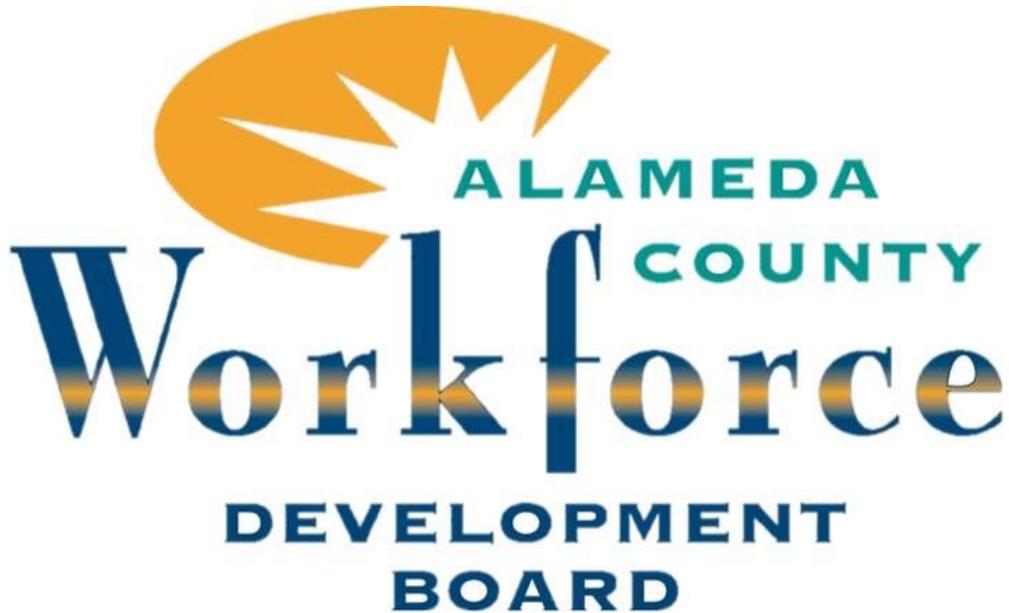


QUARTERLY BOARD MEETING



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

In partnership with the
BOARD OF SUPERVISORS

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

December 11, 2025
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (ACWDB)

MEETING NOTICE

Thursday, December 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

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 280 080 997 935 2

Passcode: wd6ag3JL

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 – Jonathan DeLong, Executive Director at REAP Climate Center, TEDX Speaker

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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 – September 11, 2025
- B. Approval of the Youth Work Experience Policy
- C. Approval of the Youth On-the-Job Training Policy

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V. ACTION ITEMS – PUBLIC HEARING

- A. Appointment of Non-Board Member to Organizational Effectiveness Committee
- B. Alameda County Workforce Development Board Meeting Calendar for 2026
- C. Use of Unobligated Workforce Innovation and Opportunity Act Youth Formula Funds
- D. Use of Unobligated Adult and Dislocated Worker Funds
- E. Adult and Dislocated Worker North Cities Career Service Provider Procurement for 2026-2029
- F. Executive Committee Meeting Calendar for Calendar Year 2026

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IX. MATTERS INITIATED BY BOARD MEMBERS

X. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF

Recognition of Dyrell Foster for his service as a Board member

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

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

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

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

NEXT WDB MEETING: MARCH 12, 2026

ITEM II. – PRESENTATION

JONATHAN DELONG EXECUTIVE DIRECTOR AT REAP CLIMATE CENTER | TEDX SPEAKER | SCALING EARTH-CONSCIOUS INDUSTRIES TO ADDRESS THE WORLD'S MOST PRESSING CHALLENGES



I proudly serve as the Executive Director of the REAP Climate Center, providing ecological experiences and climate job pathways. I am personally interested in scaling Earth-conscious industries to solve the World's most pressing challenges.

At REAP, we aim to further the awareness and growth of democratized climate solutions that are ready for immediate deployment. Additionally, I serve on the Alameda County Workforce Development Board, the EPA & US Navy Restoration Advisory Board for the former Naval Air Station at Alameda Point, and actively contribute to both the Alameda Urban Forestry Planning Group and the Sea Level Rise Adaptation Planning Group for the Oakland/Alameda Estuary and San Leandro Bay. This all aids me in being an impact and workforce advisor to the Alameda Chamber.

I was a biodiversity facilitator at the 2024 MIT Sustainability Summit and gave a 2023 TED Talk about "The Power of Soil for Climate, Community, and Course Correction."

With 30 years of experience ranging from working with startups to Fortune 50s, I have covered technology, policy, land use, development, affordable housing, climate change, and more. I hold certificates from the UC Berkeley School of Law in Sustainable Capitalism for Directors, Harvard Business School in Sustainable Business Strategies, and Wharton for M&A and Corporate Development Strategies. Additionally, I have experience in Design Science and Systems Thinking from the Buckminster Fuller Institute and Soil Advocacy Training from the Kiss the Ground organization. I proudly serve as the Executive Director of the REAP Climate Center, providing ecological experiences and climate job pathways. I am personally interested in scaling Earth-conscious industries to solve the World's most pressing challenges. At REAP, we aim to further the awareness and growth of democratized climate solutions that are ready for immediate deployment. Additionally, I serve on the Alameda County Workforce Development Board, the EPA & US Navy Restoration Advisory Board for the former Naval Air Station at Alameda Point, and actively contribute to both the Alameda Urban Forestry Planning Group and the Sea Level Rise Adaptation Planning Group for the Oakland/Alameda Estuary and San Leandro Bay. This all aids me in being an impact and workforce advisor to the Alameda Chamber. I was a biodiversity facilitator at the 2024 MIT Sustainability Summit and gave a 2023 TED Talk about "The Power of Soil for Climate, Community, and Course Correction." With 30 years of experience ranging from working with startups to Fortune 50s, I have covered technology, policy, land use, development, affordable housing, climate change,

and more. I hold certificates from the UC Berkeley School of Law in Sustainable Capitalism for Directors, Harvard Business School in Sustainable Business Strategies, and Wharton for M&A and Corporate Development Strategies. Additionally, I have experience in Design Science and Systems Thinking from the Buckminster Fuller Institute and Soil Advocacy Training from the Kiss the Ground organization.

For inquiries, please contact Jonathan at jdelong@reapcenter.org.

ITEM IV.A. - CONSENT

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD

QUARTERLY MINUTES - SEPTEMBER 11, 2025

MEMBERS PRESENT

Sumitra Angepat
Prem Bajaj
Stacy Cooper Dent
Jonathan De Long
Dyrell Foster
Leslie Fuentes
Doug Jones
Lucy Lopez
Crystal Korbas
Jaime Mather
Matt Pawluk
Justin Real
Linda Renteria
Kennan Scott
Mateo Torrico

MEMBERS ABSENT

Stephen Baiter
Brown Wells
Joselyn Buckner
Tiffani Castro
Chiman Lee
Matt Kreutz
Adam Masters
Josette Moss
Kalpana Oberoi

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 Pawluk called the meeting of the Alameda County Workforce Development Board (ACWDB) to order at 9:09 A.M. on Thursday, September 11, 2025. A quorum was present.

ITEM I.B. CHAIRS' REPORT.

Chairperson Johnson welcomed new board members:

- Leslie Fuentes, Staff Service Manager, Department of Rehabilitation
- Tiffani Castro, HR Manager at Santini Foods
- Wells Brown, Director of Workforce Development and Training, SF Goodwill

Chairperson Pawluk provided highlights from the August 27, 2025, Executive Committee meeting including:

- Action Items:
 - Approval of the Local Chief Elected Official Agreement Between the Alameda County Workforce Development Board and the County of Alameda Board of Supervisors
 - Revised Funding Recommendations for Workforce Innovation and Opportunity Act (WIOA) Service Providers for Program Year 2025/2026
 - Approval of Alameda County Workforce Development Board Recommended Annual Budget - PY 2025/2026

- Discussion Item:
 - Legislative Update

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 August 3, 2025 meeting:

- A presentation by the Alameda County Office of Education on Education and Career Pathways
- Action Item:
 - Selection of Youth Committee Vice-Chair
- Discussion Items:
 - ACWDB Strategic Priorities Two-Year Action Plan
 - New Contract Performance Measures and Goals For Youth Service Providers Program Year 2025/2026
- Information Item:
 - Promising Futures Update
- Recognition of Lisa Meza former Youth Committee Vice Chair

Staff reported the following updates from the August 20, 2025, Systems and Strategies (S&S) Committee

- Action Items:
 - Selection of New Adult and Dislocated Worker Service Provider for PY 25/26 for North Cities Area Business Engagement Model and Business Engagement Plan
 - Proposal to Increase the per-participant Training Cost Cap
 - Department of Rehabilitation/America’s Job Center of California Collaboration Grant
- Discussion Items:
 - ACWDB Strategic Priorities Two-Year Action Plan
 - Indeed Job Search Academy Update
- Information Items:
 - Marine Trades and Water Transportation Careers Project Update
 - Promising Futures Project Update
 - Healthcare Career Pathways Project Update

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

Board Update:

- Currently there are three vacant Business seats, nominations from Lawrence Berkeley National Laboratory and East Bay Municipal Utility District are anticipated
- Supervisor Haubert, President of the Board of Supervisors has expressed an interest in members who both have a business and reside in Alameda County. In response to this interest, ACWDB has marketed Board vacancies in Supervisor Haubert’s weekly newsletter, any potential applicants will be vetted by the department
- A call out for a Parliamentarian to act as a procedural advisor on parliamentary matters to the Board Chair was made at the September 11, 2025, Board meeting, Lucy Lopez volunteered for the role with the approval from the Board Chair
- Adam Peck is the new Executive Director of the California Workforce Association (CWA)
- Kaina Peirera, Executive Director of the California Workforce Development Board is visiting the 13 Regional Planning Units (RPU) across the State. The East Bay RPU visit occurred in the week of August 26, 2025. Peirera is committed to policy advocacy, alignment of resources, and streamlining of administrative bureaucracy
- ACWDB participated in the roundtable discussion with Lieutenant Governor Kounalakis to discuss potential workforce strategies and initiatives for the 2025-2026 fiscal year and beyond

Staff Updates:

- Efforts to onboard the new Management Analyst (MA) are planned, the MA is expected to start in October 2025
- Alameda County has appointed Ayana Cruz to be the Youth Planner for ACWDB
- Project positions for the Business Services Coordinator recruitment have been launched

East Bay Works Updates:

- EASTBAY *Works* (EBW) consists of the workforce boards from Alameda County, Contra Costa County, the City of Richmond, and the City of Oakland. EBW is exploring the establishment of dedicated infrastructure that can apply for and manage regional grants, deliver technical assistance, convene stakeholders, and strengthen business and community engagement. The James Irvie Foundation’s Better Careers Initiative has invited a joint proposal for EBW to receive \$300K in funding. The Contra Costa County Workforce Development Board served as the lead in the application. Funding is anticipated to support governance planning, stakeholder engagement, capacity building, activities, and structural development efforts to create an agile, equity-driven organization that aligns regional efforts and enhances service delivery across jurisdictions. All board directors will engage with, and request action from the County of Alameda’s Board of Supervisors and the ACWDB leadership

Other Updates:

- ACWDB leadership team and Board Chair will attend the California Workforce Association Meetings of the Minds conference
- Staff are finalizing WIOA Act PY 2025-2026 contracts
- Staff are preparing for WIOA State Monitoring

ITEM II. – PRESENTATION.

Tuan Nguyen, academic leader and Chair of the Artificial Intelligence Department at Laney College presented information on Bay Area Community Colleges’ Initiatives on Artificial Intelligence

ITEM III. - PUBLIC FORUM.

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

ITEMS IV. - CONSENT.

IV.A. - Quarterly Minutes May 8, 2025

IV.B. - Amendment to the Workforce Innovation and Opportunity Act (WIOA) Training Policy

IV.C. - Department of Rehabilitation and America’s Job Center of California (DOR/AJCC) Collaboration Grant

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

ITEM V.A. – SELECTION OF NEW ADULT AND DISLOCATED WORKER SERVICE PROVIDER FOR PY 2025-2026.

Chairperson Pawluk read the recommendation:

That the Alameda County Workforce Development Board 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.

Jennifer Victorica provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **Jones/Dent/carried.**
Abstention: Kennan Scott

ITEM V.B. – REVISED FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) SERVICE PROVIDERS FOR PROGRAM YEAR 2025/2026.

Chairperson Pawluk read the recommendation:

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.

Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM V.C.- WORKFORCE INNOVATION AND OPPORTUNITY ACT FORMULA FUNDING APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD RECOMMENDED ANNUAL BUDGET FOR PROGRAM YEAR 2025/2026.

Chairperson Pawluk read the 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.

Jennifer Mitchell provided background on the item and welcomed comments.

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

ITEM V.D. – RATIFY LOCAL CHIEF ELECTED OFFICIAL AGREEMENT BETWEEN THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD AND THE COUNTY OF ALAMEDA BOARD OF SUPERVISORS.

Chairperson Pawluk read the 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.

Director Rhonda Boykin provided background on the item and welcomed comments.

A motion to approve the recommendations as amended to Ratify Local Chief Elected Official Agreement Between the Alameda County Workforce Development Board and the County of Alameda Board of Supervisors **without Resolution**, was made by **Renteria/Real/carried**.

ITEM VI.- DISCUSSION

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

ITEMS VII. – REPORTS

Report Items started on page 37 of the packet.

ITEMS VIII. - INFORMATION

Information Items started on page 71 of the packet.

ITEM X. - MATTERS INITIATED BY BOARD MEMBERS

Jonathan DeLong highlighted the federal department closures that are currently taking place which effects other community-based partners that are mutually dependent on each other.

ITEM XI. - ANNOUNCEMENTS

Director Rhonda Boykin acknowledged Lisa Meza’s public service on the Youth Committee

The meeting was adjourned at 12:00PM

ITEM IV.B. – CONSENT

APPROVAL OF THE YOUTH WORK EXPERIENCE POLICY

YOUTH COMMITTEE (YC) RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the recommendation for staff to develop and implement a Work Experience (WEX) policy for all Workforce Innovation and Opportunity Act (WIOA) Youth and Young Adult programs.

BACKGROUND:

Under WIOA Title I, WEX is a planned, structured learning experience that takes place in a workplace for a limited period of time. A minimum of 20 percent (20%) of youth funds must be spent in the development and implementation of participant WEX-related activities. Leveraged resources may not be used to satisfy any portion of the 20% minimum expenditure requirement for WEX. Additionally, WIOA Youth Service Providers budget modifications, throughout the program year related to this specific requirement are not permitted.

Youth Service Providers have the flexibility to determine the appropriate type of academic and occupational education necessary for a specific WEX. Further, Local Areas may decide who provides the academic and occupational education component. The academic component may take place inside or outside the work site, and the WEX employer may provide the academic and occupational education components or may be provided separately in the classroom or through other means.

WIOA federal regulations, specifically Training and Employment Guidance Letter (TEGL) 21-16, states that Local Boards are required to establish local policies regarding WEX. At a minimum, these policies need to address the following:

- The duration of the WEX assignment;
- Limitations on the number of hours; and
- Appropriate incentives and stipends, including limitations on the types and dollar amount.

During the May 9, 2019, ACWDB meeting, the Board approved the YC's recommendation to adopt an Incentive and Stipend policy. That policy will be referenced in the proposed WEX policy to provide additional context regarding this federal regulation.

Proposed WEX Policy:

Upon Board approval of this policy ACWDB staff will issue an Action Bulletin providing guidance related to the WIOA federal requirement that will:

1. Clearly define the WEX definition and allowable costs;
2. Create parameters on the WEX assignment duration; and
3. Limitations on the number of hours allotted for each WEX.

In addition to providing additional context including, but not limited to, the following:

1. Participant eligibility concerning WIOA federal guidelines and California education requirements, including work permits;
2. Employer eligibility;
3. Policy and procedures in relation to WEX assignments; and
4. Recordkeeping and documentation.

YC DISCUSSION:

The discussion addressed the alignment between the Stipend/Incentive Policy and the WEX Policy, as well as the projected timeline for the policy's implementation. The recommendation was unanimously approved.

For further information, please contact Ayana Cruz, Youth Program Specialist at (510) 780-8661 or ayana.cruz@acgov.org.

ITEM IV.C. – CONSENT

APPROVAL OF THE YOUTH ON-THE-JOB TRAINING POLICY

YOUTH COMMITTEE (YC) RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the recommendation for staff to develop and implement a Youth On-the-Job Training (Y-OJT) policy and procedure for the Workforce Innovation and Opportunity Act (WIOA).

BACKGROUND:

Under WIOA Title I Youth funding, Y-OJT is classified as Work Experience (WEX) and is subject to criteria distinct from WIOA Title I Adult and Dislocated Worker OJT allowances. WEX is a planned, structured learning experience that takes place in a workplace for a limited period of time. Distinct from WEX, the Y-OJT program provides a partial wage reimbursement to employers to help compensate for the costs associated with skills upgrade training and loss of production for newly hired employees.

The Y-OJT program can assist employers who seek to expand their businesses and who need additional staff trained with specialized skills. The Y-OJT program is a demand driven program, aspect in that opportunities are provided by the employer in order to meet their workforce needs, and WIOA Youth Service Providers identify job seekers who can fulfill that need.

Y-OJT is training by an employer that is provided to a paid participant while engaged in in a job that meets the following criteria:

1. Provides knowledge or skills essential to the full and adequate performance of the job.
2. Is made available through a program that provides reimbursement to the employer of up to 50 percent of the wage rate of the participant or up to 75 percent in circumstance of extraordinary costs of providing the training and additional supervision related to the training.
3. Is limited in duration to the occupation for which the participant is being trained, taking into account the content of the training, the prior WEX of the participant, and the service strategy of the participant as appropriate.

Proposed Y-OJT Policy:

Upon Board approval of this policy, ACWDB staff will issue an Action Bulletin providing guidance on the WIOA federal requirements, which will include but not limited to:

1. **Definitions** – Key terms related to WEX and Y-OJT programs;
2. **Allowable Costs and Reimbursement Amounts** – Expenses that can be covered under the program;
3. **Placement Agencies** – Include language that allows for partnerships with placement agencies;

4. **Duration of Y-OJT** – Guidelines on the length of Y-OJT assignments;
5. **Required Documentation** – Records and forms necessary for program verification; and
6. **Employer of Record** – Clarification of employer responsibilities and designation.

YC DISCUSSION:

During the meeting, the YC asked whether registration with Selective Services remains a requirement. Staff confirmed that Selective Services remains a requirement for individuals seeking federal funding or benefits. YC members unanimously approved the recommendation.

For further information, please contact Ayana Cruz, Youth Program Specialist at (510) 780-8661 or ayana.cruz@acgov.org.

ITEM V.A. – ACTION / PUBLIC HEARING

**APPOINTMENT OF NON-BOARD MEMBER TO THE
ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE**

RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) approve the appointment of Dr. Dyrell Foster, President of Las Positas College and Tyler Abbott, Chief Executive Officer of Santini Foods, Inc. as a non-board members to the OE Committee.

BACKGROUND:

The bylaws state under Section 3.4 Designees that:

“Pursuant to the WIOA Section 107(4)(A), members of standing committees may include members of the WDB and shall include other individuals appointed by the WDB who are not members of the WDB, but who the WDB determines has appropriate experience and expertise. A designee may attend meetings of the committee for which s/he is a designee and may vote on matters before that committee.”

ACWDB may receive requests of interest from individuals who wish to join the board during times when there may not be available seats for their organizational category. Additionally, when former board members exhaust their tenure on the Board, but wish to remain engaged, they may request to continue service to the board through their involvement at the committee level. ACWDB’s bylaws allow individuals with the requisite experience and expertise to join a committee.

Qualifications:

Both Dr. Foster and Mr. Abbot have served as members of the ACWDB and of the OE Committee. Dr. Foster’s Board membership is limited due to the rotation of the Local Education Agency (LEA) seat established by ACWDB. Each LEA representative may serve a single two-year term before triggering the rotation to a different LEA. Mr. Abbott has served as a member of the Board for the full allowable duration of eight years (four two-year terms). Both Dr. Foster and Mr. Abbott are fully engaged with committee work – and staff appreciate their interest in continuing to serve this workforce system and community.

Dr. Foster has served the OE Committee in the capacity of Vice Chair and offers valuable higher education insights to the work of the committee. Mr. Abbott served in the role of Parliamentarian during his tenure on the Board and has continued to offer his expertise in the areas of performance metrics and data management. Both individuals are enthusiastic about continuing to support the work of the Board through committee engagement.

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

ITEM V.B. – ACTION / PUBLIC HEARING

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
MEETING CALENDAR FOR 2026

RECOMMENDATION:

That the Alameda County Workforce Development Board (ACWDB) consider and approve the meeting dates, times, and location as referenced below for the 2026 calendar year.

BACKGROUND:

The Bylaws state under Section 4.4.2 Regular Meetings of Standing Committees that:

“Each committee shall set the date, time, and place of regular meetings by resolution and shall state the date, time, and place of each meeting in the agenda to be posted for that meeting”.

In order to secure adequate meeting space, notice the public, and to allow ACWDB staff an opportunity to plan in advance with the Chair, staff recommends that the ACWDB consider the following meeting dates and times as listed below. As the meeting dates approach, if there are any amendments to date, time, or location staff will confer with the Chair, then provide adequate notification to all members and the community.

