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

BACKGROUND:

At the Organizational Effectiveness Committee meeting on February 5, 2025, staff highlighted the Workforce Innovation and Opportunity Act (WIOA) requirement of Local Boards to certify their Comprehensive America’s Job Center of California’s (AJCC) every three years, by conducting an independent and objective evaluation in accordance with the State Board’s criteria and procedures. The AJCC certification accomplishes the following goals:

1. Seeks alignment of the AJCC operations with California’s WIOA State Plan and the Department of Labor’s vision for an effective AJCC;
2. Sets standards for consistently high-quality services for customers; and,
3. Commits to a process of continuous improvement.

UPDATE:

The AJCC certification process includes a Continuous Improvement Plan (CIP) containing goals with the due dates spanning program years 2025-2028. On July 8, 2025, Rubicon Program staff provided ACWDB an update on their progress toward CIP goals. The progress is highlighted in the chart below:

Item	Indicator	Action/Improvement Opportunity	Agency	Due Date	Status
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	Complete; Awaiting Repair
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	Ongoing; more connections to be made
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	In progress; training still pending

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	Not complete; to be included in future meetings
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	Completed; and ongoing
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	Not completed; gathering updated information
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	In progress with new system
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	Not completed
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	Ongoing-in communication
J	5	The AJCC will host 1-3 "quality job/employer" hiring events, virtually or in-person.	AJCC	June 30, 2025	Complete, and ongoing
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	Pending relaunch of survey
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	Complete, and ongoing (Green sector, Community Health Worker, Marine Trades)
M	6	AJCC will invite partners to host training sessions on best practices with the populations they serve or on relevant information learned	AJCC	February 1, 2025, and ongoing	Ongoing; schedule to be set

		through their programs for all levels of partner staff. At least once or twice a year, virtually or on-site at the AJCC.			
N	7	The AJCC will distribute the ACWDB Customer Feedback survey to support network-wide improvement efforts.	AJCC/ACWDB	Through June 30, 2028	In progress

Rubicon Programs has started toward achieving various components of the CIP and continues to explore additional opportunities to improve. For those goals not yet completed by the due date, steps are in place to move toward completion by the end of September 2025, or as programmatically possible. Recently, Rubicon Program staff acquired the necessary information relating to computers in need of updates. Work is ongoing to get approval for repairs and/or replacement. Rubicon Programs has shifted its method for obtaining survey responses from participants, choosing to send out an email for participants to access the survey link.

The initial WIOA application is now available at the front desk for individuals who would like to start the application process prior to meeting with the Intake Coordinator. Staff training is ongoing, with newer staff receiving training on various topics, while process/reference sheets have also been created to remind all staff of appropriate procedures. Front desk staff and Intake Coordinator have been trained to offer priority service to veterans, as well as other priority groups.

Partnerships with veteran/military organizations have been strengthened to reach more and prioritize eligible veterans/ and their spouses. Rubicon Programs has updated the AJCC Veterans' area, which is a designated area for veteran information located at the AJCC, to bring visibility to the priority of service for Veterans. Rubicon Programs regularly shares program information from all Memorandum of Understanding (MOU) partners, including an ongoing opportunity for partners to learn about one another's programs through presentations, and continues to utilize MOU meeting times to align service strategies and share relevant resources with partners.

For additional information, please contact Jennifer Victorica, Career Services Coordinator, at Jennifer.Victorica@acgov.org or (510) 259-3841.

ITEM VIII.E. - INFORMATION

INDEED JOB SEARCH ACADEMY UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB), in partnership with Indeed Inc. (Indeed), launched the Job Search Academy (JSA) to expand access to free, virtual job search resources for job seekers. This initiative supports ACWDB's mission to provide both employers and job seekers with universal access to tools, services, and resources that help individuals achieve their employment goals.

JSA is a no-cost platform designed to help individuals strengthen their job search strategies and career readiness. The virtual program covers six key areas of the job search journey:

1. Job Search Strategy – Seven steps for a more efficient job search
2. Resume Writing – Tips to help job seekers stand out to employers
3. Interview Preparation – How to answer key questions and ace interviews
4. Offer Evaluation – How to evaluate job offers and negotiate salary
5. Career Direction – Tips for long-term career growth and success
6. Live Webinars – Practical job search tips and expert insight

To support the rollout of the JSA, ACWDB staff collaborated with Indeed to develop and launch a co-branded stand-alone landing page with links to the ACWDB website. This landing page features a custom collaboration logo and was thoughtfully integrated into the site after analyzing user behavior and identifying the most effective placement for accessibility and visibility. This dedicated page serves as a direct access point to the JSA platform and lays the foundation for broader engagement.

