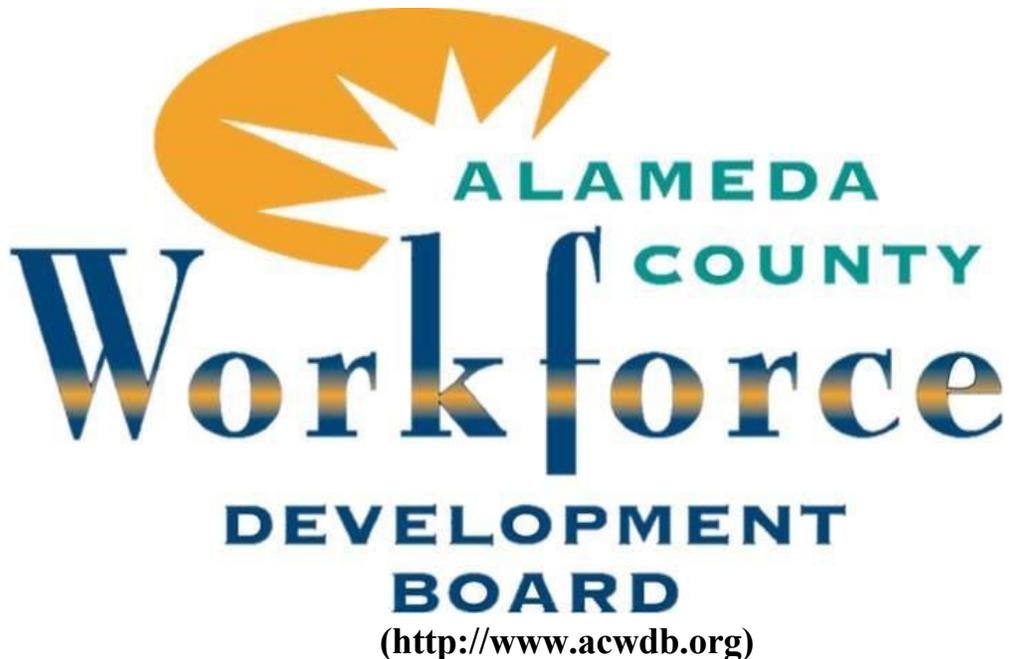


QUARTERLY BOARD MEETING



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

March 12, 2026
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (BOARD)

MEETING NOTICE

Thursday, March 12, 2026
9:00 AM – 12:00 Noon

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

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 221 844 564 074 63

Passcode: JT7Hf9ry

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

AGENDA

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I. PROCEDURAL ITEMS

Call to Order and Roll Call
Chair's Report
Committee Chairs' Report
Director's Report

II. PRESENTATION – Juanita Douglas, Executive Director of Tradeswomen Inc.

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III. PUBLIC HEARING/PUBLIC FORUM

Members of the public may address the Board regarding any of the Action Items, or provide public input at this time of the agenda. Speakers have a maximum of three minutes per person which must include the speaker's name and organization.

IV. CONSENT ITEMS

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IX. MATTERS INITIATED BY BOARD MEMBERS

X. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF

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

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

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

NEXT BOARD MEETING: MAY 14, 2026

ITEM II. – PRESENTATION

JUANITA DOUGLAS, EXECUTIVE DIRECTOR OF TRADESWOMEN INC.



Juanita Douglas is the Executive Director of Tradeswomen, Inc., a nonprofit organization dedicated to outreach, recruitment, retention, and leadership development for women in the skilled construction trades. Tradeswomen, Inc. offers an accessible online platform featuring video interviews with union tradeswomen and provides virtual workshops in the East and North Bay that introduce women to state-approved apprenticeship pathways and career opportunities in union construction.

Juanita is an accomplished land survey professional with extensive managerial experience in the construction industry. Her education includes coursework in construction management, estimating, and accounting. She holds OSHA 30-hour certification, CPR and safety training, and a Certificate of Merit for Field Superintendent Training from the Associated Builders and Contractors of Southern California. Most recently, Juanita partnered with the Marin Housing Authority and Burbank Housing to launch an apprenticeship program serving 25 residents of Golden Gate Village. The program trained participants in electrical, plumbing, and carpentry, with 21 graduates completing the program. As Golden Gate Village prepares to revitalize 300 residences across 14 buildings, the goal is for these newly trained tradespeople to secure union jobs and contribute to the community's renewal.

For more information, please contact Juanita Douglas at (510) 681-5911, or jdouglas@tradeswomen.org.

ITEM IV.A. - CONSENT

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

QUARTERLY MINUTES - DECEMBER 11, 2025

MEMBERS PRESENT

Sumitra Angepat
Prem Bajaj
Brown Wells
Tiffani Castro
Jonathan De Long
Faith Dukes
Leslie Fuentes
Lucy Lopez
Crystal Korbas
Josette Moss
Matt Pawluk
Linda Renteria
Kennan Scott
Mateo Torrico

MEMBERS ABSENT

Stephen Baiter
Joselyn Buckner
Stacy Cooper Dent
Doug Jones
Vincent James
Chiman Lee
Matt Kreutz
Adam Masters
Jaime Mather
Kalpana Oberoi
Justin Real

STAFF PRESENT

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

Chairperson Pawluk called the meeting of the Alameda County Workforce Development Board (Board) to order at 9:19 A.M. on Thursday, December 11, 2025. A quorum was present.

ITEM I.B. CHAIRS' REPORT.

Chairperson Pawluk welcomed new board members:

- Faith Dukes, Director Science Technology Engineering Mathematics Education Programs and Workforce Programs, Lawrence Berkeley National Laboratory
- Vincent James, Manager of Recruitment and Classification, East Bay Municipal Utility District
- Tiffani Castro, Human Resources Manager at Santini Foods
- Wells Brown, Director of Workforce Development and Training, San Francisco Goodwill

Chairperson Pawluk stated there were no Executive Committee meeting highlights as the November 19th meeting was canceled due to a lack of quorum.

ITEM I.C. – COMMITTEE CHAIRS' REPORTS.

Staff reported the following updates from November 5, 2025, Organizational Effectiveness Committee

- A presentation from the Jewish Vocational Services on workforce development programs with a focus on the Dental Assistant Training Program

- Action Item:
 - Organizational Effectiveness Committee Meeting Calendar for 2026
- Discussion Item:
 - Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan
- Informational Items:
 - PY 24/25 Performance Outcomes and Impacts
 - Annual Reentry Services Update

Linda Renteria, Vice-Chair of the Youth Committee, reported the following updates from the November 10, 2025, meeting:

- A panel discussion on pre-apprenticeships and apprenticeships, which aligns with the Strategic Priorities Two-year Action Plan, Quarter 6 priority for the Youth Committee to *“Explore the possibility of developing an apprenticeship program”*
- Action Items:
 - Youth Committee Meeting Calendar for 2026
 - Approval of the Youth Work Experience Policy
 - Approval of the Youth On-the-Job Training Policy
 - Use of Unobligated Workforce Innovation and Opportunity Act Youth Formula Funds
- Discussion Item:
 - Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan
- Report Items:
 - Local Area Performance Reports
 - Youth Contract Performance Indicators Reports

Staff reported the following updates from November 12, 2025, Systems and Strategies Committee

- A presentation from Service Employees International Union’s United Healthcare Workers West about their Healthcare Education Opportunities programs
- Action Items:
 - Systems and Strategies Committee Meeting Calendar for 2026

Adult and Dislocated Worker North Cities Career Service Provider Procurement

- Discussion Items:
 - Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan
- Information Items:
 - American Rescue Plan Act Project Update
 - Reentry Initiatives Update

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

Board Update:

- Board membership is strong with only three vacancies on the Board; nominees have been identified. Supervisor Haubert’s office will nominate a business representative from Livermore Transportation System. The last business seat nominee represents East Bay Municipal Utility District. The Chancellor of Peralta Community College District has applied for the vacant Education seat
- A survey will be launched to gather feedback from Board members; results will be assessed for possible integration in our Board meetings and packets

Staff Updates:

- Carl Pascual has been appointed as the Management Analyst
- Charles Turner was awarded the Justice and Opportunity Legacy Award for his dedication and service towards the justice impacted populations across communities
- Ayana Cruz has earned her master’s degree in public administration with a specialization in Human Resource Management

EastBay Works Updates:

- The East Bay Regional Planning Unit (consisting of workforce boards from Contra Costa County, City of Richmond and Alameda County) was awarded \$300,000.00 from the James Irvine Foundation to explore and establish a dedicated organizational infrastructure that can apply and manage regional grants, provide technical assistance, convene stakeholders and strengthen community engagement. Contra Costa serves as lead. Engagement with the County of Alameda Board of Supervisors has been established, further updates and Board action will occur in the future

Other Updates:

- The State of California’s Employment and Development Department has completed its compliance monitoring
- The Equal Employment Opportunity monitoring will occur in January 2026

- Berkeley Youth Alternatives has been cited \$17,000.00 for disallowed costs by the State for lack of documentation to support some of their activities. The County of Alameda Board of Supervisors will vote for the Alameda County Social Services Agency to cover the citation with the clause that Berkeley Youth Alternatives will repay the amount back to the County of Alameda within one year
- Approval process for contracts for program year 2025 through 2026 has been delayed due to the administrative changes in routing processes. We acknowledge the commitment of the service providers for their continuous dedication to the communities. Payment to service providers will be retroactive when action is approved
- Business Engagement Action Team hosted the AI + Cybersecurity Employer Panel on December 10, 2025, discussing a wide array of topics and resources
- A recommendation for suspending conditional funding to those service providers who don't meet their target is planned for the February meeting cycle

ITEM II. – PRESENTATION.