<u>DAY</u>	<u>DATES</u>	<u>TIME</u>
Thursday	March 12, 2026	9:00 – 12:00 PM
Thursday	May 14, 2026	9:00 – 12:00 PM
Thursday	September 17, 2026*	9:00 – 12:00 PM
Thursday	December 10, 2026	9:00 – 12:00 PM

NOTE:

All meetings are scheduled to take place at the Gail Steele Multi-Service Center, (24100 Amador Street, 2nd Floor, California Poppy Conference Room, A&B, Hayward, CA). Notification will be forwarded in advance of each meeting to ensure ample notification prior to the scheduled meeting time.

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

* The September ACWDB meeting has been rescheduled from the second Thursday due to the Meeting of the Minds conference.

ITEM V.C. – ACTION / PUBLIC HEARING

USE OF UNOBLIGATED WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH FORMULA FUNDS

YOUTH COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board's (ACWDB) Youth Committee (YC):

1. Authorize staff to explore, develop, and advance various youth workforce development strategies utilizing unobligated Workforce Innovation and Opportunity Act (WIOA) Youth and Young Adult funds; and
2. Approve staff to issue the appropriate solicitation to implement WIOA Youth strategies and activities in accordance with federal and state program guidelines.

BACKGROUND:

During the September 11, 2025 ACWDB meeting, the Board approved a revision of funding recommendations for WIOA service providers for program year 2025/2026. In light of continued uncertainty at the federal budget level, staff recommended that only approximately fifty percent of this increase be released at this time. The remaining increase (unobligated funding) is available due to two factors:

1. A portion of the funds were intentionally held in reserve to allow for innovation and to mitigate risk given current political and budgetary uncertainty; and
2. Funding from the Youth Service Providers who declined the increase due to higher performance targets for the current program year.

As a result, approximately \$601,102 in unobligated funds remain available to support Youth and Young Adult programs. Of this amount, a percentage will be held in reserve as a time-limited "rainy-day fund" in light of ongoing budgetary uncertainties. From the remaining fifty percent, staff may issue a solicitation based on identified program priorities and needs.

Through a review of recent federal guidance, executive summaries, and labor market data, staff have identified strategies to leverage these funds to provide youth with career exposure opportunities and to achieve contract performance goals, including enrollments, training expenditures, and employment outcomes.

To address identified needs and expand resources for youth, staff recommend allocating the available unobligated funds to increase Work Experience (WEX) opportunities. Potential uses of these funds may include:

1. Summer youth employment opportunities;
2. Digital literacy training, including Artificial Intelligence (AI) related skills;
3. Pre-apprenticeship for WEX specific opportunities; and,
4. Strategies to enhance WIOA Youth performance outcomes.

If any solicitations are issued, staff will return to the YC with recommendations for the selection of each service provider.

YC DISCUSSION:

The YC unanimously approved the recommendations.

For further information you may contact Ayana Cruz, Youth Program Specialist, by phone at 510-780-8861 or through email at ayana.cruz@acgov.org.

ITEM V.D. – ACTION / PUBLIC HEARING

USE OF UNOBLIGATED ADULT AND DISLOCATED WORKER FUNDS

SYSTEMS AND STRATEGIES (S&S) RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB):

1. Authorize staff to explore, develop, and advance various workforce development strategies utilizing unobligated Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker funds; and
2. Approve staff to issue the appropriate solicitation to implement WIOA Adult and Dislocated Worker strategies and activities in accordance with federal and state program guidelines.

BACKGROUND:

Due to an increase in the WIOA funding available for the 2025-2026 program year, there is an estimated \$480,234 in unobligated funds available for the Adult and Dislocated Worker programs. ACWDB staff have identified a few areas of potential emphasis, and strategies to utilize these unobligated funds, as described below:

1. The Department of Labor (DOL) has recently released a Training and Employment Guidance Letter (No. 03-25), which encourages the use of WIOA funding toward AI literacy and skill development. ACWDB staff leadership facilitated a brainstorming session to identify ways to operationalize DOL’s emphasis on AI literacy and skill development, taking into account current ACWDB priorities as well as system needs. To address these needs and work toward a more AI-informed system, ACWDB staff recommend that the unobligated funds available be used to first establish a knowledge base for both providers and WIOA participants, while engaging in planning and structure building toward continued AI skill development.
2. In an effort to increase employment placement performance, funds may go toward strategies to improve employer engagement with an emphasis on matching participants to opportunities within priority and in-demand sectors and occupations, which may include AI skill aligned roles.
3. Strategies may also support activities toward implementation of apprenticeships within high-growth sectors or in alignment with local partners and strategies.
4. Funds may be used toward other strategies meant to increase provider performance, strengthen current priorities under the Local Plan, or support local initiatives, as needed.

ACWDB staff will share future updates with the S&S Committee and Board and may recommend a selection of relevant providers to support above efforts, as appropriate.

S&S DISCUSSION:

Committee members asked regarding the types of AI training that would be explored, and who would be receiving the training. ACWDB staff shared that initial knowledge-based setting would be first and may be offered to staff, service providers and participants. ACWDB staff confirmed that any updates would be shared with committee and Board members, including potential requests to approve a selection of providers that would support any of the mentioned strategies.

Members also inquired about which high-priority jobs would be targeted and whether they would align with intended strategic plans. ACWDB staff noted the question and confirmed that strategic priorities, two-year action plan and Local Plan goals would be considered. The item was passed unanimously.

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

ITEM V.E. – ACTION / PUBLIC HEARING

**ADULT AND DISLOCATED WORKER NORTH CITIES CAREER SERVICE
PROVIDER PROCUREMENT FOR 2026-2029**

SYSTEMS AND STRATEGIES (S&S) RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB) approve the Adult and Dislocated Worker Career Services delivery procurement for a Career Service Provider (CSP) in the North Cities for a three (3) year program cycle covering July 1, 2026, through June 30, 2029, as follows:

1. One Adult and Dislocated Worker CSP to provide career services in the North Cities (Alameda, Albany, Berkeley, Piedmont, and Emeryville); and
2. Authorize staff to issue a Request for Proposal (RFP) for the above Adult and Dislocated Worker Career Services delivery strategy.

BACKGROUND:

ACWDB is responsible for establishing a workforce system and selecting all providers, including Adult and Dislocated Worker service providers, in alignment with the federal Workforce Innovation and Opportunity Act (WIOA) Title I program. In program year (PY) 2024/2025, the ACWDB staff, on the behalf of the Board, procured WIOA services to cover the timeframe of July 1, 2025 – June 30, 2029. However, after two procurement attempts, there were no responses to the RFP for service delivery in the North Cities, leading to a failed procurement.

In such matters, WIOA regulations allow for non-competitive procurements when competitive procurements fail. In an effort to ensure continued services to the North Cities, the ACWDB approved Lao Family Community Development, Inc. (Lao Family) to serve as a CSP under a one-year contract, set to expire on June 30, 2025. As shared with the ACWDB at previous meetings, ACWDB staff planned to relaunch an RFP to ensure a competitive process in selecting a CSP for the remainder of the planned four-year contract cycle, spanning until June 30, 2029.

ACWDB staff plan to expand outreach efforts in an attempt to reach more eligible organizations that may be interested in becoming a CSP for the North Cities sub-region. Efforts will include partnering with the Board of Supervisors and their staff to solicit interested parties by way of community information sessions meant to share general guidance or best practices for submitting an eligible proposal for ACWDB RFP processes. This approach is meant to demystify some of the elements involved in WIOA service delivery, encourage new organizations to become informed about current and future ACWDB-funding opportunities, and continue to facilitate competitive procurement processes as required by Alameda County.

Sub-regional CSPs:

Sub-regionally located providers ensure physical proximity to job seekers around Alameda County and ensure a deeper understanding of the surrounding communities being served. Each of the sub-regional locations will be entrusted to partner with local organizations and employers to match the specific needs of their local communities and provide a unique approach to effective career service delivery within their sub-region. The North Cities CSP will serve the cities of Alameda, Albany, Berkeley, Emeryville, and Piedmont, and will be tasked with establishing connections as well as formal partnerships with sub-regionally located entities, including employer partners, to best-serve participants. Efforts should include coordination of services to provide wraparound supports to participants as they engage in career services such as training, job search and processes related to employment attainment.

Request for Proposals:

ACWDB staff will conduct a procurement process for a North Cities CSP, dependent on ACWDB approval. The RFP process will include information/bidder's sessions to assist organizations with learning about the procurement process and proposal scoring by a panel of raters who are adult and dislocated worker program and/or workforce development subject matter experts and professionals. Current programs and services offered through Lao Family will continue through June 30, 2026. A contract with the organization selected under the new procurement process will be effective, July 1, 2026, through June 30, 2029.

S&S DISCUSSION:

Committee members inquired regarding the intended timeline and whether it would be a concern, with ACWDB staff indicating that the timeline is similar to past procurements and is necessary to get contracts approved in time. A question about whether outreach would be similar or more targeted was asked, and ACWDB staff shared that new outreach efforts would include working with Board of Supervisor staff to increase visibility. Members also requested more information about the possibility of organizations working with supportive organizations to submit eligible proposals, and whether more information could be provided to organizations to improve their proposals to ensure eligibility. ACWDB staff shared that the process is meant to be competitive and only general guidance could be shared, including clarification on what is released as part of the RFP document or general best practices. The item was passed unanimously.

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

ATTACHMENT:

V.E.1. - Request for Proposal (RFP) Timeline - 2026-2029 North Cities Adult/Dislocated Worker Program

REQUEST FOR PROPOSAL (RFP) TIMELINE 2026-2029 ADULT/DISLOCATED WORKER PROGRAMS

Activity	Date or Timeframe
Systems and Strategies (S&S) Committee Approves Launch of WIOA Adult/Dislocated Worker RFP*	November 15, 2025
ACWDB Approves the S&S Committee's Recommendation to Launch the WIOA Adult/Dislocated Worker RFP*	December 11, 2025
RFPs Released to the Community	December 15, 2025-December 19, 2025
Bidder's Conferences and Addenda Posted	Week of January 6, 2026
Proposal Submission Due Date	Late January, early February 2026
Rating Panel Reviews and Scores Proposals	Early/Mid February 2026
Rating Panel Recommendations Delivered to S&S Committee	February 2026
ACWDB Approval of S&S Committee Recommendations	March 2026
Award Notification Letter	March 2026
Draft New Contracts and Contract Negotiation	April 2026
Final Contract Forwarded for Board of Supervisors' Approval	April 2026 – early May 2026
Contractor Program and Onboarding Meetings	June 2025
Contract and Program Start Date	July 1, 2026

*Pending Approval

Note: All dates and timeframes are tentative and subject to change

ITEM V.F. – ACTION / PUBLIC HEARING

EXECUTIVE COMMITTEE
MEETING CALENDAR FOR CALENDAR YEAR 2026

RECOMMENDATION:

That the Alameda County Workforce Development Board’s (ACWDB) consider and approve the meeting dates, times and places listed below for the Executive Committee’s 2026 calendar year.

BACKGROUND:

The Bylaws state under Section 4.4.2 Regular Meetings of Standing Committees that:

“Each committee shall set the date, time, and place of regular meetings by resolution and shall state the date, time, and place of each meeting in the agenda to be posted for that meeting”.

In order to secure adequate meeting space, notice the public, and to allow ACWDB staff an opportunity to plan in advance with the Chair, staff recommends that the EC consider the following meeting dates and times as listed below. As the meeting dates approach, if there are no items for the Committee, staff will confer with the Chair, then provide adequate notification of cancellation.

<u>DATES</u>	<u>TIME</u>
February 25, 2026	9:30 – 11:30 AM
April 22, 2026	9:30 – 11:30 AM
August 26, 2026	9:30 – 11:30 AM
November 18, 2026*	9:30 – 11:30 AM

NOTE:

All meetings are scheduled to take place at the Gaile Steele Multi Service Center, (24100 Amador Street, 2nd Floor, California Poppy Conference Room, A&B, Hayward, CA). Meetings may be held through teleconference or online meeting platform, should a State of Emergency be issued. Notification of any changes will be forwarded in advance of each meeting.

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

*The November Executive Committee meeting has been rescheduled from fourth Wednesdays due to the County holiday.

ITEM V.G. – ACTION / PUBLIC HEARING

**APPROVAL OF LAUNCH OF SOLICITATIONS FOR ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD STORYTELLING CAMPAIGN AND
WEBSITE REFRESH**

RECOMMENDATIONS:

That the Alameda County Workforce Development Board (ACWDB) in alignment with the Strategic Priorities – Two-Year Action Plan (Action Plan):

1. Authorize staff to launch solicitations for a storytelling campaign and website refresh; and
2. Allow staff to enter contracts with selected vendors and present to the Board in March 2026 the outcome for retroactive approval.

BACKGROUND:

The Executive Committee (EC) has the charge to lead the strategic priority to **increase awareness, knowledge, and visibility of ACWDB** for the Action Plan, formalized in March 2024. One of the activities for the EC is to implement a successful storytelling campaign. In the initial discussions regarding the campaign, members expressed a strong preference for a robust online approach and narrative that would showcase our customers' successes as well as ACWDB's history, services, impact, and future vision.

The focus for the Systems and Strategies (S&S) Committee is **to increase strategic business engagement to modernize business practices**. In Quarters 4 and 5 (Q4/5), activities for S&S were to explore whether the ACWDB budget could fund a website refresh including enhanced customization for job seekers and employers. Staff conducted a scan of various WDB websites across the state for featured employer services and presented their findings at the S&S Committee in April 2025. S&S Committee members provided their input for a new Employer Engagement page.

In September 2025, the Board approved ACWDB's PY 2025/2026 budget and there are available system support funds adequate to move forward with supporting these Action Plan activities. Therefore, staff are requesting approval to launch solicitations in alignment with federal, state, and local program guidelines. Upon the Board's approval of the recommendation, staff will move forward with finalizing and launching two separate solicitations. To allow ample time to accomplish and advance these Action Plan-related activities, staff are also requesting to develop and enter contracts with selected vendors before the next Board meeting in March 2026 and staff will present a recommendation for retroactive approval of selected contractors.

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

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 **improving equitable access to employment and careers by removing socioeconomic barriers**.

The OE Committee, with support from the full Board at the December 2024 meeting, agreed to focus efforts on:

- Justice-Involved Individuals
- 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. Additionally, during the November 2025 OE Committee meeting, staff hosted representatives from Jewish Vocational Services (JVS) to share on their strategies for mitigating socioeconomic barriers for job seekers. After the presentation, OE Committee members were interested in developing and strengthening a partnership with JVS regarding its Dental Assisting program.

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.

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 Quarter 6, the priority is to explore the feasibility of developing an apprenticeship program. ACWDB staff have continued to strengthen partnerships with local pre-apprenticeship and apprenticeship programs, as well as with community colleges that offer related pathways. Building on this work, staff hosted a presentation from Pleasanton Unified School District at the November 9, 2024, YC meeting, highlighting their Robotics and Cybersecurity Apprenticeship.

Additionally, at the November 10, 2025, YC meeting, staff convened three organizations for a panel presentation to provide additional insight into the process for registering an apprenticeship program with the California Division of Apprenticeship Standards and/or the United States Department of Labor.

Staff have also participated in the NOVA-based Apprenticeship workshop to gain a deeper understanding of the procedures and requirements involved in developing apprenticeship programs. In addition, ACWDB received a grant from the South-Bay Workforce Investment Board to support apprenticeship development and enhance employer engagement strategies.

By highlighting these efforts, staff facilitated discussion with the YC regarding the potential roles the Board could adopt throughout the registered apprenticeship process. The YC suggests that staff focus on assisting organizations in the development of youth-focused apprenticeship programs by serving in an intermediary/convener role. This would enable the Board to expand its support across multiple initiatives, including connecting organizations with employers and providing resources and toolkits.

The YC remains on track with the Action Plan; however, the verbiage associated with Quarter 6 will be modified to broaden its scope to include support for program development.

SYSTEMS AND STRATEGIES (S&S) COMMITTEE:

In alignment with ACWDB's Action Plan, the S&S Committee is tasked 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 6 goals include: 1) Ensuring Career Centers are supporting ACWDB's sector strategies; and 2) to identify employer incentives for hiring a diverse workforce and to highlight those incentives on the employer-facing web resource page.

At their November 2025 meeting, the S&S Committee was presented with a bulleted list of ongoing activities that support the ACWDB's sector strategies:

- Contract performance measures requiring 65% of job placements land within ACWDB's Industry Sector and Occupational Framework (ISOF)
- Contract performance measures requiring 75% of occupational skills training enrollments align with ACWDB's ISOF
- Ongoing special projects offering occupational skills training in Marine Trades
- Ongoing special projects offering occupational skills training in medical careers (i.e., Emergency Medical Technician (EMT), and Medical Assistant (MA)).

Additionally, staff are in the planning phases of launching a solicitation to secure a vendor to help with ACWDB's website refresh – creating a more user-friendly experience for both job seekers and employers.

The S&S Committee is on target to meet the victory lane goals of ACWDB's Two-Year Strategic Priorities Action Plan by the deadline of September 30, 2026.

EXECUTIVE COMMITTEE:

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

- Implement a successful storytelling campaign; and
- Expand awareness of the ACWDB’s work within priority industry sectors, with elected officials, and K-12 education leaders.

In Quarter 3, ACWDB leaders committed to meeting with elected officials or their staff every quarter to keep the County of Alameda Board of Supervisors (BOS) apprised of ACWDB’s strategic priorities as well as other significant program updates and workforce-related information. The EC’s leadership priority to engage with the County BOS staff was temporarily paused this quarter due to scheduling conflicts. Nevertheless, ACWDB leadership staff had the opportunity to present to the BOS Social Services Committee (SSC) in October. During this presentation, staff offered a comprehensive overview of Workforce Innovation and Opportunity Act program performance and outcomes, discussed layoff data, introduced service providers involved in the current procurement cycle, provided important program updates, and highlighted new grant programming. The plan going forward in the new year is to set each quarterly meeting for the entire year. This would allow for enhanced coordination and ensure participant’s availability. Available staff and EC member(s) will prepare to meet with BOS staff accordingly.

Once the ACWDB takes action to approve the launch of solicitation for the storytelling campaign, staff will move forward with releasing a Request for Quote to identify a vendor who can meet the Board’s expectations. 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. An update will be provided at the next ACWDB meeting in March 2026 on the outcome of the solicitation process.

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

ATTACHMENTS:

VI.A.1 – Two-Year Action Plan Progress Tracker Q6

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

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)					Pick 1 barrier and develop action plan to remove barrier Convene providers and employers focused on chosen barrier

Time may be used for strategy development to get information to the community

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

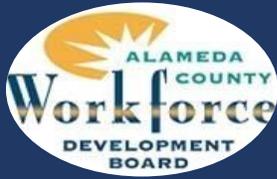
OE: ACWDB's Organizational Effectiveness sub-committee

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

YC: ACWDB's Youth sub-committee

WEX: Work Experience Opportunities

UPDATED



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 6 (Oct, Nov, Dec, '25) Progress Tracker

Q6

= Task 100% Complete

Q6

= Task In Progress

Q6

= Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE

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

Q6

- No Tasks scheduled for Q6

YOUTH COMMITTEE (YC)

Connect employer voice to education to increase inclusive job competitiveness.

Q6

- Explore development of an apprenticeship program

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Develop, grow, and strengthen priority sector partnerships.

Q6

- Ensure career centers are supporting sector strategies

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Increase strategic business engagement to modernize business practices.

Q6

- ID employer incentives for hiring diverse workforce and include in employer resources

EXECUTIVE COMMITTEE (EC)

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

Q6

- Continue work toward increasing engagement at K-12 tables to improve partnerships

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 9/30/2025**

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 rear view 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 = 116.5% of Goal
 - Adults = 107.9% of Goal
 - Dislocated Workers = 108.8% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Youth = 104.3% of Goal
- Measurable Skill Gains by Exit
 - Adults = 126.2% of Goal
 - Dislocated Workers = 127.4% of Goal

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

- Placement Rate @ 2nd Quarter Post Exit
 - Youth = 91.5% of Goal
 - Dislocated Workers = 98.7% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Youth = 97.5% of Goal
 - Adults = 94.1% of Goal
 - Dislocated Workers = 98.7% of Goal

- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 95.6% of Goal

Placement Rates for all three WIOA funding streams (Adults, Dislocated Workers, and Youth), have increased since the last quarter, returning to high levels of performance that we had experienced in prior quarters. Additionally, the Measurable Skill Gains performance has seen some improvements.