UPDATE:

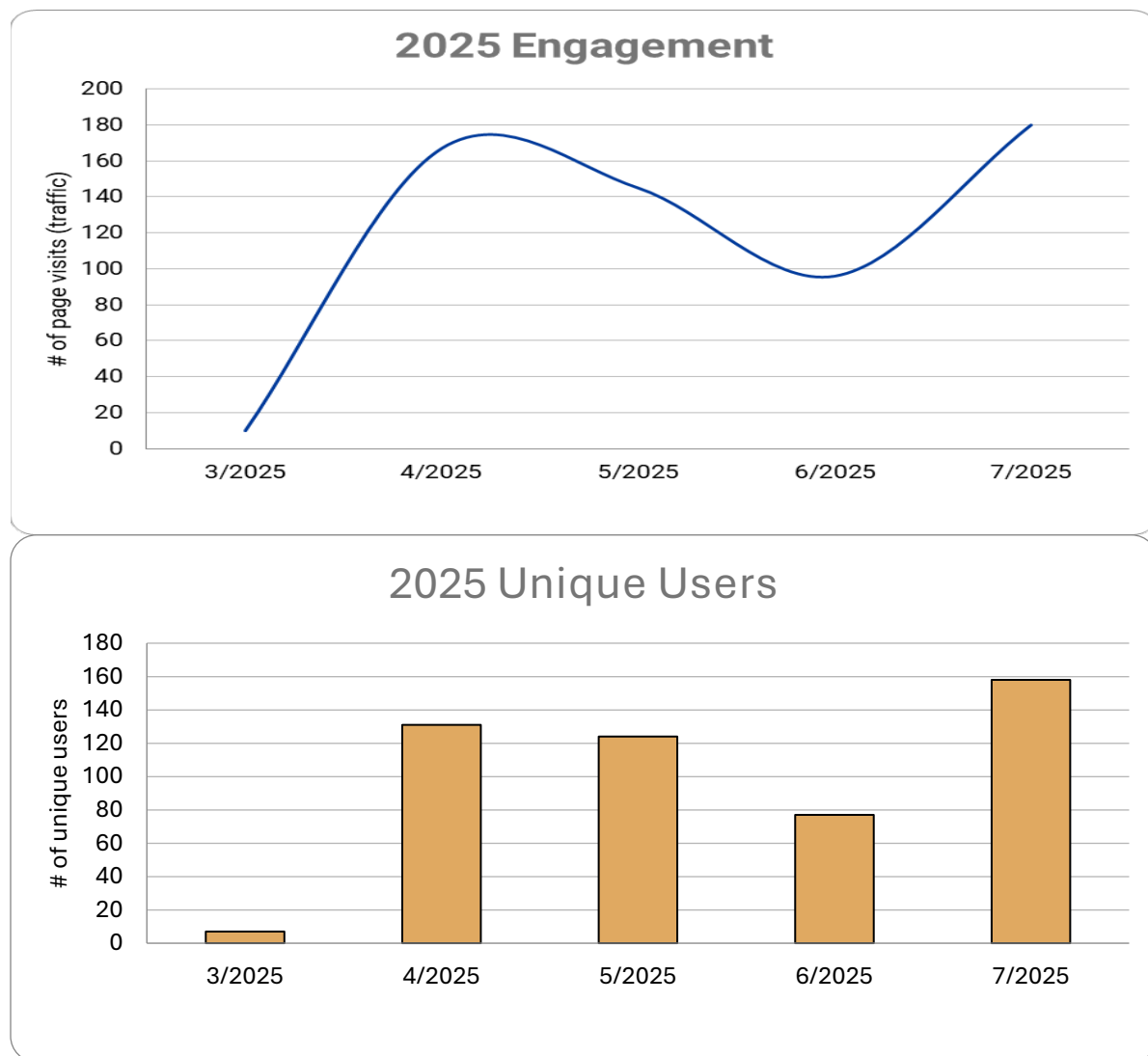
Since the launch of the JSA landing page and the formalization of the agreement with Indeed on January 1, 2025, ACWDB staff have actively promoted the platform through a variety of outreach efforts. A custom stand-alone ACWDB-Indeed landing page was created, featuring a co-branded logo and dedicated vanity URL, and is accessible through our website and mobile app. This page directs job seekers to the JSA platform, providing direct access to Indeed's job search resources and ACWDB's own job readiness tools.

