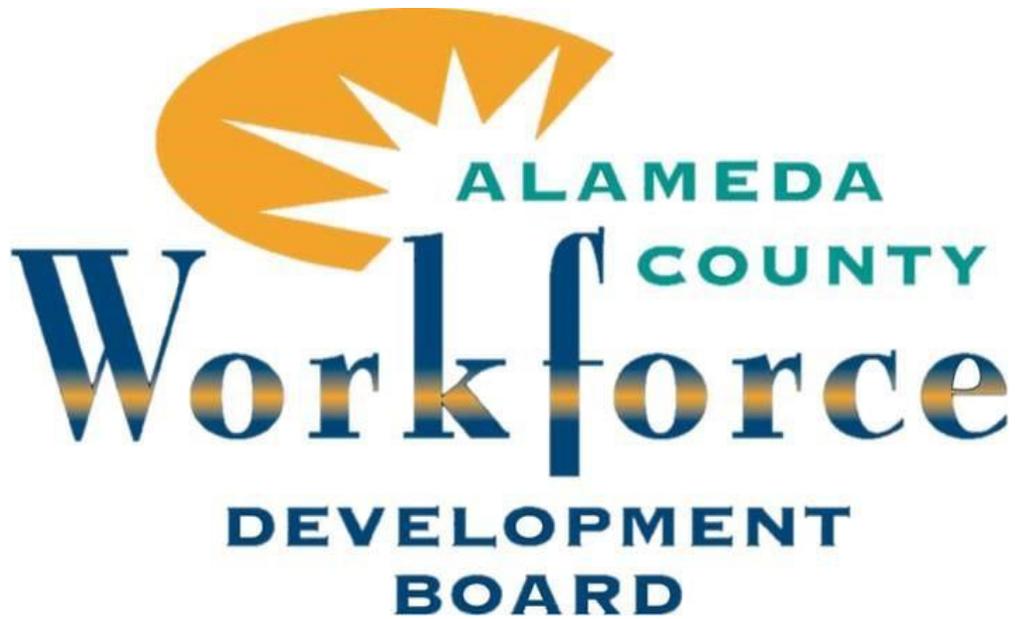


# **Systems and Strategies Committee**



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

In partnership with the  
**BOARD OF SUPERVISORS**

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

**February 18, 2026  
9:30 A.M.**

# ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (BOARD)

## SYSTEMS AND STRATEGIES COMMITTEE

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### MEETING NOTICE

Wednesday, February 18, 2026

9:30 A.M. – 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: 270 906 607 525 18

Passcode: eS6D9MN2

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

	PAGE
<b>I. CALL TO ORDER AND ROLL CALL</b>	
<b>II. PRESENTATION</b> – Mike Gibson, Emergency Medical Services Corps Chief Program Officer	1
<b>III. PUBLIC FORUM</b>	
Members of the public may address the Committee regarding any of the Action Items, or public input during this portion of the agenda. Speakers have a maximum of three minutes per person which must include the speaker's name and organization.	
<b>IV. ACTION ITEMS / PUBLIC HEARING</b>	
A. Contract Renewal Criteria for Adult and Dislocated Worker Programs	2
B. Selection of North Cities Career Service Provider	4
<b>V. DISCUSSION ITEMS</b>	
A. Alameda County Workforce Development Board Strategic Priorities – Two Year Action Plan	5
<b>VI. INFORMATION ITEMS</b>	
A. America's Job Centers of California Certification: Continuous Improvement	8

**VII. REPORT ITEMS**

A. Local Area Performance Reports	11
B. Contract Performance Indicators Reports Adult/Dislocated Worker	15

**VIII. MATTERS INITIATED BY COMMITTEE MEMBERS**

**IX. ANNOUNCEMENTS**

**SYSTEMS AND STRATEGIES COMMITTEE MEMBERS:** Matt Kreutz (Chair); Doug Jones (Vice-Chair); Sumitra Angepat; Joslyn Buckner; Stacy Cooper Dent; Leslie Fuentes; Vincent James; Jamie Mather; Kennan Scott.