Please review the performance attainments on the attached report for a full representation of ACWDB's LAP outcomes for the rolling four quarters – ending September 30, 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 25-26 Rolling 4 Qtrs Ending 2025.09.30 (2 pages)

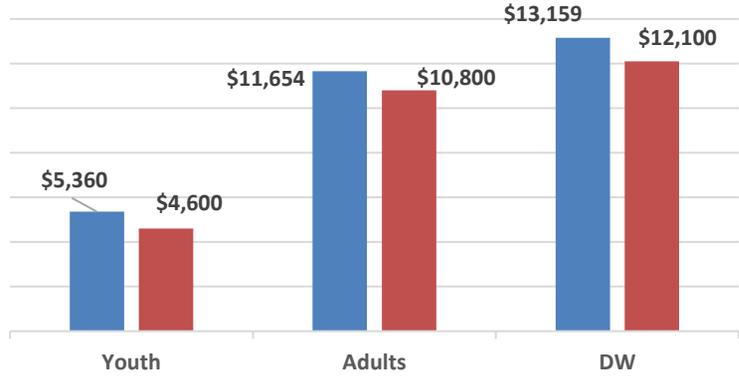
**LOCAL AREA PERFORMANCE REPORT
 WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
 YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
 ROLLING FOUR QUARTERS - ENDING 9/30/2025**

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 10/1/2023 and 9/30/2024	65.9%	72.0%	91.5%	57.6%	65.0%	88.6%	68.1%	69.0%	98.7%
Placement Rate @ 4th Quarter Post Exit ① Exited between 4/1/2023 and 3/31/2024	66.3%	68.0%	97.5%	59.3%	63.0%	94.1%	67.1%	68.0%	98.7%
Median Earnings @ 2nd Quarter Post Exit Exited between 10/1/2023 and 9/30/2024	\$5,360	\$4,600	116.5%	\$11,654	\$10,800	107.9%	\$13,159	\$12,100	108.8%
Credential Rate Exited between 4/1/2023 and 3/31/2024	67.8%	65.0%	104.3%	68.8%	72.0%	95.6%	57.5%	67.0%	85.8%
Measurable Skill Gains ② Exited between 10/1/2024 and 9/30/2025	65.5%	75.0%	87.3%	63.1%	50.0%	126.2%	63.7%	50.0%	127.4%

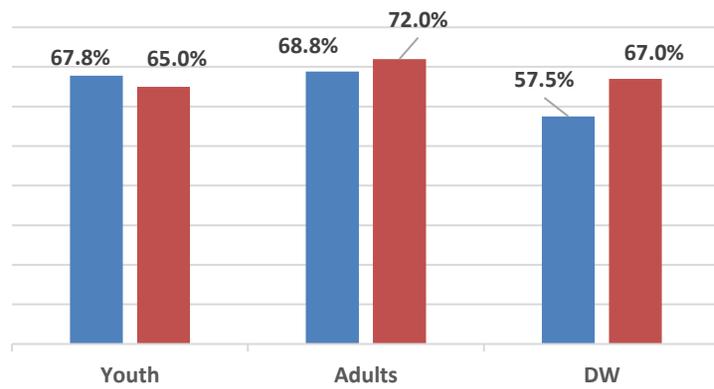
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

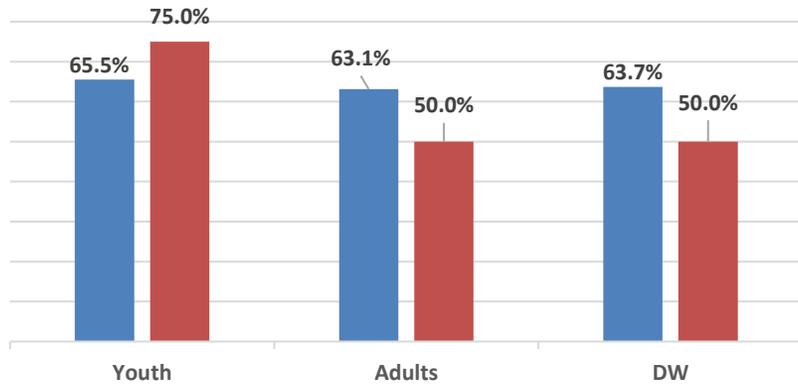
Median Earnings @ 2nd Qtr Post Exit



Credential Rate by 4th Qtr Post Exit



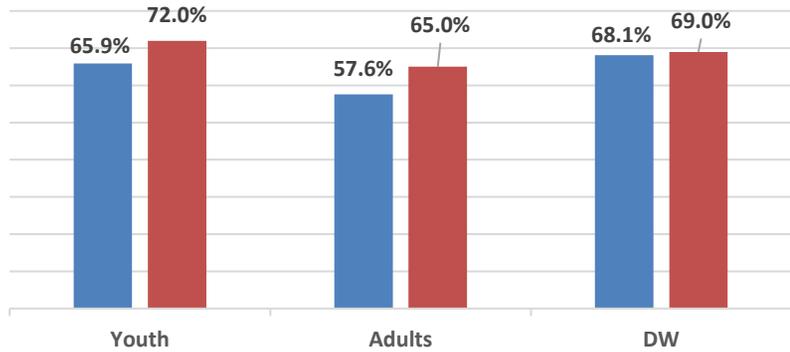
Measurable Skill Gains



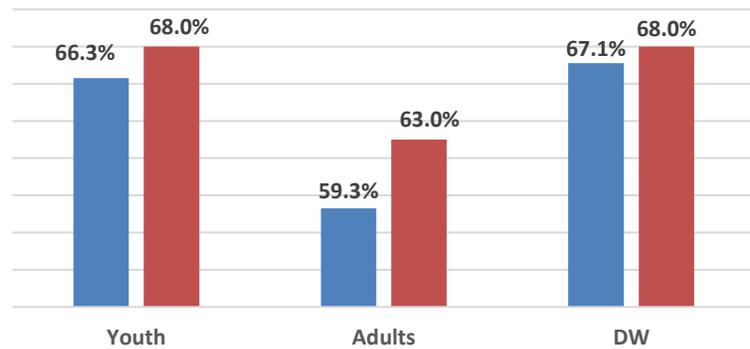
Is Anyone Better Off?

■ 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** **JUNE, JULY, AND AUGUST 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-month period including June, July, and August 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 June, July, and August 2025, approximately 3.6% 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 25-26 Q1

CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

EDD LMI + CalJOBS Registration Data; June, July, and August 2025

Sub Regions: Months:	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
	Jun '25	Jul '25	Aug '25	Jun '25	Jul '25	Aug '25	Jun '25	Jul '25	Aug '25	Jun '25	Jul '25	Aug '25
Total Labor Force	201,400	202,500	202,900	126,500	127,300	127,500	181,600	182,400	182,700	119,100	119,500	119,700
# Unemployed	10,100	10,800	10,400	6,100	6,700	6,300	8,600	9,100	8,700	5,500	5,800	5,500
Unemployment Rate	5.0%	5.3%	5.1%	4.8%	5.3%	4.9%	4.7%	5.0%	4.8%	4.6%	4.9%	4.6%
CalJOBS Registrations	473	424	370	223	236	202	317	346	281	168	185	182
% Engagement	4.7%	3.9%	3.6%	3.7%	3.5%	3.2%	3.7%	3.8%	3.2%	3.1%	3.2%	3.3%

DATA for June, July, and August 2025 (Entire Region)			
Month:	June 2025	July 2025	August 2025
Total Labor Force	628,600	631,700	632,800
# Unemployed	30,300	32,400	30,900
Unemployment Rate	4.8%	5.1%	4.9%
CalJOBS Registrations	1181	1191	1035
% Engagement	3.9%	3.7%	3.3%

3 Month Avg
631,033
31,200
4.9%
1136
3.6%



35

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 sub-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 2025/2026; QUARTER 1 (7/1/2025 THROUGH 9/30/2025)

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) 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.

For program year (PY) 2025/2026, ACWDB has launched a new system design and now contracts directly with five (5) different service providers located throughout the ACWDB service delivery area. Details of this new design and descriptions of some of the new providers may be found in the analysis below.

REPORTS ANALYSIS:

What’s New for this Program Year

- **New Service Delivery & System Model**

This PY (2025/2026), ACWDB has returned to a sub-regional model for delivery of Adult and Dislocated Worker services in Alameda County. There are now five (5) Adult and Dislocated Worker contracted service providers within ACWDB’s service delivery area. One service provider for each of the sub-regions (Eden, North Cities, Tri-Cities, and Tri-Valley) and one service provider whose goal is to target services toward individuals experiencing barriers.

- **New Service Providers**

This program year, of the five organizations in the new model, ACWDB has contracted with three (3) new service providers:

- **Lao Family Community Development**

Lao Family is new to ACWDB Adult and Dislocated Worker service delivery system; but has with a wealth of experience running WIOA programs within the city of Oakland.

- **International Rescue Committee (IRC)**

IRC is not entirely new to ACWDB’s service delivery system; they were a sub-contractor under Ohlone College (Career Services Collaborative) during the last procurement cycle; and they have program experience through ACWDB (WIOA Youth Promising Futures project). Lastly, IRC was awarded funds under both the Adult/Dislocated Worker and Youth funding streams for PY 2025/2026. Their “Targeted Services” strategy project under the Adult/Dislocated Worker streams aims to support refugees and asylees and is intended to be a one-year pilot project.

- **Chabot/Las Positas (CLP) Community College**

CLP was a sub-contracted service provider under Ohlone's Career Services Collaborative during the last four (4) program years. Prior to the last procurement cycle, CLP had been an Adult/Dislocated Worker service provider within ACWDB's prior sub-regional model for service delivery.

With new service providers and a new service-delivery and system model, staff plan to provide continuing guidance and support toward achieving success.

System-wide, PY 2025/2026 quarter one reports are consistent with a new service delivery model and new service providers.

- System-wide enrollments are on target with the aggregated number just above the 25% mark
- System-wide training dollar encumbrance appears to be on target as well, attaining just over the 25% mark
- System-wide OJT enrollments are at 26.3% of the program year goal
- Measurable Skill Gains, Credential Attainments, and Job Placement outcomes are registering a bit low, with ample time to work on improving those scores.

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.

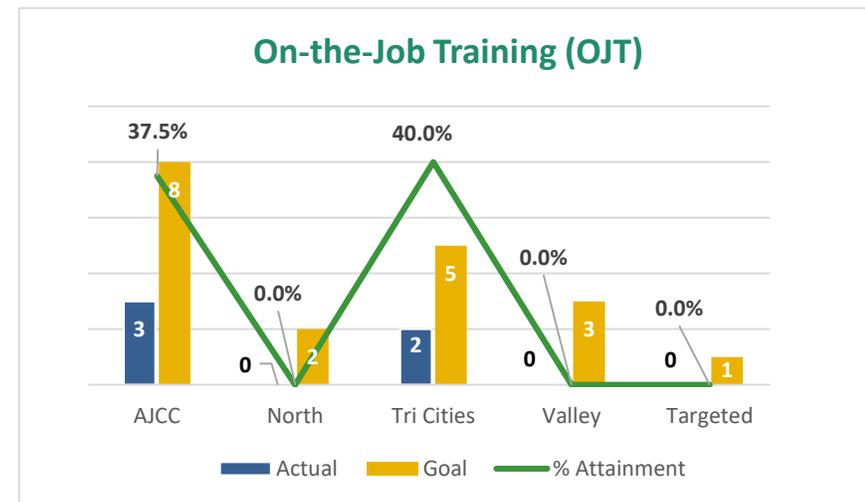
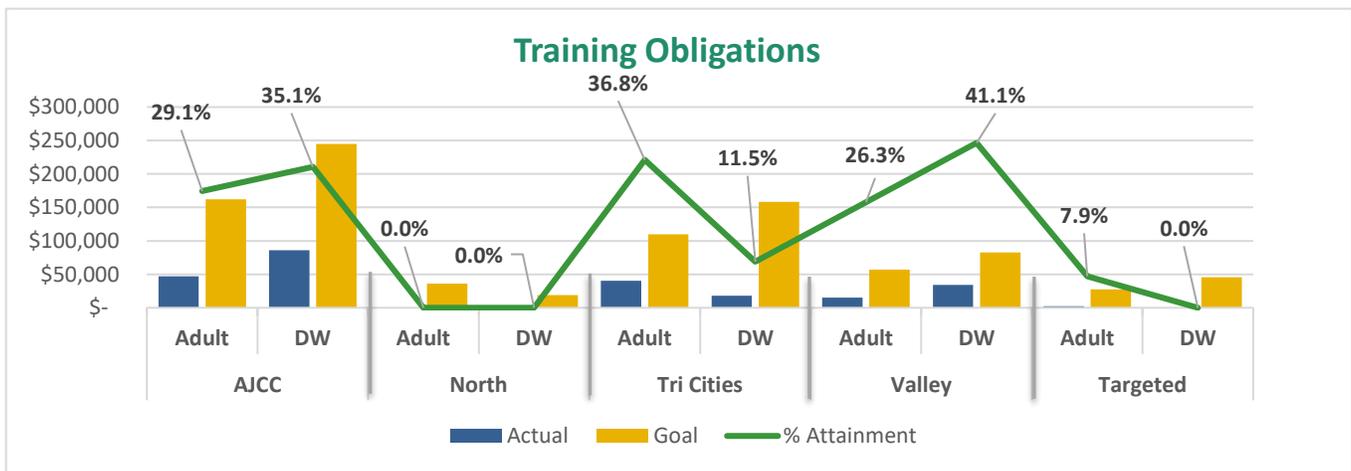
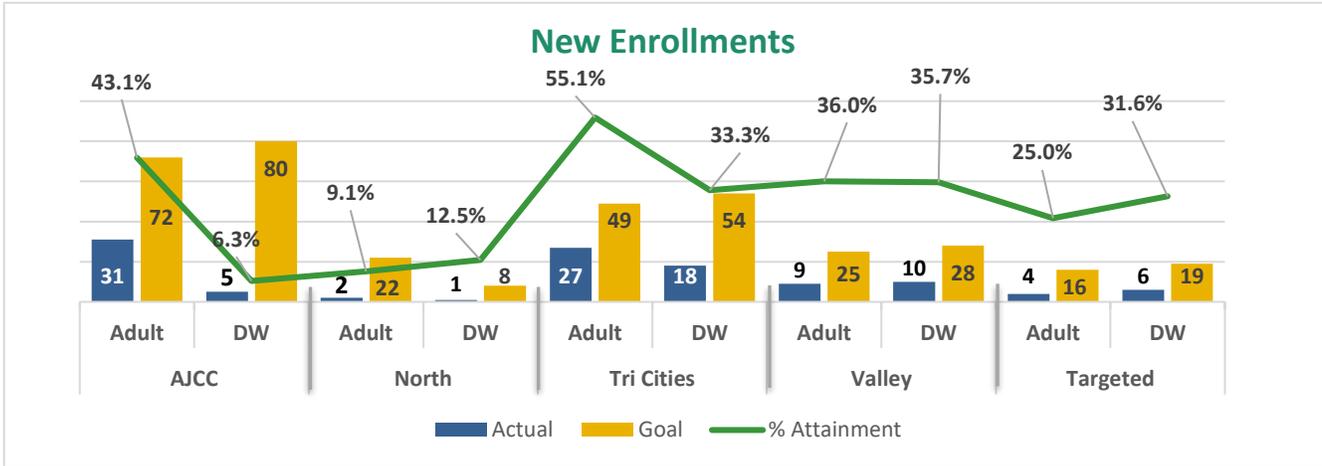
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VII.C.1. – REPORTS CPIR Ad DW PY25-26 Q1



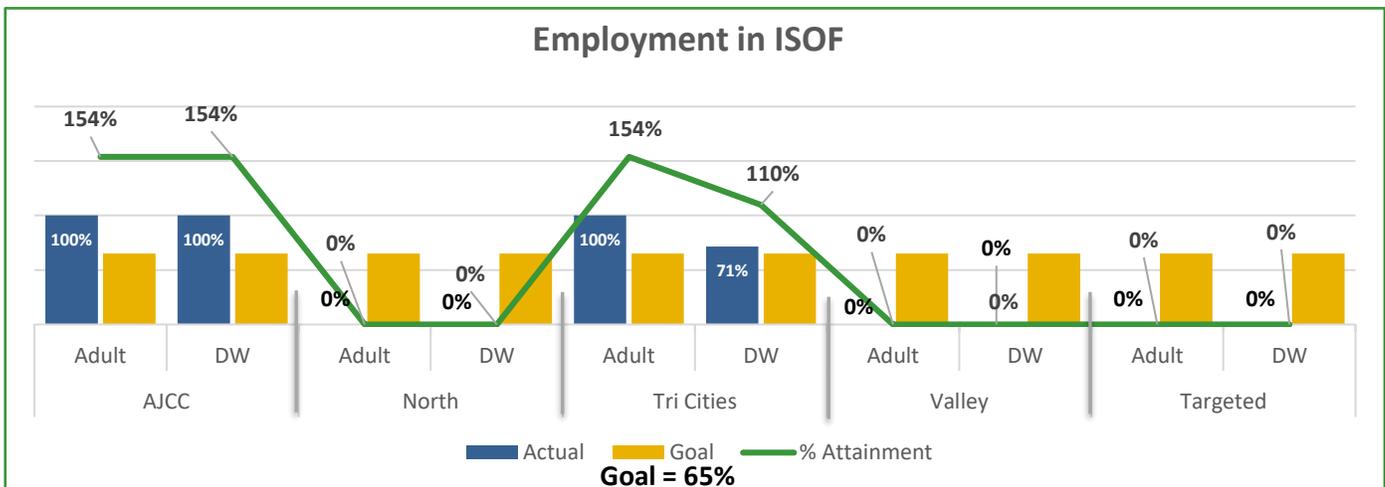
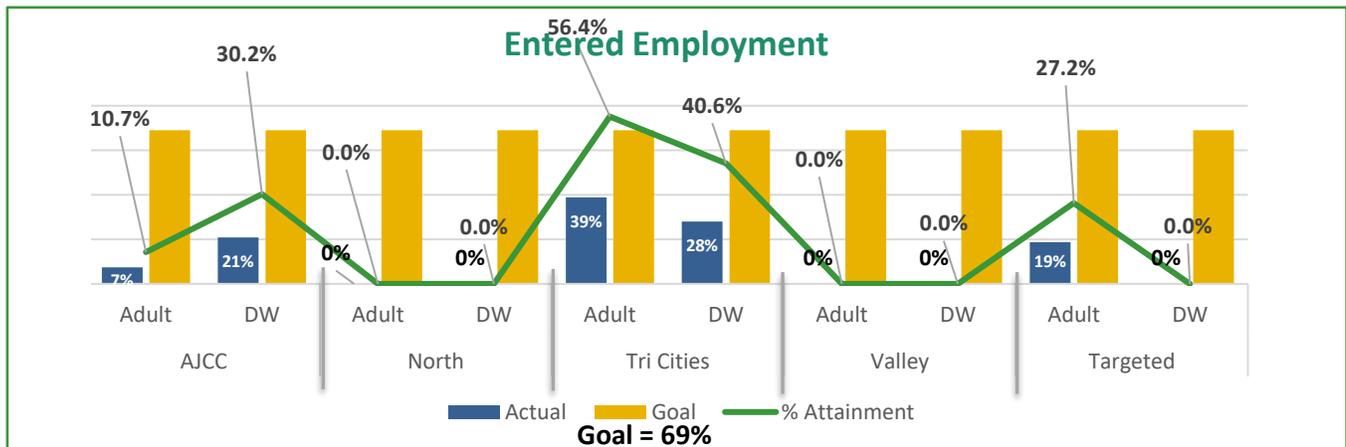
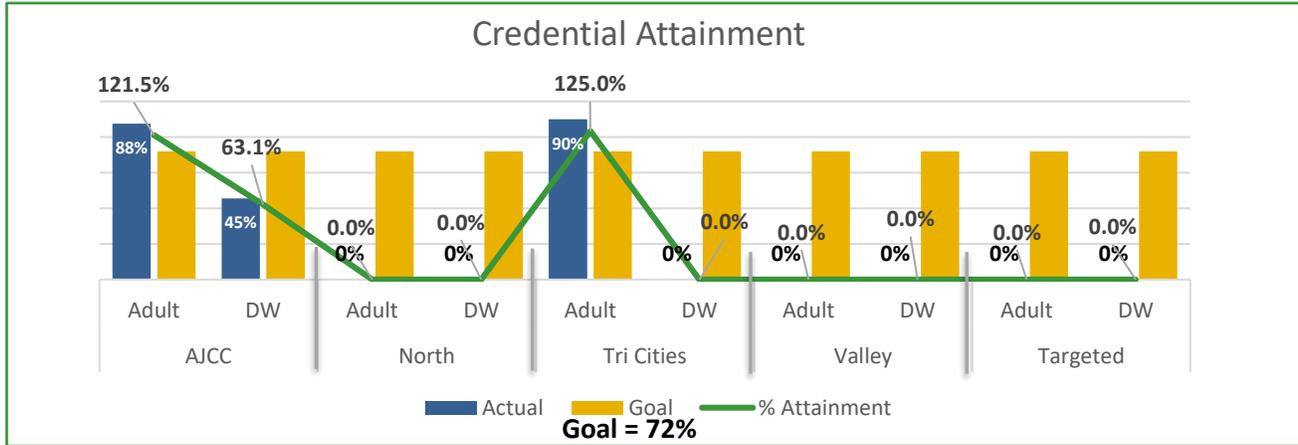
CONTRACT PERFORMANCE INDICATORS REPORT
WIOA ADULT & DISLOCATED WORKER PROGRAMS
PY 2025/2026; QUARTER 1 (7/1/2025 THROUGH 9/30/2025)

How Much Did We Do?