Promotion of the JSA has included the following efforts:

- ACWDB social media posts
- Announcements to community partners
- Posts on the Alameda County Social Services Agency website
- Presentations at provider meetings
- One-on-one support through career centers

Since launching in late March, the JSA has been visited by 497 unique users with a total of 598 visitors. Engagement peaked in July, with 158 unique users and 180 visits. The top three most clicked resources are: View Workshops (48%), Online Career Services (14%), and Job Search – Watch Now (9%), showing a strong preference for practical, self-paced tools.

While initial engagement was low in March, as expected during the ramp-up phase, June showed a brief dip followed by a strong recovery in July. This rebound was driven by a more targeted promotion strategy that emphasized specific content and workshop offerings. This momentum indicates growing awareness and user value, and continued outreach is expected to build further engagement through the fall.



NEXT STEPS:

ACWDB staff will continue to monitor JSA engagement through user feedback, digital traffic data, and platform interaction metrics. With 497 unique users and growing interest in high-

demand content such as workshops and career services, staff will focus on refining outreach strategies to sustain and build engagement.

This partnership with Indeed remains a valuable, no-cost resource that supports job seekers both virtually and through ACWDB's job center network. The collaboration demonstrates how digital tools can enhance local service delivery and expand access to career readiness resources across Alameda County.

For more information about this initiative, please contact: Erron Christmas, Workforce Specialist by email at Erron.Christmas@acgov.org or by phone at (510) 259-3864.

ITEM VIII.F. – INFORMATION

MARINE TRADES AND WATER TRANSPORTATION CAREERS PROGRAM UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) is the regional 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-based organizations through six subcontracts to perform outreach, recruitment, and case management, to prepare job seekers for training and job placement into marine and maritime careers.

To date, the initiative has successfully launched and is approaching its adolescence. Thus far, achieving some promising results including the launch of its first career pathway program, Marine Trades. The Marine Trades Program (MTP) was designed to be a short-term hands-on hard-skills training to meet the industry's need for entry-level workers. When a program graduate enters employment, they are not only earning a wage, but they are also continuing to gain professional experience and mastery of their craft, which in essence is the very definition of a “earn and learn” model.

The MTP graduation was recently held on Friday, July 25, 2025. The MTP has three successful cohorts, 65 participants have been served, 60 have graduated, and 41 placed into employment. This represents an impressive 92% graduation rate and a 69% placement rate (*given the recent graduation date this metric is expected to continue to increase over time*)!

The initiative continues to grow and gain recognition, support, and partnerships. For example, we have had the good fortune to host an elected official at every graduation. In cohort 3, at our most recent graduation, State Superintendent of Public Instruction, Tony Thurman, was the featured guest speaker. Similarly, beginning with cohort 2, Laney College generously contributed to the MTP by providing our participants with access to their campus, where participants receive supplemental instruction through career services workshops. We look forward to continuing to build up the MTP and developing new partnerships and opportunities for Alameda County participants.

Recruitment for cohort 4 of the MTP is currently underway. For additional information, you may contact Carmelo San Mames, Sr. Strategic Partnerships Coordinator at Carmelo.sanmames@acgov.org, or Erron Christmas, Workforce Service Specialist at Erron.Christmas@acgov.org.

ATTACHMENTS:

VIII.F.1. – INFO Marine Trades Success Story

VIII.F.2. – INFO Cohort 3 Graduation Invitation

Marine Trades Career Pathway

Cohort 2

Participant Success Story



Mr. Abraham Contreras was previously working at a Chinese fast-food chain. Akeele Carter is the Lead Instructor for Working Waterfront Coalition and a passionate changemaker. Ms. Carter walked-in for a meal and a fortune cookie, but it was Abraham's fortune that was about to change. Stressed out with personal challenges and with no clear path forward, that day presented a new pathway, a career pathway. In the time it took to complete her order, Akeele engaged, assessed and identified an underutilized talent. She left Abraham a business card and said, "call me if you're serious." Opportunity knocked and Abraham opened the door.

