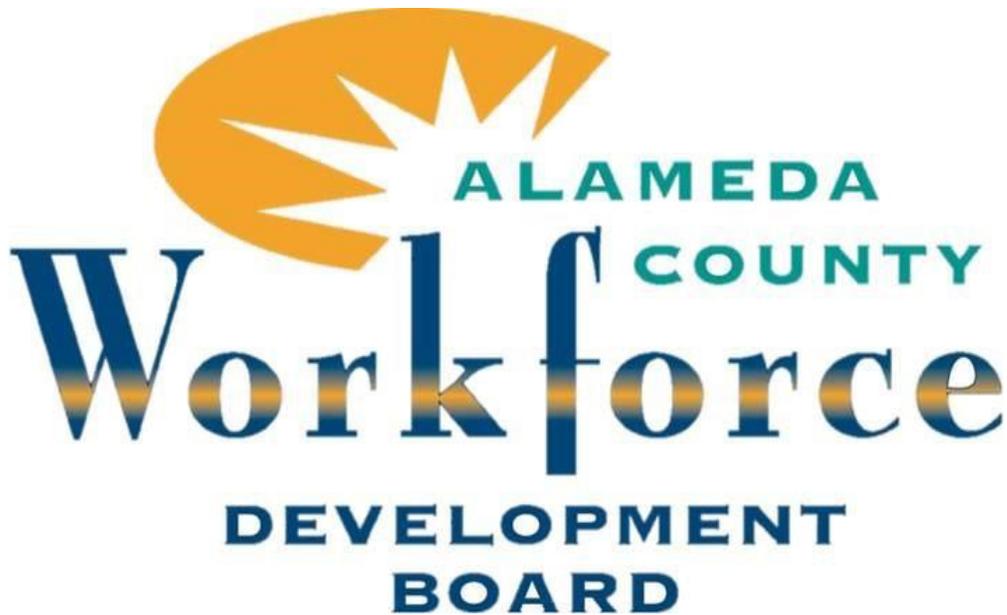


Youth Committee



<http://www.acwdb.org>

In partnership with the
BOARD OF SUPERVISORS

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Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont,
Hayward, Newark, Livermore, Piedmont, Pleasanton,
San Leandro, Union City

February 9, 2026
1:30 P.M.

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
YOUTH COMMITTEE**

MEETING NOTICE
Monday, February 9, 2026
1:30 – 3:30 P.M.
Gail Steele Multi-Service Center
24100 Amador Street, Hayward, CA 94544-1203
California Poppy Conference Room, 2nd Floor

Microsoft Teams
Join the meeting now
Meeting ID: 247 703 960 935 35
Passcode: Ve6r5uq3

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

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PRESENTATION –Chabot College, Umoja Community Programs – Tommy Reed	1
III. PUBLIC FORUM	
Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker's name, organization, and reference to which agenda item they are referencing.	
IV. ACTION ITEMS / PUBLIC HEARING	
A. Contract Renewal Criteria for Youth Programs	2
V. REPORTS	
A. Local Area Performance Reports	4
B. Youth Contract Performance Indicators Reports	8
VI. MATTERS INITIATED BY COMMITTEE MEMBERS	
VII. ANNOUNCEMENTS	

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

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

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

These Workforce Innovation and Opportunity Act Title I financially assisted programs or activities are "Equal Opportunity Employers/Programs".

Auxiliary aids and services are available upon request to individuals with disabilities.

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

NEXT YOUTH COMMITTEE MEETING: APRIL 13, 2026

ITEM II. – PRESENTATION

CHABOT COLLEGE, UMOJA COMMUNITY PROGRAM – TOMMY REED



Tommy Reed is a passionate and spirited Counselor, Coordinator, and Instructor of Chabot College’s Umoja Community program. He has energetically served the Community at Chabot for the past 13 years. He serves intentionally and wholeheartedly as an educator. As an Oakland native, his community has influenced his passion in the arts and education for liberation.

On his free time, he serves as a life coach, produces music, and is deeply invested in his 17 year old son’s love of ice hockey. Tommy is an incredible leader and educator who you can find almost every day engaging in live learning that promotes students’ success. He has a Bachelor of Arts from California State University, East Bay in Sociology with a

minor in Creative Writing and a Master of Arts in Education with a concentration in Counseling from San Jose State University.