**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 of this meeting.

**NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING:  
WEDNESDAY, APRIL 15, 2026**

## **ITEM II. - PRESENTATION**

### **MIKE GIBSON, MPA, PCC** **EMERGENCY MEDICAL SERVICES CORPS CHIEF PROGRAM OFFICER**



Michael Gibson is Public Works Alliance’s Chief Program Officer for Emergency Medical Services Corps and the current Executive Director for Alameda County Emergency Medical Services Corps, a program that has become a national model for addressing a crisis level workforce shortage in Emergency Medical Services while providing an opportunity for young people currently underrepresented in the healthcare workforce. He has over twenty-five years of experience in Violence Prevention, Workforce and Leadership Development, Transformative Mentoring, and Juvenile Justice and provides technical assistance and training to community-based organizations and foundations focused on improving equitable outcomes for underserved communities. Overcoming hardship

as a young person in Oakland, Mike has firsthand experience with the barriers many young people face as they seek employment in fields with upward mobility.

Mr. Gibson is a graduate of Morehouse College in Atlanta, Georgia and received a master’s degree in Public Administration with a concentration in Public Management and Policy Analysis from the California State University, East Bay. He also received a Professional Coaching for Life and Work certificate from University of California, Davis, and a Professional Coaching Credential from the International Coach Federation.

For more information contact Michael Gibson at (510) 618-2025, or [Michael.gibson@acgov.org](mailto:Michael.gibson@acgov.org).

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

**CONTRACT RENEWAL CRITERIA**  
**FOR ADULT AND DISLOCATED WORKER PROGRAMS**

**STAFF RECOMMENDATION:**

That the Systems and Strategies Committee approve the following contract renewal criteria for program years 2025/2026 and in subsequent years unless revisions are required, for the Comprehensive America’s Job Center of California (Comprehensive Center) Operator and Sub-Regional Career Services Providers.

For all Career Services Providers:

1. Meets requirements for program and fiscal monitoring for PY 2025/2026, and in subsequent years;
2. Meets 80% of annual enrollment, On-the-Job Training, and training obligation goals for Adults and Dislocated Workers by the end of the second quarter (December) and 100% by the end of the third quarter (March);
3. Shows significant progress toward achieving other annual performance goals by the end of the third quarter (March); and,
4. Meets 85% submission of an acceptable Monthly Narrative Report and invoice by the 25<sup>th</sup> of each month.

The Comprehensive Center must meet all criteria as specified above and an additional two criteria:

- a. Implements America’s Job Center of California Certification improvement goals; and,
- b. Ensures implementation of goals and objectives articulated in the Comprehensive America’s Job Center of California Mandated Partner Memorandum of Understanding.

**BACKGROUND:**

On March 13, 2025 and May 11, 2025, Alameda County Workforce Development Board (Board) approved the Adult and Dislocated Worker Career Services Provider selections recommended by the Systems and Strategies Committee.

Staff were directed to execute contracts effective July 1, 2025 through June 30, 2029 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 (public workforce) Adult and Dislocated Worker Formula funds.

Any current and future-selected Career Service Providers under public workforce funding will be subject to the same criteria as described below.

**RENEWAL CRITERIA:**

**1. Program and Fiscal Monitoring**

In all program years, the Adult and Dislocated Worker service providers are monitored in areas of: Contract Compliance, Program Administrative Controls, Program Operations, and Case File Reviews. To adhere to these criteria, each provider must successfully meet the monitoring requirements and clear any findings that result in a corrective action plan.

**2. Contractual Performance Goals**

The contractual performance goals were established to ensure compliance with public workforce, local area, and state performance goals, and to ensure that the Board approved program strategies are being delivered accordingly to the Adult and Dislocated Worker target groups.

In addition to enrollments, On-the-Job training placements, and training expenditures which are to be at 100% by the end of Quarter three (March), the following contractual performance goals are monitored for substantial progress by the end of that same period:

- a. Individual Training Accounts, On-the-Job Training, and job placements within the Industry Sector and Occupational Framework
- b. Measurable Skill Gains
- c. The number of job placements and credential attainments (for those enrolled in training) at closure

**3. Timely Submission of Documents**

Service providers are required to submit invoices along with a Monthly Narrative Report by the 25<sup>th</sup> day of each month. The Monthly Narrative Report provides qualitative information on program activities and services, participant successes, as well as notification of any technical assistance needs.

There will be an expectation that service providers will demonstrate substantial progress toward all performance goals as outlined in their Monthly Performance Plans. While reasonable deficiencies that do not significantly impact program outcomes may be taken into consideration, the Board will retain its prerogative to consider conditional funding and future contract stipulations, as appropriate.