Today, Abraham is an alum of cohort 2. Cohort 2 started on February 3, 2025, which he successfully completed on April 11, 2025. Upon graduation, Abraham was employed at Bay Ship and Yacht, earning \$20 per hour. Within two months, he was promoted to Prop-Welder 1, where he is currently receiving additional training. As he continues the progression within this career pathway, he can expect additional wage increases, more professional responsibility, and continued on-the-job training. The MTP is an incredible new program that brings together numerous partnerships for which we are very grateful. With that in mind, Akeele, thank you for knocking on doors. Abraham, thank you for walking through open doorways. And to the collective team of the High-Road Training Partnership, thank you for being vessels of opportunity. Because the maritime industry is nothing without vessels.



WHAT: WORKING WATERFRONT COALITION'S
GRADUATION OF THE
MARINE TRADES TRAINING COHORT #3

WHEN: Friday, July 25, 2025
5pm- 7pm
(Graduation Ceremony & Reception Celebration)

WHERE: 182 PINTADO STREET
(MARE ISLAND), VALLEJO, CA

SPECIAL GUEST SPEAKER:
TONY THURMOND
CALIFORNIA STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

Special thanks to the Workforce Development Boards:
Alameda, Contra Costa, Oakland and Solano for supporting
High Road Job Training in the Maritime sector

Visit our website for more information about maritime industry
training and career pathways: waterfrontjobs.com

ITEM VIII.G. - INFORMATION

PROMISING FUTURES PROJECT 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 acknowledged that there was a limited number of participants who had received and completed occupational skills training that would lead to an in-demand, industry-recognized certification.

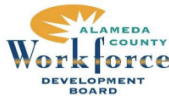
As a result, on December 9, 2022, the ACWDB approved a recommendation from the Youth Committee to program and execute \$185,000 in unobligated WIOA OSY funding to deliver occupational skills training and supportive services to participants ages 16 to 24.

Two organizations exceeded the minimum qualifying score as part of the Solicitation for Proposal (SFP) process. ACWDB, during its December 14, 2023, OSY meeting, approved the authorization to use an additional \$185,000 in unobligated WIOA youth funding to also support the proposal with the second highest qualifying score under the Promising Futures SFP. This approval permitted the selection of two OSY providers.

Through the SFP, Love Never Fails (LNF) and the International Rescue Committee (IRC) were deemed competitive, and ACWDB approved the selection of both organizations. A minimum score of 75 points was required to be considered for award.

LNF and the IRC initiated their contract in March 2024, following a three-day ACWDB staff facilitated orientation. Both providers delivered occupational skills training to eligible WIOA OSY participants. LNF concentrated on the Information Technology and Technology Services sectors and related occupations, while IRC provided training in Early Childhood Education, Childcare, Information Technology/Technology Services, and Healthcare-related occupations (originally listed as Public Sector), throughout the contract term.

To allow the providers more time to execute performance under the contract and ensure effective utilization of the funds, ACWDB staff proposed a no-cost extension, requesting the County of Alameda Board of Supervisors to extend the contract through June 30, 2025. The performance grid below demonstrates the outcomes of each provider throughout the course of the full contract term.



PROMISING FUTURES - Contract Performance Indicators Report
Workforce Innovation and Opportunity Act (WIOA) - Out-of-School Youth Funding
Results-Based Accountability (RBA) Format

Alameda County Workforce Development Board (ACWDB)
AGGREGATE OF ALL PROMISING FUTURES PROVIDERS
PROJECT END REPORT (PERIOD: MARCH 01, 2024 THROUGH JUNE 30, 2025)

SERVICE PROVIDER:	INTERNATIONAL RESCUE COMMITTEE			LOVE NEVER FAILS		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
PERFORMANCE MEASURES						
HOW MUCH DID WE DO?						
TOTAL # ENROLLMENTS (by 2/28/2025)	30	30	100.0%	50	50	100.0%
% IN TRAINING LEADING TO CREDENTIAL	77%	65.0%	117.9%	6.0%	40.0%	15.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	100.0%	90.0%	111.1%	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	70.0%	90.0%	77.8%	82.0%	90.0%	91.1%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	79.2%	58.0%	136.5%	100.0%	58.0%	172.4%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	28.6%	68.0%	42.0%	30.0%	68.0%	44.1%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	50.0%	61.0%	82.0%	0.0%	61.0%	0.0%

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

UPDATE:

Overall, providers reported a positive experience working with the targeted youth population. Given the broad range of barriers recognized under WIOA, the majority of participants served through this project were refugees, immigrants, or youth impacted by human trafficking or intimate partner violence. Notably, the program successfully met its primary objective by delivering critical services to some of the most vulnerable and high-need youth during an especially challenging time in their lives.