For more information or to learn more about Chabot’s Umoja Program, please email Tommy Reed at Treed@chabotcollege.edu.

ITEM IV.A. – ACTION / PUBLIC HEARING

CONTRACT RENEWAL CRITERIA FOR YOUTH PROGRAMS

RECOMMENDATION:

That the Alameda County Workforce Development Board’s Youth Committee approve the following contract renewal criteria for program years 2025-2029 and in subsequent years unless there are significant changes for the Future Force Youth and Young Adult Career Program and the Youth Innovation Program:

1. Meets requirements for program and fiscal monitoring for each program year.
2. Meets 80% of contractual performance requirements as stated below by the end of the second quarter (December) and 100% by the end of the third quarter (March):
 - a. Enrollments
 - b. Work-based learning opportunities
 - c. Core skills/leadership activities
3. Shows significant progress toward contractual performance requirements as stated below by end of third quarter (March):
 - a. Work Experience aligned with Industry Sector Occupational Framework
 - b. Placement in Training
 - c. Credential Attainment
 - d. Placements at Closure
 - e. Measurable Skills Gain
4. Submission of an invoice and Monthly Narrative Report by the 25th of each month.

BACKGROUND:

On May 8, 2025, the Alameda County Workforce Development Board approved funding recommendations for the Youth Innovation Program for In-School Youth and the Youth and Young Adult Future Force Career Program for Out-of-School Youth.

Staff were directed to execute contracts effective July 1, 2025 through June 30, 2026 and for three additional program years if performance is met, barring any significant legislative changes, necessary program design changes, and/or state implementation policies. Contract renewals are also subject to the availability of Workforce Innovation and Opportunity Act Youth Formula funds. No changes are anticipated during the current program year; however, any future modifications will be presented to the Youth Committee.

Renewal Criteria:

- 1. Program and Fiscal Monitoring**

Youth providers are monitored in areas of Contract Compliance, Program Administrative Controls, Program Operations and Case File Review. In order to meet this criterion, each provider must successfully meet the monitoring requirements in all areas with any corrective actions or findings being resolved.

2. Contractual Performance Requirements

The contractual performance requirements, as stated in bullets 2 and 3 under Recommendation, were established to ensure compliance with Workforce Innovation and Opportunity Act local area and state performance goals. They were also designed to ensure that the Board approved program strategies are being delivered accordingly to the target youth groups.

3. Timely Submission of Documents

Youth providers are required to submit an invoice either monthly or quarterly along with a Monthly Narrative Report by the 25th day of the month. The Monthly Narrative Report provides qualitative information of program activities and services and participant successes as well as notification of technical assistance needs.

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

ITEM V.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS - ENDING 12/31/2025**

BACKGROUND:

The Alameda County Workforce Development Board negotiates Local Area performance biennially with the State of California. Performance goals for program years (PY) 2024/2025 and 2025/2026 were negotiated on September 30, 2024. These performance goals are represented in the attached Local Area Performance Report.

The performance measures and actual attainments are not evaluated in real time. There is a minimum six-month look back at participants who completed Workforce Innovation and Opportunity Act services during previous quarters.

ANALYSIS OF REPORTS:

Performance outcomes reflect that service providers achieved at least 100% of their goals in the following categories:

- Median Earnings @ 2nd Quarter Post Exit
 - Youth = 111.2% of Goal
 - Adults = 107.2% of Goal
 - Dislocated Workers = 115.9% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Youth = 102.6% of Goal
- Measurable Skill Gains
 - Adults = 122.0% of Goal
 - Dislocated Workers = 148.6% of Goal

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

- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 93.2% of Goal
 - Dislocated Workers = 93.9% of Goal

Placement Rate attainments at both 2nd and 4th quarters post-exit are lower than usual and have decreased significantly since last quarter. Board staff continue to work with service provider

organizations to ensure accurate data entry; but fear that these rates are reflective of the dichotomy that currently exists regarding fluctuating markets and employment rate data.

Please review the performance attainments on the attached report for a full representation of outcomes for the rolling four quarters – ending December 31, 2024.

Please contact Michele G. Garcia, Workforce Board Administrator, if you have any questions regarding this report. You can reach Michele at (510) 259-3802 or through email at mggarcia@acgov.org.