Jonathan DeLong, Executive Director of Regeneration, Education, Aquaculture, Permaculture Climate Center, TEDX Speaker, and Board member presented on the Regional Workforce Development and Innovation Center updates.

ITEM III. - PUBLIC FORUM.

Chairperson Pawluk opened the Public Forum.

Raj Rai of Ohlone College Tri-Cities Career Center made a public comment.

Chairperson Pawluk closed the Public Forum.

ITEMS IV. - CONSENT.

Vice-Chairperson Scott moved consent item IV.C. – Approval of the Youth On-the-Job Training Policy to the regular agenda.

IV.A. - Quarterly Minutes September 11, 2025

IV.B. – Approval of the Youth Work Experience Policy

A motion to approve the recommendations on the amended consent agenda was made by **Torricon/Korbas/carried.**

ITEM V.A. – APPROVAL OF THE YOUTH ON-THE-JOB TRAINING POLICY.

Chairperson Pawluk read the recommendation:

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

Ayana Cruz provided background on the item and welcomed comments.

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

ITEM V.B. – APPOINTMENT OF NON-BOARD MEMBER TO THE ORGANIZATIONAL EFFECTIVENESS COMMITTEE.

Chairperson Pawluk read the recommendation:

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

Michele Garcia provided background on the item and welcomed comments.

A motion to approve the recommendations was made by **Renteria/Korbas/carried.**
Abstention: Tiffani Castro

ITEM V.C.- ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD MEETING CALENDAR FOR 2026.

Chairperson Pawluk read the recommendation:

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

Rhonda Boykin provided background on the item and welcomed comments.

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

ITEM V.D. – USE OF UNOBLIGATED WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH FORMULA FUNDS.

Chairperson Pawluk read the recommendation:

That the Alameda County Workforce Development Board's:

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

Ayana Cruz provided background on the item and welcomed comments.

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

ITEM V.E. - USE OF UNOBLIGATED ADULT AND DISLOCATED WORKER FUNDS.

Chairperson Pawluk read the recommendations:

That the Alameda County Workforce Development Board:

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

Jennifer Victorica provided background on the item and welcomed comments.

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

ITEM V.F. – ADULT AND DISLOCATED WORKER NORTH CITIES CAREER SERVICE PROVIDER PROCUREMENT 2026-2029.

Chairperson Pawluk read the recommendation:

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

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

Jennifer Victorica provided background on the item and welcomed comments.

A motion to approve the recommendation was made by Korbas/Renteria/carried.

ITEM V.G. – EXECUTIVE COMMITTEE MEETING CALENDAR FOR CALENDAR YEAR 2026.

Chairperson Pawluk read the recommendation:

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

Rhonda Boykin provided background on the item and welcomed comments.

A motion to approve the recommendation was made by Angepat/Lopez/carried.

ITEM V.H. - APPROVAL OF LAUNCH OF SOLICITATION FOR ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD STORYTELLING CAMPAIGN AND WEBSITE REFRESH.

Chairperson Pawluk read the recommendations:

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

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

Rhonda Boykin provided background on the item and welcomed comments.

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

ITEM VI. - DISCUSSION

Updates from Committee discussions regarding the Alameda County Workforce Development Board's Strategic Priorities Two-Year Action Plan Quarter Five were presented to the Board.

The full Board were welcome to provide input.

ITEMS VII. – REPORTS

Report Items started on page 30 of the packet.

ITEMS VIII. - INFORMATION

Information Items started on page 54 of the packet.

ITEM X. - MATTERS INITIATED BY BOARD MEMBERS

Prem Bajaj requested a Discussion Item be developed regarding support that may be needed in relation to delayed funding to providers

ITEM XI. – ANNOUNCEMENTS

Jonathan DeLong announced that the REAP Center has 40 openings in the certificate training program that will offer a \$1200.00 stipend and \$3000.00 in course materials. The program aims to provide job placement for participants 18 years and older. Additionally, the REAP Center won the Power Forward Energy grant.

Lucy Lopez announced that the winner of the Best of Hayward award for the number one manufacturer is Casa Sanchez.

Darlene Sloan Hawkins announced the virtual Forum on Youth Apprenticeships on December 17, 2025.

Rhonda Boykin announced the EastBay Innovation Awards will take place on March 26, 2026, and acknowledged BART as the Legacy Awardee.

Charles Turner announced the Job and Resource Fair on January 16, 2026, at the Oakland Coliseum.

The meeting was adjourned at 12:07PM.

ITEM IV.B. – CONSENT

WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH SERVICES CONTRACT RENEWAL CRITERIA FOR PROGRAM YEAR 2025 – 2029

YOUTH COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (Board) approve the following contract renewal criteria for program years 2025-2029 and in subsequent years unless otherwise noted for the Future Force Youth and Young Adult Career Program and the Youth Innovation Program:

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

BACKGROUND:

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

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

Renewal Criteria:

- 1. Program and Fiscal Monitoring**

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

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

3. Timely Submission of Documents

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

Youth Committee Discussion:

This item was approved unanimously.

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

ITEM IV.C. – CONSENT

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

SYSTEM AND STRATEGIES COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board 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 25th 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 25th 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.

SYSTEMS AND STRATEGIES COMMITTEE DISCUSSION:

Committee discussion focused on whether performance is considered as part of renewal consideration, with staff confirming that performance is considered in alignment with the renewal criteria. Further inquiry requested information on general percentage of goals met, with Board staff sharing that performance varies across providers, but that performance goals are generally met by the end of the program year, with conditional funding being applied as needed.

A member raised a question regarding how providers are informed of the goal to submit reports on time, with Board staff sharing that communication regarding performance and expectations are ongoing and consistent to support positive performance outcomes.

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

ITEM V.A. – ACTION / PUBLIC HEARING

CONDITIONAL FUNDING CONSIDERATIONS FOR PROGRAM YEAR 2025/2026

ORGANIZATIONAL EFFECTIVENESS COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (Board) approve the following recommendation 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 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
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.

ORGANIZATIONAL EFFECTIVENESS COMMITTEE DISCUSSION:

The committee did not have questions but did ask for staff to share any contingency plan that is developed for use in the event that similar delays impact execution of service provider contracts 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.

ITEM V.B. - ACTION / PUBLIC HEARING

SELECTION OF NORTH CITIES CAREER SERVICE PROVIDER

SYSTEM AND STRATEGIES COMMITTEE RECOMMENDATIONS:

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

1. Select Lao Family Community Development as a Sub-Regional Career Service Provider for service delivery to Adults and Dislocated Workers in the North Cities area;
2. Direct staff to negotiate a contract effective July 1, 2026-June 30, 2029, for Sub-Regional Career Services;
3. Allow staff to apply the Workforce Innovation and Opportunity Act formula funding allocation methodology to establish contract maximums; and,
4. Allow staff to negotiate contract renewal every 12 months based upon the Request for Proposal guidelines for up to a three-year program cycle (July 1, 2026, to June 30, 2029), provided contract outcomes and deliverables are met and barring any significant legislative changes and/or availability of Adult and Dislocated Worker Formula funds.

BACKGROUND:

On November 12, 2025, the 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.

Announcements of the funding opportunity were distributed to over 4,000 organizations/individual subscribers from a county-wide mailing list compiled from the Board and General Services Administration. Two bidders' conference sessions were held on January 7, 2026, with ten (10) individuals representing seven (7) agencies in attendance. Submissions for consideration were due January 26, 2026.

Two (2) proposals were submitted for consideration, including one from International Rescue Committee and the second from Lao Family Community Development. The proposals were reviewed and scored by an outside rating panel, made up of workforce development subject-matter experts.