Both providers effectively utilized the extended project period to build and strengthen relationships with employers and occupational training providers, particularly those offering programs in hospitality, small business development, financial literacy, and digital literacy. The services provided were highly beneficial to the target population, with both providers achieving 100% of their enrollment goals and making significant progress toward meeting additional performance outcomes.

Feedback from the service providers included the following key challenges and observations:

1. For both IRC and LNF, implementing the WIOA Youth program presented significant challenges, as it was their first time working with WIOA youth participants. Navigating the program's complex eligibility requirements proved particularly difficult and required a substantial learning curve for both providers.
2. The one-year timeframe was noted as a significant constraint, making it difficult to enroll participants, deliver training, and achieve measurable employment outcomes within that period.
3. The additional time granted allowed providers to meet 100% of their enrollment goals and demonstrate progress across other performance indicators, including increased credential attainment, measurable skill gains, and employment placements.
4. Although providers participated in multiple training sessions each quarter covering WIOA Youth eligibility, activity codes, program definitions, allowable costs, and program outcomes, challenges persisted with the accurate use of activity codes within the CalJOBS Management Information System (MIS).

Providers also received ongoing support from ACWD's Workforce Systems and Services Technicians (WSST) team and their assigned Program Liaison to assist with understanding budgeting requirements for each program, allowable costs, relevant activity codes, and required program outcomes. A future consideration or recommendation would be the need for a provider to assign dedicated WIOA staff to concentrate on accurate data entry and outcome tracking, which will help ensure compliance and enhance program performance in future similar projects.

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

ITEM VIII.H. – INFORMATION

HEALTHCARE CAREER PATHWAYS PROGRAM UPDATE

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB) has partnered with the Alameda County Area Agency on Adult and Aging (AAA) to implement the Healthcare Career Pathways (HCP) Certified Nursing Assistant (CNA) Training Program. ACWDB also partnered with Rubicon Programs, Inc. (Rubicon) operator of the Eden Comprehensive America's Job Center of California (AJCC), to serve in the workforce and case management components of the initiative. HCP brings together key partners such as San Leandro Adult School and Empowered Aging to implement programming and attain the outcomes of the project.

HCP is a 12-week program delivered in a cohort-style model, which includes over 300 hours of classroom instruction and professional development, as well as a training lab, and clinical on-site work experience for 15 individuals per cohort. During training, participants have access to a network of key-partner staff supporting their progress and have access to supports that include but are not limited to childcare support, one-on-one career advisors, referrals to community resources, and access to financial support to cover transportation, training, clothing, or tool costs. Students are also offered a free lunch daily while on campus at the San Leandro Adult School.

The HCP cohort 4 completed on June 30, 2025, with 10 graduates. Family and friends attended the ceremony and celebrated the graduates' accomplishments, with event speakers highlighting the fact that this program is the first step toward their new career, and the possibility of continuing their education to advance even further toward a career as a registered nurse.

Rubicon's involvement in this program has sunset as of June 30, 2025, reflecting the expiration of available funding granted through AAA. However, the program is ongoing through San Leandro Adult School and statewide HCP funding, with cohort five running through September. Across four cohorts, 52 out of 55 participants completed the program successfully. HCP partner staff are working to compile certification and employment information, with the support of an external survey partner, while offering continuous support towards these goals. A healthcare-focused job fair was held at the AJCC on August 13th, with members of the public and cohort graduates invited to seek CNA roles, as well as other roles within the healthcare sector.