For further information, contact Jennifer Victorica, Career Services Coordinator, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or by phone at (510) 259-3841.

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

**SELECTION OF NORTH CITIES CAREER SERVICE PROVIDER**

**BACKGROUND:**

On November 12, 2025, the Alameda County Workforce Development Board approved staff to release a Request for Proposals for a North Cities Sub-Regional Career Service Provider. The intended provider will deliver services specific to the North Cities, inclusive of Alameda, Albany, Berkeley, Emeryville, and Piedmont.

The request for proposal and procurement processes were ongoing at the time of the development of this item. A complete recommendation will be presented at the time of the Systems and Strategies Committee meeting, and this item serves as a placeholder.

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

## **ITEM V.A. – DISCUSSION**

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

#### **BACKGROUND:**

As outlined in the Alameda County Workforce Development Board’s (Board) Strategic Priorities Two-Year Action Plan (Action Plan), the Systems and Strategies Committee has two general “victory lane” goals:

- To increase strategic business engagement to modernize business practices; and,
- To develop or strengthen priority sector partnerships.

Toward that end, this committee has been assigned several tasks throughout the Action Plan period with anticipated victory achieved during quarter-ending September 30, 2026. In alignment with the Two-Year Action Plan grid, this committee’s tasks for quarter 7 (January through March 2026) are:

- To work on customizing a webpage for employer and job seeker resources; and
- To enhance the Board’s ability to track sector data

In support of quarter 7 goals this committee and board staff have accomplished the following:

- Created a comprehensive list of employer resources that would greatly benefit Alameda County’s business community
- Researched the employer landing pages from other local boards
- Started the process of launching a request for proposals to secure a vendor to aid in the development of the Board’s new website including customized landing pages for employers and job seekers
- Implemented methods for tracking sector data as it relates to job placements and occupational skills training opportunities for program participants

Staff will return to this committee with suggestions and recommendations for how to define a successful return-on-investment and with possible methods for tracking outcomes resulting from sector strategies and partnerships.

This committee is on track to achieve the “Victory” lane goals of: 1) developing a clear return-on-investment measurement for current sector strategies and partnerships; 2) launching a website refresh to better serve the needs of our employer community; 3) complete a small business survey about beneficial services; and 4) engaging reasonable Board member participation with Business Services Unit functions by the end of quarter 9 (September 30, 2026).

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:**

V.A.1. – Alameda County Workforce Development Board’s Two-Year Strategic Action Plan Grid

## Alameda County WDB Action Plan 2024-2026 (Updated 2026.01.28)

Goal/Committee	Launch – Q1 (Jul-Sept '24)	Q2	Q3 (Jan-Mar '25)	Q4	Q5 (Jul-Sept '25)	Q6	Q7 (Jan-Mar '26)	Q8	Victory (Jul-Sept '26)
<b>Sector Insights</b>  <b>Systems &amp; Strategies</b>	Identify 1-2 sector partnerships to grow or start new training  Conduct and review training on labor market & 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 return-on-investment data points for 3 identified sectors to inform board of progress
<b>Outreach</b> For WDB member engagement/ Recruitment  <b>Executive</b>	Focus board member recruitment on priority sectors -Develop ad hoc development committee -Staff to discuss storytelling strategy	Fact sheet updated, possible presentation developed -Ideas for Speaking opportunities -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 board's work within industry, elected officials, & K-12
<b>Bridging Gaps</b>  <b>Youth</b>	Review work experience language for youth, consider requiring 50% of work experience enrollments be in priority sectors		Emphasis on priority sectors for work experience in provider contracts	Recurring feedback from key industry sectors to education		Explore the possibility of supporting development of an apprenticeship program			50% of youth work experience are in priority sectors. Pathways for Youth to priority sectors and occupations.
<b>Business Engagement Resources</b>  <b>Systems &amp; Strategies</b>			-Small business outreach (employer survey) -Discussion to review survey results (based on contract with California Employer Association) & 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		Identify employer incentives for hiring diverse workforce on resource page	Identify/Collect all relevant resources & create webpage mockup	Business Services visits to chambers for outreach to small business and resource page	-Website/page for employers including business resources -Small business survey completed -Board member participation in business services visits
<b>Barrier Removal &amp; Increasing Access</b>  <b>Organizational Effectiveness</b>		Identify speakers to present on socio-economic challenges at Board or Committee meetings	Invite breaking barrier funded community-based organizations to discuss partnerships around removing socio-economic barriers	Meet with 211 to explore adding referrals to board resources  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