ATTACHMENT:

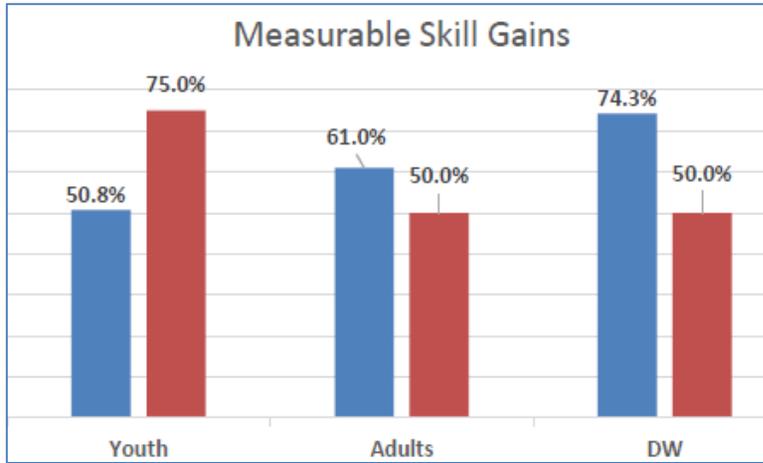
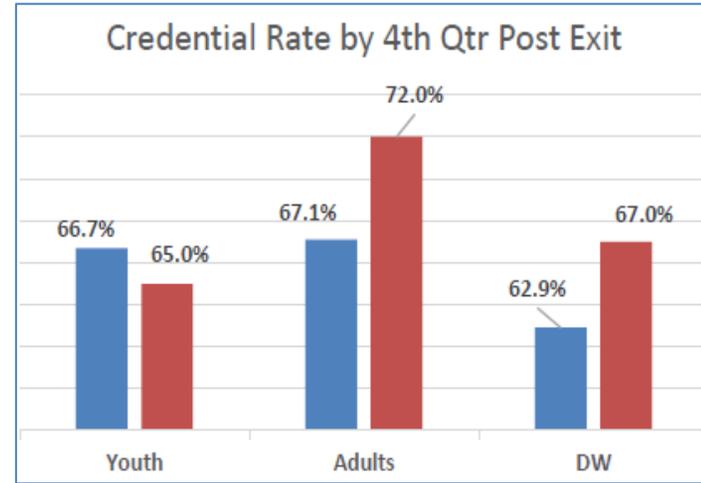
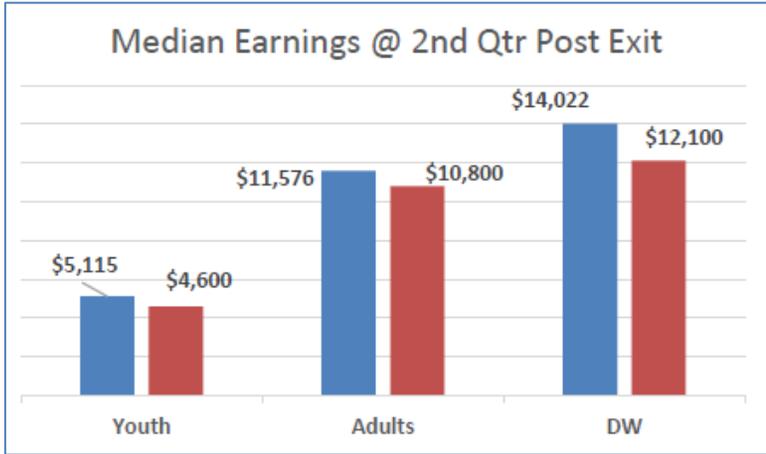
V.A.1. – REPORT LAP PY 25-26 Rolling 4 Qtrs. Ending 2025.12.31
(2 pages)

LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 12/31/2025

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 1/1/2024 and 12/31/2024	62.8%	72.0%	87.2%	45.7%	65.0%	70.3%	53.3%	69.0%	77.2%
Placement Rate @ 4th Quarter Post Exit ① Exited between 7/1/2023 and 6/30/2024	35.7%	68.0%	52.5%	37.9%	63.0%	60.2%	45.0%	68.0%	66.2%
Median Earnings @ 2nd Quarter Post Exit Exited between 1/1/2024 and 12/31/2024	\$5,115	\$4,600	111.2%	\$11,576	\$10,800	107.2%	\$14,022	\$12,100	115.9%
Credential Rate Exited between 7/1/2023 and 6/30/2024	66.7%	65.0%	102.6%	67.1%	72.0%	93.2%	62.9%	67.0%	93.9%
Measurable Skill Gains ② Exited between 1/1/2025 and 12/31/2025	50.8%	75.0%	67.7%	61.0%	50.0%	122.0%	74.3%	50.0%	148.6%

