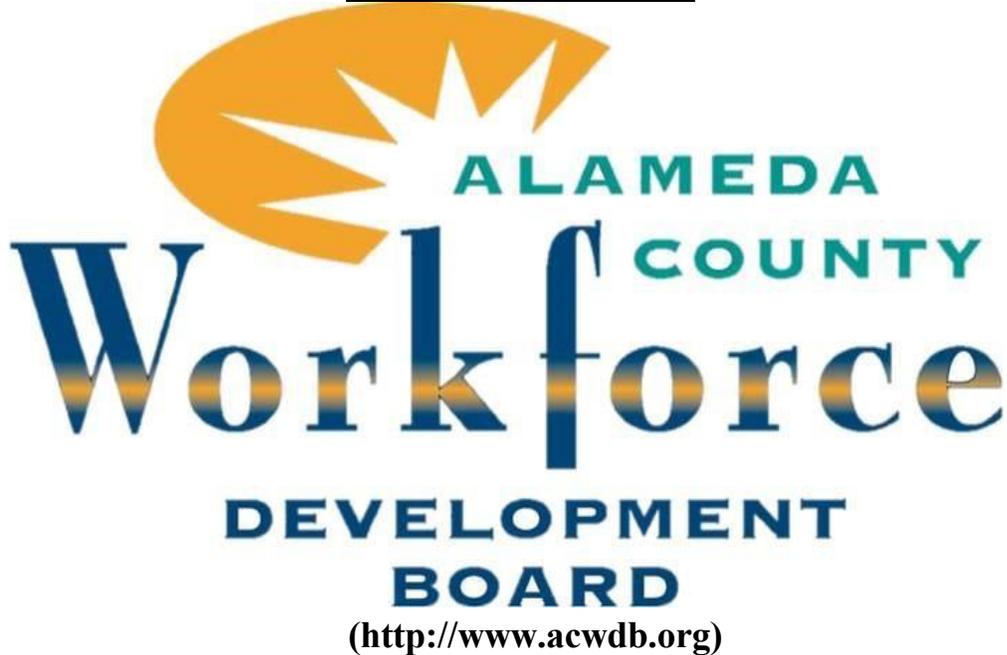


**Organizational Effectiveness**  
**Committee**



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

**February 4, 2026**  
**9:30 A.M.**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD  
ORGANIZATIONAL EFFECTIVENESS COMMITTEE**

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**MEETING NOTICE**

**Wednesday, February 4, 2026**

**9:30 – 11:30 A.M.**

**Gail Steele Multi-Service Center**

**24100 Amador Street, Hayward, CA 94544-1203**

**California Poppy Conference Room, 2<sup>nd</sup> Floor**

**Microsoft TEAMS:**

**[Join the meeting now](#)**

**Meeting ID: 298 559 819 701 06**

**Passcode: hV9gg2Ch**

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

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**AGENDA**

		<b>PAGE</b>
<b>I.</b>	<b>CALL TO ORDER AND ROLL CALL</b>	
<b>II.</b>	<b>PUBLIC FORUM</b>	
	Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker's name, organization, and reference to which agenda item they are referencing.	
<b>III.</b>	<b>ACTION ITEMS</b>	
	A. Conditional Funding Considerations for PY 2025/2026	1
<b>IV.</b>	<b>DISCUSSION ITEMS</b>	
	A. Alameda County Workforce Development Board Strategic Priorities – Two-Year Action Plan and Progress Tracker	2
	B. Labor Market Highlights Report	5
<b>V.</b>	<b>REPORTS</b>	
	A. Local Area Performance Reports	14
	B. CalJOBS Registration Rate Report	18
	C. Contract Performance Indicators Reports – Adults and Dislocated Workers	20
	D. Contract Performance Indicators Reports – Youth	25
	E. Rapid Response Report	28
	F. Business Services Unit Report	39

**VI. MATTERS INITIATED BY COMMITTEE MEMBERS**

**VII. ANNOUNCEMENTS**

**COMMITTEE MEMBERS:** Chiman Lee (Committee Chair); Dyrell Foster (Committee Vice-Chair); Tyler Abbott; Jeff Bowser; Leslie Fuentes; Crystal Korbas; Lucy Lopez; Adam Masters; Jaime Mather.

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

Workforce Development 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 of the meeting.

**NEXT ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING:  
WEDNESDAY, APRIL 8, 2026**

## ITEM III.A. – ACTION / PUBLIC HEARING

### CONDITIONAL FUNDING CONSIDERATIONS FOR PY 2025/2026

#### RECOMMENDATION:

That the Organizational Effectiveness Committee approve the following recommendations regarding conditional funding for all Workforce Innovation and Opportunity Act funded Career Service Providers under the three formula funding streams (Adult, Dislocated Worker, and Youth):

1. Waive the **Program Year (PY) 2025/2026** Conditional Funding provision of withholding up to 25% of funding allocations for failure to meet 100% of contract performance goals by June 30, 2026, and resume for subsequent program years.

#### BACKGROUND:

For program year PY 2025/2026, Local Areas throughout the state of California experienced a delay in the posting of formula funding.

At the December 11, 2025, meeting of the Alameda County Workforce Development Board, the Director reported that there had been significant delays in the contracting process which had resulted in service providers not having executed contracts in place by the mid-point of PY 2025/2026.

Additionally, the following factors were taken into account when considering waiving conditional funding for **PY2025/2026**:

1. The launch of the new procurement cycle (July 1, 2025)
2. The transition from the Sub-Regional Workforce Development program model with two providers to a Sub-Regional Career Service Provider model with a total of five providers.
3. Two (2) newly contracted service providers are organizations that had not been contracted directly through the board to provide career services to eligible participants in the past; and
4. One (1) new service provider returned to the status of a directly contracted service provider after four (4) years of offering services through a sub-contract situation.
5. New changes within other parts of the agency and supporting agencies during the contracting process.

While many of the factors were beyond the control of staff, the team is working to develop contingency plans in the event that there are similar challenges in the future.

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

## ITEM IV.A. – DISCUSSION

### ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD'S STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN

#### BACKGROUND:

As a result of the board's Strategic Priorities Two-Year Action Plan (Action Plan), the Organizational Effectiveness Committee is tasked with **improving equitable access to employment and careers by removing socioeconomic barriers**. Toward that end, the committee has been assigned several tasks throughout the Action Plan period with anticipated victory achieved during quarter-ending September 30, 2026.

During the board meeting in December 2024, Organizational Effective Committee members, in collaboration with other members of the board, concluded that the committee's strategic priority work would be primarily focused on:

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

In support of these strategic priorities and to ensure underserved communities had access to information about employment resources and the workforce system, staff arranged a presentation from Eden Information and Referral's 211 resource service for the committee. The committee directed staff to secure additional information regarding usage of 211 by individuals who are seeking occupational and career support. 211 offered some statistics regarding workforce development services presented through their platform. Staff were able to secure an agreement from Eden Information and Resource to include workforce development resources that would direct job seekers to the board's partner organizations.

Staff are exploring different avenues to secure additional job seeker navigational supports.

#### ORGANIZATIONAL EFFECTIVENESS COMMITTEE QUARTER 7 (JANUARY-MARCH 2026) TASKS:

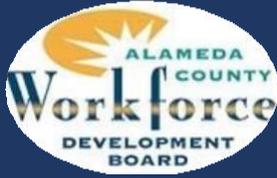
Quarter 7 represents some well-deserved "down-time" for this committee's membership. However, as the committee that oversees performance, staff are presenting the board's Progress Tracker as a way for committee membership to view the progress made by all the board's sub-committees. Please see the attachment to this item.

An outreach process is presently being launched to engage organizations who can provide support to ensure that the website redesign will include a more job seeker-friendly landing page to direct community members toward useful resources and community partners.

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

**ATTACHMENT:**

IV.A.1. ACWDB Strategic Priorities Two-Year Action Plan; Quarter 6



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



= Task 100% Complete



= Task In



= Task Not Yet Started

## ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE

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



- No Tasks scheduled for Q6

## YOUTH COMMITTEE (YC)

Connect employer voice to education to increase inclusive job competitiveness.



- Explore supporting development of an apprenticeship or pre-apprenticeships program

## SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Develop, grow, and strengthen priority sector partnerships.



- Ensure career centers are supporting sector strategies

## SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Increase strategic business engagement to modernize business practices.



- ID hiring diverse workforce and include on employer resource webpage

## EXECUTIVE COMMITTEE (EC)

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



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

The chart above reflects progress that board staff and sub-committees have made toward accomplishing goals established as part of the Two-Year Strategic Action Plan. Most board committees are on track and have accomplished all tasks outlined as part of the two-year action plan. The Systems and Strategies Committee has one task that is presently in progress; and will be completed within the scope of the webpage redesign ensuring employer resources are referenced and accessible through the board's website.

**ITEM IV.B. – DISCUSSION**

**LABOR MARKET HIGHLIGHTS REPORT**

**BACKGROUND:**

Alameda County Workforce Development Board’s staff Management Analyst produces the Labor Market Highlights Report, using secondary data sources. This report may be useful to Alameda County Workforce Development Board members, staff, and other interested stakeholders engaged in program planning, employer engagement tactics, and job seeker services. This report reflects the latest data from the California Employment Development Department for November and December 2025 and other sources for January 2026.