The table on this page outlines tasks and responsibilities for each of the board's sub-committees to ensure goals are achieved by September 30, 2026. The goals and this task sheet were created with input from board members and are intended to elevate the work of the board to be more community-centered which includes greater visibility for the work of the board, closer alignment with priority industry sectors in Alameda County, utilization of effective measures to mitigate socioeconomic barriers, attracting more businesses to engage with the board, being more responsive to the needs of the job seeking community, and ensuring that youth participants are being prepared for the careers of the future.

## ITEM VI.A. – INFORMATION

### AMERICA’S JOB CENTER OF CALIFORNIA CONTINUOUS IMPROVEMENT PLAN UPDATE

#### BACKGROUND:

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

1. Seeks alignment with the state’s plan and the Department of Labor’s vision for an effective Comprehensive Center and the Comprehensive Center’s operational plan;
2. Sets standards for consistently high-quality services for customers; and,
3. Commits to a process of continuous improvement.

#### UPDATE:

The Comprehensive Center’s certification process includes a Continuous Improvement Plan containing goals with the due dates spanning program years 2025-2028. On January 16, 2026, Rubicon Program staff provided the Alameda County Workforce Development Board (the Board) an update on their progress toward Continuous Improvement Plan goals. Progress is highlighted in the chart below:

Item	Indicator	Action/Improvement Opportunity.	Agency	Due Date	Status
		<b>The Comprehensive Center will:</b>			
A	1	Track computer use and check all computers/equipment to ensure availability and functionality. Share results with the board for needed updates.	Comprehensive Center/ Board	February 28, 2025	Completed
B	1	Establish regular coordination/communication and/or events with Military/Veteran-serving organizations to support the priority of service and referrals.	Comprehensive Center	March 31, 2025, and ongoing	Connections have been made; more work toward shared events and referrals
C	1,6	Provide written plan to implement cross-training of staff to inform of the priority of service groups and support job seekers requiring immediate support, including CalJOBS registration and the initial two-page public workforce application.	Comprehensive Center	March 31, 2025	Completed

D	2	Integrate real-time feedback opportunities at meetings, through polls, discussions, etc. regarding Comprehensive Center impact on their services.	Comprehensive Center	March 31, 2025, and ongoing	Completed; ongoing
E	2	Host at least two events per program year that intentionally integrate partner services and highlight and strengthen partner linkages.	Comprehensive Center	Through June 30, 2028	Completed for program year
F	2	Create a flyer that features mandated partners and available services and make it available to all partners/participants.	Comprehensive Center /Partners, as needed	March 31, 2025	In Progress; gathering updated information
G	2,3	Explore tools to create and maintain a joint spreadsheet to track referrals and co-enrollments between partners.	Comprehensive Center	June 30, 2025	Completed
H	3	Explore the possibility of co-creating an Industry Sector Occupational Framework-aligned career pathway strategy/map, for clients receiving services from multiple mandated partners.	Comprehensive Center, other partners as needed	June 30, 2025	To be further discussed with required partners
I	4	Work collaboratively with the Board staff to link training providers to the Eligible Training Provider List Coordinator towards state approval.	Comprehensive Center / Board	June 30, 2028	Ongoing as needed
J	5	Host 1-3 “quality job/employer” hiring events, virtually or in-person.	Comprehensive Center	June 30, 2025	Completed
K	5	Distribute the board’s employer hiring needs survey to partner employers to help improve business-facing services.	Comprehensive Center /Board	March 31, 2025, and ongoing	Pending relaunch of survey
L	3,6	Engage in training related to the implementation of sector strategies, leading to a focus on one or two career pathways that will be offered to participants, in alignment with the board’s priority sectors.	Comprehensive Center	March 31, 2025, and ongoing	Ongoing (Marine Trades)
M	6	Invite partners to host training sessions on best practices with the populations they serve or on relevant information learned through their programs for all levels of partner staff. At least once or twice a year, virtually or on-site at the Comprehensive Center.	Comprehensive Center	February 1, 2025, and ongoing	Ongoing
N	7	Distribute the Board’s Customer Feedback survey to support network-wide improvement efforts.	Comprehensive Center /Board	Through June 30, 2028	Ongoing

Listed above is a table describing continuous improvement goals in effect and describes the status of each goal. "Status" column includes whether a goal is "completed" or "ongoing". For goals not yet completed, some description of what type of progress is provided. Also indicated are the responsible parties and the due date for each goal.