Selection Process and Ranking

The rating panel was convened on February 5, 2026, to review and finalize scores for the following categories of the received proposal: Statement of Need, Management and Organizational Capacity, Strategy and Work Plan, Outcomes and Deliverables, and Employer

Letters of Commitment. Review Panel members assigned points in each of the scoring categories for the proposal.

As specified in the request for proposal, recommendations for selecting providers are based on the aggregate scores of the Review Panel. The final panel score for any bidder could be up to 100 points. A proposal must score a minimum of 75 points to be considered for funding.

Organizations could also receive up to ten percent additional points if they were Small, Local, and Emerging Business certified. Bidders could receive five percent for being small and local, and five percent for being small and emerging.

International Rescue Committee received a final score of 92 and Lao Family Community Development received a final score of 93, inclusive of panel scores and additional points awarded for Local and Certified Status. Staff recommends Lao Family Community Development as the North Cities Sub-Regional Career Service Provider.

Program Summary for Selected Provider

Organization: Lao Family Community Development

Funding Request/Number of Participants: \$410,000 to serve 41 Adults and 25 Dislocated Workers

Lao Family Community Development Proposes to:

1. Serve as Career Services Provider for the North Cities, leveraging existing partnerships with local community-based organizations, employers, and adult schools, to best serve priority populations within the sub-region.
2. Have staff on location at Berkeley Adult school to service local area community members at a trusted location, inclusive of student population at adult school.
3. Build on current partnerships with local employers, including, but not limited to, Waste Management, Inc., Labor Union 67/LiUNA, Caltrans, and Bay Shipping to offer high-growth and quality jobs to participants.

Funding

Program Year 2026/2027 Formula allocations are not yet available from the State of California. For planning purposes, Board staff are utilizing the current allocations for Program Year 2025/2026.

Staff will present the funding methodology and preliminary budget recommendations to the Executive Committee and Board. Once the final State allocations are known, staff will make any necessary final calculations to proceed with implementing program services for Program Year 2026/2027.

SYSTEMS AND STRATEGIES COMMITTEE DISCUSSION:

Committee members inquired about the contractor's past performance and whether the contractor has been a provider for the previous three years. Board staff shared that while current performance is in progress under the first contract with the Board, the contractor has demonstrated positive results and an understanding of public workforce programs within their contracts with the Oakland Workforce Development Board. Members also had questions regarding the funding amount proposed and performance goals. Staff shared that the funding is still under consideration until final allocation amounts are available, and pending further discussions with the provider as it relates to participants served with the available funding.

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

ITEM V.C. – ACTION / PUBLIC HEARING

APPROVAL OF REQUEST FOR TRANSFER OF WORKFORCE INNOVATION AND OPPORTUNITY ACT FUNDS

EXECUTIVE COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board take the following actions:

1. Approve a transfer of funds in an amount up to \$180,000 from Workforce Innovation and Opportunity Act Dislocated Worker funds to Adult funds for Subgrant AA511001; and
2. Authorize staff to submit to the California Employment Development Department Workforce Service Division a “Transfer of Workforce Innovation and Opportunity Act Formula Funds” request.

BACKGROUND:

Workforce Innovation and Opportunity Act allows the transfer of funds between the Adult and Dislocated Worker funding streams in order to maximize customer service and provide Local Workforce Development Boards (Local Boards) with greater flexibility to provide services in the areas of greatest need. Workforce Innovation and Opportunity Act Section 133(b)(4) states that up to and including 100% of funds allocated to Adult and Dislocated Worker programs may be transferred between these two funding streams. Transfer requests can be submitted to the California Employment Development Department anytime during the two-year life of the funds. All transfer requests must be first approved by the Local Board.

This transfer request is based on demand for services and actual expenditures during the first and second quarters of Program Year (PY) 2025/2026. Approval of this recommendation will align Workforce Innovation and Opportunity Act Adult and Dislocated Worker funding for the program year with actual activities and expenditures.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on February 25, 2026. Discussion focused on the reasons for the transfer and programmatic indications of increased need for Adult versus Dislocated Worker services. A request was made to include a graph/detail of current and projected training expenditures impacted by this action. The item passed unanimously.

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

ITEM VI.A. – DISCUSSION

THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD’S STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN QUARTER 7 (JANUARY, FEBRUARY, AND MARCH 2026) UPDATE

ORGANIZATIONAL EFFECTIVENESS COMMITTEE:

In alignment with Alameda County Workforce Development Board’s (Board) 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.**

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

- Justice-Involved Individuals
- Ensuring underserved communities are made aware of career pathway opportunities

The Committee has accomplished goals in alignment with the Action Plan through Quarter 5. Quarters 6, 7, and 8 are set aside in order to ensure that the victory lane goal is accomplished before September 30, 2026.

This committee has successfully:

- Identified two barriers on which to focus their efforts
- Convened service providers and community experts to discuss and highlight efforts that align with this committee’s goal
- In conjunction with staff, have ensured that programmatic and administrative strategies are set that will continue to prioritize efforts toward this committee’s goal

Staff are presently engaged in activities intended to expand knowledge of the Board’s programs and services ensuring that the local community is well aware of opportunities offered through the Board’s programs.

YOUTH COMMITTEE:

In alignment with the Action Plan, the Youth Committee is tasked with **connecting employer voice to education to increase inclusive job competitiveness.**

The Youth Committee did not have any tasks for Quarter 7. Therefore, there was no discussion item on this committee’s agenda for the February meeting. Committee membership did inquire about the status of their tasks and accomplishments, and staff agreed that updates will be provided at the April Youth Committee meeting. Additionally, this committee will see a discussion item included for all upcoming meetings through the end of the Action Plan cycle.

SYSTEMS AND STRATEGIES COMMITTEE:

In alignment with the Action Plan, the Systems and Strategies Committee is tasked with two different objectives: **1) to increase strategic business engagement to modernize business practices; and 2) to develop, grow, and/or strengthen the Board’s priority industry sector partnerships.**

This committee’s Quarter 7 (January – March 2026) tasks include: 1) working to customize a webpage for employer and job seeker resources; and 2) working to enhance the Board’s ability to track sector data – specifically, data related to training fund expenditures and job placements within the three identified sector partnerships: 1) Healthcare; 2) Advanced Manufacturing; and 3) Marine Trades/Maritime.

Staff are presently engaged in administrative processes required for a website refresh – and presently have in place, the following data tracking that could help inform the Board’s tracking of the return-on-investment related to sector partnership engagement:

- The Grants Checkbook – used to track the encumbrance and expenditure of training funds – including the amounts spent per participant and whether the occupational skills training is related to the three identified sector partnerships
- The State’s CalJOBSSM System – where service provider staff enter job placement information for their participants – including sector data

Staff will return to the committee with suggestions regarding how the Board may proceed toward defining and measuring the return-on-investment related to partnerships within the three identified sectors.

Committee members offered suggestions regarding data elements that would help to inform and measure return-on-investment outcomes. Suggestions included:

- Training expenditures (per participant) in sector-related occupations
- Program completion rates for sector-related occupational skills training
- Whether job placements were in labor-represented occupations (quality jobs)

EXECUTIVE COMMITTEE:

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

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

To date, the Executive Committee has accomplished the following:

- Conducted analysis of Board member composition by industry sector to identify targeted outreach for membership.
- Developed a digital pamphlet for Board member recruitment aimed at informing business leaders about the opportunity to serve on the Board.
- Initiated meetings with the County of Alameda Board of Supervisors with intent to meet once a quarter.
- Launched a solicitation for a digital storytelling campaign with results pending.

There are no new Action Plan activities for Quarter 7. However, Board staff and Vice Chairperson, Kennan Scott, met with the Board of Supervisors staff representing Supervisor Marquez, Supervisor Miley, and Supervisor Fortunato-Bas on February 6, 2026. Board staff provided an overview of the five strategic priorities of the Action Plan and other program updates.

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

ATTACHMENTS:

VI.A.1 – Two-Year Action Plan Progress Tracker Q7

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



STRATEGIC PRIORITIES

2-YEAR ACTION PLAN; Quarter 7

(Jan, Feb, Mar, '26) Progress Tracker

 = Task 100% Complete
Started

 = Task In Progress

 = Task Not Yet

ORGANIZATIONAL EFFECTIVENESS COMMITTEE

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

 • No Quarter 7 tasks

YOUTH COMMITTEE

Connect employer voice to education to increase inclusive job competitiveness.

 • No Quarter 7 tasks

SYSTEMS AND STRATEGIES COMMITTEE

Develop, grow, and strengthen priority sector partnerships.

- More customized webpage for employer and job seeker resources
 - Enhanced ability to track sector data
 -  • Identify employer benefits for hiring a diverse workforce and include on employer resource webpage
- All three tasks are in progress as staff maneuver administrative processes to ensure compliance.