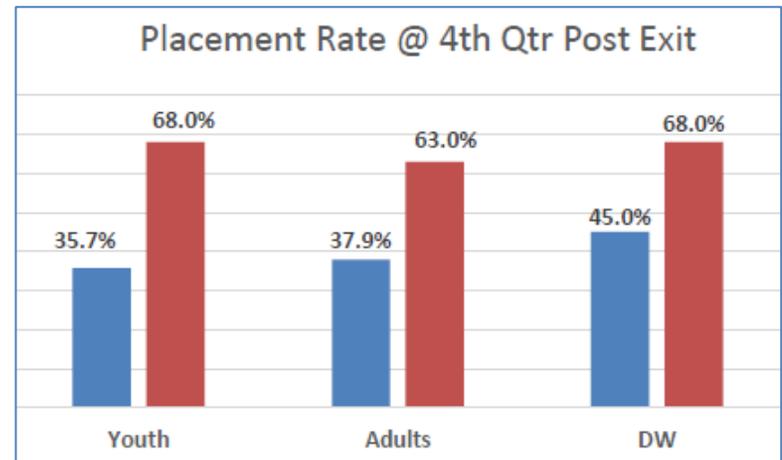
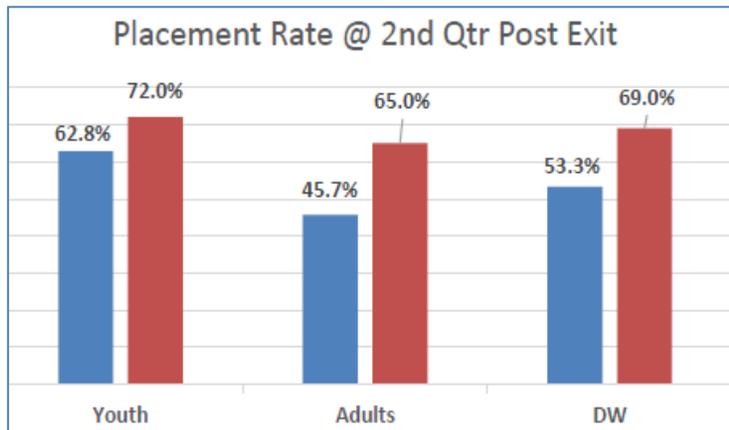
- ① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.
 ② Measurable Skill Gains track an individuals progress toward credential attainment.

The charts on this attachment to the Local Area Performance report item represent performance attainments achieved by service providers on behalf of the Alameda County Workforce Development Board – and compares those attainments against the boards Local Area Performance goals as negotiated with the State of California. Service providers continue to surpass goals in the area of median earnings by the 2nd quarter post exit – and have been able to attain more than 90% of goals in the areas of credential attainment rates for all three formula funding streams (Youth, Adults, and Dislocated Workers). However, achievements are low (ranging from 52.5% of goal to 87.2% of goal) for placement rates in both the 2nd and 4th quarters post exit.



Is Anyone Better Off?

■ Actual ■ Goal



ITEM V.B. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PY 2025/2026; QUARTER 2 (JULY 1, 2025 THROUGH DECEMBER 31, 2025)**

BACKGROUND:

The Alameda County Workforce Development Board’s 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 the service provider contracts and include measures in the following categories:

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

ANALYSIS OF REPORTS:

Four of the five Youth service providers are close to achieving their full enrollment goal for program year 2025/2026: with at least 69% of their goal. The North Cities is presently achieving only 38.7% of their goal so far.

Two of the three out-of-school youth service providers have exceeded their goal to engage participants in occupational skills training leading to credentials.

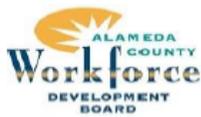
Two of the five service providers are currently exceeding their goal for percentage of Youth closures that have resulted in placement into employment, education, training, or the military.

Please review the attachment for further information about Youth service provider contract performance attainments.