Rubicon Programs has completed various elements of the Continuous Improvement Plan and has shifted focus on delivering ongoing improvements in the areas identified to continue through 2028. Rubicon Programs' staff acquired the necessary information relating to computers in need of updates and is actively working with board and County staff to upgrade necessary equipment. Upgrades include ensuring all computers have updated software requirements, additional printers for the computer labs, and an upgrade to auxiliary aids and equipment for the disability resource room.

Newly hired Comprehensive Center staff received training on various public workforce program implementation topics by Rubicon Programs leadership in addition to a general overview training delivered by the board's Technician team. Rubicon Program staff works collaboratively with Board staff to encourage training provider participation on the Eligible Training Provider List, forwarding inquiries and interested providers to the Eligible Training Provider List Coordinator for assistance.

Rubicon Programs' staff regularly shares program information from all Comprehensive Center Memorandum of Understanding partners, including through ongoing opportunities for partners to learn about one another's programs through presentations. Rubicon Programs continues to utilize memorandum of understanding meeting times to align service strategies and share resources and event information with partners. Efforts to receive real-time feedback on meeting topics are ongoing, with a survey being offered after every meeting. This survey is meant to gather information on relevant discussions, trends, as well to tailor meeting time toward necessary developments as raised by memorandum of understanding partners.

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

## **ITEM VII.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 at 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 at 2<sup>nd</sup> Quarter Post Exit
  - Youth = 87.2% 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.

- Placement Rate at 2<sup>nd</sup> Quarter Post Exit
  - Adults = 70.3% of Goal
  - Dislocated Workers = 77.2% of Goal
  
- Placement Rate at 4<sup>th</sup> Quarter Post Exit
  - Youth = 52.5% of Goal
  - Adults = 60.2% of Goal
  - Dislocated Workers = 66.2% of Goal

Board staff continue to work with service provider organizations to ensure accurate data entry; and believe that these lower rates are reflective of the dichotomy that currently exists between 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](mailto:mggarcia@acgov.org).

**ATTACHMENT:**

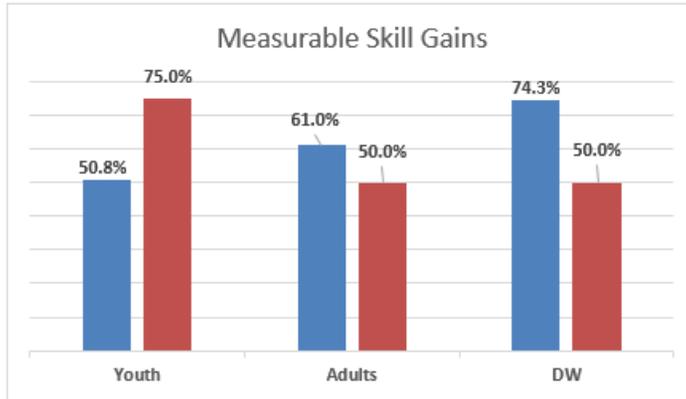
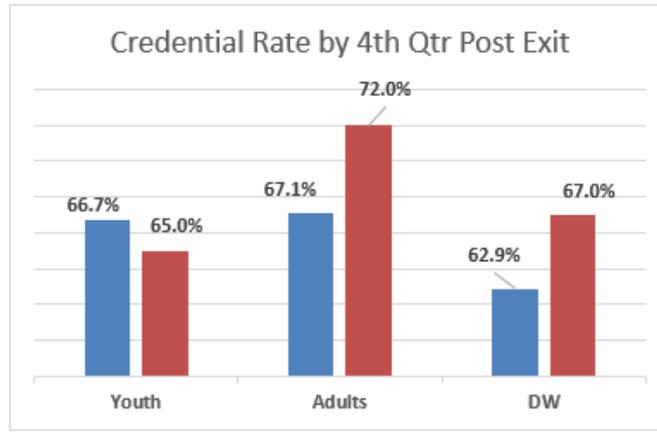
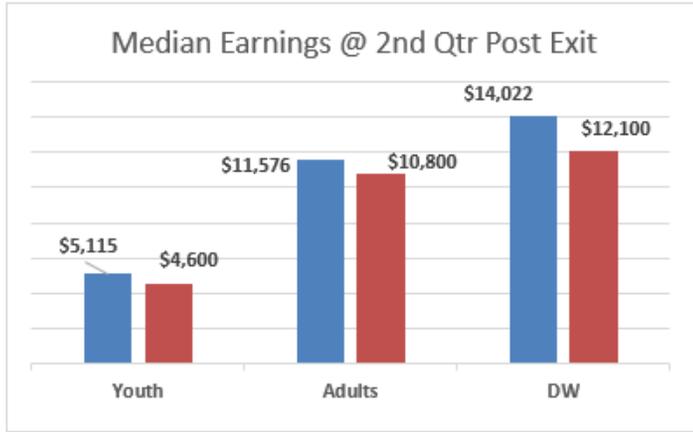
VII.A.1. – REPORT Local Area Performance PY 25-26 Rolling 4 Quarters Ending 2025.12.31 (2 pages)