SYSTEMS AND STRATEGIES COMMITTEE

Increase strategic business engagement to modernize business practices.

-  • Identify relevant resources & create webpage mockup (if feasible)
- Staff are presently engaged in administrative processes to ensure compliance while moving toward accomplishing this task.

EXECUTIVE COMMITTEE

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

 • No Quarter 7 tasks

The chart above reflects progress that board staff and board sub-committees have made toward accomplishing goals established as part of the Two-Year Strategic Action Plan. Three of the Board's four sub-committees have no quarter 7 tasks. Some Systems and Strategies Committee tasks are in progress as staff engage in required administrative processes to ensure compliance as the Board moves toward accomplishing the goals of the Boards Two-Year Strategic Action Plan.

Updated Two-Year Strategic Priorities Action Plan

	Launch – Q1 (Jul-Sept '24)	Q2	Q3 (Jan-Mar '25)	Q4	Q5 (Jul-Sept '25)	Q6	Q7 (Jan-Mar '26)	Q8	Victory (Jul-Sept '26)
Sector Insights Systems & Strategies	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
Outreach For WDB member engagement/ Recruitment Executive	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
Bridging Gaps Youth	Review work experience language for youth, consider 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.
Business Engagement Resources Systems & Strategies			-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
Barrier Removal & Increasing Access Organizational Effectiveness		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.B. – DISCUSSION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD MEMBER SURVEY RESULTS

BACKGROUND:

In January 2026 Alameda County Workforce Development Board (Board) staff emailed Board members a survey to evaluate progress on the implementation of the Strategic Priorities Two-Year Action Plan and obtain feedback on ongoing Board development and staff functions. Fourteen responses were submitted and survey results were anonymous. The previous Board survey was conducted in April 2022.

Based on staff review of the results, below is a summary of potential actions by staff. Comments from Questions 1 – 5 on individual strategies of the Action Plan will be incorporated into upcoming discussions of the assigned Committee.

Survey Question	Survey Response/Comment	Rate	Potential Staff Actions
Q6. What's next: After the completion of this plan, are you interested in another Board-driven action plan?	YES	84.62%	Staff schedule a planning retreat after the completion of the current Action Plan in September 2026.
Q7. How can more value be added to your Board membership?	“Networking with other industry and community-based organizations professionals.”	61.54%	Staff recommend two events in 2026 outside of regular Committee and Board meetings for Board members to engage with local businesses and providers.
Q9. What trainings or refreshers would most help you prepare in your role as a board member?	“Industry Sector and Occupational Framework adopted by the Board.”	66.67%	Staff present an introduction to the Industry Sector and Occupational Framework at an upcoming Board meeting.
Q10. Are you interested in elective webinars and presentations held outside of meetings?	YES	100.00%	Staff identify and invite Board members to one online webinar covering strategic workforce topics each quarter.

<p>Q11. How can staff improve the clarity or usefulness of board items and reports?</p>	<ul style="list-style-type: none"> • <i>I would like to meet with the staff periodically for about 30 minutes to an hour just to run through some material before the meetings to ask any clarifying questions.</i> • <i>Reduce text by 50%+ Succinctly summarize key priorities and progress toward goals</i> • <i>Incorporate an Executive Summary or a 'Key Takeaways' section at the top of long reports. Specifically, highlighting the Action Required vs. For Information Only helps us focus our attention where it's needed most during meetings.</i> • <i>Less paper usage. Don't need the packet sent out.</i> 	<p>*To be discussed with the Board.</p>
<p>Q12. Do you have any additional comments or recommendations for staff?</p>	<ul style="list-style-type: none"> • <i>Is it possible to visit one of the sites where we provide funding to see how everything is going and how the workforce dev funding is used in practice?</i> • <i>Focus on moving meetings from compliance requirements (which are important and necessary) to strategic action & opportunities.</i> 	<p>Staff schedule optional in-person lunch hour tours at one adult career center, one youth services program and one special project program for Board members to attend.</p>

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

Attachment:

VI.B.1. Board Member Survey Results with Comments

BOARD MEMBER SURVEY RESULTS WITH COMMENTS

Note: For multiple choice questions, only answers selected 50% or higher are listed. All comments for all questions are included below.

Part I. The Strategic Priorities Two-Year Action Plan (July 2024 – September 2026)

Our plan was developed at a board retreat facilitated by the California Workforce Association in the spring 2024. Several priorities were developed, and each committee was assigned at least one priority to implement. How would you rate our progress so far? Do you have any comments on specific priorities?

Q1. Sector Insights: Develop, grow, and/or strengthen the Board's priority industry sector partnerships. (System & Strategies Committee)

SCORE 3.6/5

Comments:

- *It's exciting to see how our career centers align with sector strategies.*
- *I do not have enough information to assess success on most specific priorities and because the deliverables are written as activities rather than what we hope to achieve, it's even more challenging.*
- *It is hard to measure this without knowing that status of the specific activities listed in the plan - were there presentations on 3 existing sector partnerships? Were experts cultivated? Has there been an identification of occupational shortages? Is this being carried out in career centers and are there new webpages forthcoming?*
- *I would like to see more about how our career centers are aligned with our sector strategies. I do think we need to clarify when we talk about AI are we discussing joining the AI industry or using AI as a skill in other jobs.*
- *We've made great strides in identifying key sectors. I'd love to see more direct testimonials from these partners at our next meeting to validate our impact.*

Q2. Outreach: Increase awareness, knowledge, and visibility of the Board. (Executive Committee)

SCORE 3.2/5

Comments:

- *I do not have enough information to assess success on most specific priorities and because the deliverables are written as activities rather than what we hope to achieve, it's even more challenging.*

- *Similar to previous section, not clear how this has been/is being measured and reported/shared (narrative reports in board packets would be best if more succinct and show bullet-points outlining progress toward goals)*
- *I am somewhat new, so I don't have a great baseline, but I am hearing about the Board more and more in my non-board member life.*
- *Visibility is improving, but we should lean more into digital storytelling. Highlighting individual success stories could help humanize the Board's brand.*

Q3. Bridging Gaps: Connecting employer voice to education to increase inclusive job competitiveness (Youth Committee)

SCORE 3.4/5

Comments:

- *I would like to hear more about the alignment with the State's direction to promote youth apprenticeships.*
- *I do not have enough information to assess success on most specific priorities and because the deliverables are written as activities rather than what we hope to achieve, it's even more challenging.*
- *I think we can gain more insight on how we can allocate services to support education needs for employers and agree in looking for apprenticeship opportunities.*
- *I would like to see us host specific connection sessions from industry to educational programs at K-12 and community colleges. In our role, we can facilitate these sorts of events.*
- *There is still a disconnect between what employers say they need and the skill sets of the current talent pool. More 'Work-Based Learning' initiatives are needed.*

Q4. Business Engagement Resources: Increase strategic business engagement to modernize business practices. (System & Strategies Committee)

SCORE 3.2/5

Comments:

- *I have not heard enough about this.*
- *As I sit on the System & Strategies Committee, I do know more about this work. We've completed many of the tasks, but I am unsure how much progress we've made against the strategic intent of this work.*
- *I haven't heard too much about our website refresh. What is the progress on Q6?*
- *Good momentum here.*

Q5. Barrier removal and increasing access: Improving equitable access to employment and careers by removing socioeconomic barriers. (Organizational Effectiveness Committee)

SCORE 3.6/5

Comments:

- *I do not have enough information to assess success on most specific priorities and because the deliverables are written as activities rather than what we hope to achieve, it's even more challenging.*
- *Our grants are functioning and I appreciate the data we receive on performance. I would like to see us provide more supportive services as specific aspects of the grant.*
- *While it's a priority, transportation and childcare remain massive hurdles for our clients that require more creative, systemic solutions.*

Q6. What's next: After the completion of this plan, are you interested in another Board-driven action plan?

YES - 84.62%

Comments:

- *I think the board should focus on board awareness -- right now is a pivotal time to ensure people are connected to resources available and many times the disconnect is simply knowing the services exist. Having a greater board push to expand awareness of Board programs could be a great next step moving forward.*
- *Free laptops for people in need*
- *Will be a good discussion to have with board members.*
- *The 2024–2026 plan has provided much-needed structure and clear assignments for the committees. To maintain our momentum and ensure we don't lose focus once these priorities are met, we should begin drafting the next phase of our strategic vision early. I'd like to see Board events, at least one large event or a few small ones to gain visibility.*

Part II. Board Development

Q7. How can more value be added to your Board membership?

- **“Networking with other industry and community-based organizations professionals” – 61.54%**
- **“Learn more about workforce trends” – 53.85%**

Comments:

- *Clearer needs/opportunities for board members to add value.*
- *Having people who have benefitted from the programs come and speak to the board or committees.*

Q8. In alignment with the functions of the Board, what are your primary workforce interests?