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

ITEM VIII.I. – 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) - Canceled
- 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) - Canceled
- 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. 8.5.25

VIII. J. – INFORMATION

ALAMEDA COUNTY **WORKFORCE DEVELOPMENT BOARD (WDB)** **MEMBER LIST**

BUSINESS (51%)

CHAIRPERSON – Matt Pawluk

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VICE-CHAIRPERSON – Kennan Scott

Kennan Scott, Co-Founder
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VACANT (4)

EDUCATION

WIOA Title II – Adult & Literacy

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Crystal Korbass, Assistant Director, Career
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215 Abbie Street
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GOVERNMENT

State Employment Service

Kalpana Oberoi, Cluster Manager
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State of California
Employment Development Department
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State Department of Rehabilitation

Leslie Fuentes, Staff Service Manager 1
Team Manager
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Lucy Lopez, President and CEO
Hayward Chamber of Commerce
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WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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560 Thomas Berkeley Way
Oakland, CA 94612
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E-Mail: djones@seiu-uhw.org

Adam Masters, Business Representative,
District 1
SMART, SMW Local Union No. 104
East Bay Union Office
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Livermore CA 94550
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Jamie Mather, Deputy Director, Operations
and Development
Construction Trades Workforce Initiative
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WORKFORCE REPRESENTATIVES
CONTINUED

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E-Mail: jmoss@atu192.org

Mateo Torrico, UAW Local 4811 Member
UC Berkeley Haas School of Business, MBA
Graduate Student Instructor
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Berkeley, CA 94720
Tel : 510-600-1555
E-Mail : mateotorrico22@mba.berkeley.edu

COMMUNITY – BASED
ORGANIZATION

Jonathan DeLong, Executive Director
REAP Climate Center
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Alameda, CA. 94501
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E-Mail: jdelong@reapcenter.org

Vacant (1)

WDB COMMITTEES

Executive Committee

Matt Pawluk, WDB Chair,
Kennan Scott 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
Sumitra Angepat
Joslyn Buckner
Stacy Cooper Dent
Leslie Fuentes
Jamie Mather
Kennan Scott

Organizational Effectiveness Committee

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

Youth Committee

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

Rev 9.2.25

ITEM VIII.K. - INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PY 2025/2026 SERVICE PROVIDER LIST

Business Services Unit Contacts

Javier Contreras, Rapid Response Coordinator

PH: (510) 259-3831

E-MAIL: javier.contreras@acgov.org

Darlene Sloan Hawkins, Business Services Manager

PH: (510) 259-3864

E-MAIL: dhawkins@acgov.org

Carmelo San Mames, Sr. Strategic Partnership Coordinator

PH: (510) 259-3828

E-MAIL: Carmelo.SanMames@acgov.org

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

PH: (510) 265-8376

E-MAIL: ninas@rubiconprograms.org

Leila Soto, Eden Area AJCC WIOA Coach Team Supervisor

PH: (510) 265-8365

E-MAIL: LeilaS@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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E-MAIL: kalpana.oberoi@edd.ca.gov

Sub-Regional Career Service Providers

OHLONE COLLEGE TRI-CITIES CAREER CENTER (Union City, Fremont, Newark)

Ohlone College Campus

39399 Cherry Street, Room 1211

Newark, CA 94560

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Raj Rai, Interim Program Manager

PH: (510) 742-2321

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Binh Nguyen, Executive Director

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TRI-VALLEY CAREER CENTER (Pleasanton, Dublin, Livermore, Sunol)

Tri-Valley Career Center
5860 Owens Drive, 3rd Floor
Pleasanton, CA 94588
PH: (925) 416-5100

Alcian Lindo, Program Manager
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E-MAIL: alindo@clpccd.org

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

Lao Family Community Development
2325 E.12th Street, Suite 226
Oakland, CA 94601

Su Dung, Program Manager
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Targeted Career Service Provider

INTERNATIONAL RESCUE COMMITTEE-ELL/Refugee/Asylees

440 Grand Ave, Suite 500
Oakland, CA 94610
PH: (510) 452-8222

Manizgha Nassimi, Workforce Development Supervisor
PH: (510) 233-3777
E-MAIL: Manizgha.Nassimi@rescue.org

Anita Kassem, Workforce Development Manager
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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)

INTERNATIONAL RESCUE COMMITTEE

440 Grand Ave, Suite 500
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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

Micheal Ogundare, Program Director
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TRI-CITIES (Fremont, Newark, Union City)

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

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

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

Eden Area Regional Occupational Program
26316 Hesperian Boulevard
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TRI-VALLEY AREA (Dublin, Livermore, Pleasanton, Unincorporated-Sunol)

Tri-Valley Regional Occupational Program
1040 Florence Road
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Rev. 8.19.25

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Rev. 5.1.25