**Report Summary**

**Labor Force Participation and Unemployment Rates Increase in Alameda County between November 2024 and 2025.<sup>1</sup>**

In Alameda County, the labor force, consisting of both employed and unemployed persons, in November 2025 totaled 874,100 participants with the unemployment rate of 4.6%. This represents a small year-over-year increase in both the Labor Force and Unemployment rates from 2024 and 2023.

Month, Year	Labor Force	Employed	Unemployed	Unemployment Rate
November 2025	874,100	833,600	40,500	4.6%
November 2024	863,300	824,600	38,700	4.5%
November 2023	857,600	827,600	30,000	3.5%

This table shows the labor force, employed, unemployed and unemployment rate in Alameda for November 2025, 2024 and 2023.

By comparison, the unemployment rate of California is 5.4 percent and the whole nation is 4.3 percent in November 2025.

Within Alameda County, the city of Oakland has the largest labor force of 240,000 and the highest number of unemployed persons at 11,900 resulting in an unemployment rate of 5.0 percent. The city of Fremont has the next largest labor force of 120,600 with 5,300 unemployed persons resulting in an unemployment rate of 4.4 percent. Detailed city-by-city information for November 2025 is available at Attachment IV.B.1.

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<sup>1</sup> State of California Employment Development Department, Labor Force Data for Cities and Census Designated Places, [California LaborMarketInfo, The Economy](#).

## **Professional Services and Manufacturing Lose Jobs while Private Education and Healthcare Add Jobs in the East Bay between November 2024 and 2025. <sup>2</sup>**

Between November 2024 and 2025, the total number of jobs located in the East Bay counties of Alameda and Contra Costa decreased by 6,700 or 0.6 percent.

- Professional and business services decreased by 6,700 jobs. Professional, scientific, and technical services decreased by 4,000 jobs, administrative and support and waste management and remediation services decreased by 2,300 jobs, and management of companies and enterprises decreased by 400 jobs.
- Manufacturing experienced a cutback of 5,400 jobs, durable goods had the largest decrease at 3,800 jobs, followed by a downsize of 1,600 jobs in non-durable goods.
- Growth occurred within private education and health services (+11,600 jobs) sustained their upward trend, accounting for roughly 90 percent of the area’s total year-over growth. Furthermore, health care and social assistance (+10,400) was responsible for 90 percent of this yearly expansion.
- Other notable year-over changes included: leisure and hospitality (-2,500 jobs), information (-1,900), construction (-1,900), trade, transportation, and utilities (-900), and other services (+900).

Employment figures for all industries are available at Attachment IV.B.2.

## **Summary of Job Postings by Occupation, City and Employer in the East Bay as of December 2025.<sup>3</sup>**

The highest number of job postings by occupation in Alameda and Contra Costa counties as of as of December 2025 was for Retail Salespersons at 1,452, Registered Nurses at 1,315 and First-Line Supervisors of Retail Sales Workers at 897.

The cities with the most job postings were Oakland at 5,886 and Fremont at 4,192.

The employers with the most job postings were Kaiser Permanente at 888, the University of California-Berkeley at 522, and Tesla at 412.

## **Summary of Job Postings by Industry and Top In-Demand Skills in Alameda County as of January 2026.<sup>4</sup>**

The highest number of unique job postings by industry over the last 90 days in Alameda County as of January 13, 2026 was for the “Administrative and Support and Waste Management and Remediation Services” sector at 13,605, the “Health Care and Social Assistance” sector at 8,238 and the “Professional, Scientific and Technical Services” sector at 6,658.

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<sup>2</sup> State of California Employment Development Department, Monthly Labor Force and Industry Employment Data for Counties, Oakland-Fremont-Berkeley Metropolitan Division, January 9, 2026, [Current Industry Employment and Unemployment Rates for Counties](#).

<sup>3</sup> State of California Employment Development Department, Recent Job Postings, Oakland-Fremont-Berkeley MD, November 2025, [New Online Job Vacancy Statistics | Tableau Public](#).

<sup>4</sup> East Bay Economic Development Alliance, Industry and Occupation Information, Skills and Education, January 13, 2026, [East Bay Data Dashboard - East Bay Economic Development Alliance](#).

In those same job postings, the skills most frequently mentioned include “Project Management” in 6,641 postings, “Lifting Ability” in 5,189 postings, and “Workflow Management” in 4,860 postings.

For more information contact Carl Pascual, Management Analyst at (510) 259-3837 or by email at [carl.pascual@acgov.org](mailto:carl.pascual@acgov.org).

**ATTACHMENTS:**

IV.B.1. – Labor Force Data for Cities and Census Designated Places, November 2025

IV.B.2. – Unemployment Rate and Industry Employment Data for Oakland-Fremont-Berkeley Metropolitan Division

IV.B.3. – Recent Job Postings for Oakland-Fremont-Berkeley Metropolitan Division, November 2025

IV.B.4. – Industry and Occupation Information, Skills and Education by East Bay Economic Development Alliance

State of California  
January 9, 2026

Employment Development Department  
Labor Market Information Division  
March 2024 Benchmark  
<http://www.labormarketinfo.edd.ca.gov> (916) 262-2162

**Monthly Labor Force Data for Cities and Census Designated Places (CDP) November  
2025 - Preliminary  
Data Not Seasonally Adjusted**

<b>Area Name</b>	<b>Labor Force</b>	<b>Employment</b>	<b>Unemployment Number</b>	<b>Rate</b>	<b>Census Ratios Emp</b>	<b>Unemp</b>
Alameda County	874,100	833,600	40,500	4.6%	1.000000	1.000000
Alameda city	39,600	37,700	1,900	4.7%	N/A	N/A
Albany city	10,300	10,000	300	3.1%	0.012028	0.007827
Ashland CDP	12,100	11,300	800	6.5%	0.013568	0.019525
Berkeley city	63,500	60,600	3,000	4.7%	N/A	N/A
Castro Valley CDP	33,000	31,900	1,100	3.4%	0.038301	0.027607
Cherryland CDP	7,000	6,700	300	3.8%	0.008063	0.006508
Dublin city	36,200	34,600	1,600	4.3%	N/A	N/A
Emeryville city	9,000	8,600	400	4.6%	0.010263	0.010145
Fairview CDP	5,200	4,900	200	4.8%	0.005899	0.006083
Fremont city	120,600	115,300	5,300	4.4%	N/A	N/A
Hayward city	83,900	79,900	4,000	4.8%	N/A	N/A
Livermore city	45,100	43,300	1,800	4.0%	N/A	N/A
Newark city	27,200	26,000	1,100	4.1%	N/A	N/A
Oakland city	240,000	228,100	11,900	5.0%	N/A	N/A
Piedmont city	5,100	4,900	200	3.5%	0.005875	0.004445
Pleasanton city	38,100	36,400	1,700	4.5%	N/A	N/A
San Leandro city	46,000	43,900	2,100	4.6%	N/A	N/A
San Lorenzo CDP	15,500	14,700	800	5.1%	0.017679	0.019440
Sunol CDP	500	400	0	6.0%	0.000522	0.000681
Union City city	35,300	33,600	1,600	4.7%	N/A	N/A

**This is a table of the cities in Alameda showing labor force, unemployment and census ratios.**

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2019-2023 5-Year American Community Survey (ACS).

**Notes:**

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.
- 3) N/A = Estimate created by Bureau of Labor Statistics

**Methodology:**

Monthly city labor force data are derived by multiplying current estimates of county employment and unemployment by the relative employment and unemployment shares (ratios) of each city at the time of the 2019-2023 American Community Survey. Ratios for cities were developed from special tabulations based on ACS employment, unemployment, and population and Census population from the Bureau of Labor Statistics. For smaller cities and CDPs, ratios were calculated from published census data.

**Data Not Seasonally Adjusted**

<b>Area Name</b>	<b>Labor Force</b>	<b>Employ- ment</b>	<b>Unemployment Number</b>	<b>Rate</b>	<b>Census Ratios</b>	
					<b>Emp</b>	<b>Unemp</b>

Monthly CDP's labor force data are derived by multiplying current estimates of county employment and unemployment by the relative employment and unemployment shares (ratios) of each CDP at the time of the 2019-2023 ACS survey. Ratios for CDPs' were developed from special tabulations based on ACS employment and unemployment from the Bureau of Labor Statistics.