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

ATTACHMENT:

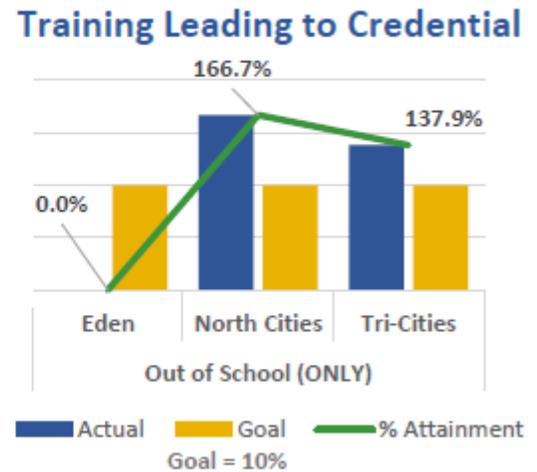
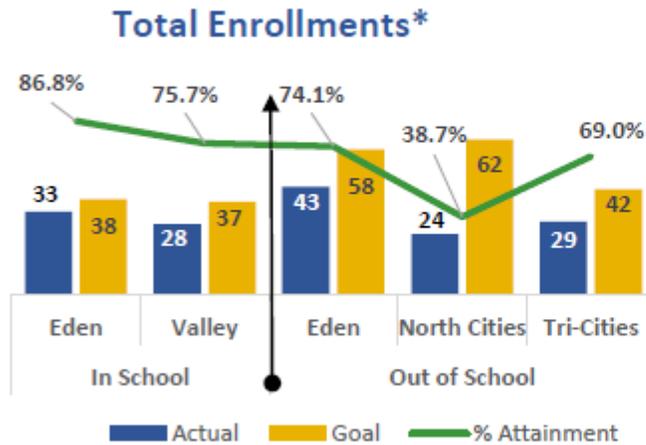
V.B.1. – Contract Performance Indicator Reports Youth PY25-26 Q2 (2 pages)



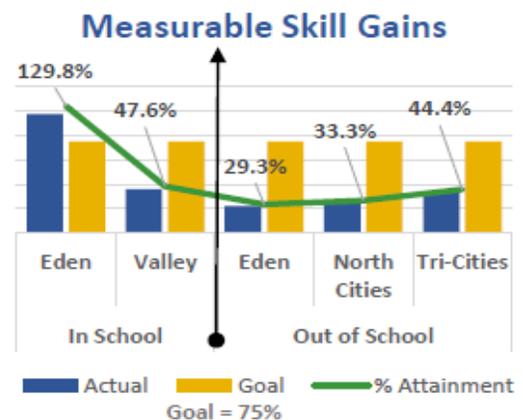
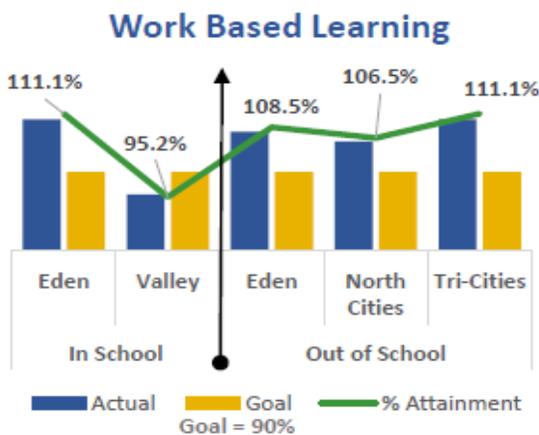
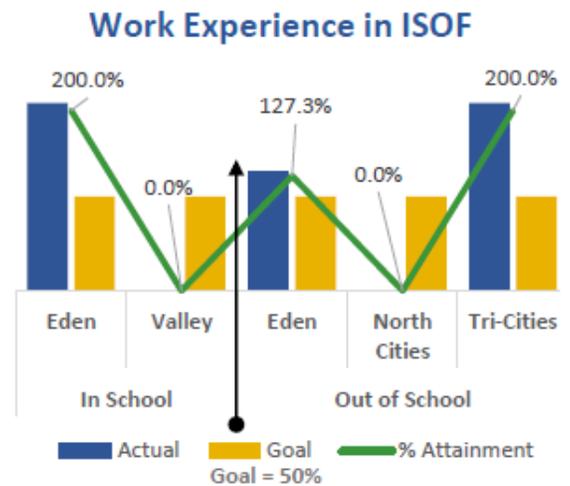
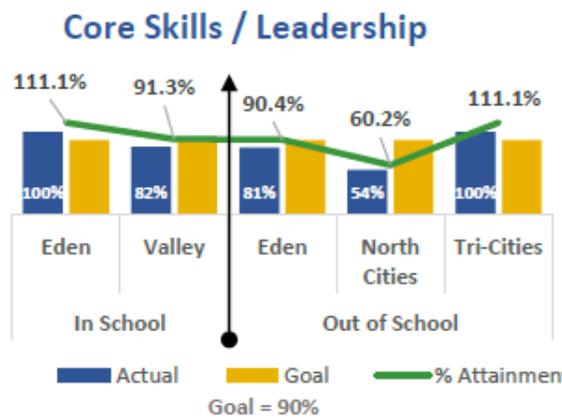
YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PY 2025/2026 2ND QUARTER (7/1/2025 THROUGH 12/31/2025)