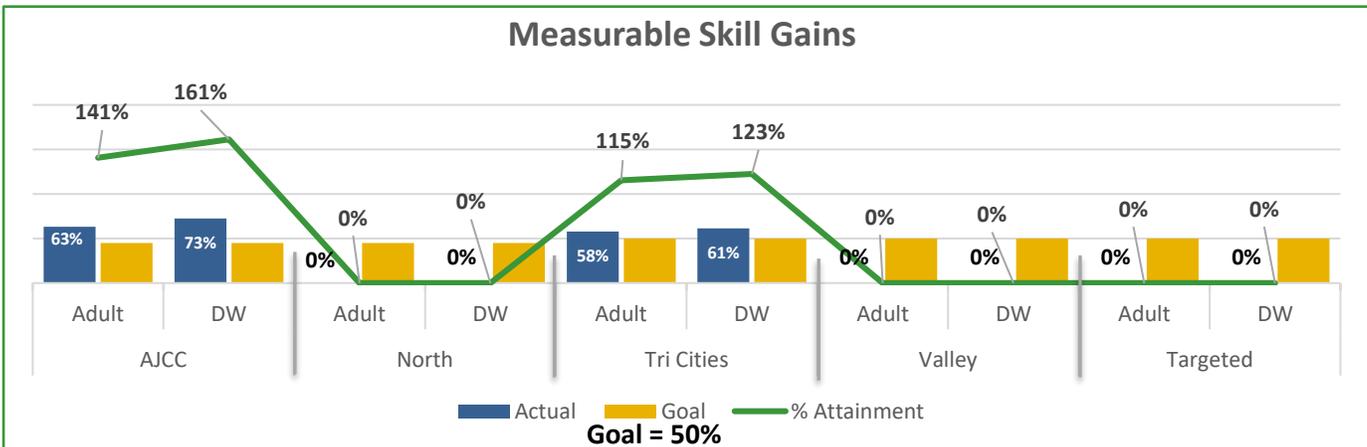
AJCC = Rubicon Programs/Eden
North = Lao Family/North Cities
Tri = Ohlone / Tri-Cities
Valley = Chabot/Las Positas/Tri-Valley
Targeted = International Rescue Committee (IRC)
 English Language Learners
 Refugees/Asylees

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 2025/2026; 1ST QUARTER - JULY 01, 2025 THROUGH SEPTEMBER 30, 2025

PERFORMANCE MEASURES	FUND SOURCE:			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	0	0	100.0%	0	0	100.0%
# OF NEW ENROLLMENTS	73	184	39.7%	40	189	21.2%
TOTAL ENROLLMENTS	73	184	39.7%	40	189	21.2%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$104,825	\$392,640	26.7%	\$138,176	\$550,800	25.1%
# OJT ENROLLMENTS (Ad & DW) ^②	5	19	26.3%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	80.0%	75.0%	106.7%	60.0%	75.0%	80.0%
% OF OJT ENROLLMENTS IN ISOF* ^②	40.0%	75.0%	53.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	24.2%	50.0%	48.4%	26.8%	50.0%	53.5%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	13.0%	69.0%	18.9%	9.8%	69.0%	14.2%
# OF JOB PLACEMENTS WITHIN ISOF*	40.0%	65.0%	61.5%	34.3%	65.0%	52.7%
% THAT ATTAINED CREDENTIAL (of participants in training)	35.5%	72.0%	49.3%	9.1%	72.0%	12.6%

ITEM VII.D. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)

PY 2025/2026; QUARTER 1 (JULY 1, 2025 THROUGH SEPTEMBER 30, 2025)

BACKGROUND:

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

- Number of Enrollments
- Percentage of participants who engage in:
 - Work-Based Learning Opportunities
 - Core Skills / Leadership Opportunities
 - Training that leads to Industry-Recognized Credentials
 - Work Experience Activities that align with ACWDB’s Industry Sector and Occupational Framework (ISOF)
- Outcomes:
 - Youth Placement Rate (placed into employment, advanced training, post-secondary education, or the military)
 - Credential Rate
 - Measurable Skill Gains

REPORT ANALYSIS:

Due to the increase in funding levels this program year, enrollment goals are still being negotiated. The targets for total enrollments may change by the time quarter two reports are published.

Changes for this Program Year

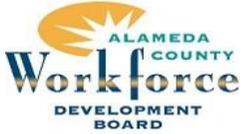
- Carry-In Enrollments are not being counted this program year. With the launch of the new procurement cycle and the inclusion of new service providers, staff wanted to ensure fairness with a fresh start for all contracted service providers.
- This program year, the In-School Youth programs will not have a target for participants enrolled in training. This change brings our contract performance into alignment with state and federal guidelines which consider all In-School Youth participants as “in training” due to their status as current students in the secondary education system.

- Work Experience within ACWDB’s ISOF is a new measure In WIOA Youth contracts this year that has resulted from the 2024 Board Retreat and the subsequent development of the Two-Year Strategic Priorities Action Plan. The goal is to align youth services with ACWDB’s ISOF to ensure youth participants are being exposed to careers that have growth potential, offer stable employment in quality jobs, and pay livable wages.

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.

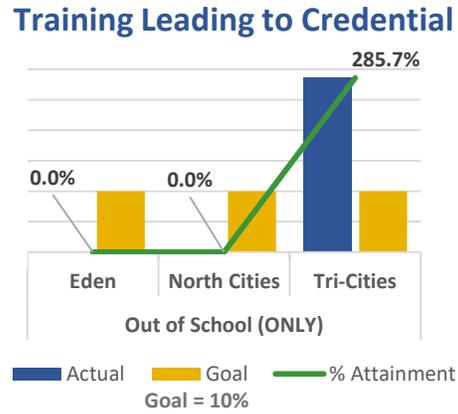
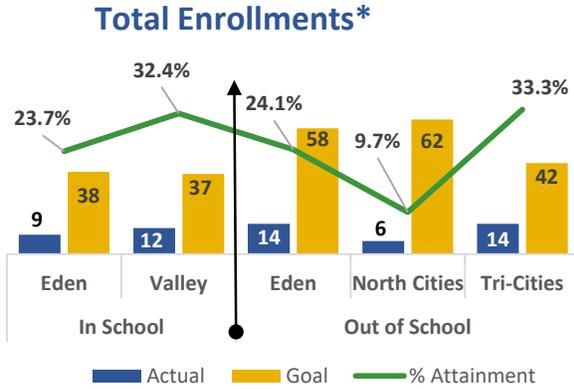
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VII.D.1. – Youth Contract Performance Indicators Report

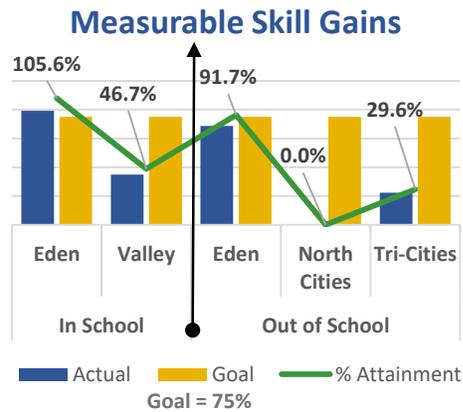
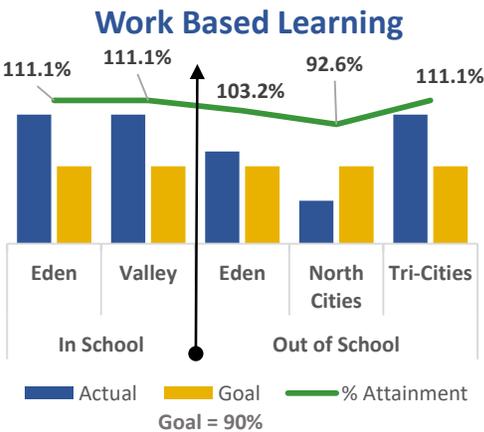
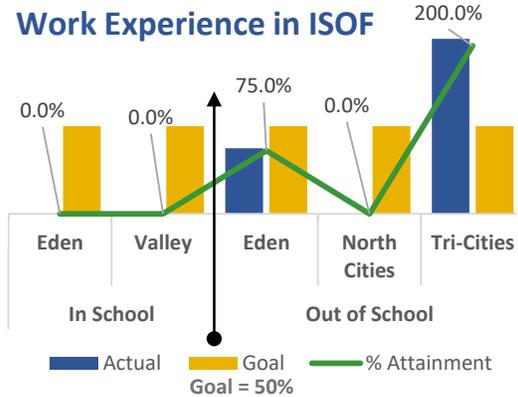
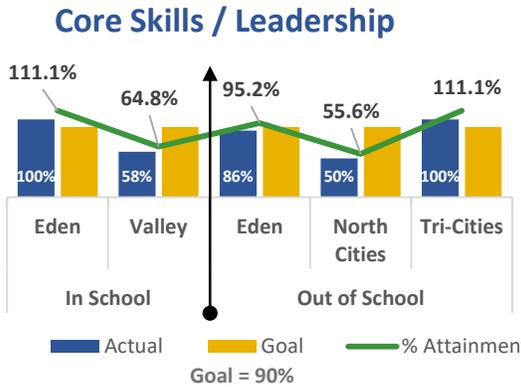


YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2025/2026 1ST QUARTER (7/1/2025 THROUGH 9/30/2025)

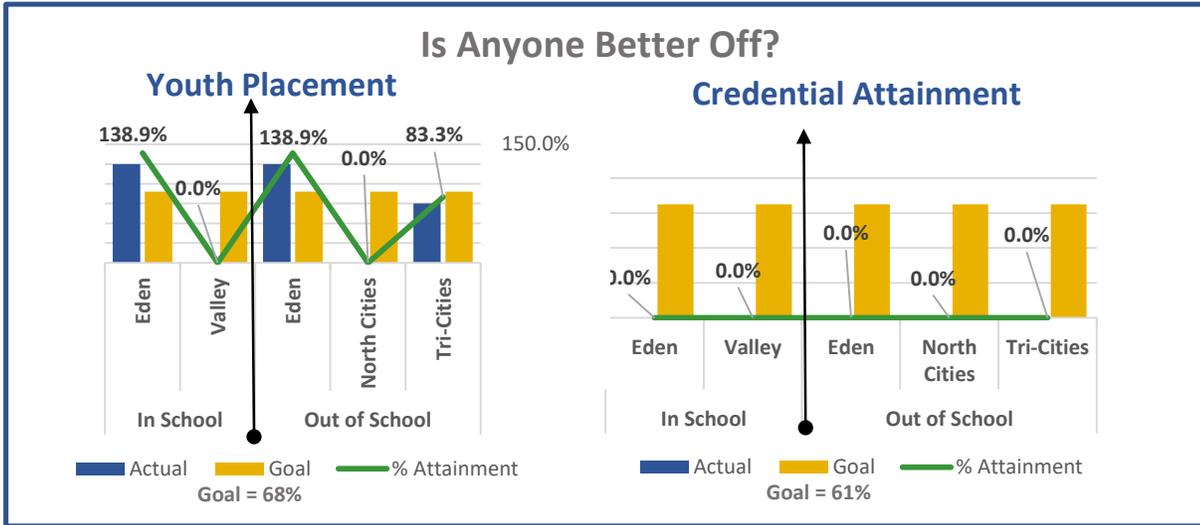
How Much Did We Do?



How Well Did We Do?



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2025/2026 1ST QUARTER (7/1/2025 THROUGH 9/30/2025)



AGGREGATE OF ALL YOUTH PROVIDERS

PY 2025/2026; 1ST QUARTER - JULY 01, 2024 THROUGH SEPTEMBER 30, 2025

PERFORMANCE MEASURES	FUND SOURCE:					
	IN-SCHOOL			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	N/A	N/A	N/A
# OF NEW ENROLLMENTS	21	75	28.0%	34	162	21.0%
TOTAL ENROLLMENTS	21	75	28.0%	34	162	21.0%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	N/A	N/A	N/A	2.4%	25.0%	9.5%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	100.0%	90.0%	111.1%	92.1%	90.0%	102.3%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	79.2%	90.0%	88.0%	78.6%	90.0%	87.3%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	57.1%	75.0%	76.1%	30.3%	75.0%	40.4%
WORK EXPERIENCE WITHIN ACWDB'S ISOF	39.6%	50.0%	79.2%	22.9%	50.0%	45.8%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	50.0%	72.0%	69.4%	53.3%	72.0%	74.1%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	65.0%	0.0%	0.0%	65.0%	0.0%

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

ITEM VII.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH SEPTEMBER 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 2025/2026, the Alameda County Workforce Development Board's (ACWDB) Rapid Response team held 23 layoff/closure events and served 958 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, 2025, through September 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

Pivot Bio permanently closed its doors to its Berkeley location. The layoff affected 62 workers that begin on July 21, 2025. Pivot Bio is a Berkeley-grown agricultural technology company, which began as a small startup in 2011. Pivot Bio had become a multi-state giant, employing 95 people at its campus, is leaving the city and permanently relocating its research operations to St. Louis, where the company has a large manufacturing plant. The Rapid Response team held a hybrid RRO. There was a total of 25 workers in person attending and 16 attended virtually.

Jabil Inc. permanently closed its doors at its Fremont location. Jabil laid off 145 workers on August 1, 2025. The company cited the necessity for cost reduction and restructuring as the key reasons for this decision. The company representative requested the RRO to be on site at the company's location. The Rapid Response team held two RRO. There was a total of 140 workers attending in person.

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 RROs 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 to learn about transitional support services, 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.

In the last program year, 248 attended an open RRO session. This program year and through the end. The first quarter, 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 7/1/2025- 9/30/2025

ACWDB Rapid Response Monthly Report July 1, 2025 – September 30, 2025- Firstquarter Month Ending: September 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, 2025 - September 30, 2025						
EDEN RAPID RESPONSE		Total Employers	4	Total Workers	154	
NORTH CITIES RAPID RESPONSE		Total Employers	2	Total Workers	136	
TRI-CITIES RAPID RESPONSE		Total Employers	6	Total Workers	553	
TRI-VALLEY RAPID RESPONSE		Total Employers	5	Total Workers	115	
		TOTAL	17	TOTAL	958	
Region	Employer	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers
Eden	Davis Street Community Center	San Leandro	Educational Services	Closure	7/1/2025	8
Eden	Unitek Learning Education Group Corp.	Hayward	Educational Services	Layoff	7/3/2025	2
Eden	Republic National Distributing Company	Hayward	Wholesale Trade	Closure	9/2/2025	104
Eden	Kaiser Permanente	San Leandro	Healthcare	Layoff	9/17/2025	40
North Cities	Pivot Bio, Inc.	Berkeley	Scientific Telechnical Services	Closure	7/21/2025	62
North Cities	Exelixis, Inc.	Alameda	Manufacturing	Layoff	8/29/2025	74
Tri-Cities	Unitek Learning Education Group Corp.	Fremont	Educational Services	Layoff	7/3/2025	6
Tri-Cities	Gee Heavy Machinery	Fremont	Construction	Layoff	7/21/2025	7
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/4/2025	8
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/25/2025	3
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	8/31/2025	145

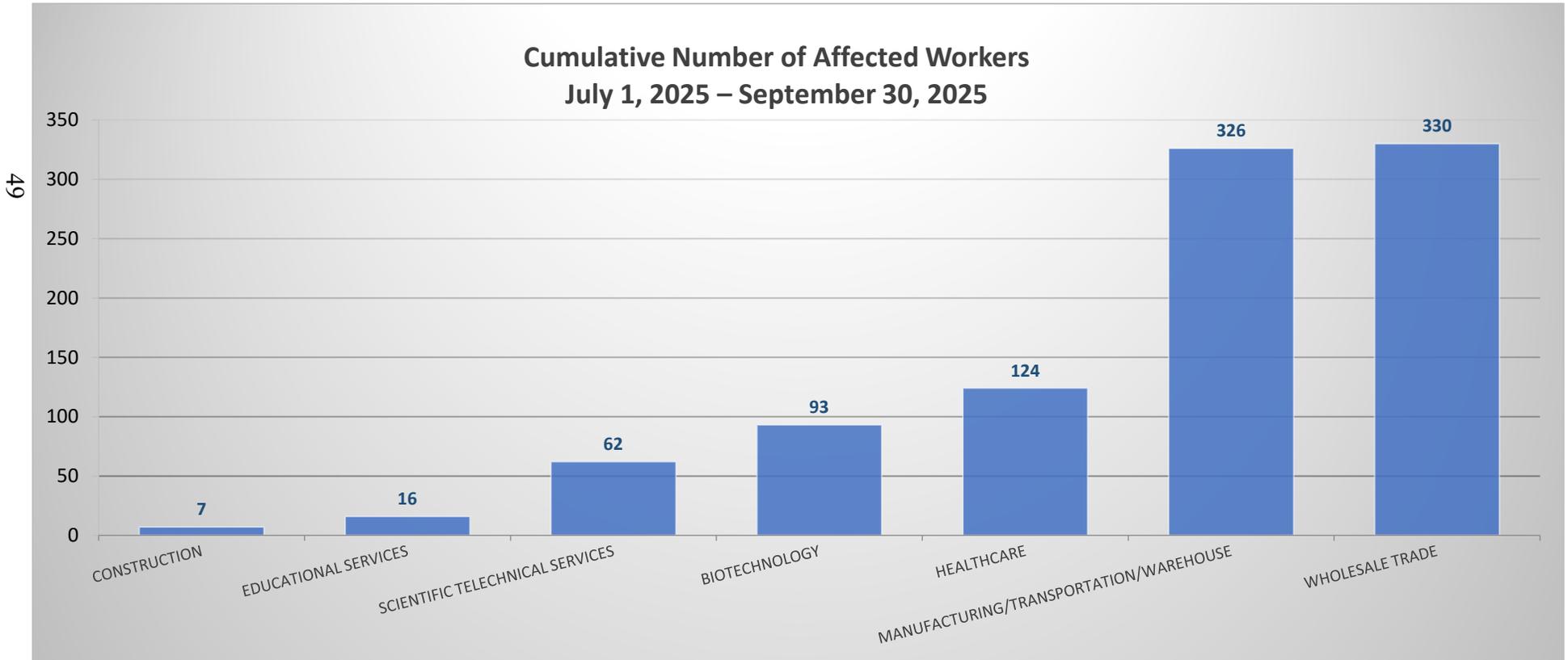
ACWDB Rapid Response Monthly Report
July 1, 2025 – September 30, 2025- Firstquarter
Month Ending: September 30, 2025

Region	Employer	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers
Tri-Cities	Republic National Distributing Company	Pleasanton	Wholesale Trade	Closure	9/2/2025	226
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/8/2025	14
Tri-Cities	Gatan, Inc.	Pleasanton	Manufacturing	Closure	9/15/2025	96
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/15/2025	5
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/17/2025	43
Tri-Valley	Primo Brands	Livermore	Manufacturing	Closure	7/1/2025	11
Tri-Valley	10x Genomics, Inc. (5500)	Pleasanton	Biotechnology	Layoff	7/7/2025	3
Tri-Valley	10x Genomics, Inc. (6210)	Pleasanton	Biotechnology	Layoff	7/7/2025	2
Tri-Valley	10x Genomics, Inc. (6230)	Pleasanton	Biotechnology	Layoff	7/7/2025	88
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/7/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/14/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/21/2025	3
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/28/2025	4

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

Industry	Affected Workers
Construction	7
Educational Services	16
Scientific Teletechnical Services	62
Biotechnology	93
Healthcare	124
Manufacturing/Transportation/Warehouse	326
Wholesale Trade	330
Grand Total	958

Cumulative Number of Affected Workers
July 1, 2025 – September 30, 2025



ACWDB Rapid Response Monthly Report

July 1, 2025 – September 30, 2025

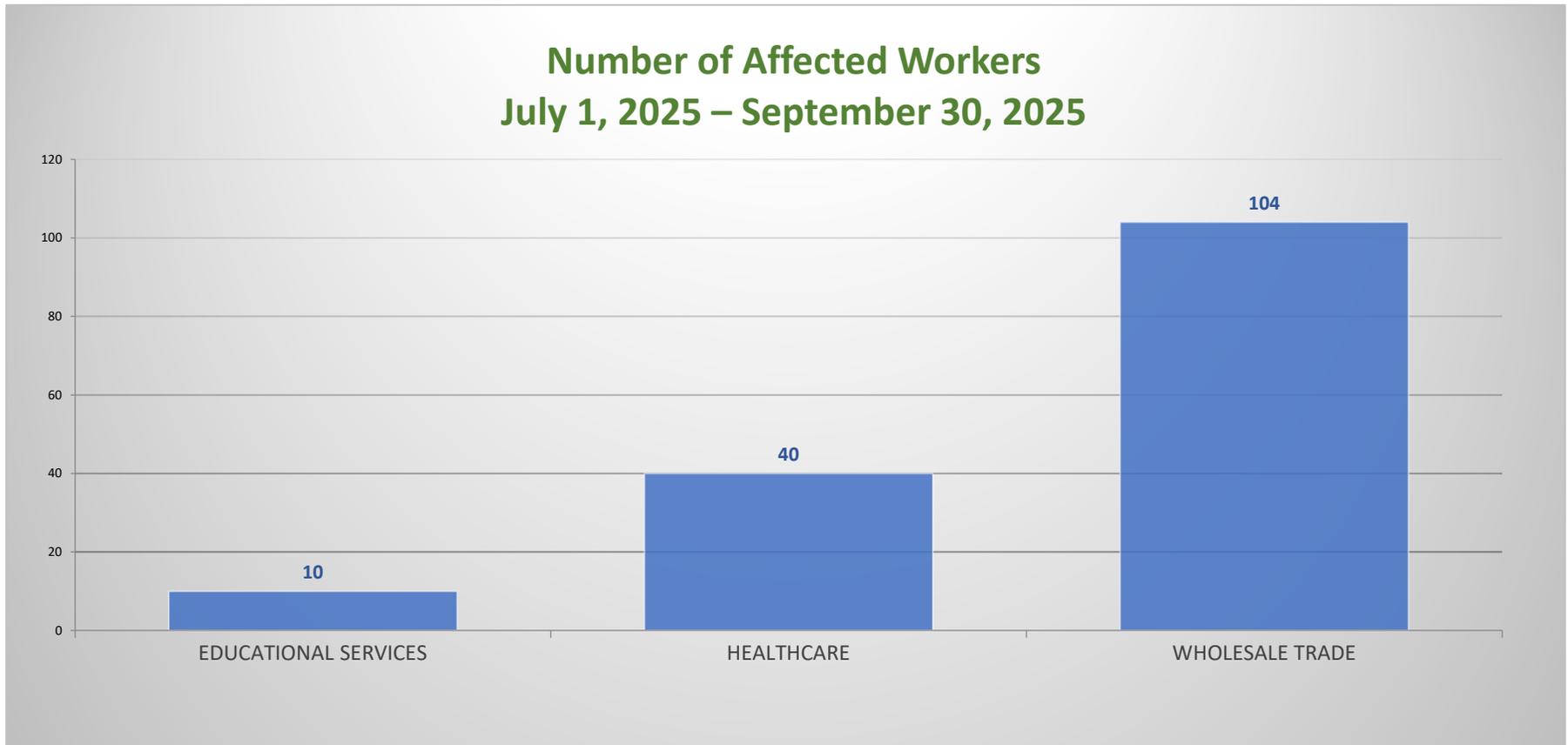
Month Ending: September 30, 2025

EDEN RAPID RESPONSE

Industry	Affected Workers
Educational Services	10
Healthcare	40
Wholesale Trade	104
Grand Total	154