This method assumes that the rates of change in employment and unemployment since the 2019-2023 American Community Survey are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

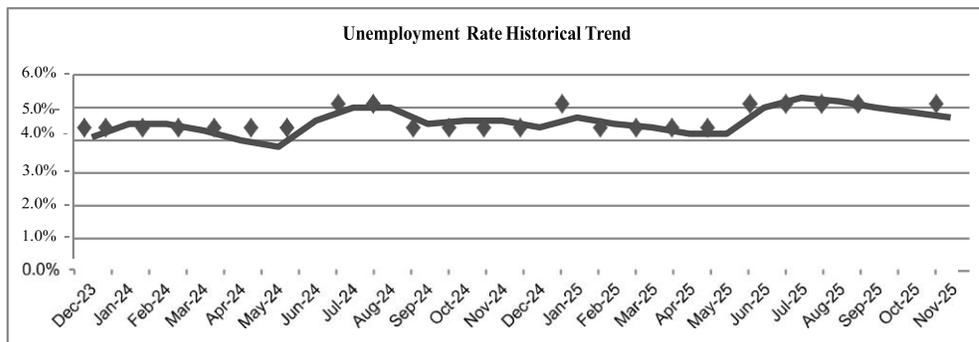
State of California  
EMPLOYMENT DEVELOPMENT  
DEPARTMENT  
Labor Market Information  
Division

January 9, 2026

Contact: LM D RESEARCHERS

IMMEDIATE RELEASE  
OAKLAND-FREMONT-BERKELEY MD (MD)  
(Alameda and Contra Costa Counties)

The unemployment rate in the Oakland-Fremont-Berkeley MD was 4.7 percent in November 2025, above the year-ago estimate of 4.6 percent. This compares with an unadjusted unemployment rate of 5.4 percent for California and 4.3 percent for the nation during the same period. The unemployment rate was 4.6 percent in Alameda County, and 4.8 percent in Contra Costa County.



Graph of the employment rate from December 2023 until November 2025.

Industry	Oct-2025	Nov-2025	Change		Nov-2024	Nov-2025	Change
	Revised	Prelim			Prelim		
Total, All Industries	1,178,500	1,184,800	6,300		1,191,500	1,184,800	(6,700)
Total Farm	1,800	1,600	(200)		1,400	1,600	200
Total Nonfarm	1,176,700	1,183,200	6,500		1,190,100	1,183,200	(6,900)
Mining, Logging, and Construction	72,300	72,400	100		74,300	72,400	(1,900)
Mining and Logging	300	300	0		300	300	0
Construction	72,000	72,100	100		74,000	72,100	(1,900)
Manufacturing	94,800	94,900	100		100,300	94,900	(5,400)
Trade, Transportation, and Utilities	195,600	200,000	4,400		200,900	200,000	(900)

Information	20,000	19,900	(100)		21,800	19,900	(1,900)
Financial Activities	49,100	49,300	200		49,700	49,300	(400)
Professional and Business Services	180,000	179,400	(600)		186,100	179,400	(6,700)
Private Education and Health Services	244,700	246,100	1,400		234,500	246,100	11,600
Leisure and Hospitality	106,800	106,400	(400)		108,900	106,400	(2,500)
Other Services	43,700	43,500	(200)		42,600	43,500	900
Government	169,700	171,300	1,600		171,000	171,300	300

Table showing employment by industry.

Notes: Data not adjusted for seasonality. Data may not add due to rounding Labor force data are revised month to month

Additional data are available online at [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)



**Recent Job Postings**  
**Oakland-Fremont-Berkeley MD**  
 November 2025



Oakland-Fremont-Berkeley MD

Not Seasonally Adjusted

Date Last Updated: Friday, December 19, 2025

Top Occupations	Job Postings	Month-Over Change
Retail Salespersons	1,452	-164
Registered Nurses	1,315	-53
First-Line Supervisors of Retail Sales Workers	897	-51
Home Health and Personal Care Aides	625	-8
Medical and Health Services Managers	590	-19
Software Developers	576	-50
Project Management Specialists	557	-13
General and Operations Managers	493	-20
Customer Service Representatives	478	-67
Fast Food and Counter Workers	469	-60
Top Cities	Job Postings	Month-Over Change
Oakland	5,886	-419
Fremont	4,192	-472
Walnut Creek	2,231	-186
Pleasanton	2,126	-181
Hayward	2,061	-176
Berkeley	1,963	-187
Concord	1,762	-172
Livermore	1,753	-141
San Leandro	1,585	-89
Alameda	1,399	-185
Top Employment Sectors	Job Postings	Month-Over Change
Health Care and Social Assistance	6,633	-632
Professional, Scientific, and Technical Services	4,607	-22
Retail Trade	4,595	-407
Administrative and Support and Waste Management and Remediation Services	3,776	16
Manufacturing	3,491	-198
Private Educational Services	2,425	-554
Accommodation and Food Services	2,080	-203
Finance and Insurance	1,494	-10
Wholesale Trade	1,370	-104
Construction	1,248	-133
Top Employers	Job Postings	Month-Over Change
Kaiser Permanente	888	-59
University of California-Berkeley	522	-71
Tesla	412	1
Alameda Health System	293	-54
Sutter Health	277	-3
Starbucks	256	-10
CVS Health	219	36
PG&E	209	-1
Albertsons	201	-6
Abbott Laboratories	186	31

Source: The Conference Board-Lightcast Help Wanted OnLine® 2025 (HWOL) Data Series. Data is collected in real-time from over 45,000 online job domains covering traditional job boards, corporate boards, and social media sites. Data in the series reflect deduplicated postings. For services and additional data that can assist you during your job search, visit labor market information for job seekers at <https://www.labormarketinfo.edd.ca.gov/customers/job-seekers.html>

## Industry and Occupation Information, Skills and Education by East Bay Economic Development Alliance.

### Job Postings by Industry

Industry Sector (2-Digit)	Latest 90 Days Unique Postings	Latest 90 Days Unique Postings % Change
Administrative and Support and Waste Management and Remediation Services	13,605	-3%
Health Care and Social Assistance	8,238	-20.9%
Professional, Scientific, and Technical Services	6,658	3.1%
Manufacturing	4,753	-9.9%
Retail Trade	4,733	-12.3%
Educational Services	3,456	-48%
Accommodation and Food Services	2,107	-22.4%
Wholesale Trade	2,058	-7.8%
Finance and Insurance	1,622	-6.5%
Other Services (except Public Administration)	1,548	-10.7%
Information	1,515	-16.8%
Construction	1,505	-5.1%
Transportation and Warehousing	1,372	3.3%
Real Estate and Rental and Leasing	1,138	-15.6%
Public Administration	613	-30.2%
Utilities	564	1.6%
Arts, Entertainment, and Recreation	545	5.5%
Management of Companies and Enterprises	148	3.4%
Agriculture, Forestry, Fishing and Hunting	95	5.3%
Mining, Quarrying, and Oil and Gas Extraction	33	-6.1%

Data Source: Lightcast Proprietary Dataset

### Top 20 Skills

Skill	Latest 90 Days Unique Postings	Latest 90 Days Unique Postings % Change
Project Management	6,641	11.9%
Lifting Ability	5,189	-2.6%
Workflow Management	4,860	22.4%
Marketing	4,547	6.7%
Auditing	4,059	5.4%
Finance	3,992	18%
Continuous Improvement Process	3,347	11.3%
Merchandising	3,347	-3.1%
Inventory Management	3,230	18.1%
Data Analysis	3,203	12.1%
Process Improvement	3,072	18.6%
Accounting	3,055	4.1%
Nursing	2,855	-23.9%
Warehousing	2,824	-5%
Regulatory Compliance	2,811	30.5%
Automation	2,619	22.2%
Artificial Intelligence	2,543	38%
Construction	2,458	14.9%
Scalability	2,432	26.6%
Customer Relationship Management	2,416	12.4%

Data Source: Lightcast Proprietary Dataset

Updated 01-13-2026

Dashboard by **eIMPACT.i**  
A Lightcast Company

Updated 01-13-2026

Dashboard by **eIMPACT.i**  
A Lightcast Company

## **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 2<sup>nd</sup> Quarter Post Exit
  - Youth = 111.2% of Goal
  - Adults = 107.2% of Goal
  - Dislocated Workers = 115.9% of Goal
- Credential Attainment Rate by 4<sup>th</sup> 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 4<sup>th</sup> Quarter Post Exit
  - Adults = 93.2% of Goal
  - Dislocated Workers = 93.9% of Goal

Placement Rate attainments at both 2<sup>nd</sup> and 4<sup>th</sup> 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, MIS Administrator, if you have any questions regarding this report. You can reach Michele at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

**ATTACHMENT:**

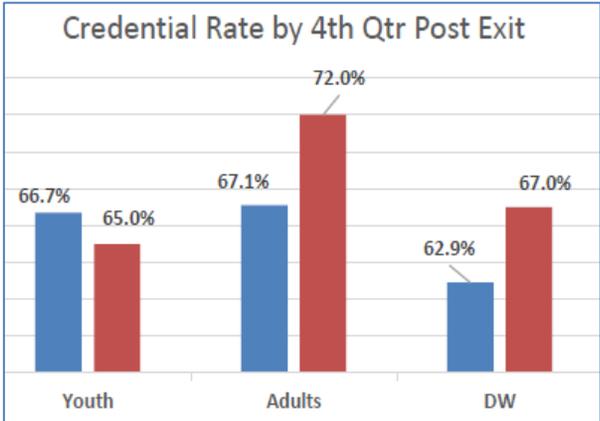
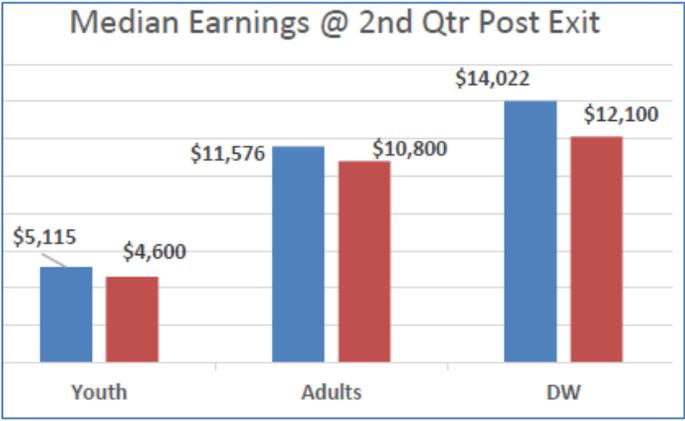
V.A.1. – REPORT LAP PY 25-26 Rolling 4 Qtrs. Ending 2025.12.31  
(2 pages)

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

- 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 individual’s progress toward credential attainment.