- “Regional workforce initiatives” – 69.23%
- “Employer workforce needs” – 53.85%
- “Training and apprenticeships” – 53.85%

Attachment VII.A.1.
Page 4 of 4

Q9. What trainings or refreshers would most help you prepare in your role as a board member?

- “Industry Sector and Occupational Framework (ISOF) adopted by the Board.” – 66.67%
- “Federal and State Workforce Legislation and Policy.” – 58.33%

Comments:

- *Clearer linkages and reporting on how investments are having impact.*

Q10. Are you interested in elective webinars and presentations held outside of meetings?

Yes – 100.00%

III. Staff Functions

Q11. How can staff improve the clarity or usefulness of board items and reports?

- *I think the staff does an excellent job.*
- *I think that staff is doing a great job with this item.*
- *I would like to meet with the staff periodically for about 30 minutes to an hour just to run through some material before the meetings to ask any clarifying questions.*
- *Receive documents in enough time before Board meeting.*
- *Reduce text by 50%+ Succinctly summarize key priorities and progress toward goals*
- *Add an app facing integration to bring knowledge to the fingertips of community.*
- *Incorporate an Executive Summary or a 'Key Takeaways' section at the top of long reports. Specifically, highlighting the Action Required vs. For Information Only helps us focus our attention where it's needed most during meetings.*
- *Less paper usage. Don't need the packet sent out.*

Q12. Do you have any additional comments or recommendations for staff?

- *Is it possible to visit one of the sites where we provide funding to see how everything is going and how the workforce dev funding is used in practice?*

- *Not at this time.*
- *Focus on moving meetings from compliance requirements (which are important and necessary) to strategic action & opportunities.*
- *Thank you for the consistent support and for keeping the Board well-informed. I look forward to working together on the next phase of our action plan.*

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

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

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

Placement Rate attainments at both 2nd and 4th quarters post-exit are lower than usual and have decreased significantly since last quarter. Board staff continue to work with service provider organizations to ensure accurate data entry; but fear that these rates are reflective of the dichotomy that currently exists regarding fluctuating markets and employment rate data.

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

Please contact Michele G. Garcia, 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.

ATTACHMENT:

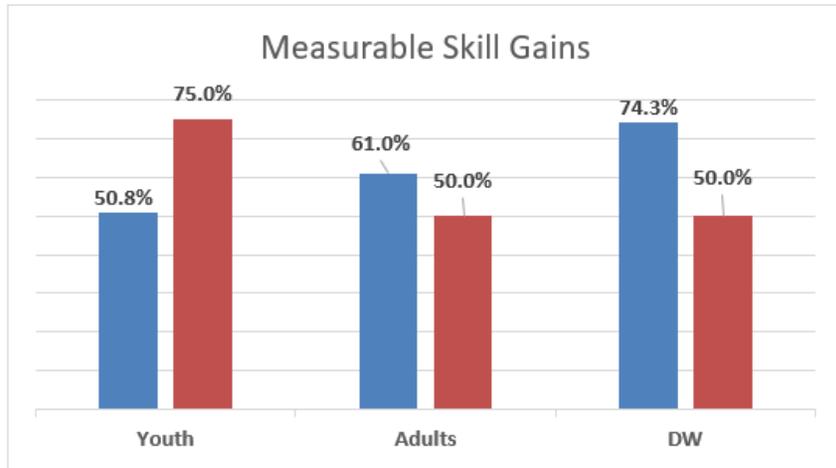
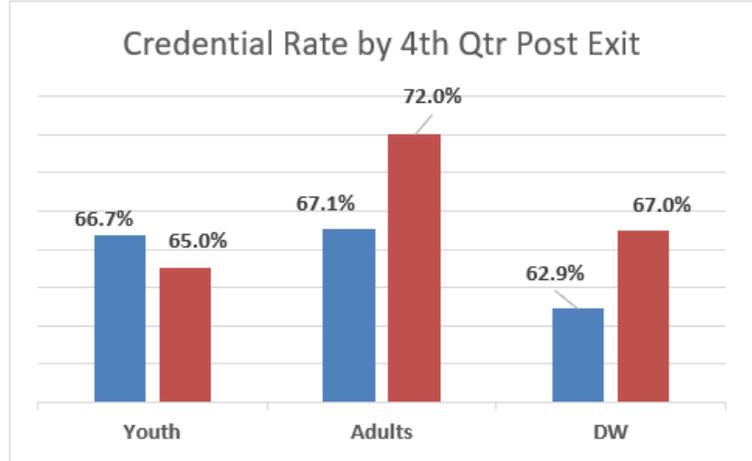
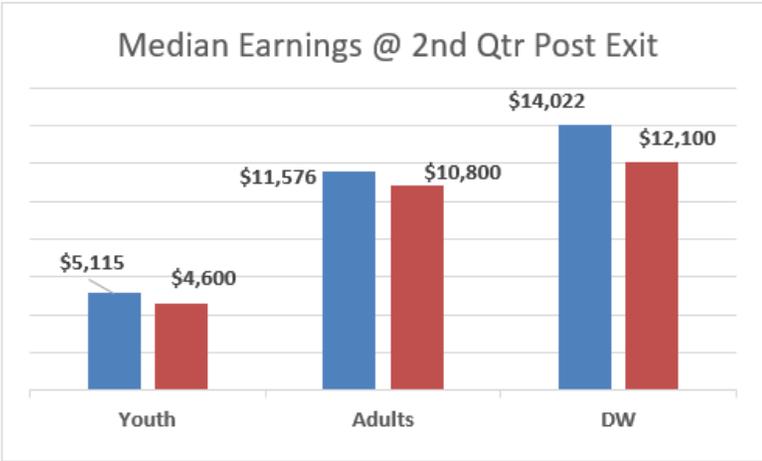
VII.A.1. – REPORT LAP PY 25-26 Rolling 4 Qtrs. Ending 2025.12.31

**LOCAL AREA PERFORMANCE REPORT
 WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I PROGRAMS
 YOUTH, ADULT, AND DISLOCATED WORKER
 ROLLING FOUR QUARTERS – ENDING 12/31/2025**

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 1/1/2024 and 12/31/2024	62.8%	72.0%	87.2%	45.7%	65.0%	70.3%	53.3%	69.0%	77.2%
Placement Rate @ 4th Quarter Post Exit ① Exited between 7/1/2023 and 6/30/2024	35.7%	68.0%	52.5%	37.9%	63.0%	60.2%	45.0%	68.0%	66.2%
Median Earnings @ 2nd Quarter Post Exit Exited between 1/1/2024 and 12/31/2024	\$5,115	\$4,600	111.2%	\$11,576	\$10,800	107.2%	\$14,022	\$12,100	115.9%
Credential Rate Exited between 7/1/2023 and 6/30/2024	66.7%	65.0%	102.6%	67.1%	72.0%	93.2%	62.9%	67.0%	93.9%
Measurable Skill Gains ② Exited between 1/1/2025 and 12/31/2025	50.8%	75.0%	67.7%	61.0%	50.0%	122.0%	74.3%	50.0%	148.6%

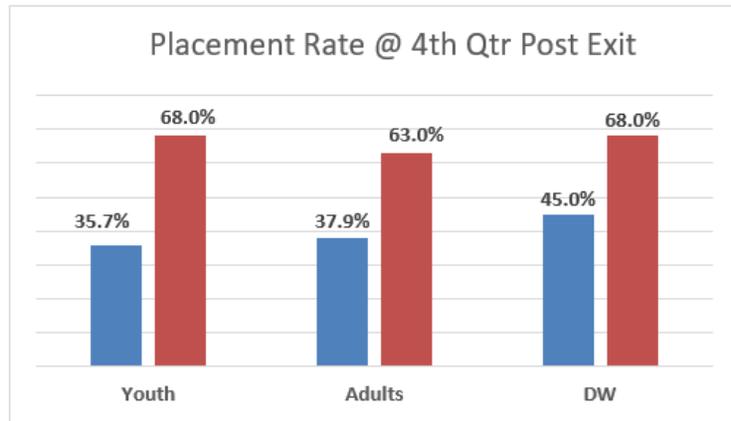
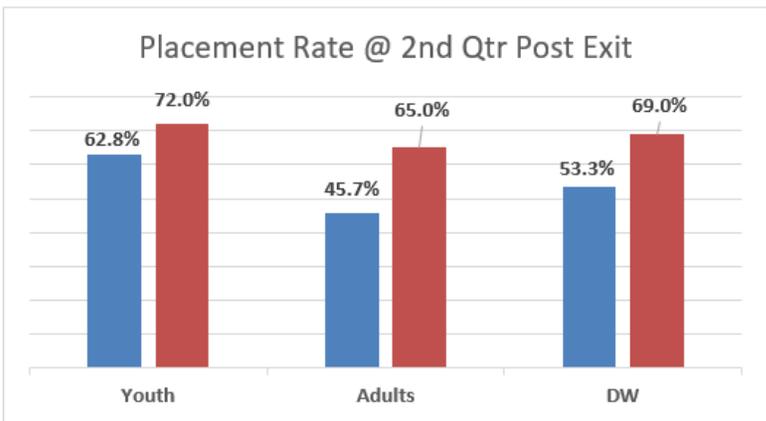
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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



Is Anyone Better Off?