**Number of Affected Workers
July 1, 2025 – September 30, 2025**

50

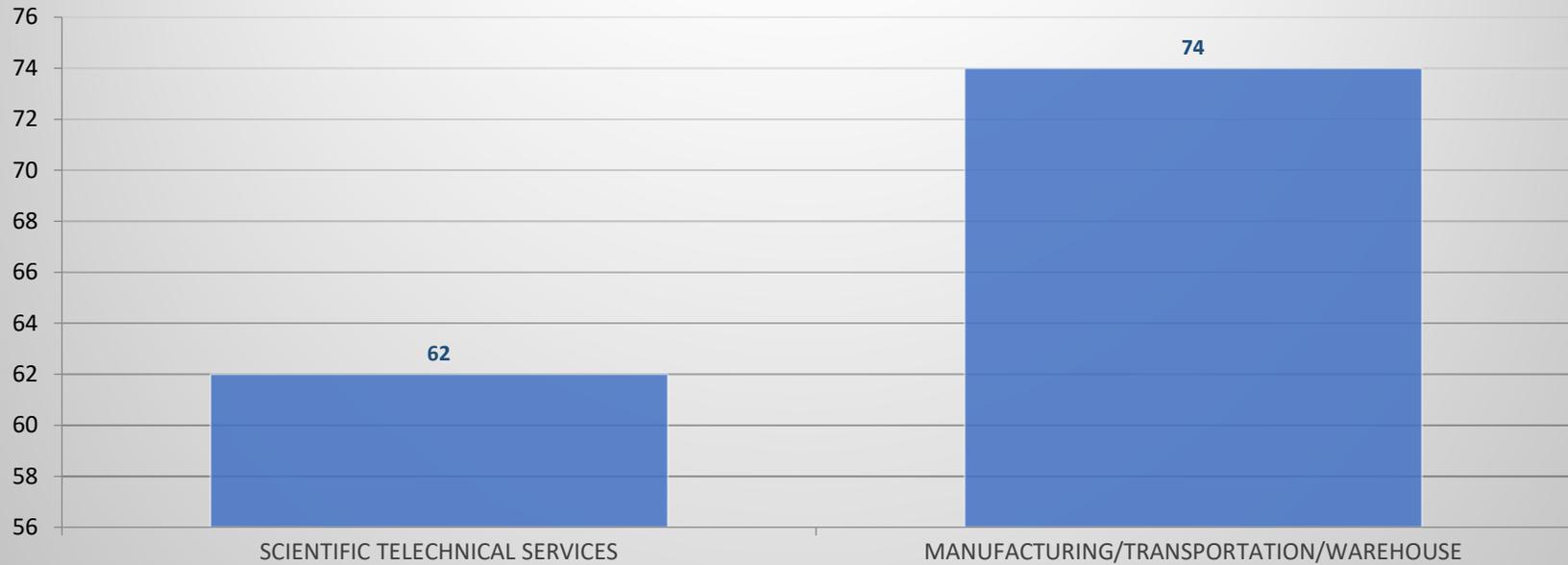


ACWDB Rapid Response Monthly Report
July 1, 2025 – September 30, 2025
Month Ending: September 30, 2025

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Scientific Teletechnical Services	62
Manufacturing/Transportation/Warehouse	74
Grand Total	136

Number of Affected Workers
July 1, 2025 – September 30, 2025



ACWDB Rapid Response Monthly Report

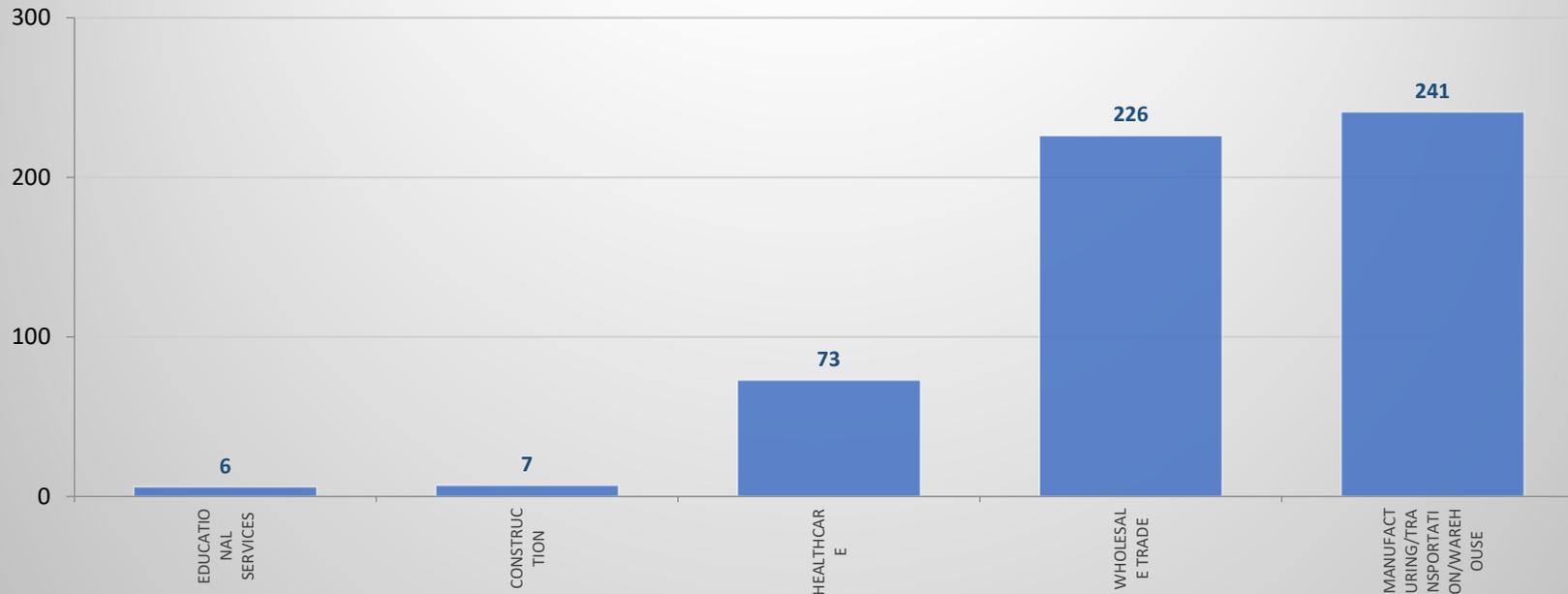
July 1, 2025 – September 30, 2025

Month Ending: September 30, 2025

Tri - CITIES RAPID RESPONSE

Industry	Affected Workers
Educational Services	6
Construction	7
Healthcare	73
Wholesale Trade	226
Manufacturing/Transportation/Warehouse	241
Grand Total	553

Number of Affected Workers
July 1, 2025 – September 30, 2025

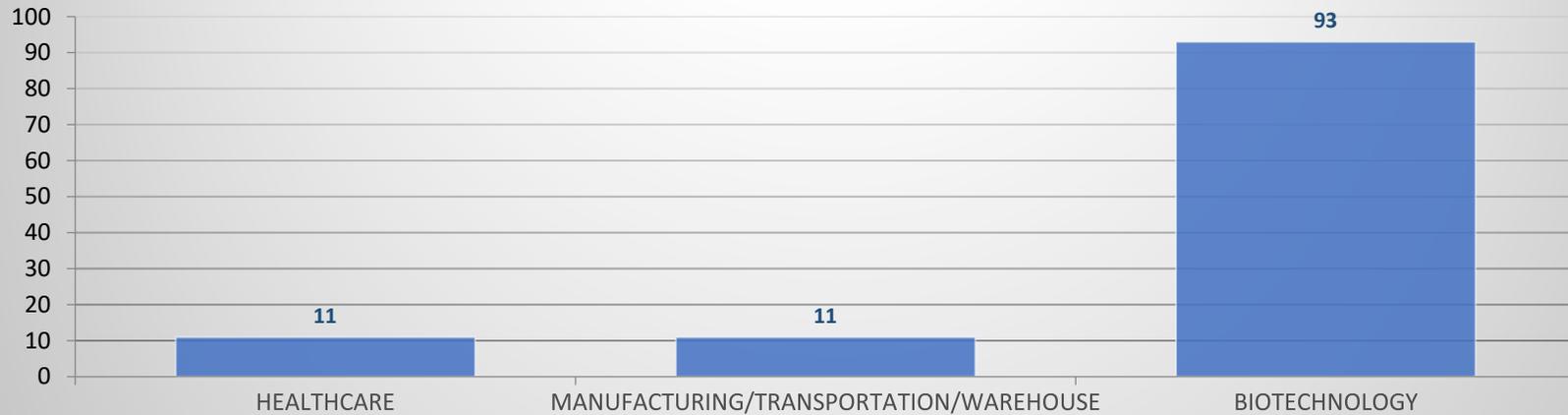


ACWDB Rapid Response Monthly Report
July 1, 2025 – September 30, 2025
Month Ending: September 30, 2025

Tri - Valley RAPID RESPONSE

Industry	Affected Workers
Healthcare	11
Manufacturing/Transportation/Warehouse	11
Biotechnology	93
Grand Total	115

Number of Affected Workers
July 1, 2025 – September 30, 2025



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 are also presented by ACWDB staff to spark new ideas and opportunities and to adapt programming and partnerships, as needed.

LEGISLATIVE UPDATE:

Federal

Congress Votes to Re-open Federal Government^{1,2}

The U.S. Congress passed legislation to end the nation’s longest government shutdown which left hundreds of thousands of federal workers furloughed, millions of Americans at risk of losing food assistance and millions more facing air-travel disruptions. The president signed the budget bill into law on November 12, 2025.

The budget bill had been blocked by Democrats to negotiate the extension of federal health care subsidies set to expire at the end of the year. Under the terms of the current agreement, Democrats will get a vote in mid-December on a budget bill to extend these subsidies and a guarantee that the White House would rehire all federal employees who were fired as part of the administration’s “reductions in force” across agencies and that all federal workers would receive back pay for the duration of the shutdown.

The spending package also includes a three-bill “minibus” of full-year funding for the Department of Agriculture, the Food and Drug Administration, the Department of Veterans Affairs, military construction projects and the operations of Congress. All other agencies are funded through January 30, 2026, giving some time for another round of negotiations to avoid another stopgap for the remainder of the fiscal year.

State

Supplemental Nutrition Assistance Program (SNAP) Benefits to California Residents Resume^{3,4}

After the end of the federal government shutdown, the California Department of Social Services

¹ [Trump Administration Updates: Senate Passes Deal to Reopen Government - The New York Times](#)

² [House votes to reopen government after 43-day shutdown - POLITICO](#)

³ [SNAP benefits are back for Californians after shutdown ends](#)

⁴ [SNAP Benefits Update: Millions To Be Removed From Program - Newsweek](#)

announced that state recipients of SNAP, known in California as CalFresh, should have received their full benefits for November 2025.

However, it is expected that many will be removed from the program as new federal rules passed under the One Big Beautiful Bill Act (OBBBA) revises work requirements and alters who is exempt from them; now most adults who do not have disabilities or dependents must work, join a job training program or actively look for work for 80 hours per month to keep receiving SNAP. The latest reports show that 86% of SNAP households that included at least one non-disabled working-age adult had earning through employment in 2025.⁵

Approximately 5.5 million Californians currently receive SNAP benefits per month, helping low-income residents get groceries. Californians can apply for CalFresh benefits online at www.benefitscal.com or by visiting local county social services offices.

Signed Labor and Employment Bills ^{6,7}

Many of the bills Governor Newsom recently signed into law affect labor and employment. Key laws relevant to our local area are highlighted below.

- **SB 617 – Worker Adjustment Retraining Notification (WARN) Amendment.** SB 617 was developed as a policy proposal by ACWDB staff and supported by Social Services Agency’s office of Policy, Strategy and Innovation (PSI), and the Board of Supervisors. Starting January 1, 2026, employers will need to include additional information in their layoff notices as known as the WARN.

WARNs will need to include details on whether the employer plans to coordinate with the Local Workforce Development Board (LWDB) or another entity to provide services, such as rapid response orientation for laid-off workers. If an employer chooses to coordinate services with the LWDB, they must arrange these services within 30 days of the notice date. The notice must also provide a working email address and phone number for the LWDB, along with a specific prescribed description of the LWDB’s rapid response activities to assist laid-off workers with finding new jobs, resume assistance, and skills training. The employers’ notice to employees should also include details about CalFresh, including a link to its website and contact information.

- **AB 542 – Continuation schools and classes: youth workforce development programs.** AB 542 authorizes school districts with continuation school programming up to two days of workforce development programs if students are enrolled in a minimum of 15 hours of class attendance per week. School districts that implement a youth workforce development program must track pupil attendance and pupil participation. This addressed issues under the previous law regarding how attendance minutes and hours were counted.

⁵ [What Percentage of SNAP Recipients Work?](#)

⁶ [2025 California Labor & Employment Bills Signed by Governor Newsom | Husch Blackwell](#)

⁷ California Workforce Association, End of Session Update

- **SB 464 – Expanded Pay Data Reporting.** Beginning January 1, 2027 and under SB 464, employers will be required to report on a greater number of job categories and to store demographic information separately from personnel files. This is a shift to the Standard Occupational Classification (SOC) system used by the U.S. Bureau of Labor Statistics to classify workers into occupational categories for the purpose of collecting, analyzing, and disseminating data. This new law adds entirely new occupational groups, including: Health Care Support Occupations; Community and Social Service Occupations; Educational Instruction and Library Occupations; Farm, Fishing, and Forestry Occupations; Art, Design, Entertainment, Sports, and Media Occupations; and Protective Service Occupations.

The following bill was vetoed by Governor Newsom on October 1, 2025 and is currently in Senate under consideration:

- **SB 275 - Eligible Training Provider List.** The current law provides that the California Workforce Development Board is responsible for assisting the Governor in the development, oversight, and continuous improvement of California’s workforce investment system, including the development of a state plan to serve as a framework for, among other things, training programs to address the state’s economic, demographic, and workforce needs.

Under the current law and in order to support the plan, the board is required to establish initial and subsequent eligibility criteria for an eligible training provider list, in accordance with specified federal law. SB 275 would have prohibited an approved training provider from being removed from the Eligible Training Provider List if the provider has submitted verification of completion of continued eligibility requirements through a local workforce development board, except as provided.

The California Workforce Association (CWA) promotes policies and advocates for legislation that advances the mission and goals of all forty-five Workforce Development Boards in the state; for your reference, an exhaustive list of all labor and employment legislation tracked by CWA is included in **ATTACHMENT VII.A.1.**

Local

Food Security Funding: To mitigate the risk of vulnerable populations losing CalFresh benefits during the ongoing federal shutdown, at their October 28, 2025, meeting, the County of Alameda Board of Supervisors approved a one-time funding allocation of \$8.3 million toward the Alameda County Food Bank along with partner organizations and \$1.7 million in food assistance for senior residents. Alameda County Social Services Agency (ACSSA) also established a food distribution “pick-up” at many ACSSA office building in partnership with the Alameda County Community Food Bank.

2025 Policy Breakfast: ACSSA’s PSI Office hosted their annual Policy Breakfast on November 7, 2025, at the California Endowment in downtown Oakland. This year’s theme was “Turning Policy Turbulence into Triumph: Tools, Strategies, and Partnerships for a Stronger Alameda County”. Keynote speakers included U.S. Congresswoman, Lateefah Simon (CA District 12), California State Assemblymember, Liz Ortega (District 20), California State Health and Human

Services Secretary, Kim Johnson and Alameda County Social Services Agency Director, Andrea Ford. A diverse, cross-sector audience of public sector leaders, nonprofit partners, community-based organizations, policymakers, and agency staff were convened to discuss and address the urgent policy challenges affecting Alameda County residents, agencies, and businesses.

For more information, contact Carl Pascual, Management Analyst at carl.pascual@acgov.org or by phone at (510) 259-3887.

ATTACHMENT:

VII.A.1. – California Workforce Association (CWA) End of Session Update (Bills Summary)



California Workforce Association End of Session Update

1(a)

AB 345 **(Jackson, D) Apprenticeship programs: approval process.**

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 4/23/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Assembly 2 YEAR

Summary: Current law provides for apprenticeship programs within the Division of Apprenticeship Standards within the Department of Industrial Relations, sponsored by specific entities and employers, and requires the Chief of the Division of Apprenticeship Standards to perform various functions with respect to apprenticeship programs and the welfare of apprentices, including the approval of new apprenticeship programs. Current law makes any person who willfully discriminates in any recruitment or apprenticeship program, as specified, guilty of a misdemeanor. This bill would require the Division of Apprenticeship Standards to confirm the completeness of an application for a new apprenticeship program within 30 days of receiving the application. The bill would provide that, where the chief has not made a final determination on a completed application for a new program within 6 months of receiving the application, the program shall have conditional approval to operate if it satisfies specified conditions, including approval by the United States Department of Labor. The bill would require the chief to make a final determination on an application for a new apprenticeship program within one year of receiving a completed application. The bill would provide its provisions do not apply to apprenticeship programs in the building and construction trades or to firefighter programs. (Based on 01/29/2025 text)

Position: Watch

AB 1098 **(Fong, D) California Education Interagency Council.**

Status: 10/07/2025 - Chaptered by Secretary of State - Chapter 446, Statutes of 2025

Location: 10/07/2025 - Assembly CHAPTERED

Summary: Would establish in the Government Operations Agency the California Education Interagency Council, composed of specified state officers and one nongovernmental entity representative for purposes of evaluating and addressing the changing nature of work and the economy, integrating and aligning education and employment systems, maximizing funding impact, supporting adult skill development, aligning regional education and workforce needs, and serving as a forum for discussing the impacts of intersegmental and cross-sector policy issues, as specified. The bill would require the council, among other duties, to adopt strategic and workforce plans, report on the outcomes of its work and provide recommendations regarding intersegmental, cross-sector, and interagency initiatives and programs to the Governor and the Legislature, and, upon appropriation, establish a faculty and employer advisory committee, as specified. The bill would also establish the Office of the California Education Interagency Council in the Government Operations Agency as a neutral administrative body. This bill would become operative only if Senate Bill 638 of the 2025–26 Regular Session is enacted. (Based on 10/07/2025 text)

Position: Concerns w/Letter

Notes:

9/17/25: Submitted letter to the Governor- Joint letter of concern for AB 1098 & SB 638.

SB 239 **(Arreguin, D) Open meetings: teleconferencing: subsidiary body.**

Status: 06/05/2025 - Failed Deadline pursuant to Rule 61(a)(8). (Last location was INACTIVE FILE on 6/3/2025) (May be acted upon Jan 2026)

Location: 06/05/2025 - Senate 2 YEAR

Summary: The Ralph M. Brown Act requires, with specified exceptions, that all meetings of a legislative body, as defined, of a local agency be open and public and that all persons be permitted to attend and participate. The act generally requires for teleconferencing that the legislative body of a local agency that elects to use teleconferencing post agendas at all teleconference locations, identify each teleconference location in the notice and agenda of the meeting or proceeding, and have each teleconference location be accessible to the public. Current law also requires that, during the teleconference, at least a quorum of the members of the legislative body participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction, except as specified. Current law, until January 1, 2026, authorizes specified neighborhood city councils to use alternate teleconferencing provisions related to notice, agenda, and public participation, as prescribed, if, among

Page 2 of 9 other requirements, the city council has adopted an authorizing resolution and 2/3 of the neighborhood city council votes to use alternate teleconference provisions, as specified This bill would authorize a subsidiary body, as defined, to use alternative teleconferencing provisions and would impose requirements for notice, agenda, and public participation, as prescribed. The bill would require the subsidiary body to post the agenda at each physical meeting location designated by the subsidiary body, as specified. The bill would require the members of the subsidiary body to visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform, as specified. (Based on 04/07/2025 text)

Position: Support w/ letter/Me Too

Notes:

05/19/2025: Submitted Letter of Support to Senate Judiciary Committee.