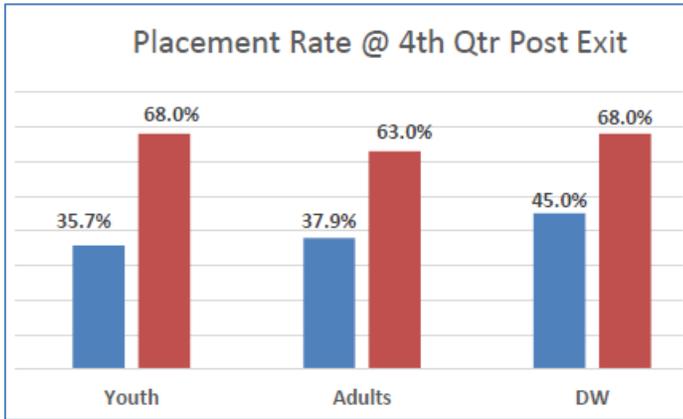
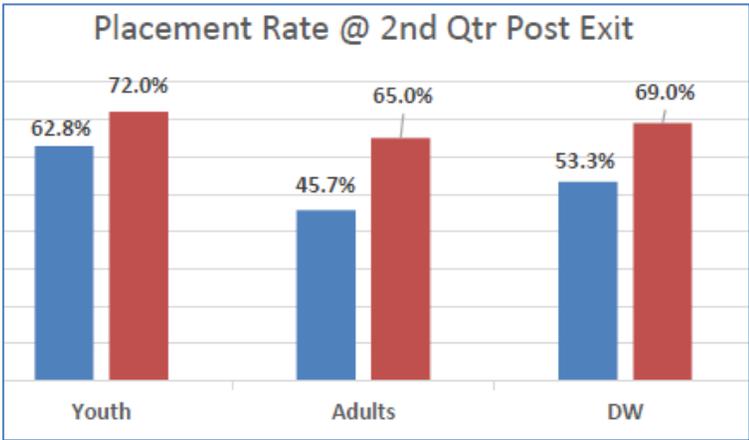
The charts on this attachment to the Local Area Performance report item represent performance attainments achieved by service providers on behalf of the Alameda County Workforce Development Board – and compares those attainments against the boards Local Area Performance goals as negotiated with the State 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

17



## **ITEM V.B. – REPORTS**

### **CALJOBS<sup>SM</sup> REGISTRATION RATE** **WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA** **SEPTEMBER, OCTOBER, AND NOVEMBER 2025**

#### **BACKGROUND:**

The Alameda County Workforce Development Board’s 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 programs, are commonly referred to as “Universal Customers”. Job seekers self-register into the state’s career networking system (CalJOBS<sup>SM</sup>) and then may take advantage of services including workshops, computer labs, and other universal services offered through the Local Board’s system.

The board recognizes that universal services utilize staff time and resources and should be tracked as a statement to the traffic sustained through the local workforce system. California’s CalJOBS<sup>SM</sup> system offers local boards the ability to report on the number of job seekers who reside within their areas and who utilize the CalJOBS<sup>SM</sup> 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 September, October, and November 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 workforce services or the CalJOBS<sup>SM</sup> system.

Based on the monthly labor force data published by California’s Employment Development Department (EDD) Labor Market Division for September and November 2025, approximately 3.6% of unemployed job seekers in Alameda County Workforce Development Board’s service area have sought services or assistance as measured through the number of CalJOBS<sup>SM</sup> registrations during those two months. It should be noted that while CalJOBS<sup>SM</sup> registrations are being published for the month of October 2025, there was no labor market data published by the State of California for October 2025 due to the federal government shutdown that occurred during that time.

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](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

V.B.1. – REPORTS CalJOBS Registration Rate PY 25-26 Q2

**CALJOBS<sup>SM</sup> REGISTRATION RATE  
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA**

*EDD LMI + CalJOBS Registration Data; September, October\*, and November 2025*

Sub Regions: Months:	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
	Sep '25	Oct '25*	Nov '25	Sep '25	Oct '25*	Nov '25	Sep '25	Oct '25*	Nov '25	Sep '25	Oct '25*	Nov '25
Total Labor Force	203,000	No Data	202,700	127,500	No Data	127,500	183,100	No Data	183,100	119,900	No Data	119,900
# Unemployed	10,000	No Data	9,300	6,000	No Data	5,800	8,500	No Data	8,000	5,400	No Data	5,100
Unemployment Rate	4.9%	No Data	4.6%	4.7%	No Data	4.5%	4.6%	No Data	4.4%	4.5%	No Data	4.3%
CalJOBS Registrations	361	380	343	214	216	168	316	307	279	194	223	187
% Engagement	3.6%	No Data	3.7%	3.6%	No Data	2.9%	3.7%	No Data	3.5%	3.6%	No Data	3.7%

**DATA for September, October\*, and November 2025 (Entire Region)**

Month:	Sept 2025	Oct 2025*	Nov 2025
Total Labor Force	633,500	No Data	633,200
# Unemployed	29,900	No Data	28,200
Unemployment Rate	4.7%	No Data	4.5%
CalJOBS Registrations	1,085	1,126	977
% Engagement	3.6%	No Data	3.5%

2 Month Avg
950,100
44,000
4.6%
1,574
3.6%



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

Data Sources	Definitions
EDD LMI	<a href="http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html">http://www.labormarketinfo.edd.ca.gov/data/labor-force-and-unemployment-for-cities-and-census-areas.html</a>
CalJOBS <sup>SM</sup>	<i>CalJOBS<sup>SM</sup> Report for Registered Individuals</i>

The above charts show labor market statistics including number of individual in the workforce and number of individuals unemployed for the months of September and November of 2025. This labor market data is compared against the number of jobseekers who registered in CalJOBS over the same period of time. Averaging the data, we can see that across Alameda County Workforce Development Board's service area, that approximately 3.6% of unemployed jobseekers engaged the state's CalJOBS system in pursuit of career or training services. \*Note that the October 2025 data was not provided due to the federal government shutdown that occurred during that time.

**ITEM V.C. – REPORTS**

**CONTRACT PERFORMANCE INDICATORS REPORTS**

**ADULTS AND DISLOCATED WORKERS**

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

**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.

Program year 2025/2026 represents the launch of a new four-year procurement cycle which highlights a new system design and some new service providing organizations. The board has returned to a sub-regional model offering services within each of the four sub-regions of Alameda County that has been contracted directly with the board to serve their communities. Additionally, for at least the first program year of this procurement cycle the board has contracted with an organization that will offer services specifically to underserved populations within Alameda County.

The table below includes a list of sub-regions located within Alameda County Workforce Development Board’s Local Area. The table also defines the sub-regions with a listing of all cities, and the contracted service provider that exists within each sub-region. Lastly, there is a “Comments” column that offers an overview of the status of the service provider for PY 2025/2026.

<b>Sub-Region</b>	<b>Cities</b>	<b>Organization</b>	<b>Comments</b>
<b>Eden</b>	Castro Valley, Hayward, San Leandro, San Lorenzo, Unincorporated areas (Cherryland, Ashland, Hayward Acres, etc.)	Rubicon Programs	Rubicon continues in the role of the Comprehensive America’s Job Center of California.
<b>North Cities</b>	Alameda, Albany, Berkeley, Emeryville, Piedmont	Lao Family Community Development	Lao Family is the interim provider for current program year. A new RFP has been launched for a North Cities provider for the balance of the new procurement cycle.
<b>Tri-Cities</b>	Fremont, Newark, Union City	Ohlone College	Ohlone continues to be the service provider for the Tri-Cities Area
<b>Valley</b>	Dublin, Livermore, Pleasanton, Sunol	Chabot/Las Positas College Tri-Valley Career Center	The Tri-Valley Career Center returns to the status of a directly contracted service provider for the valley area.
<b>Targeted (all)</b>	All Alameda County Cities outside of Oakland	International Rescue Committee	The International Rescue Committee is executing a one-year contract piloting the strategy of contracting with an organization specifically to target services to underserved populations.

**ANALYSIS OF REPORTS:**

The board’s Adult and Dislocated Worker service providers have achieved at least 59% of their program year goal for newly enrolled participants, although most of the service providers have exceeded that mark.