**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**

<b>Funding Stream/Population:</b>	<b>In-School &amp; Out-of-School Youth</b>			<b>WIOA Adults</b>			<b>Dislocated Workers</b>		
<b>Population Description:</b>	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		
<b>CORE INDICATORS OF PERFORMANCE</b>	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 ①</b> 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%
<b>Placement Rate @ 4th Quarter Post Exit ①</b> 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%
<b>Median Earnings @ 2nd Quarter Post Exit</b> 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%
<b>Credential Rate</b> 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%
<b>Measurable Skill Gains ②</b> 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%

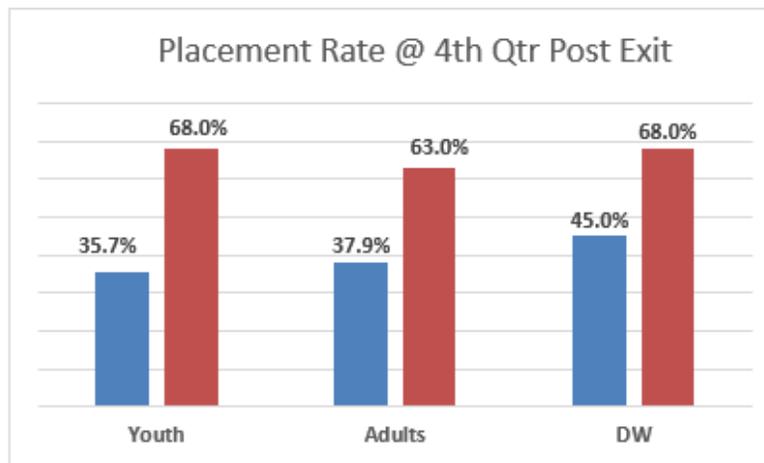
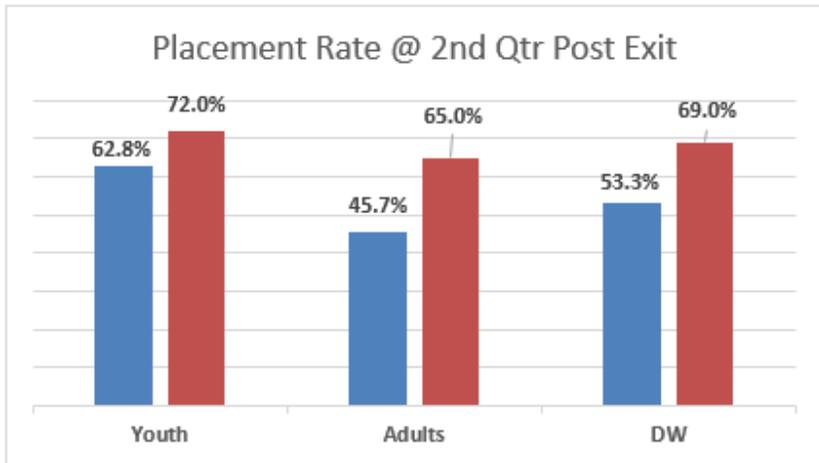
- ① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.
- ② Measurable Skill Gains track an individuals progress toward credential attainment.