05/19/2025: Submitted Letter of Support to Senate Local Government Committee.

SB 275 **(Smallwood-Cuevas, D) Eligible training provider list.**

Status: 10/01/2025 - Vetoed by the Governor. In Senate. Consideration of Governor's veto pending.

Location: 10/01/2025 - Senate VETOED

Summary: Current law provides that the California Workforce Development Board is responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system, including the development of a state plan to serve as a framework for, among other things, training programs to address the state's economic, demographic, and workforce needs. Current law, in order to support the plan, requires the board to, among other things, establish initial and subsequent eligibility criteria for an eligible training provider list, in accordance with specified federal law. This bill would prohibit an approved training provider from being removed from the eligible training provider list if the provider has submitted verification of completion of continued eligibility requirements through a local workforce development board, except as provided. (Based on 09/12/2025 text)

Governor's Message: VETOED: 10/1/2025 [PDF](#)

Position: Sponsor

Notes:

03/04/2025: Submitted Letter to Senate Labor, Public Employment, and Retirement Committee

03/20/2025: Submitted NASCAR Letter to Senate Labor, Public Employment, and Retirement Committee

05/20/2025: Submitted NASCAR Appropriations Committee Letter

09/17/2025: Submitted Letter to Governor - Request for Signature.

SB 617 **(Arreguín, D) California Worker Adjustment and Retraining Act.**

Status: 10/01/2025 - Chaptered by Secretary of State - Chapter 229, Statutes of 2025

Location: 10/01/2025 - Senate CHAPTERED

Summary: The California Worker Adjustment and Retraining Act governs mass layoffs, relocations, and terminations. Current law prohibits an employer, with certain exceptions, from ordering a mass layoff, relocation, or termination at a covered establishment without giving prescribed written notice to the employees, the Employment Development Department, and other local agencies. This bill would require employers to include in the notice whether the employer plans to coordinate services through the local workforce development board or another entity, as specified, and information regarding the statewide food assistance program known as CalFresh, as specified. (Based on 10/01/2025 text)

Position: Support w/ letter/Me Too

Notes:

06/30/2025: Submitted Letter to Assembly Labor and Employment Committee

SB 638 **(Padilla, D) California Education Interagency Council: California Career Technical Education Incentive Grant Program.**

Status: 10/07/2025 - Chaptered by Secretary of State - Chapter 457, Statutes of 2025

Location: 10/07/2025 - Senate CHAPTERED

Summary: Existing law establishes the California Career Technical Education Incentive Grant Program, administered as a competitive grant program by the State Department of Education, with the purpose of encouraging, maintaining, and strengthening the delivery of high-quality career technical education programs. Existing law requires an applicant to demonstrate that it, or its career technical education program, as applicable, meets certain minimum eligibility standards. This bill, commencing June 1, 2026, would require the department to consult with the California Education Interagency Council instead of the chancellor for those purposes. This bill contains other related provisions and other existing laws. (Based on 10/07/2025 text)

Position: Concerns w/Letter

Notes:

9/17/25: Submitted letter to the Governor- Joint letter of concern for AB 1098 & SB 638.

SB 845 (**Pérez, D**) **Pupil instruction: career technical education, career education, and apprenticeships.**

Status: 07/17/2025 - Failed Deadline pursuant to Rule 61(a)(10). (Last location was ED. on 6/5/2025)(May be acted upon Jan 2026)

Location: 07/17/2025 - Assembly 2 YEAR

Summary: Current law requires the Superintendent of Public Instruction to coordinate the development, on a cyclical basis, of model curriculum standards for required courses of study, including a career technical education course of study, for pupils in grades 7 to 12, inclusive, as specified. Current law requires the Superintendent to set forth these standards in terms of a wide range of specific competencies in each academic subject area, as specified. Existing law requires the Superintendent to seek the advice of classroom teachers, school administrators, parents, postsecondary educators, and representatives of business and industry in developing these standards. This bill would require the Superintendent to set forth those standards in terms of a wide range of specific competencies in each career technical education subject area, as specified. The bill would require the Superintendent to seek the advice of career technical classroom teachers, instead of classroom teachers generally, and to also seek the advice of representatives of labor, in developing those career technical education standards. (Based on 04/22/2025 text)

Position: Sponsor

Notes:

03/04/2025: Submitted Sponsor Letter to Author

04/04/2025: Submitted NASCAR Letter to the Senate Education Committee.

04/04/2025: Submitted NASCAR Letter to the Senate Labor, Public Employment, and Retirement Committee.

04/23/2025: Submitted Revised NASCAR Letter to the Senate Labor, Public Employment, and Retirement Committee.

1(b)**AB 259** (**Rubio, Blanca, D**) **Open meetings: local agencies: teleconferences.**

Status: 07/17/2025 - Failed Deadline pursuant to Rule 61(a)(10). (Last location was JUD. on 5/14/2025)(May be acted upon Jan 2026)

Location: 07/17/2025 - Senate 2 YEAR

Summary: The Ralph M. Brown Act, requires, with specified exceptions, that all meetings of a legislative body, as defined, of a local agency be open and public and that all persons be permitted to attend and participate. Current law, until January 1, 2026, authorizes the legislative body of a local agency to use alternative teleconferencing if, during the teleconference meeting, at least a quorum of the members of the legislative body participates in person from a singular physical location clearly identified on the agenda that is open to the public and situated within the boundaries of the territory over which the local agency exercises jurisdiction, and the legislative body complies with prescribed requirements. Current law requires a member to satisfy specified requirements to participate in a meeting remotely pursuant to these alternative teleconferencing provisions, including that specified circumstances apply. Current law establishes limits on the number of meetings a member may participate in solely by teleconference from a remote location pursuant to these alternative teleconferencing provisions, including prohibiting such participation for more than 2 meetings per year if the legislative body regularly meets once per month or less. This bill would extend the alternative teleconferencing procedures until January 1, 2030. (Based on 04/21/2025 text)

Position: Watch

AB 323 (**Fong, D**) **Strong Workforce Program: work-based learning opportunities.**

Status: 10/03/2025 - Chaptered by Secretary of State - Chapter 255, Statutes of 2025

Location: 10/03/2025 - Assembly CHAPTERED

Summary: Current law establishes the Strong Workforce Program to provide funding to career technical education regional consortia made up of community college districts and local educational agencies, as specified. Current law requires the office of the Chancellor of the California Community Colleges to, no later than June 30, 2017, bring before the board of governors any policies, regulations, and guidance necessary to accomplish, among other things, providing work-based learning opportunities for students that increase their employability and earning potential, as provided. Current law requires a percentage of the funds apportioned for community colleges under the program to be apportioned directly to community college districts in the consortia to fund, among other things, student grants to cover fees for third-party certification and licensing. This bill would require the chancellor's office to revise, no later than June 30, 2026, the above-described policies, regulations, and guidance necessary to provide students, employers, or both, with paid work-based learning opportunities, as provided. The bill would authorize a community college district to also use those funds apportioned directly to community college districts to provide direct support to students, employers, or both, for paid work-based learning to increase employability and employment, as provided. (Based on 10/03/2025 text)

Position: Watch**AB 338 (Solache, D) Workforce development: the Counties of Los Angeles and Ventura: 2025 wildfires.****Status:** 10/10/2025 - Approved by the Governor. Chaptered by Secretary of State - Chapter 532, Statutes of 2025.**Location:** 10/10/2025 - Assembly CHAPTERED

Summary: The California Workforce Innovation and Opportunity Act establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of education and workforce investment systems to the needs of the 21st century economy and workforce. The Budget Act of 2025 appropriated \$5,000,000 to the board to support workforce development in areas of the Counties of Los Angeles and Ventura impacted by wildfires. This bill would require the board to allocate the funds from that appropriation to the Los Angeles County Department of Economic Opportunity for, among other things, workforce development strategies, such as education or supportive services, including stipends for underemployed and unemployed low- to moderate-income individuals to ensure a skilled and sufficient workforce for the scale of rebuilding and recovery of areas in the Counties of Los Angeles and Ventura impacted by the 2025 wildfires and to support underemployed and unemployed low- to moderate-income workers affected by the fires. The bill would require the Los Angeles County Department of Economic Opportunity to reallocate \$600,000 to the Economic Development Collaborative for those purposes. The bill would require the board to allow the Los Angeles County Department of Economic Opportunity to subcontract with other entities to fulfill the provisions and intent of the bill and would require the board to require quality standards and practices, as specified. (Based on 10/10/2025 text)

Position: Watch**Notes:**

04/16/2025: Submitted Letter to the Assembly Labor and Employment Committee obo South Bay WIB.

AB 805 (Fong, D) Career Apprenticeship Bridge Program.**Status:** 05/01/2025 - Failed Deadline pursuant to Rule 61(a)(2). (Last location was L. & E. on 3/24/2025)(May be acted upon Jan 2026)**Location:** 05/01/2025 - Assembly 2 YEAR

Summary: Would establish the Career Apprenticeship Bridge Program to be administered by the Division of Apprenticeship Standards for specific purposes, including, among other purposes, to coordinate and establish apprenticeships for in-school and out-of-school individuals from 16 to 24 years of age, inclusive, and to establish a streamlined youth apprenticeship data system to promote data-driven decisionmaking. (Based on 03/24/2025 text)

Position: Watch**AB 821 (Gipson, D) Pupil instruction: high school graduation requirements: career technical education.****Status:** 10/11/2025 - Approved by the Governor. Chaptered by Secretary of State - Chapter 622, Statutes of 2025.**Location:** 10/11/2025 - Assembly CHAPTERED

Summary: Current law requires a pupil to complete designated coursework while in grades 9 to 12, inclusive, in order to receive a diploma of graduation from high school. The coursework requirements include, among others, the completion of one course in visual or performing arts, foreign language, or career technical education. Current law eliminates the authorization for career technical education to count toward that graduation requirement on July 1, 2027, or upon the occurrence of a specified event relating to career technical education requirements of the University of California and the California State University, whichever occurs earlier, as specified. This bill would indefinitely extend the authorization for career technical education to count toward that graduation requirement. (Based on 10/11/2025 text)

Position: Watch**AB 862 (Castillo, R) California School Dashboard: local control and accountability plans: college and career pathway data.****Status:** 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 4/23/2025)(May be acted upon Jan 2026)**Location:** 05/23/2025 - Assembly 2 YEAR

Summary: Current law requires the State Department of Education, in collaboration with, and subject to the approval of, the executive director of the State Board of Education, to develop and maintain the California School Dashboard, a web-based system for publicly reporting performance data on the state and local indicators included in the evaluation rubrics. The department, pursuant to the requirement of developing the California School Dashboard, has included as one of several state indicators, the College/Career Indicator (CCI), which represents the percentage of high school graduates who are prepared for college or a career. This bill would require the state board to, upon the next revision of the California School Dashboard, consider for inclusion, for purposes of the

CCI, the percentage of pupils who intend to enroll in college and the percentage of pupils who intend to enter or be employed through a registered apprenticeship program, skilled trade, or industry-aligned career pathway, as provided. (Based on 03/28/2025 text)

Position: Watch

SB 75 **(Smallwood-Cuevas, D) Employment: Preapprenticeship Pathways to Employment Pilot Program.**

Status: 10/13/2025 - Vetoed by the Governor. In Senate. Consideration of Governor's veto pending.

Location: 10/13/2025 - Senate VETOED

Summary: Would, by January 1, 2028, require the Department of Corrections and Rehabilitation, in partnership with the Department of Industrial Relations, to establish the Preapprenticeship Pathways to Employment Pilot Program. The bill would, until January 1, 2032, provide incarcerated individuals access to preapprenticeship training in the skilled construction and building trades. The bill would require the program to provide, among other things, instruction based on the Multi-Craft Core Curriculum and content coordinated with joint apprenticeship training committees. The bill would require the Department of Corrections and Rehabilitation to implement the program at one men's facility and one women's facility. The bill would require the Department of Corrections and Rehabilitation, beginning January 1, 2029, to annually report certain data regarding participation in the program to the Legislature. (Based on 09/18/2025 text)

Governor's Message: VETOED: 10/13/2025 [PDF](#)

Position: Watch

SB 707 **(Durazo, D) Open meetings: meeting and teleconference requirements.**

Status: 10/03/2025 - Chaptered by Secretary of State - Chapter 327, Statutes of 2025

Location: 10/03/2025 - Senate CHAPTERED

Summary: Existing law, the Ralph M. Brown Act, requires, with specified exceptions, that all meetings of a legislative body, as defined, of a local agency be open and public and that all persons be permitted to attend and participate. This bill would, beginning July 1, 2026, and until January 1, 2030, require an eligible legislative body, as defined, to comply with additional meeting requirements, including that, except as specified, all open and public meetings include an opportunity for members of the public to attend via a 2-way telephonic service or a 2-way audiovisual platform, as defined, and that the eligible legislative body take specified actions to encourage residents to participate in public meetings, as specified. The bill would require an eligible legislative body, on or before July 1, 2026, to approve at a noticed public meeting in open session a policy regarding disruption of telephonic or internet services occurring during meetings subject to these provisions, as specified, and would require the eligible legislative body to comply with certain requirements relating to disruption, including for certain disruptions, recessing the open session for at least one hour and making a good faith attempt to restore the service, as specified. This bill contains other related provisions and other existing laws. (Based on 10/03/2025 text)

Position: Watch

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AB 37 **(Elhawary, D) Workforce development: mental health service providers: homelessness.**

Status: 05/01/2025 - Failed Deadline pursuant to Rule 61(a)(2). (Last location was L. & E. on 3/13/2025)(May be acted upon Jan 2026)

Location: 05/01/2025 - Assembly 2 YEAR

Summary: Current law establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. Current law requires the board to assist the Governor in certain activities, including the review and technical assistance of statewide policies, programs, and recommendations to support workforce development systems in the state, as specified. This bill would require the board to study how to expand the workforce of mental health service providers who provide services to homeless persons. (Based on 03/13/2025 text)

Position: Watch

AB 95 **(Fong, D) California Education Interagency Council.**

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/14/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Assembly 2 YEAR

Summary: Would, subject to an appropriation, establish in the Government Operations Agency the California Education Interagency Council, composed of specified state officers for purposes of evaluating workforce and economic changes in the state, integrating and aligning education and employment systems, maximizing funding impact, supporting adult skill development, coordinating regional education and workforce needs, and serving as a forum for discussions of intersegmental and cross-sector policy issues, as specified. The bill would require the council, among other duties, to adopt strategic and work plans, report to the Governor and the Legislature on the outcomes of its work and recommendations to advance transitional kindergarten to postsecondary education, inclusive, intersegmental student pathway efforts aligned to careers, establish a faculty and employer advisory committee, and provide advice and recommend tools designed to support students across their educational careers, as specified. The bill, subject to an appropriation, would establish the Office of the California Education Interagency Council in the Government Operations Agency as a neutral administrative body tasked with supporting the California Education Interagency Council, as specified. (Based on 04/23/2025 text)

Position: Watch

AB 231 (Ta, R) Income and corporation taxes: credits: work opportunity credit.

Status: 05/23/2025 - In committee: Held under submission.

Location: 05/21/2025 - Assembly APPR. SUSPENSE FILE

Summary: Would, for taxable years beginning on or after January 1, 2026, and before January 1, 2031, allow a credit against the Personal Income Tax Law and the Corporation Tax Law taxes to a qualified taxpayer in an amount equal to 40% of the qualified wages paid or incurred to a qualified employee employed during the taxable year. The bill would define a qualified employee for this purpose to mean an individual that, among other things, has been convicted of a felony, as provided, and has a hiring date not more than one year after the date the individual was convicted or was released from prison. (Based on 01/13/2025 text)

Position: Watch

AB 291 (Gipson, D) Teachers: credentialed educator apprenticeship programs.

Status: 08/29/2025 - Failed Deadline pursuant to Rule 61(a)(11). (Last location was APPR. SUSPENSE FILE on 8/18/2025)(May be acted upon Jan 2026)

Location: 08/29/2025 - Senate 2 YEAR

Summary: Under current law, it is the public policy of this state to encourage the utilization of apprenticeship as a form of on-the-job training, when such training is cost effective in developing skills needed to perform public services. Current law requires state and local public agencies to make a diligent effort to establish apprenticeship programs for apprenticeable occupations in their respective workforces. This bill would require the commission and the Division of Apprenticeship Standards to partner in the dissemination, approval, and monitoring of credentialed educator apprenticeship programs in California, and to communicate apprenticeship requirements to professional preparation programs, local educational agencies, and other potential sponsors of educator apprenticeship programs. The bill, notwithstanding any other law, would authorize the commission to issue apprenticeship certificates or permits to educator candidates without a credential who are employed by local educational agencies and participating in approved credentialed educator apprenticeship programs, as specified. The bill would authorize the commission and the division to enter into a memorandum of understanding to establish processes and procedures for information sharing, application review, and data collection and reporting, and would authorize the Chief of the Division of Apprenticeship Standards, in consultation with the commission, to issue rules and regulations that govern credentialed educator apprenticeship programs, including the approval and denial of programs, registration of agreements, program administration and procedures, evaluations, working conditions, and minimum standards, as specified. (Based on 06/24/2025 text)

Position: Watch

AB 401 (Muratsuchi, D) California Career Technical Education Incentive Grant Program: annual adjustment: renewal grants.

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 4/23/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Assembly 2 YEAR

Summary: Current law establishes the California Career Technical Education Incentive Grant Program, administered by the State Department of Education, with the purpose of encouraging, maintaining, and strengthening the delivery of high-quality career technical education programs. Current law requires, for the 2021–22 fiscal year and each fiscal year thereafter, \$300,000,000 to be available to the department, upon appropriation by the Legislature, for the program. Current law requires a grant applicant to demonstrate a proportional dollar-for-dollar match and sets that amount at \$2 for every \$1 received from the program. Current law prohibits an applicant from being awarded an amount higher than the amount that the allocation formula determines them to be eligible to receive under the program. Current law authorizes a grant recipient under the program to consist of one or more, or any combination, of school districts, county offices of education, charter schools, or regional occupational

centers or programs operated by joint powers authorities or county offices of education, as provided. Current law provides that an applicant receiving a grant from the program in a prior fiscal year is eligible to apply to receive a renewal grant if the applicant's career technical education program continues to meet specified requirements, as provided. This bill would delete the prohibition against an applicant being awarded more than the amount determined by the allocation formula and would provide, for the 2025–26 fiscal year, and each fiscal year thereafter, that the amount to be made available to the department, upon appropriation by the Legislature, for the program to be the amount appropriated in the prior fiscal year as adjusted by a specified percentage, as provided. The bill would instead provide that an applicant receiving a grant from the program in a prior fiscal year is required to receive a renewal grant for 3 additional years, as provided. (Based on 02/25/2025 text)

Position: Watch

AB 542 (Rodriguez, Celeste, D) Continuation schools and classes: youth workforce development programs.

Status: 10/13/2025 - Approved by the Governor. Chaptered by Secretary of State - Chapter 696, Statutes of 2025.

Location: 10/13/2025 - Assembly CHAPTERED

Summary: Under current law, in continuation high schools and continuation education classes, a day of attendance is 180 minutes of attendance, but no pupil is credited with more than 15 hours of attendance per school week, proportionately reduced for those school weeks having weekday holidays on which classes are not held. This bill would authorize the governing board of a school district that maintains a continuation high school or continuation education classes to offer youth workforce development programs, as defined, to pupils on one or 2 weekdays per school week if it ensures that those pupils are otherwise enrolled in at least 15 hours of class attendance per school week. The bill would require a school district that implements a youth workforce development program for these purposes to establish procedures to track pupil attendance and pupil participation while engaging in a youth workforce development program. (Based on 09/10/2025 text)

Position: Watch

AB 694 (McKinnor, D) Department of Industrial Relations: advisory committee: occupational safety and health.

Status: 08/29/2025 - Failed Deadline pursuant to Rule 61(a)(11). (Last location was APPR. SUSPENSE FILE on 7/14/2025)(May be acted upon Jan 2026)

Location: 08/29/2025 - Senate 2 YEAR

Summary: Current law establishes the Division of Occupational Safety and Health in the Department of Industrial Relations, and charges the division with the enforcement of various laws affecting safe working conditions, including the California Occupational Safety and Health Act of 1973. Current law requires the Director of Industrial Relations to prepare and submit to the Legislature an annual report on the activities of the Division of Occupational Safety and Health, as specified. Current law establishes the University of California, under the administration of the Regents of the University of California, as one of the segments of postsecondary education in the state. Current law requires the Department of Industrial Relations to contract with the University of California, Los Angeles Labor Center, to conduct a study evaluating opportunities to improve worker safety and safeguard employment rights, as specified, and to convene an advisory committee to make recommendations regarding the scope of the study, as described. This bill would require the department, upon appropriation by the Legislature, to contract with the University of California, Berkeley Labor Occupational Health Program and the University of California, Los Angeles Labor Occupational Safety and Health Program to conduct a study to evaluate the understaffing and vacancies within the division and make recommendations to the department, the Department of Human Resources, and the Legislature on policies the state shall use to inform the consideration and establishment of career pathways to the Compliance Safety and Health Officer classification. The bill would authorize the University of California to subcontract the responsibility for conducting the study to other specified entities. The bill would require the University of California and its subcontractors, if any, to issue a report that includes certain information about the understaffing and vacancies of Compliance Safety and Health Officers within the division. The bill would further require the University of California to convene an advisory committee consisting of members from specified state agencies, worker advocacy organizations, other academic institutions, and other entities, as specified, to make recommendations regarding the scope of the above-described study, and provide specified findings and recommendations to the division, as prescribed. (Based on 06/11/2025 text)

Position: Watch

AB 722 (Ávila Farías, D) Reentry Housing and Workforce Development Program.