Training fund obligations are low for the newer service providers as they learn to navigate the board's training processes. More experienced service providers continue to perform well in this area.

On-the-Job Training enrollment goals are mixed with the more seasoned service providers performing well and providers newer to the board's processes experiencing slower progress.

As expected, credential attainment rates are on target for service providers that were engaged with the board in the prior program year. As the program year progresses, and participants complete their occupational skills training, these attainment rates should improve for newer service providers.

Entered Employment rates appear to be high nearly across the board with only the America's Job Center of California and the new targeted populations provider scoring lower in this area. Board staff continue to work with service providers to recommend best practices that will improve participant communications after they achieve job placement and exit the program.

Job placement and occupational skills training rates within the board's Industry Sector and Occupational Framework continue to boast excellent outcomes.

Measurable Skill Gains – which are recorded once a participant exits from the program, are anticipated to grow as the year progresses; but even at this point in the program year, the America's Job Center of California and the Tri-Cities service provider are exceeding their goals in this area.

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

**Attachment:**

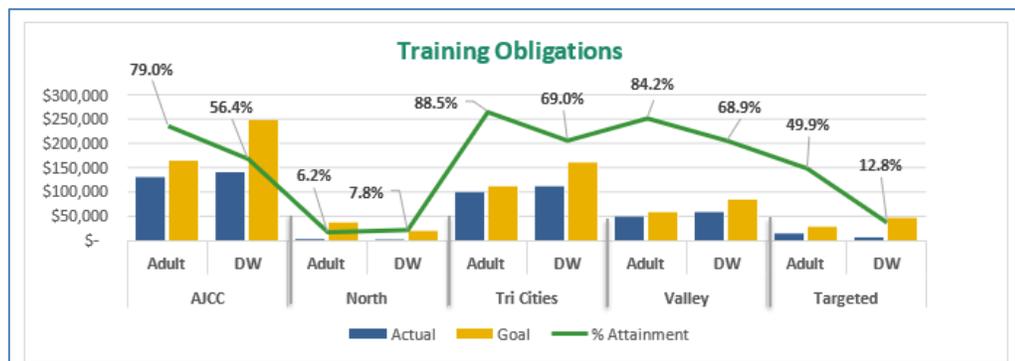
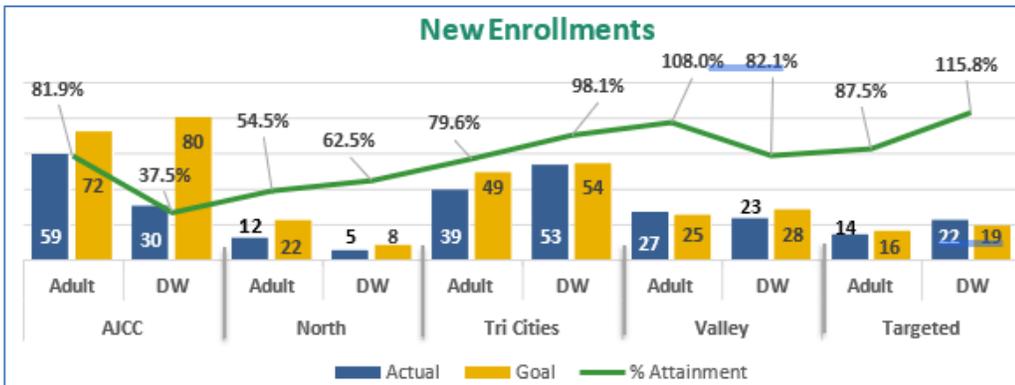
V.C.1.-Contract Performance Indicators Report, Qtr. 2



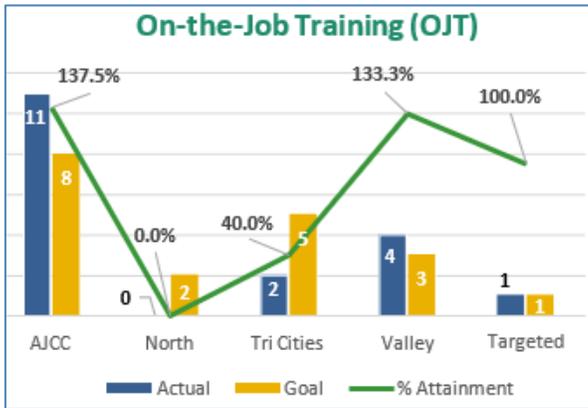
**CONTRACT PERFORMANCE INDICATORS REPORT**  
**WIOA ADULT & DISLOCATED WORKER PROGRAMS**  
**PY 2025/2026; QUARTER 2 (7/1/2025 THROUGH 12/31/2025)**

The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 2nd quarter of program year 2025/2026 (7/1/2025 through 12/31/2025). Performance is articulated using bar graphs. The Alameda County Workforce Development Board provides Workforce Innovation and Opportunity Act funding to five different career service providers throughout the Local Workforce Development Area (Alameda County outside the City of Oakland). Service providers have achieved at least 59% of their goal for new participants; with most providers exceeding that mark. Training fund obligations are low for the North Cities provider and for the Targeted Service provider; but both organizations are new to the board's training process and fund encumbrances should pick up soon. While some service providers are experiencing a slow start to their On-the-Job Training enrollment goal, others have already exceeded their goals. Credential attainments are presently low; but that is expected with new service providers as they do not have a pool of participants from the prior program year that would be wrapping up their trainings this year; so those numbers should grow as the year progresses. Entered Employment rates are low for the America's Job Center of California and for the Targeted Services provider while the North Cities and Valley providers have high scores for job placement rates. Rates for occupational skills training and job placement within the board's Industry Sector and Occupational Framework remain high as the board's career service providers have always performed well when it comes to keeping participants informed about sectors that will provide secure employment and livable wage. Measurable Skill Gains are recorded when a participant exits the program so these numbers should improve for the new service providers over time.

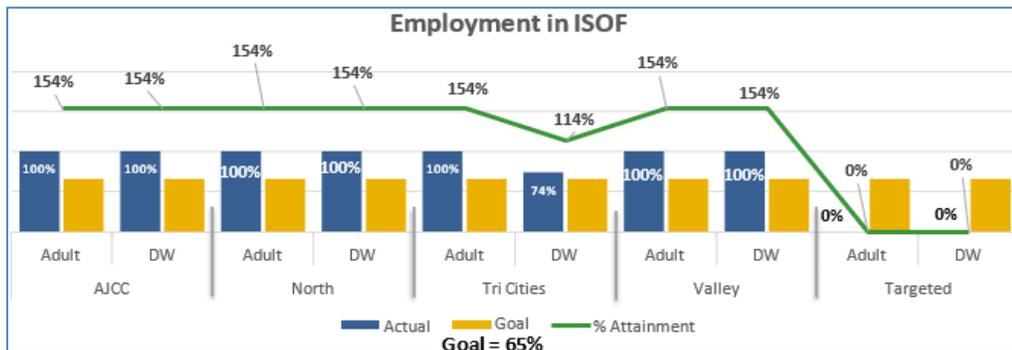
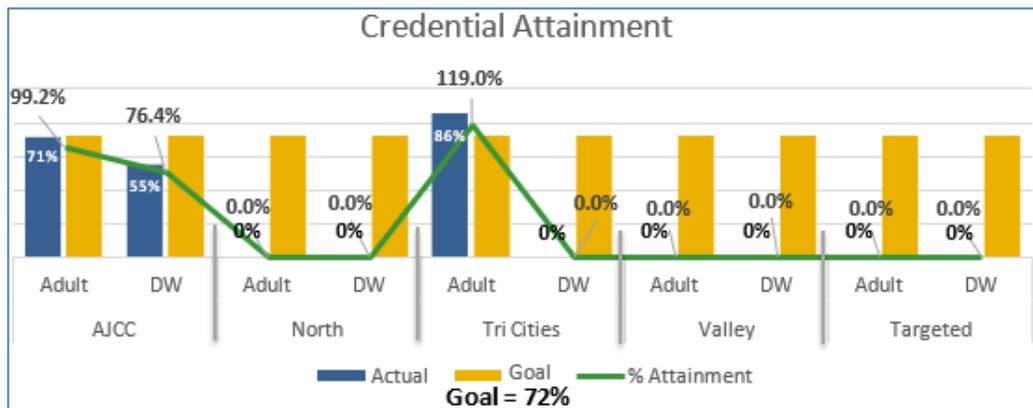
### How Much Did We Do?