■ Actual ■ Goal



ITEM VII.B. – REPORTS

CALJOBSSM REGISTRATION RATE **WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA** **SEPTEMBER, OCTOBER, AND NOVEMBER 2025**

BACKGROUND:

The Alameda County Workforce Development Board’s (Board) 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 (CalJOBSSM) 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 CalJOBSSM system offers local boards the ability to report on the number of job seekers who reside within their areas and who utilize the CalJOBSSM system to meet their job search and occupational skills training needs.

ANALYSIS OF REPORT:

The CalJOBS Registration Rate report is reflective of only individuals who are newly registered in the CalJOBS system during the three-month period including 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 CalJOBSSM system.

Based on the monthly labor force data published by California’s Employment Development Department Labor Market Division for September and November 2025, approximately 3.6% of unemployed job seekers in the Board’s service area have sought services or assistance as measured through the number of CalJOBSSM registrations during those two months. It should be noted that while CalJOBSSM 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.

ATTACHMENT:

VII.B.1. – REPORTS CalJOBS Registration Rate PY 25-26 Q

**CalJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA**

Employment Development Department Labor Market Information with CalJOBSSM 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	Total number of individuals employed and not employed, but actively seeking work by sub-region.
# Unemployed	Number of individuals in the labor force that are unemployed and seeking employment by sub-region.
Unemployment Rate	The number of unemployed individuals divided by the total number in the labor force by sub-region.
CalJOBS Registrations	The number of individuals who have registered in the CalJOBS SM system during the designated month by sub-region.
% Engagement	The percentage of individuals who have registered in the CalJOBS SM system by sub-region.

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

The above charts show labor market statistics including number of individuals in the workforce and number of individuals unemployed for the months of September and November of 2025. This labor market data is compared to 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 the 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 VII.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 (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 (PY) 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 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 provider for PY 2025/2026.

Sub-Region	Cities	Organization	Comments
Eden	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.
North Cities	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.
Tri-Cities	Fremont, Newark, Union City	Ohlone College	Ohlone continues to be the service provider for the Tri-Cities Area
Valley	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.
Targeted (all)	All Alameda County Cities outside of Oakland	International Rescue Committee	The International Rescue Committee is operating under 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 or by phone at (510) 259-3802.

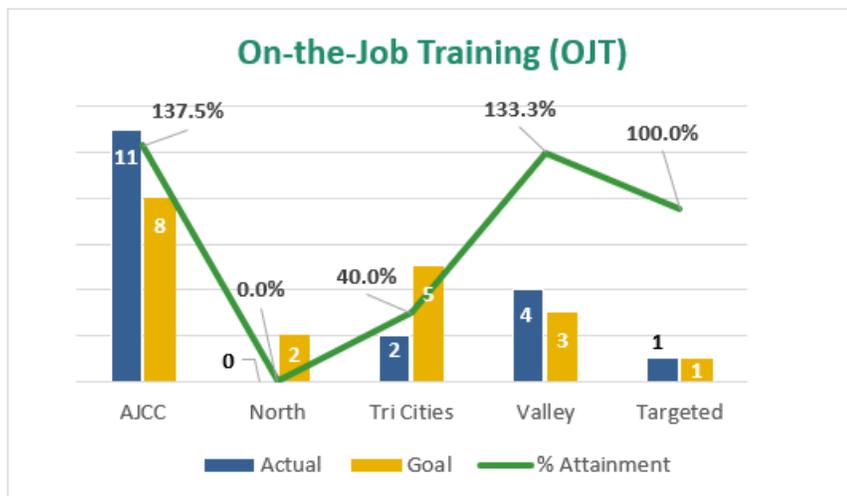
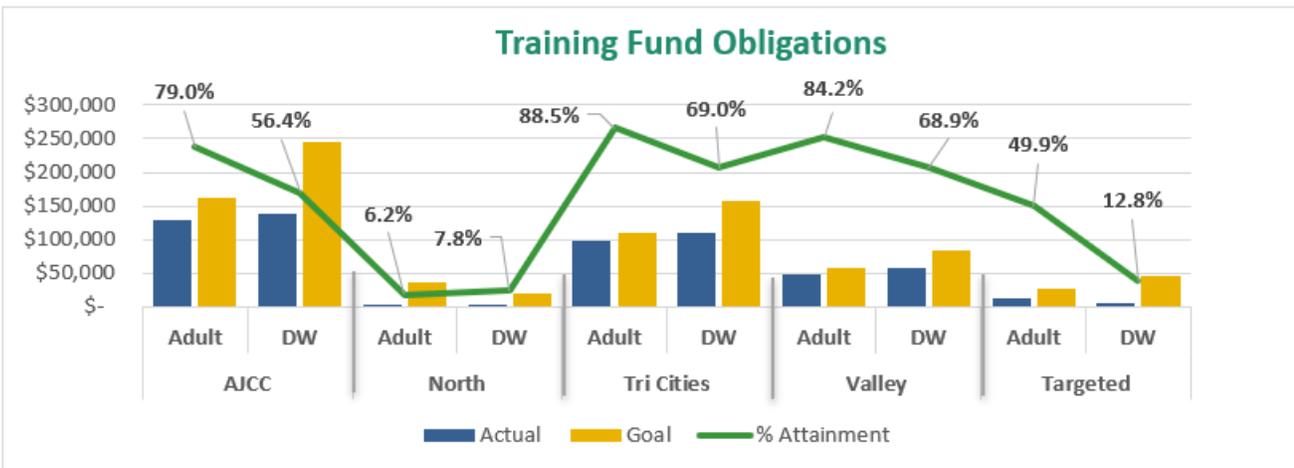
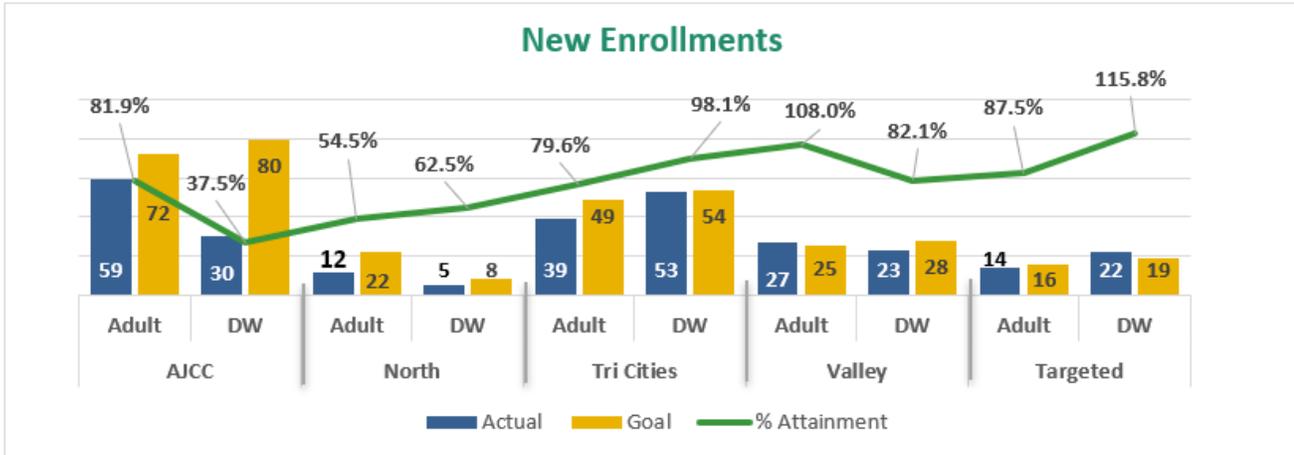
ATTACHMENT:

VII.C.1. – REPORTS Contract Performance Indicators Report PY 25/26 Q2

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)