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 VII.B. – REPORTS**

**CONTRACT PERFORMANCE INDICATORS REPORTS (CPIR)**

**ADULTS AND DISLOCATED WORKERS**

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

**BACKGROUND:**

The Alameda County Workforce Development Board’s (Board) 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 contracted services within each of the four sub-regions of Alameda County. 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 the 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 providers 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 solicitation 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 [mggarccia@acgov.org](mailto:mggarccia@acgov.org) or by phone at (510) 259-3802.

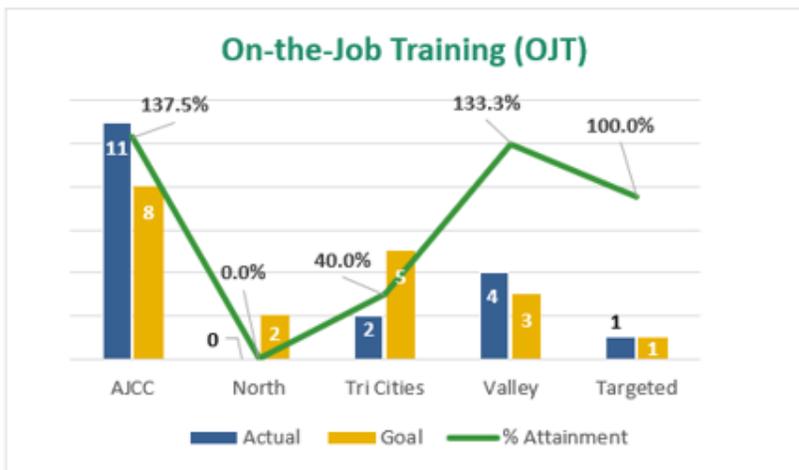
## **ATTACHMENT:**

VII.B.1. - Contract Performance Indicators Report, Quarter 2 (3 pages)

**CONTRACT PERFORMANCE INDICATORS REPORT  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
ADULT AND DISLOCATED WORKER PROGRAMS  
PY 2025/2026 QUARTER 2 (7/1/2025 THROUGH 12/31/2025)**