**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

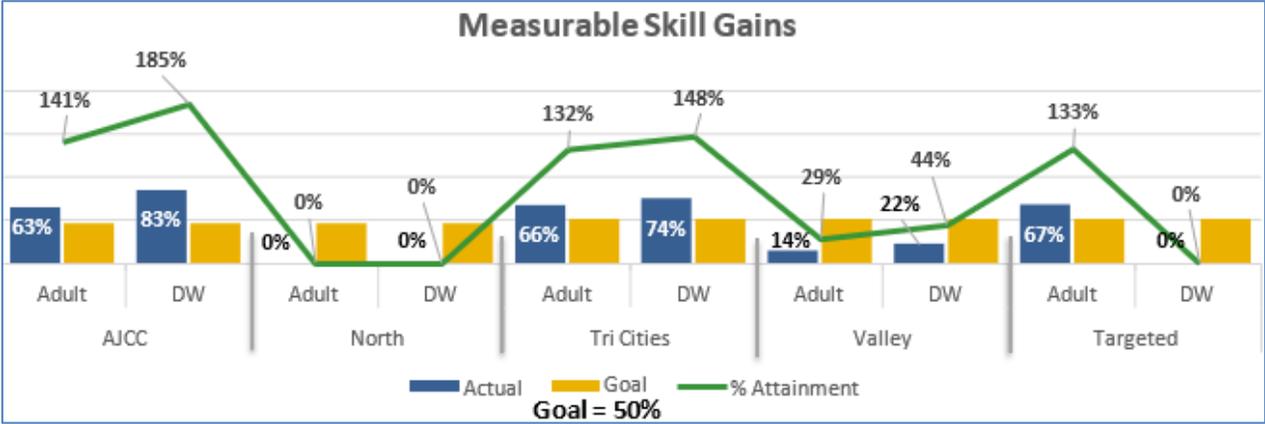
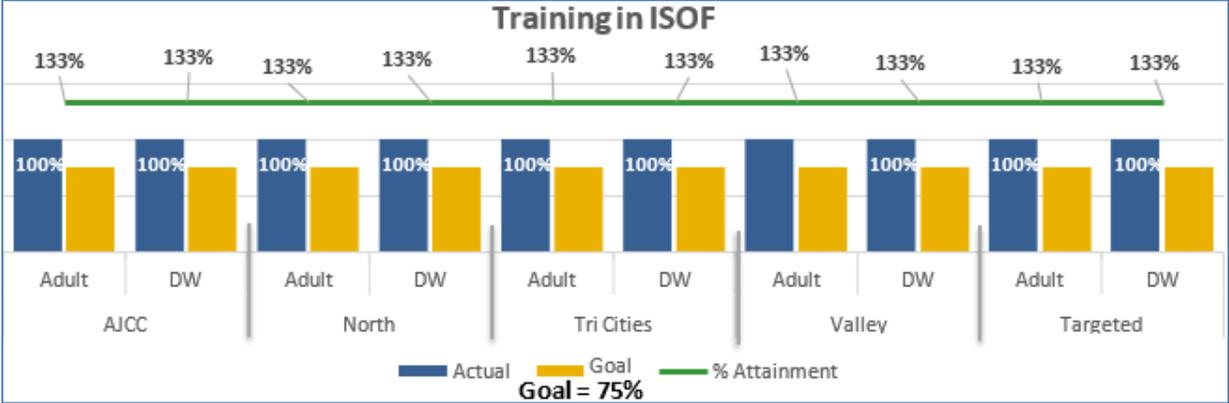


## Anyone Better Off?



\*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?



## **ITEM V.D. – 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 Youth Placement goal for placement into employment, post-secondary education, training, or entrance into 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, MIS Administrator. Michele may be reached by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

V.D.1. – CPIR Youth PY25-26 Q2 (2 pages)

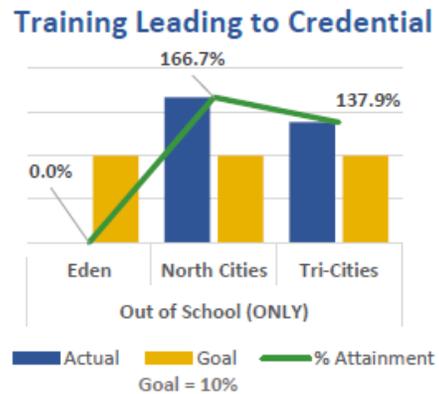
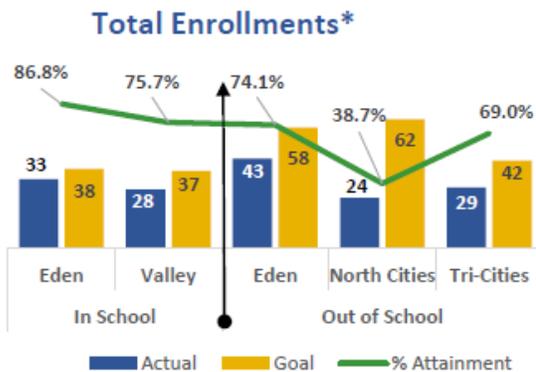
**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2025/2026 2ND QUARTER (7/1/2025 THROUGH 12/31/2025)**

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). Service provider performance is expressed through bar graphs.

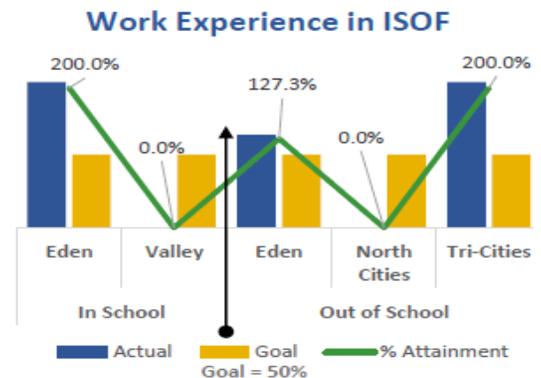
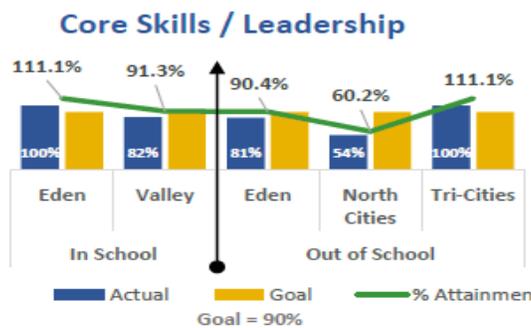
All five of the youth service providers have achieved at least 38% of their enrollment goal; with three of the five over 70% of goal.

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.

**How Much Did We Do?**

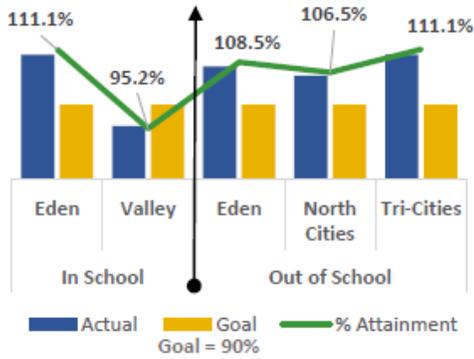


**How Well Did We Do?**

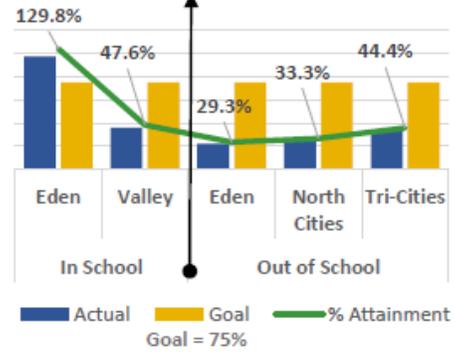


**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2025/2026 2ND QUARTER (7/1/2025 THROUGH 12/31/2025)**

**Work Based Learning**

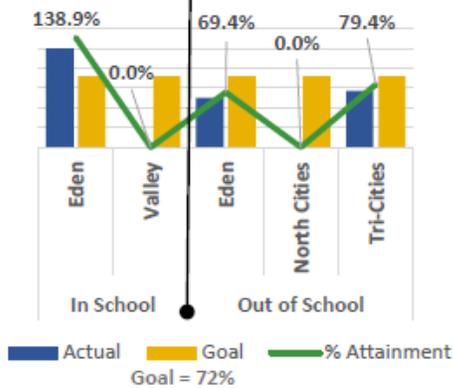


**Measurable Skill Gains**

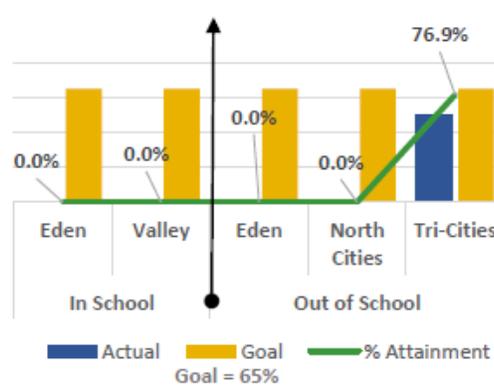


**Is Anyone Better Off?**

**Youth Placement**



**Credential Attainment**



## **ITEM V.E. - REPORTS**

### **RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH DECEMBER 31, 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 Rapid Response team held 30 layoff/closure events and served 1,606 workers by sharing information and critical resources to help impacted workers navigate post-layoff.

The Rapid Response Coordinator (Coordinator) 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 December 31, 2025, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment V.E.1. for specific employer data.

The Coordinator receives the WARN and other layoff information and initiates contact with employers for onsite planning and activities for dislocated workers. The Coordinator with various partners provide subject matter expertise through the Employment Development Department, Department of Labor, Covered California, America's Job Center of California /Career Services Provider staff, and others as necessary for planning and implementing Rapid Response Orientations.