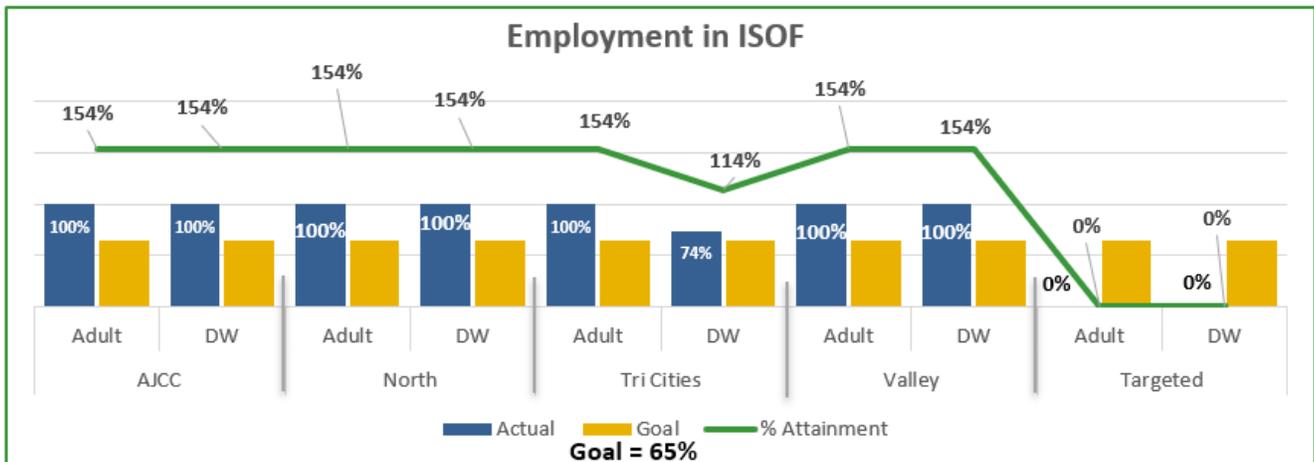
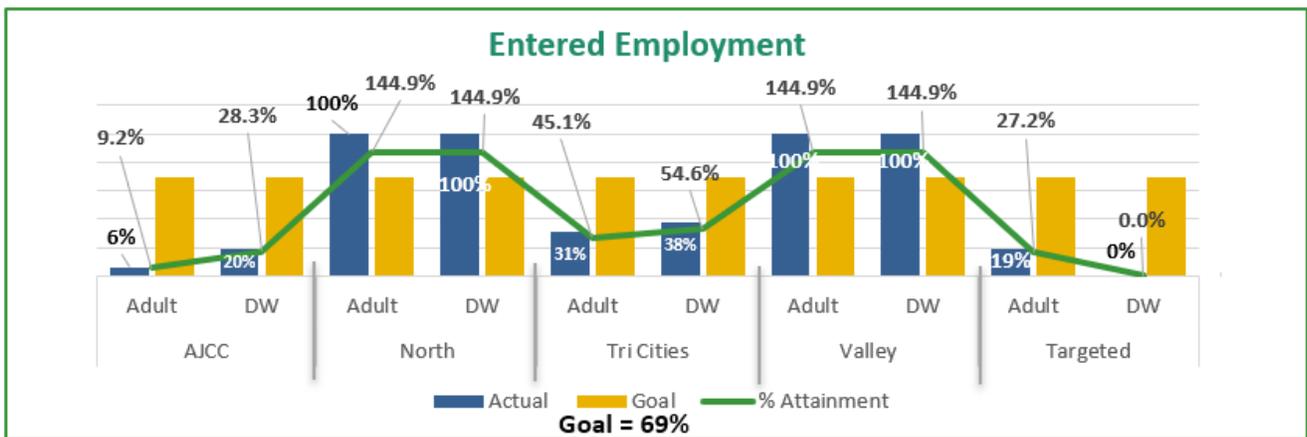
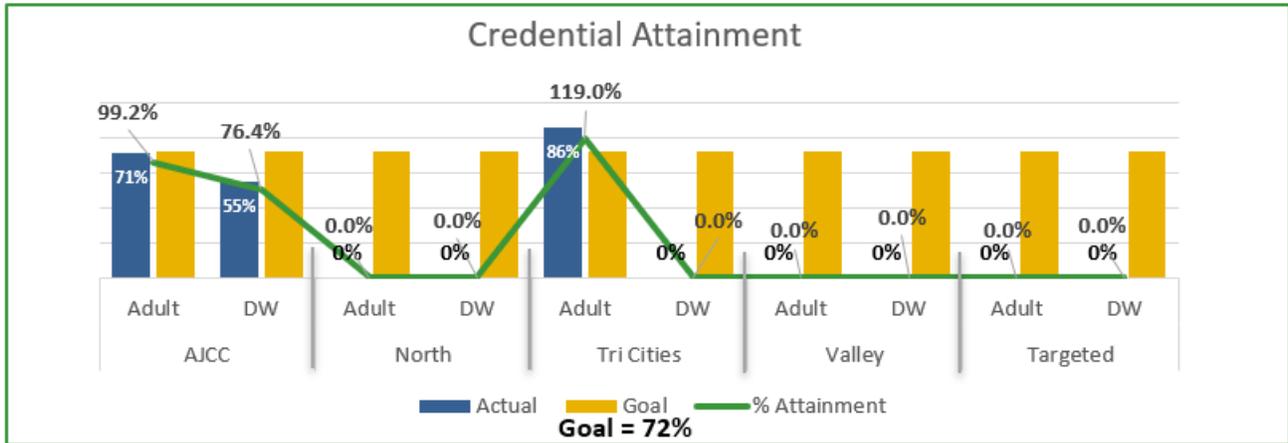
The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 2nd quarter of program year 2025/2026 (7/1/2025 through 12/31/2025). Performance is articulated using bar graphs.

How Much Did We Do?



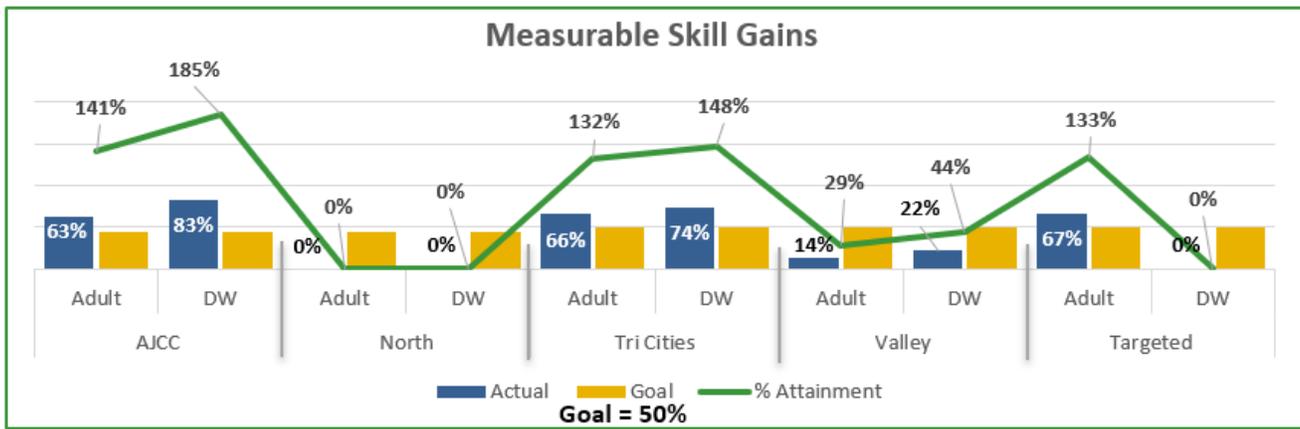
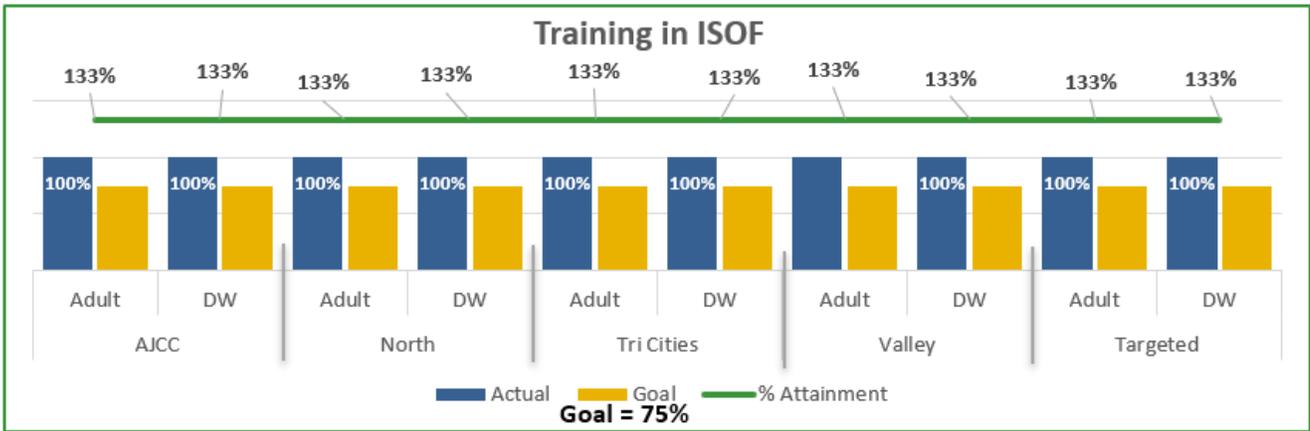
AJCC = Rubicon Programs/Eden
North = Lao Family/North Cities
Tri = Ohlone / Tri-Cities
Valley = Chabot/Las Positas/Tri-Valley
Targeted = International Rescue Committee (IRC) English Language Learners Refugees/Asylees

Is Anyone Better Off?