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/14/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Assembly 2 YEAR

Summary: Current law establishes the Department of Housing and Community Development in the Business, Consumer Services, and Housing Agency and makes the department responsible for administering various housing programs throughout the state, including, among others, the Multifamily Housing Program. This bill would establish the Reentry Housing and Workforce Development Program. The bill would require the department, on or

before July 1, 2026, to take specified actions to, upon appropriation by the Legislature, provide grants to applicants, as defined, for innovative or evidence-based housing, housing-based services, and employment interventions to allow people with recent histories of incarceration to exit homelessness and remain stably housed. The bill would require the department to establish a process, in collaboration with the Department of Corrections and Rehabilitation and with counties in which recipients are operating, for referral of participants, in accordance with certain guidelines and procedures. The bill would require the department to score applicants to the program competitively according to specified criteria. (Based on 04/21/2025 text)

Position: Watch

AB 765 **(Flora, R) Employment Training Fund: federal loan interest payments.**

Status: 05/01/2025 - Failed Deadline pursuant to Rule 61(a)(2). (Last location was INS. on 4/3/2025)(May be acted upon Jan 2026)

Location: 05/01/2025 - Assembly 2 YEAR

Summary: Current law establishes the Employment Training Fund in the State Treasury, and requires that moneys in the fund be expended only for the purposes of the Employment Training Panel, except as provided. Current law authorizes, with the approval of the Legislature, the fund or contributions to it to be used to pay interest charged on federal loans to the Unemployment Fund. This bill would instead prohibit moneys in the fund from being diverted, transferred, or otherwise used to pay interest charged on federal loans to the Unemployment Fund, or related liabilities, without the approval of the Legislature by statute and a public report justifying the necessity for the diversion, transfer, or use. (Based on 02/18/2025 text)

Position: Watch

AB 944 **(Macedo, R) State government: emergency services: nonprofit service providers.**

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/21/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Assembly 2 YEAR

Summary: The California Emergency Services Act authorizes the Governor to declare a state of emergency during conditions of disaster or extreme peril to persons or property. Current law authorizes the Governor, during a state of emergency, to suspend any regulatory statute, or statute prescribing the procedure for conduct of state business, or the orders, rules, or regulations of any state agency, including provisions relating to eligibility to receive unemployment compensation benefits, if the Governor determines and declares that strict compliance with any statute, order, rule, or regulation would in any way prevent, hinder, or delay the mitigation of the effects of the emergency. Current law requires each department, division, bureau, board, commission, officer, and employee of this state to render all possible assistance to the Governor and to the Director of Emergency Services in carrying out the act. This bill would authorize a nonprofit entity that provides services pursuant to a contract with a state agency, during a state of war emergency or a state of emergency, to request the state agency to allow that nonprofit to modify the method in which it provides those services so long as the purpose of the contract is served. The bill would prohibit the nonprofit entity from exceeding the contract budget unless the nonprofit entity and the state agency enter into an agreement for modification. The bill would require the state agency and the nonprofit entity, if the state agency agrees to that modification, to prepare and sign an addendum to the contract establishing the terms and conditions of the modification. (Based on 02/19/2025 text)

Position: Watch

AB 1351 **(Ahrens, D) Pupils: work permits: online database.**

Status: 05/01/2025 - Failed Deadline pursuant to Rule 61(a)(2). (Last location was ED. on 3/13/2025)(May be acted upon Jan 2026)

Location: 05/01/2025 - Assembly 2 YEAR

Summary: Existing law authorizes certain educational officers to issue a work permit to a pupil upon receipt of a written request from a parent, guardian, foster parent, or other specified person, as provided. Existing law prohibits a person, firm, or corporation from employing, suffering, or permitting a minor under 18 years of age to work in or in connection with any establishment or occupation without a permit to employ, issued by the proper educational officers, as specified. Existing law provides that a permit to work issued during the school year expires 5 days after the opening of the next succeeding school year. This bill would require, commencing with the 2030–31 school year, all active work permits issued to a pupil pursuant to the above-described provisions, and any work permits issued to a pupil thereafter, to be uploaded to an online database, to be known as the Youth Employment System (YES), which the bill would require the State Department of Education to create on or before December 31, 2029, as provided. (Based on 02/21/2025 text)

Position: Watch

SB 422 (Grayson, D) California Workforce Development Board: developmental services.

Status: 05/23/2025 - Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/5/2025)(May be acted upon Jan 2026)

Location: 05/23/2025 - Senate 2 YEAR

Summary: Current law requires the California Workforce Development Board to assist the Governor in certain activities, including the review and technical assistance of statewide policies, programs, and recommendations to support workforce development systems in the state, as specified. This bill would require the board, on or before January 1, 2027, to review existing recommendations and to research and provide a report to the Governor and the Legislature including recommendations on the most compelling strategies for addressing the workforce shortage in California's developmental services system, as specified. The bill would require the State Department of Developmental Services to provide staff support and expertise to the board for this purpose. (Based on 02/18/2025 text)

Position: Watch

Total Measures: 27

Total Tracking Forms: 27

ITEM VIII. B. – INFORMATION

BIANNUAL REENTRY SERVICES UPDATE

BACKGROUND:

This report includes services and engagement activities targeted at the local area’s “Returning Citizens” by the Alameda County Workforce Development Board’s (ACWDB) Reentry Services Coordinator (RESC) and workforce system. This item covers the timeframe of April 2025 through early October 2025.

ACWDB’s RESC works in partnership with the Alameda County Probation Department’s Community Corrections Partnership (CCP), and with the County’s Community Corrections Partnership Executive Committee (CCPEC). ACWDB’s RESC is also Co-chair of the CCPEC’s **Generational Wealth Subcommittee**, which was established to build financial stability and economic mobility for Alameda County’s residents. This committee will impact skill-building, homeownership, investment in community, and fair chance employment.

ACWDB’s RESC also works in conjunction with the Alameda County Sherriff’s Department, organizing events onsite at the Santa Rita Jail, and convening quarterly community meetings with Alameda’s Sherriff Yesina Sanchez and her leadership team. To enhance our working relationship and partnership with Sherriff Sanchez, the RESC works in conjunction with the **Community Reentry Cooperative (CREC)** which consist of local and regional community-based organizations (CBOs) dedicated to servicing those with “lived experience”. These partnerships continue to grow and address many of the challenges confronted by this targeted population when trying to re-establish themselves within and throughout our communities. The (REC) consists of the following CBO agencies:

- | | |
|--|---|
| Abode Housing Services | Asian Prisoners Support Committee |
| Center for Employment Opportunities | Centerforce |
| Centerpoint | Center for Reentry Excellence (CORE) |
| Legal Services for Prisoners with Children | All of Us or None |
| Lao Family Community Development | La Familia |
| Felton Institute | Communities United for Youth Justice |
| (CURYJ) Roots Community Health Center | Building Opportunity for Self Sufficiency |
| (BOSS) Open Gate | East Bay Community Law Center |
| Urban Strategies Council | Community Works/ West |

**REENTRY SERVICES EVENTS AND ACTIVITIES:
SERVICES:**

ACWDB’s RESC in conjunction with Alameda County Probation Department (ACPD) and its Community Corrections Partnership Executive Committee (CCPEC) was appointed as Co-chair of the recently established Generational Wealth Subcommittee. There was also the creation of a

Generational Health subcommittee. The Generational Wealth committee was established for the purpose of building financial stability and economic mobility throughout our region.

The committee hopes to help shape solutions that will create lasting change in Alameda County for generations. It is guided by a leadership team that includes: a community member with lived experience, a youth leader, and a government expert. The Generational Health committee was established to emphasize the importance and value of emotional, mental and physical well-being. Focusing on issues such as environmental justice, housing stability, and access to culturally responsive health services.

Each committee will also initiate and organize upcoming in-person community events, informing our residents of the importance and value of understanding and recognizing both generational wealth practices, and generational health practices and habits.

ACWDB's RESC also led the planning for **Santa Rita Jail's Employer Engagement Day**. This event, held in late spring of this year, benefited more than 200 Santa Rita residents by providing in-person opportunities to meet and speak with local and regional employers. There were 45 employer representatives on site. Most impressively was the representation of our local Trade Union Representatives. There were representatives from the Operating Engineers Local 3, United Association (UA) Local 342 of the Plumber's Steamfitter Apprenticeship Ironworkers Local 378, and from the Bay Area Sheet Metal Workers Local 104.

Dr. Mark Martin, a well-known manufacturing sector engagement expert, was also in attendance. Also, on hand there were several freight and delivery companies that offered immediate opportunities. The County of Alameda's Human Resources department was represented as were several local and regional CBOs and nonprofits. Alameda County's Sherriff Sanchez stated that she was extremely impressed by the union representation and the overall variety of career options available for the residents of Santa Rita.

Moving forward, ACWDB staff and other partners plan to initiate, organize, and schedule monthly information sessions. These information sessions will take place each month. The aim is to invite two local employers, or union representatives, or a combination of both, along with a local one-stop provider to meet with four select groups (arranged and selected by SRJ staff). Each group will be offered information and insights on employment opportunities and preparatory procedures for a successful reentry experience. Our initial sessions are scheduled for November 11, 2025. Guests' presenters include the Operating Engineers Local 3, Cypress/Mandela, and the Tri-Valley Career Center (TVCC).

EVENTS AND ACTIVITIES:

ACWDB's RESC has maintained an active and engaging schedule of regional events and activities highlighting and reinforcing programmatic strategies that prioritize services for those with lived experience. These include:

- 03/31/35 – Facilitated inaugural Generation Wealth / Generational Health Subcommittee Joint meeting.

- 04/04/25 – Hosted first Generational Wealth Subcommittee meeting, presenters included Dignify Inc., and SparkPoint Financial Services.
- 04/17/25 – Hosted initial planning meeting for Santa Rita Employer Engagement Day.
- 04/24/25 – Served as an ambassador for Alameda County’s Annual Reentry Job Fair.
- 04/29/25 – Attended the graduation ceremony for Cypress/Mandela Training Center, 60 graduates, 15 with “lived experience”.
- 05/11/25 – Attended ACPD Town Hall meeting, held in the city of Alameda, facilitated by the Lowe Consulting group. I had the pleasure of meeting Mayor Marilyn Ashcraft.
- 06/12/25 – Participated as an Advisor at San Quentin’s semi-annual Employer Education Day event.
- 06/17/25 – Attended Generational Health Subcommittee meeting. Discussed topics and events for future presentations.
- 06/21/25 – Attended the Creating Restorative Opportunities & Programs (CROP) legislative tour. An extremely impressive organization, offering a complete array of holistic services and programs.
- 07/10/25 – Hosted and facilitated Santa Rita Jail’s initial “Employer Engagement Day” event which was a highly successful event, and extremely appreciated by both residents, and the Sherriff’s staff.
- 07/16/25 – Served as an ambassador for our semi-annual “Unhoused Resources Job Fair.
- 08/14/25 – Attended the Center of Reentry Excellence monthly program orientation, to share resources and information with colleagues.
- 08/15/25 – Attended Rising Sun’s graduation and 45 graduates were recognized, and over half presented with offers of employment.
- 08/27/25 – Co-facilitated monthly Community Reentry Cooperative meeting and planned agenda and topics for upcoming meetings with Alameda’s Sherriff Sanchez and her leadership team.
- 08/28/25 – Attended Bay Area Systems Impacted Consortium (BASIC); this consortium has been established as the authority aligning higher education, county agencies, and Bay Area probation departments for justice-involved and impacted college students.
- 09/04/25 – Attended the Bay Area Construction Workforce Conference at the Cypress/Mandela Training Center in Oakland. Speakers included California Attorney General, Rob Bonta, Oakland’s Mayor, the Honorable Barbara Lee, and Congresswoman Lateefah Simon.
- 09/15/25 – Presented to the CCPEC recent events and activities initiated by the Generational Wealth Subcommittee.
- 09/23/25 – Chaired the Bi-Monthly Generational Wealth Subcommittee meeting, guest included John Jones of Urban Strategies, Matt Kruetz of Firebrand Bakery, and Sol Mercado, of Planting Justice.
- 10/10/25 – Attended BASIC conference held at Solano Community College.
- 10/22/25 – Meeting with the Sherriff and her leadership team onsite at Santa Rita Jail, to discuss clearance policies, the expansion of services and programs, along with future event engagement.
- 10/22/25 – Attended virtual Town Hall meeting facilitated by the Lowe Consulting Group. This is the final community presentation offered by the Sherriff’s Department

focusing on community input and feedback pertaining to the Sherriff's priorities, policies, and transition planning.

For further information, contact Charles H. Turner, Reentry Services Coordinator by phone at (510-507-6591 or by email at charles.turner@acgov.org.

ATTACHMENT:

VI.B. 1. – Community Corrections Partnership Meeting Schedule

COMMUNITY CORRECTIONS PARTNERSHIP

CCP SUBCOMMITTEES

ALL MEETINGS ARE **12 PM – 2 PM**

MEETING SCHEDULE

	ADVANCING EMPLOYMENT ACCESS & RETENTION	SEP 23 2025
OCT 21 2025	SHARED PURPOSE, SHARED SOLUTIONS: AC HOUSING RESOURCES	
	BUILDING PATHWAYS TO LIVING WAGES THROUGH WORKFORCE PARTNERSHIPS	NOV 25 2025
DEC 16 2025	FROM TRENDS TO OPPORTUNITIES: ADDRESSING YOUTH NEEDS	
	PATHWAYS TO EDUCATION, EMPLOYMENT & ECONOMIC MOBILITY	JAN 27 2026
FEB 17 2026	FROM BARRIERS TO SOLUTIONS: ALIGNING SYSTEMS FOR EQUITY	
	STRENGTHENING FUTURES THROUGH OWNERSHIP & FINANCIAL PLANNING	MAR 24 2026
APR 21 2026	FROM BARRIERS TO BELONGING	
	FINANCIAL EMPOWERMENT: TOOLS FOR SAVINGS, STABILITY & GROWTH	MAY 26 2026
JUN 16 2026	BUILDING HEALTH COMMUNITIES: JUSTICE, EQUITY & WELLNESS	
	CO-OPS, ENTREPRENEURSHIP & THE FUTURE OF BUSINESS	JUL 28 2026
AUG 18 2026	HEALING TRAUMA & STRENGTHENING BEHAVIORAL HEALTH SUPPORTS	

GENERATIONAL HEALTH **GENERATIONAL WEALTH**

more info available at <http://probation.acgov.org/calendar/list.page>

ITEM VIII.C. - INFORMATION

AMERICAN RESCUE PLAN ACT PROJECT UPDATE

BACKGROUND:

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

On July 5, 2022, and August 9, 2022, ACWDB staff engaged in and led community listening session to receive feedback regarding workforce development challenges, program approaches, and business opportunities needed in the unincorporated communities. Over 25 organizations and providers over 50 residents, collectively, were in attendance.

Following community input sessions, ACWDB staff recognized that the strategies below offer promising approaches for the unincorporated communities utilizing the ARPA grant:

- 1) Entrepreneurial pathways with **Renaissance Entrepreneurship Center (REC)** offered a comprehensive range of programs and activities, including Business Planning sessions, In-Person Workshops, a Monthly Pop-Up Marketplace, and the Passion to Profit Conference. The in-person workshops provided interactive and hands-on learning experiences designed to strengthen participants' practical business skills. The Passion to Profit Conference drew over 200 attendees and featured expert-led workshops, panel discussions, and valuable networking opportunities.

Throughout the program, participants demonstrated a high level of engagement and responsiveness, actively applying their learning to advance their business ventures. The program successfully concluded on December 31, 2024.

- 2) Earn-and-Learn programming with **YMCA of the East Bay** successfully concluded with six participants completing their Associate Teacher training, four of whom were subsequently hired by the YMCA. Participants demonstrated strong enthusiasm and commitment to learning Early Childhood Education principles, with many drawing on their own experiences as mothers. Coursework covered key areas such as self-awareness, communication, adaptability, problem-solving, conflict resolution, and the principles and practices of early childhood development. The program successfully concluded on December 31, 2024.
- 3) Vocational English Second Language/Career Education/Linkages to Employment offered by **Rubicon Programs** made remarkable outreach efforts in collaboration with community partners in the unincorporated areas. Rubicon Programs enrolled 13 participants in the Bilingual Clinical Medical Assistant program at Castro Valley

Adult School, helping them advance their career education goals. The program successfully concluded on March 31, 2025.

- 4) Community Resource Navigator with **Eden United Church of Christ (EUCC)** was selected to connect community members in unincorporated areas with vital resources and support services. Through Eden UCC's efforts, participants have engaged in new programs and received referrals to external partners. Trust-building through in-person outreach and multilingual materials has helped address service access barriers. The program successfully concluded on March 31, 2025.

In April 2024, the Alameda County Social Services Agency allocated an additional \$300,000 in ARPA funding to ACWDB for the implementation of additional programs, bringing the total ARPA allocation to \$1.3M, allowing for the incorporation of additional strategies:

- 5) Culinary Employment Pathways with **Mandela Partners** began on June 1, 2024, and focused on the Culinary Employment and Food Business Pathways, providing participants with comprehensive training to enhance their culinary and professional skills. The program includes trust-building exercises, skills assessments, kitchen and food safety certification, knife techniques, and foundational cooking methods, preparing participants for successful careers in the culinary industry. The program successfully concluded on June 30, 2025.
- 6) Digital Equity Pilot Program with **San Leandro Adult and Career Education Center (SLACEC)** and **Castro Valley Adult and Career Education (CVACE)**.

ACWDB launched the Digital Equity Pilot Program at the beginning of 2025. The program established a combined target enrollment of 105 students. Sixty at SLACEC and forty-five at CVACE across multiple cohorts throughout 2025. SLACEC will meet its goal through two cohorts offered in spring, 2025 and fall, 2025, while CVACE will do so with three cohorts scheduled for summer, 2025, fall, 2025, and spring, 2026. Both organizations bring strong experience and proven capacity to deliver high-quality programming aligned with the Economic Development Collaborative Basic Computer Curriculum. Students who successfully complete the course will receive Chromebooks to support continued digital learning and skill development.

Digital Equity Update:

- 1) **San Leandro Adult and Career Education Center (SLACEC)**
SLACEC launched its first pilot spring cohort on March 3, 2025. Nineteen students completed the course with passing assessments and received a Chromebook. Participants reported a positive learning experience and expressed appreciation for the program. Students noted significant improvements in their computer literacy, including enhanced typing proficiency, the ability to upload resumes online, and increased confidence in using Zoom and various Google applications. Their second fall cohort started on September 15th

with 22 students enrolled, which represents 73% of the enrollment goal for the second cohort.

2) **Castro Valley Adult and Career Education (CVACE)**

CVACE launched its first pilot summer cohort on May 21, 2025. Seventeen students received a Chromebook upon successful completion of the course and assessments. Initially, participants reported experiencing apprehension and a lack of confidence in using computers. Upon completion, however, students indicated increased proficiency and self-assurance, enabling them to apply for positions requiring basic computer skills. Their second fall cohort started on August 28, 2025, with 14 students enrolled, which represents 93% of the enrollment goal for the second cohort. Their third, spring cohort will anticipate starting in January, 2026.

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

ATTACHMENT:

VIII.C.1. – ARPA Performance Reports

American Rescue Plan Act

in partnership with the County of Alameda Board of Supervisors

**Strategy A - Entrepreneurial Pathways
RENAISSANCE ENTREPRENEURSHIP CENTER**



Quarterly Performance Report

Cumulative Data from January 1, 2023 through December 31, 2024 (Quarter #8)

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled	290	140	207.1%
# of Unique Participants who receive Busines Start Up and Growth Training	133	85	156.5%
# of Unique Participants who receive Industry-Specific Training	95	75	126.7%
# of Unique Participants who enroll into the Technology Skill Building Workshop	137	105	130.5%
# of Unique Participants who enroll into the Capital Workshop	95	90	105.6%
# of Unique Participants who enroll into the Entrepreneur Marketplace Workshop	97	75	129.3%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who complete Business Start Up and Growth Training	85	85	100.0%
# of Local Businesses/Vendors Engaged in Marketplace Expansion	44	30	146.7%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who receive Supportive Services	102	95	107.4%
# of Unique Participants who receive a Cash Stipend	105	104	101.0%
# of Unique Participants who engage in Business Startup Activities	70	24	291.7%
# of Unique Participants who Complete Tech Workshops & Rec'v Chromebook	40	40	100.0%

This ARPA-funded strategy was scheduled to sunset on 12/31/2024.

100% attainment of all performance goals is expected by the end of the project (12/31/2024).