The Coordinator prepares individual packets to distribute at orientation and delivers presentations to groups of workers and employers about the benefits and services available. The coordinator develops and implements a strategy to transition laid off workers from rapid response activities to workforce 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 Coordinator seeks rapid re-employment opportunities with employers, on behalf of the affected workers.

Starting in January 2026, WARN reporting requirements will have changed. Employers will have to summarize the changes. Staff will share more information in the next Rapid Response Report.

#### **Company Closure**

Kinetics Equipment Solutions Group permanently closed its doors to its Livermore location. The layoff effected 23 workers that begin on December 26, 2025. Kinetics Livermore is a distribution establishment, serving the semiconductor, pharmaceutical, specialty chemical, and solar/PV industries. The Rapid Response team held two orientations There were a total of 23 workers in attendance.

Twelve Benefit Corporation permanently closed its doors to its Berkeley location. The layoff

affected 76 workers that begin on October 29, 2025. Twelve is in carbon dioxide conversion technology, which is a core part of the power-to-liquids technology stack and process scalable solution for production. The Rapid Response team held a virtual orientation. There was a total of 39 workers who attended virtually.

### **Open Rapid Response Orientations**

Beginning in May 2023, the coordinator has facilitated Open Rapid Response Orientation open sessions that are not WARN specific. Open Orientations assist Unemployment Insurance recipients with resources to capture the attention of potential Dislocated Worker participants using the state's CalJOBS system. Alameda County Workforce Development Board staff generates a list of individuals who recently applied for unemployment insurance 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 Orientation. Their companies were either not required to file a WARN, the businesses were required to comply, and/or if the business relied on its own outplacement services.

To date, 776 participants have registered for Open Orientation sessions, with 370 individuals attending the bi-weekly sessions and subsequently referred to workforce service providers based on their city of residence. Individual referrals and workforce 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](mailto:Javier.Contreras@acgov.org).

### **ATTACHMENT:**

V.E.1. - ACWDB Layoff and Closure 7/1/2025- 12/31/2025

**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 - December 31, 2025**

<b>EDEN RAPID RESPONSE</b>	<b>Total Employers</b>	<b>6</b>	<b>Total Workers</b>	<b>217</b>
<b>NORTH CITIES RAPID RESPONSE</b>	<b>Total Employers</b>	<b>4</b>	<b>Total Workers</b>	<b>287</b>
<b>TRI-CITIES RAPID RESPONSE</b>	<b>Total Employers</b>	<b>9</b>	<b>Total Workers</b>	<b>655</b>
<b>TRI-VALLEY RAPID RESPONSE</b>	<b>Total Employers</b>	<b>11</b>	<b>Total Workers</b>	<b>447</b>
	<b>TOTAL</b>	<b>30</b>	<b>TOTAL</b>	<b>1,606</b>

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
Eden	Downtown Streets, Inc.	Hayward	Social Assistance	Closure	10/31/2025	5
Eden	21st Amendment Brewery Cafe	San leandro	Food Services	Closure	11/4/2025	58
North Cities	Pivot Bio, Inc.	Berkeley	Scientific Teletechnical Services	Closure	7/21/2025	62
North Cities	Exelixis, Inc.	Alameda	Manufacturing	Layoff	8/29/2025	74
North Cities	Exelixis, Inc.	Alameda	Manufacturing	Layoff	10/27/2025	71
North Cities	Twelve Benefit Corporation	Alameda	Manufacturing	Layoff	10/29/2025	24

North Cities	Twelve Benefit Corporation	Berkeley	Manufacturing	Layoff	10/29/2025	52
North Cities	Downtown Streets, Inc.	Berkeley	Social Assistance	Closure	10/31/2025	4
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
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-Cities	CooperVision, Inc.	Pleasanton	Manufacturing	Closure	10/31/2025	6
Tri-Cities	Agile Physical Therapy	Fremont	Healthcare	Layoff	11/14/2025	24

Tri-Cities	Celestica Precision Machining Ltd	Fremont	Technology	Closure	12/19/2025	72
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
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	10/10/2025	3
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	10/13/2025	45
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/3/2025	36
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/5/2025	1
Tri-Valley	Agile Physical Therapy	Dublin	Healthcare	Layoff	11/14/2025	7

Tri-Valley	Zimeno, Inc. dba Monarch Tractor	Livermore	Manufacturing	Layoff	11/19/2025	102
Tri-Valley	<b>Monroe Operations, LLC dba Newport Academy</b>	Pleasanton	<b>Healthcare</b>	<b>Closure</b>	<b>12/1/2025</b>	<b>28</b>
Tri-Valley	<b>Walmart</b>	Pleasanton	<b>Retail</b>	<b>Closure</b>	<b>12/12/2025</b>	<b>87</b>
Tri-Valley	<b>Kinetics Equipment Solutions Group</b>	Livermore	<b>Manufacturing</b>	<b>Layoff</b>	<b>12/26/2025</b>	<b>23</b>

## ACWDB Rapid Response Monthly Report

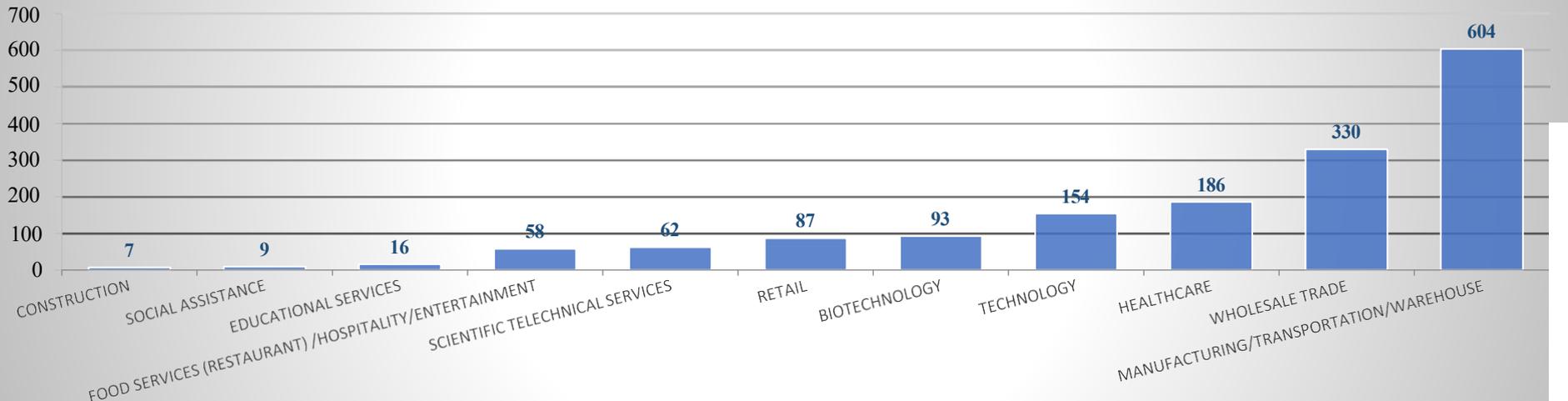
**July 1, 2025 – December 31, 2025**

**Month Ending: December 31, 2025**

All employers and workers impacted: July 1, 2025 - December 31, 2025

Industry	Affected Workers
Construction	7
Social Assistance	9
Educational Services	16
Food Services (Restaurant) /Hospitality/Entertainment	58
Scientific Technical Services	62
Retail	87
Biotechnology	93
Technology	154
Healthcare	186
Wholesale Trade	330
Manufacturing/Transportation/Warehouse	604
<b>Grand Total</b>	<b>1,606</b>

### Cumulative Number of Affected Workers



**EDEN RAPID RESPONSE**

Industry	Affected Workers
Social Assistance	5
Educational Services	10
Healthcare	40
Food Services (Restaurant) /Hospitality/Entertainment	58
Wholesale Trade	104
<b>Grand Total</b>	<b>217</b>