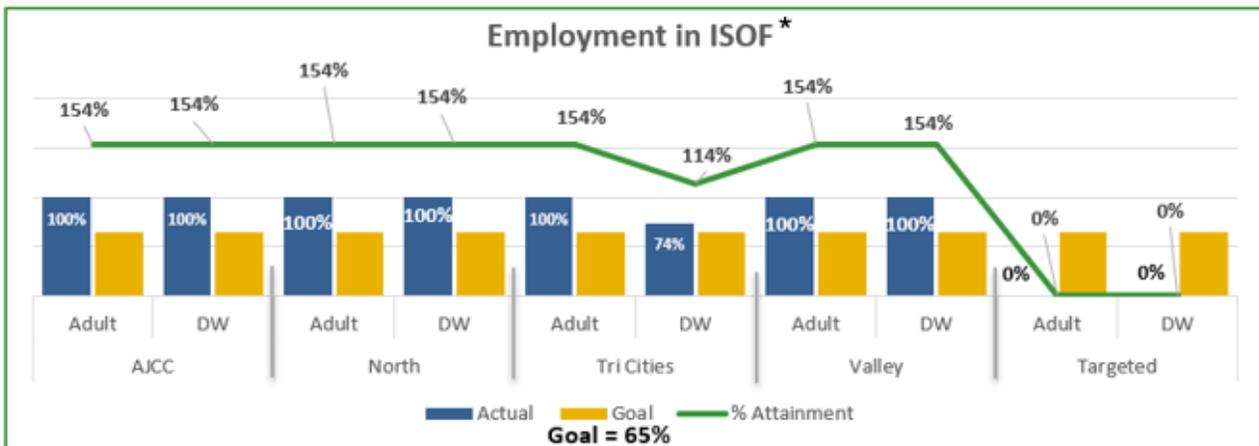
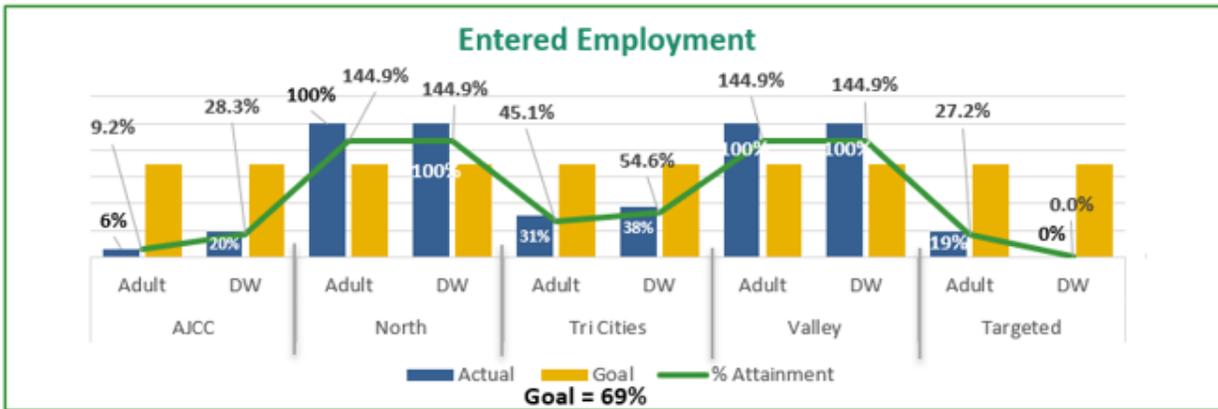
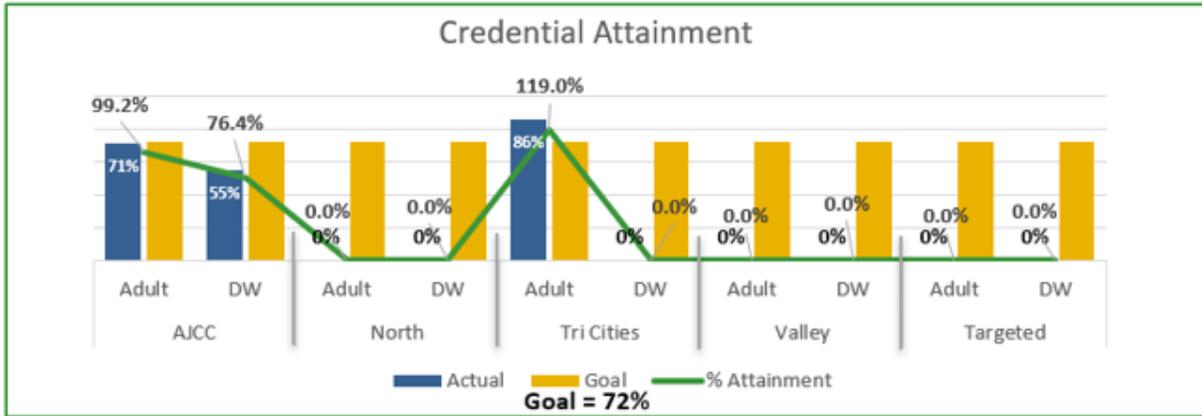
The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 2<sup>nd</sup> quarter of program year 2025/2026 (7/1/2025 through 12/31/2025). Performance is articulated using bar graphs.

**How Much Did We Do?**



*AICC = 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 = The Board'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; 2ND QUARTER - JULY 01, 2025 THROUGH DECEMBER 31, 2025

PERFORMANCE MEASURES	ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL <sup>①</sup>	% of GOAL	ACTUAL	GOAL <sup>①</sup>	% of GOAL
<b>HOW MUCH DID WE DO?</b>						
# OF CARRY-IN ENROLLMENTS	0	0	100.0%	0	0	100.0%
# OF NEW ENROLLMENTS	151	184	82.1%	133	189	70.4%
<b>TOTAL ENROLLMENTS</b>	151	184	82.1%	133	189	70.4%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$289,335	\$392,640	73.7%	\$311,771	\$550,800	56.6%
# OJT ENROLLMENTS (Ad & DW) <sup>②</sup>	18	19	94.7%			
<b>HOW WELL DID WE DO?</b>						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* <sup>②</sup>	80.0%	75.0%	106.7%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	42.1%	50.0%	84.2%	35.9%	50.0%	71.7%
<b>IS ANYONE BETTER OFF?</b>						
# ENTERED EMPLOYMENT (of closed cases)	51.2%	69.0%	74.3%	51.4%	69.0%	74.6%
# OF JOB PLACEMENTS WITHIN ISOF*	80.0%	65.0%	123.1%	74.8%	65.0%	115.1%
% THAT ATTAINED CREDENTIAL (of participants in training)	31.4%	72.0%	43.7%	11.0%	72.0%	15.3%