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**Strategy B - Earn & Learn
YMCA OF THE EAST BAY**



Quarterly Performance Report

Cumulative Data from January 1, 2023 through December 31, 2024 (Quarter #8)

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled	21	15	140.0%
# of Unique Participants who enter Classroom Training (Act 328)	17	15	113.3%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who completed Classroom Training	17	15	113.3%
# of Unique Participants who earn ECE Certificate	0	8	0.0%
# of Unique Participants who complete On-the-Job Apprenticeship Activities	3	8	37.5%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who received Supportive Services (Act 192, 326)	16	15	106.7%
# of Unique Participants who secure Employment in the ECE Field	0	8	0.0%

This ARPA-funded strategy was scheduled to sunset on 12/31/2024.

100% attainment of all performance goals is expected by the end of the project (12/31/2024).



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Strategy B - Earn & Learn

Culinary Employment Pathways (CEP) Program

MANDELA PARTNERS



Quarterly Performance Report

Cumulative Data from January 1, 2023 through June 30, 2025 (Quarter #10)

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled in CEP	1	2	50.0%
HOW WELL DID WE DO?			
		<i>Goal</i>	<i>% of Goal</i>
# of Unique CEP Participants who Complete 5-Week, Hands-On Kitchen Training	1	2	50.0%
# of Unique CEP Participants who Obtain Food Handlers Certificate	1	2	50.0%
IS ANYONE BETTER OFF?			
		<i>Goal</i>	<i>% of Goal</i>
# of Unique CEP Participants who are Selected to Participate in 8-Week Internship	1	1	100.0%
# of Unique CEP Participants who secure Full-Time Employment	0	1	0.0%

This ARPA-funded strategy was scheduled to sunset on 6/30/2025.

100% attainment of all performance goals is expected by the end of the project (6/30/2025).



American Rescue Plan Act

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Strategy B - Earn & Learn

Food Business Pathways (FBP) Program

MANDELA PARTNERS



Quarterly Performance Report

Cumulative Data from January 1, 2023 through June 30, 2025 (Quarter #10)

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled in FBP	13	15	86.7%
# of Unique Participants Enrolled in "Hiring Your 1st Employee" Workshop	0	12	0.0%
# of Unique Participants Enrolled in "Going Legit" Workshop	7	10	70.0%
# of Unique Participants Attended "Harmony in the Hustle" Workshop & Networking Event	7	10	70.0%
HOW WELL DID WE DO?		<i>Goal</i>	<i>% of Goal</i>
% of Unique FBP Participants who Complete all 3 FBP Workshops	0	70%	0.0%
IS ANYONE BETTER OFF?		<i>Goal</i>	<i>% of Goal</i>
% of Unique FBP Participants who Report Increase in Small Business Navigation Confidence	100.0%	70%	142.9%

This ARPA-funded strategy was scheduled to sunset on 6/30/2025.

100% attainment of all performance goals is expected by the end of the project (6/30/2025).



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American Rescue Plan Act

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**Strategy C - Vocational English/Career Education/Linkages to Employment
RUBICON PROGRAMS, INC.**



Quarterly Performance Report

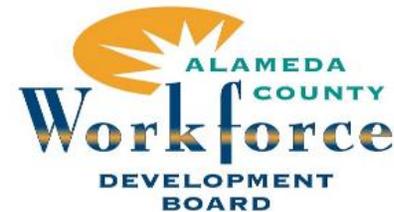
Cumulative Data from January 1, 2023 through March 31, 2025 (Quarter #9)

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled	65	44	147.7%
# of VESL Workshops Conducted (134)	19	40	47.5%
# of Unique Participants who enter Training (Vocational, GED, or ESL) (214, 222, 328, 418)	52	26	200.0%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who complete Training (Vocational, GED, or ESL)	26	18	144.4%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who receive Supportive Services	46	44	104.5%
# of Unique Participants who secure employment	4	22	18.2%

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This ARPA-funded strategy was anticipated to sunset on 3/31/2025.

100% attainment of all performance goals is expected by the end of the project (3/31/2025).



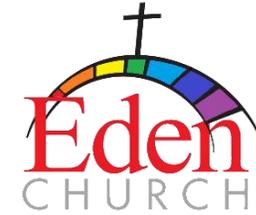
American Rescue Plan Act

in partnership with the County of Alameda Board of Supervisors

**Strategy D - Community Navigator
EDEN CHURCH**

Quarterly Performance Report

Cumulative Data from January 1, 2023 through March 31, 2025 (Quarter #9)



PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	Actual	Goal	% of Goal
# of Unique New Participants engaged in new programs	307	100	307.0%
# of Unique Participants referred to external partners for additional support	161	75	214.7%
# of Unique Participants engaged through digital and in-person outreach	3762	3,000	125.4%
# of Unique community events attended by Eden Church staff	64	30	213.3%
# of consultations with unique new individuals	993	100	993.0%
# of Unique Participants enrolled in Basic English Language Learning Course	78	75	104.0%
# of Unique Participants enrolled in Emotional Wellness Workshops	152	75	202.7%
HOW WELL DID WE DO?			
	Actual	Goal	% of Goal
# of Unique New Participants impacted through workshops	236	100	236.0%
# of Unique New or existing county agencies or community-based non-profits committing to provide new programs and workshops for participants	18	3	600.0%
# of Unique hosted workshops focused on emergent issues*	21	7	300.0%
# of Unique Participants who complete Basic English Language Learning Course	48	60	80.0%
# of Unique Participants who complete Emotional Wellness Workshops	146	60	243.3%
IS ANYONE BETTER OFF?			
	Actual	Goal	% of Goal
# of Unique Participants who receive Supportive Services through referral	251	75	334.7%
# of unique participants receiving "warm" referrals to career or training programs	116	75	154.7%

*Emergent Issues = Financial matters; workforce development; legal aid; mental health; and other

This ARPA-funded strategy was anticipated to sunset on 3/31/2025.

100% attainment of all performance goals is expected by the end of the project (3/31/2025).



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American Rescue Plan Act

in partnership with the County of Alameda Board of Supervisors

**Strategy E - Digital Equity
Castro Valley Adult & Career Education**

Quarterly Performance Report

Cumulative Data from January 1, 2025 through September 30, 2025 (Quarter #11)



PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled into the Digital Literacy Program (<i>Acty Cd 215</i>)	31	30	103.3%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who Complete the Digital Literacy Program	17	23	73.9%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who earned Certificates of Participation for Digital Literacy	17	23	73.9%
# of Unique Participants who Received a Laptop at Program Completion (<i>Acty Cd 192</i>)	17	23	73.9%

This ARPA-funded strategy is anticipated to sunset on 12/31/2025.

Final Contract Performance Reports will be published in January, 2026.

100% attainment of all performance goals is expected by the end of the project (12/31/2025).



American Rescue Plan Act

in partnership with the County of Alameda Board of Supervisors

Strategy E - Digital Equity

San Leandro Adult & Career Education Center

Quarterly Performance Report

Cumulative Data from January 1, 2025 through September 30, 2025 (Quarter #11)



PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique New Participants Enrolled into the Digital Literacy Program <i>(Acty Cd 215)</i>	41	60	68.3%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who Complete the Digital Literacy Program	19	45	42.2%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of Unique Participants who earned Certificates of Participation for Digital Literacy	19	45	42.2%
# of Unique Participants who Received a Laptop at Program Completion <i>(Acty Cd 192)</i>	19	45	42.2%

This ARPA-funded strategy is anticipated to sunset on 12/31/2025.

Final Contract Performance Reports will be published in January, 2026.

100% attainment of all performance goals is expected by the end of the project (12/31/2025).



ITEM VIII.D. - INFORMATION

METRIX LEARNING WITH EMERGENCY MEDICAL SERVICES CORPORATIONS **EMERGENCY MEDICAL TECHNICIAN TRAINING PROGRAM UPDATE**

BACKGROUND:

The Alameda County Workforce Development Board (ACWDB), in partnership with New York Wired for Education (Metrix Learning) and Emergency Medical Services Corporation (EMS Corps) is offering employment and training services for adults (18+) under the Workforce Innovation and Opportunity Act (WIOA). These services are designed to support WIOA participants in completing Emergency Medical Technician (EMT) training. The training program includes online coursework, in-person instruction, and clinical fieldwork, and is structured as a 16-week, cohort-based program.

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

The goal of the partnership is to enroll 20 WIOA-eligible participants in a training cohort. Of the enrolled in training, 70 percent will complete the virtual online training; 68 percent will complete the EMT hands-on training; 45 percent of participants will record measurable skill gains in CalJOBS; 66 percent of participants will earn the EMT certification, and 76 percent of participants will secure employment in a training-related job or field.

Update:

On April 11, 2025, EMS Corps successfully graduated 17 participants representing cohort one under this partnership model. The original cohort consisted of 19 individuals; however, two participants were unable to complete the program due to unforeseen circumstances. Graduates fulfilled all program requirements, including both the virtual instructional component and the hands-on EMT training. Upon completion, participants were encouraged to pursue their National Registry of Emergency Medical Technicians certification, and the majority subsequently obtained employment with Royal Ambulance, Falcon Ambulance, and West Med Ambulance.

As a result of successful implementation of this first cohort, ACWDB allocated additional funds to continue the EMT training initiative with Metrix/EMS Corps for two additional cohorts through June 30, 2026.

In cohort two, 16 participants enrolled have completed the virtual online coursework and will continue with the in-class lectures, simulations, group activities, scenarios-based learning, workbook assignments, quizzes, plus 24 hours of clinical experience.

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

ATTACHMENT:

VIII.D.1. – INFO Metrix with EMS Corps Report

Workforce Innovation and Opportunity Act

EMERGENCY MEDICAL TECHNICIAN (EMT) TRAINING PROGRAM

Project Term: July 1, 2024 through June 30, 2026



Monthly Performance Report

Cumulative Data from July 1, 2024 through September 30, 2025

PERFORMANCE MEASURES			
HOW MUCH DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
# of New Enrollments	35	40	87.5%
HOW WELL DID WE DO?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
% of Participants who Completed the Virtual/Online Training	100.0%	70.0%	142.9%
% of Participants who Completed the EMT Hands-On Training	84.0%	68.0%	123.5%
% of Participants who Record Measurable Skill Gains in CalJOBS	54.0%	45.0%	120.0%
IS ANYONE BETTER OFF?			
	<i>Actual</i>	<i>Goal</i>	<i>% of Goal</i>
% of Participants who Earn the EMT Certification	43.0%	66.0%	65.2%
% of Participants who secure Employment	35.0%	75.0%	46.7%

Data in this chart is reflective of enrollments for cohorts #1 and #2; but the outcomes (Certifications and Job Placements) only represent achievements of participants from the 1st cohort, as participants in the 2nd cohort are still in training. 100% attainment of all performance goals is expected by the end of the project (06/30/2026).



Alameda County
EMS CORPS

ITEM VIII.E. - INFORMATION

STUDENT TRAINING AND EMPLOYMENT PROGRAM (STEP) UPDATE

BACKGROUND:

On November 20, 2023, Alameda County Workforce Development Board (ACWDB) was granted a three-year award from the Foundation for California Community Colleges (FCCC) to implement a strategy aimed at supporting students with disabilities through the Student Training and Employment Program (STEP) initiative, (locally STEP Forward).

STEP funding is made available through the Workforce Innovation and Opportunity Act Title IV and is overseen by the Department of Rehabilitation (DOR) and the FCCC. Its goal is to enhance career readiness and facilitate paid work experience for students with disabilities. According to the data, people with disabilities generally experience greater challenges in labor market marginalization and often have less access to quality self-sustaining employment.

The Eden Area Regional Occupational Program (EAROP), an organization known for its ability to offer work experience opportunities for students with disabilities while also delivering valuable services to employers, was included in ACWDB's grant application as the primary provider for the STEP Forward program.

In 2024, during program year one, EAROP achieved a 100 percent success rate in enrolling the 35 targeted students, with all participants successfully completing the eligibility enrollment process with DOR. All 35 enrolled students in year one was offered work-readiness services and a milestone-based reward by the fall of 2024. As a result of successful implementation for the first year, ACWDB was selected by the FCCC to receive a second-year grant award allocated to ACWDB to continue overseeing and implementing the STEP initiative with EAROP. Aligned with ACWDB's STEP application and in year two, EAROP increased enrollment to provide direct services to 48 students, who are receiving work-readiness support and milestone-based rewards, and a subset of 20 students are in the process of receiving access to paid work experience with locally networked employers, supported by the project's budget.

Update:

The STEP Forward program continues to provide essential workforce readiness training and career exploration opportunities for students. It is important to note that while the grant term follows a calendar year (January through December), the school program operates on a fiscal year cycle (July through June). The data presented on the following page reflects activities conducted within the current school program year.

Current year to-date, EAROP enrolled 27 new students who actively participated in completing their workforce readiness training. Each student who successfully completed the training received a \$250 stipend in recognition of their achievement.

Of these participants, 19 students gained valuable work experience through summer work-based internships with variety of local businesses and community organizations. Internship placements included:

- Walgreens – Students developed organizational and customer service skills.
- Always Yours Bakery Café – Students learned about small business operations, customer relations, and food preparation.
- Claudia’s Body and Skin Care – Students gained insight into the personal care industry and client services.
- Cheap Shots Pet Clinic – Students observed and assisted with animal care and clinic operations.
- Grocery Outlet – Students contributed to daily store operations while learning about retail management and merchandising.

Overall, all five host Site Managers reported high satisfaction with the interns’ performance, commending their professionalism, reliability, and eagerness to learn throughout the duration of their placements.

ACWDB staff will continue to provide updates to the S&S Committee in future meetings. For further information, please contact Irene Wu, Program Financial Specialist, at (510) 259-3884 or by email Irene.Wu2@acgov.org.

ATTACHMENT:

VIII.E.1. – INFO STEP Report Quarter-Ending 2025.09.30



STUDENT TRAINING & EMPLOYMENT PROGRAM (STEP) GRANT
EDEN AREA REGIONAL OCCUPATIONAL PROGRAM (EDEN AREA ROP)
 Results-Based Accountability (RBA) Format
 STEP GRANT PROJECT TERM: January 1, 2024 through December 31, 2026



Status Report Reflects Performance Attainments for 2024 and 2025 through Quarter-Ending September 30, 2025

PERFORMANCE MEASURES	Eden Area ROP		
	ACTUAL	GOAL	% of GOAL
SERVICE PROVIDER:			
HOW MUCH DID WE DO?			
# of Enrolled Participants	62	70	88.6%
# of Participants Enrolled into Work-Readiness Workshops	62	70	88.6%
# of Participants Engaging in Work-Based Learning/Internships	32	40	80.0%
HOW WELL DID WE DO?			
# of Participants who have Completed Work-Readiness Workshops	62	70	88.6%
IS ANYONE BETTER OFF?			
% of Participants who Self-Report Improved Confidence for Career Prospects	100.0%	75%	133.3%
# of Participants who Complete the Work-Based Learning/Internships	32	40	80.0%

STEP Grant is funded through a collaboration between the California Department of Rehabilitation and the Foundation for California Community Colleges

NOTE: ACWDB is waiting on submittal of Self-Confidence Surveys to calculate % of students who report improved confidence.



FOUNDATION for CALIFORNIA
COMMUNITY COLLEGES

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ITEM VII.F. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PROPOSED 2026 MEETING CALENDAR

FEBRUARY

- 4 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 9 Youth Committee (1:30 – 3:30 PM)
- 18 Systems and Strategies Committee (9:30 – 11:30 AM)
- 25 Executive Committee (9:30 – 11:30 AM)

MARCH

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

APRIL

- 8 Organizational Effectiveness Committee (9:30 – 11:30 AM)
- 13 Youth Committee (1:30 – 3:30 PM)
- 15 Systems and Strategies Committee (9:30 – 11:30 AM)
- 22 Executive Committee (9:30 - 11:30 AM)

MAY

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

AUGUST

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

SEPTEMBER

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

NOVEMBER

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

9 Youth Committee (1:30 – 3:30 PM)

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

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

DECEMBER

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

***The September Quarterly Board meeting has been rescheduled to the following week to accommodate a workforce conference.**

Rev. 10.27.25

ITEM VIII.G. – INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (ACWDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Matt Pawluk

Matt Pawluk, Vice President of Quality and Customer Relations
Evolve Manufacturing
47300 Bayside Park Way
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Tel: 510-690-8959 ext. 256
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Global Drug Substance Biologics
Bayer Pharmaceuticals
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Berkeley, CA 94710
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E-Mail: sumitra.angepat@bayer.com

Prem Bajaj, Manager of Workforce Development
SF Bay Area Rapid Transit District
2150 Webster St.
Oakland, CA 94612
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Joslyn Buckner, Talent Acquisition Manager
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E-Mail: jbuckner@missionlinen.com

Tiffani Castro, HR Manager
Santini Foods
16505 Worthley Dr
San Lorenzo, CA 94580
Tel: 510 - 317-8888
E-Mail: tiffani@santinifoods.com

VICE-CHAIRPERSON – Kennan Scott

Kennan Scott, Co-Founder
Empathway Designs
Tel: 510-388-2950
E-Mail: kennan@empathwaydesigns.com

Stacy Cooper Dent, Vice-President of Purpose and Strategic Mobilization
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Continued

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Linda Renteria, Owner of Casa Sanchez
Foods
2898 W. Winton Avenue
Hayward, CA 94545
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E-Mail: Linda@casasanchezfoods.com

VACANT (1)

EDUCATION

WIOA Title II – Adult & Literacy

Crystal Korbas, Assistant Director, Career
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Pleasanton Unified School District
215 Abbie Street
Pleasanton, CA 94566
Tel: 510-684-5941
E-Mail: CKorbas@pleasantonusd.net

Vacant (1)

GOVERNMENT

State Employment Service

Kalpana Oberoi, Cluster Manager
Northern Division, Workforce Services Branch
State of California
Employment Development Department
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Oakland, CA 94621
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E-Mail: Kalpana.oberoi@edd.ca.gov

State Department of Rehabilitation

Leslie Fuentes, Staff Service Manager 1
Team Manager
CA Department of Rehabilitation
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Economic Development

Stephen Baiter, Executive Director
East Bay Economic Development Alliance
1221 Oak Street, Ste. 555
Oakland, CA 94612
Tel: 510-272-3874
E-Mail: stephen@EastBayEDA.org

Lucy Lopez, President and CEO
Hayward Chamber of Commerce
P.O. Box 235
Hayward, CA 94543
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E-Mail: Lucy@Hayward.org

WORKFORCE REPRESENTATIVES
(20%)
Labor (15%)

Doug Jones, Political Organizer
SEIU United Healthcare Workers-West
560 Thomas Berkeley Way
Oakland, CA 94612
Tel: 510-251-1250
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Adam Masters, Business Representative,
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SMART, SMW Local Union No. 104
East Bay Union Office
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Jamie Mather, Deputy Director, Operations
and Development
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Josette Aurelia Moss, Financial Secretary-
Treasurer
ATU Local 192
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Mateo Torrico, UAW Local 4811 Member
UC Berkeley Haas School of Business, MBA
Graduate Student Instructor
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COMMUNITY – BASED
ORGANIZATION

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REAP Climate Center
909 Marina Village Parkway, #234
Alameda, CA. 94501
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E-Mail: jdelong@reapcenter.org

Wells Brown, Director of Workforce
Development and Training
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750 Post Street
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E-Mail: wkbrown@sfgoodwill.org

ACWDB COMMITTEES

Executive Committee

Matt Pawluk, ACWDB 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
Jamie Mather
Kennan Scott

Organizational Effectiveness Committee

Chiman Lee, Chair
Dyrell Foster, Vice-Chair
Jeff Bowser
Leslie Fuentes
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.H. - INFORMATION

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

Business Services Unit Contacts

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Darlene Sloan Hawkins, Business Services Manager
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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)

Eden Area AJCC
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
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E-MAIL: LeilaS@rubiconprograms.org

FREMONT EDD

39155 Liberty Street, Suite B200
Fremont, CA 94538-1516
PH: (510) 794-3667

Kalpna Oberoi, Cluster EDD Manager
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E-MAIL: kalpna.oberoi@edd.ca.gov

Sub-Regional Career Service Providers

TRI-CITIES (Union City, Fremont, Newark)

Ohlone College Campus
39399 Cherry Street, Room 1211
Newark, CA 94560
PH: (510) 742-2323

Raj Rai, Interim Program Manager
PH: (510) 742-2321
E-MAIL: rjai@ohlone.edu

Binh Nguyen, Executive Director
PH: (510) 659-6441
E-MAIL: bnguyen@ohlone.edu

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

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

Alcian Lindo, Program Manager
PH: (925) 416-5108
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

PH: (510) 393-6784
E-MAIL: sdung@lafd.org

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

PH: (408) 234-6542
E-MAIL: anita.kassem-anver@rescue.org

Youth/Young Adult Program Operators – PY 2025/2026

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

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

INTERNATIONAL RESCUE COMMITTEE

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

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Anita Kassem, Workforce Development Manager
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EDEN AREA (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)

Alliance for Community Wellness dba La Familia Counseling Services

Administrative Office:
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Hayward, CA 94545

Aaron Ortiz, Executive Director
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Program Office:
22366 Fuller Avenue
Hayward, CA 94541

Micheal Ogundare, Program Director
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E-MAIL: Mogundare@LiveLaFamilia.org

TRI-CITIES (Fremont, Newark, Union City)

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

Raj Rai, Interim Program Manager
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E-MAIL: rjai@ohlone.edu

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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Blaine Torpey, Superintendent
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E-MAIL: btorpey@edenrop.org

Manuschka Michaud, Program Manager
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Rev. 8.19.25

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Rev. 11.18.25