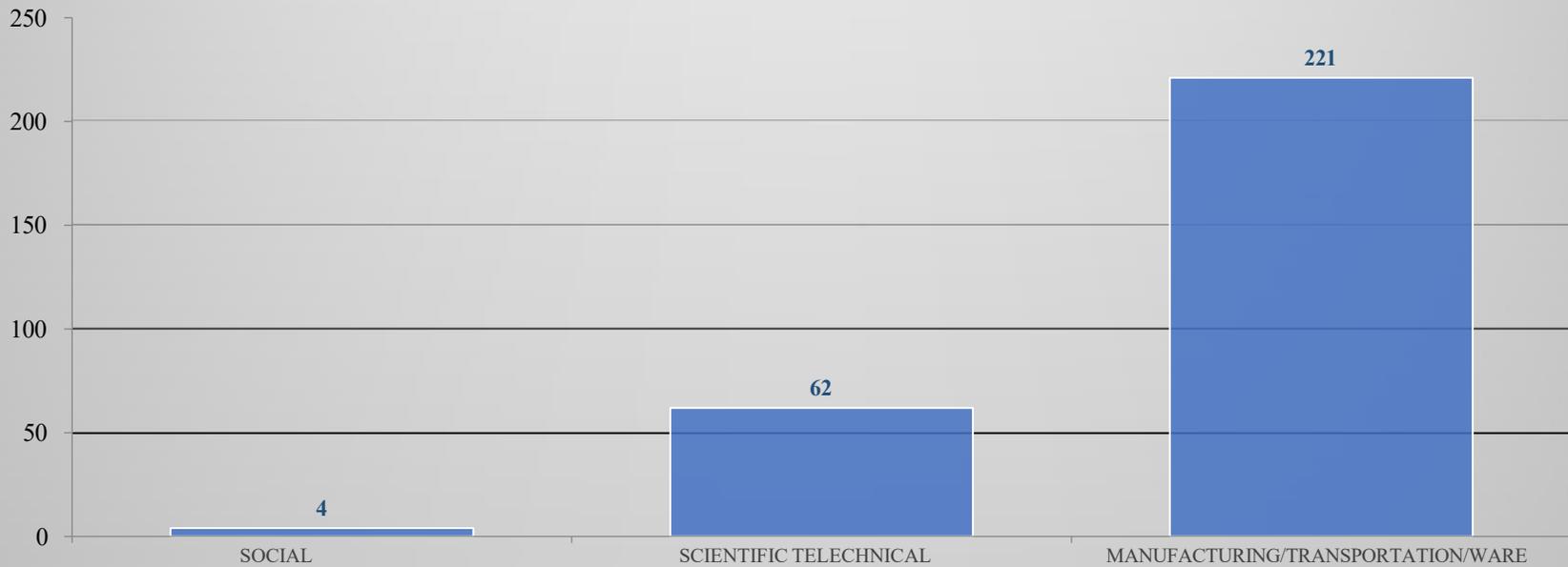
**Number of Affected Workers  
July 1, 2025 – December 31,**



### NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Social Assistance	4
Scientific Teletechnical Services	62
Manufacturing/Transportation/Warehouse	221
<b>Grand Total</b>	<b>287</b>

**Number of Affected Workers  
July 1, 2025 – December 31,**

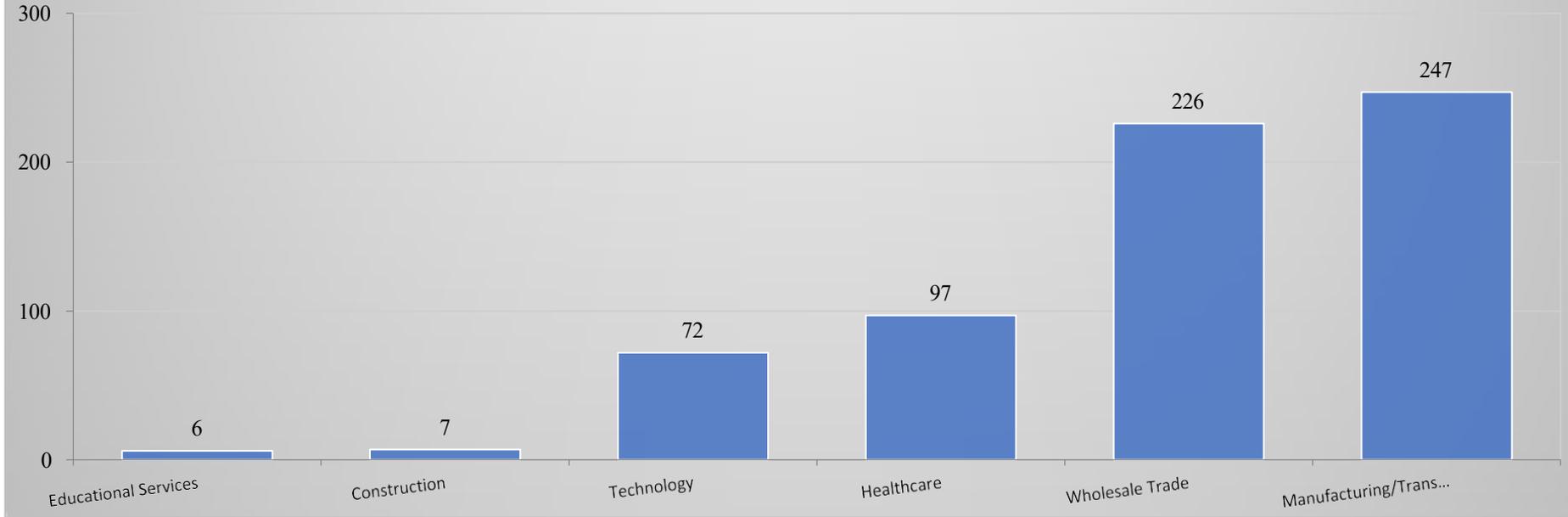


**TRI - CITIES RAPID RESPONSE**

Industry	Affected Workers
Educational Services	6
Construction	7
Technology	72
Healthcare	97
Wholesale Trade	226
Manufacturing/Transportation/Warehouse	247
<b>Grand Total</b>	<b>655</b>

**Number of Affected Workers  
July 1, 2025 – December 31,**

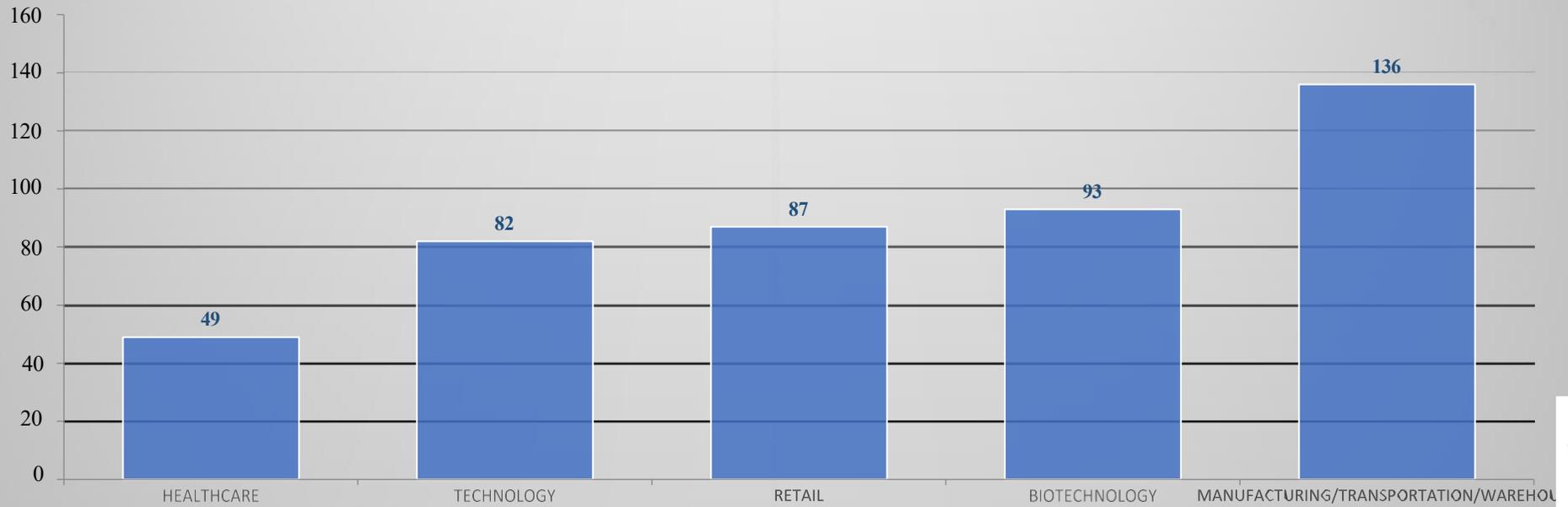
37



**TRI – VALLEY RAPID RESPONSE**

Industry	Affected Workers
Healthcare	49
Technology	82
Retail	87
Biotechnology	93
Manufacturing/Transportation/Warehouse	136
<b>Grand Total</b>	<b>447</b>

**Number of Affected Workers  
July 1, 2025 – December 31,**



## **ITEM V.F. – REPORTS**

### **BUSINESS SERVICES UNIT REPORT FOR JULY 1, 2025 – DECEMBER 31, 2025**

#### **BACKGROUND:**

This report includes services provided to employers by the Business Services, which consists of leveraging, brokering, and convening Career Services Providers activities and other resources, as well as initiating efforts during the period covering July 1, 2025, through December 31, 2025. The report is intended to provide an overview of business service activities during this timeframe.

The Business Services Unit is working within the Business Engagement Model framing to support economic growth, resiliency, inclusivity, and talent development with the goal of serving our business customers and forge connections between job seekers and employers, as well as other system stakeholders. These Business Services Unit objectives are achieved by helping employers access reimbursement training programs (i.e., On-the-Job Training – On-the-Job Training and Customized / Incumbent Worker Training), obtain hiring and recruitment assistance, navigate the process of downsizing and/or closing, and bridge opportunities for apprenticeship.

Objectives of the Business Services Unit Report are to:

- Share a high-level overview of the various types of business engagements;
- Relay the number of businesses engaged during a specified timeframe;
- Report on quarterly key achievements outlined in the Alameda County Workforce Development Board Business Engagement Plan.

Data for this report was not available at the time of production and will be provided as a handout.ac

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