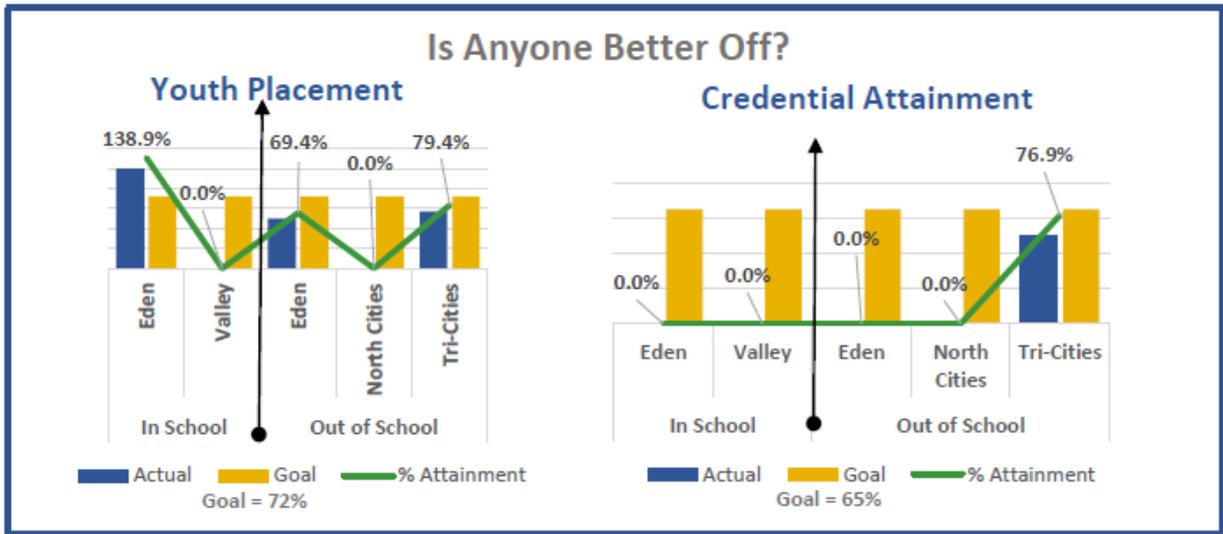
How Much Did We Do?



How Well Did We Do?



YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS
PY 2025/2026 2ND QUARTER (7/1/2025 THROUGH 12/31/2025)



This 2-page attachment to the Youth Contract Performance Indicators Reports item represents Youth service provider's contract performance attainments through the 2nd quarter of program year 2025/2026 (7/1/25 through 12/31/2025). All five of the youth service providers have achieved at least 38% of their enrollment goal; with three of the five over 70% of goal. Two of the three out-of-school youth providers have exceeded their goals for percentage of participants enrolled into training. Four of the five providers are presently at their goal for enrolling participants into Core Skills/Leadership services; and all five providers are currently meeting for goal for enrolling participants into Work-Based learning activities. Three providers have exceeded the goal to have Work Experience activities fall within the board's Industry Sector and Occupational Framework; while the other two providers have not yet engaged participants in Work Experience activities. Youth placement rates for low for in-school youth in the valley area and for out-of-school youth in the North Cities area. Out-of-school youth in the Eden area are nearly at goal for youth placement; and both Eden in-school and Tri-Cities out-of-school youth are exceeding their placement rate goals. Credential attainment is low at the moment with expectations for better performance as the program year progresses.

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