*ISOF = 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	FUND SOURCE:			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	0	0	100.0%	0	0	100.0%
# OF NEW ENROLLMENTS	151	184	82.1%	133	189	70.4%
TOTAL ENROLLMENTS	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) ^②	18	19	94.7%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	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%
IS ANYONE BETTER OFF?						
# 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%

ITEM VII.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 (Board) Contract Performance Indicators Reports offer 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: attaining at least 69% of their enrollment goal. The North Cities Youth provider has achieved only 38.7% of their goal halfway through the program year.

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

Please review the attachment for further information about Youth Service Provider contract performance attainments.

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

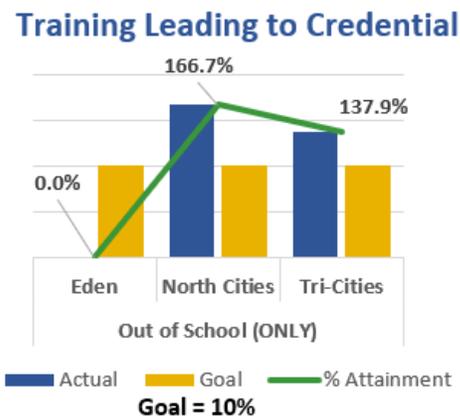
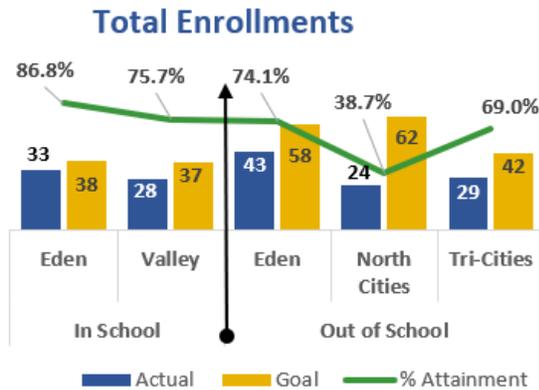
ATTACHMENT:

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

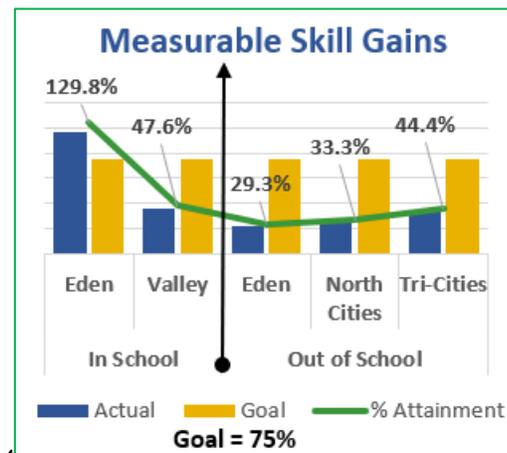
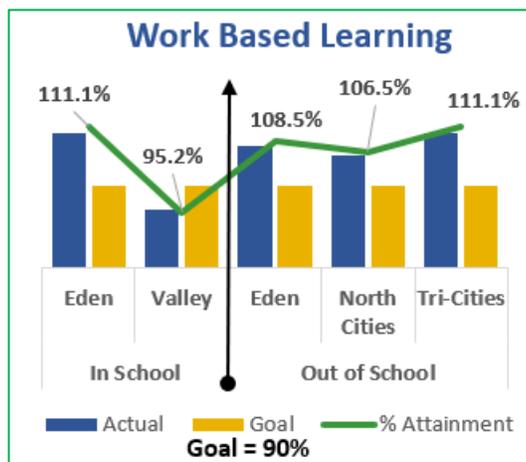
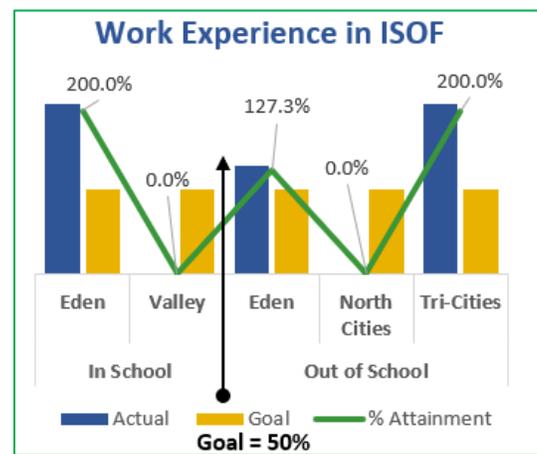
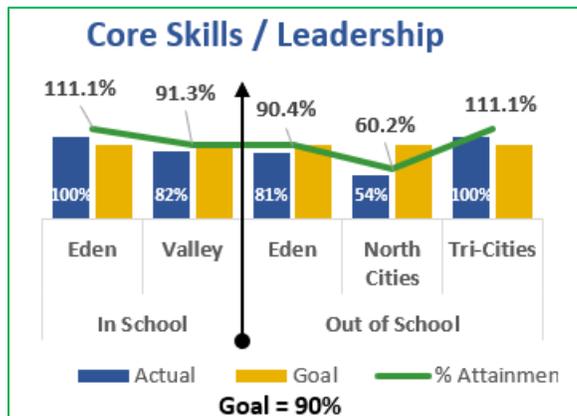
YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS PY 2025/2026 QUARTER 2 (7/1/2025 THROUGH 12/31/2025)

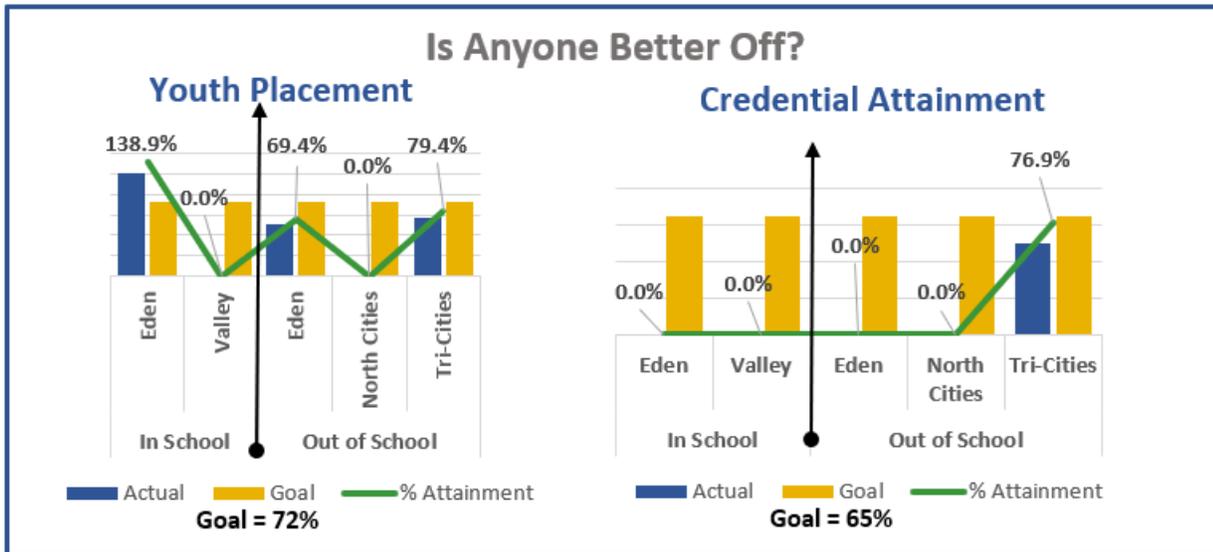
This two-page attachment to the Youth Contract Performance Indicators Report item represents Youth service provider’s contract performance attainments through the 2nd quarter of program year 2025/2026 (7/1/2025 through 12/31/2025). Service provider’s performance is expressed through bar graphs. In addition to outcomes referenced in the attached item, Youth service providers are engaging participants in required activities (Work-Based Learning and Core/Leadership Skills) at a reasonable rate with only two of the five providers not yet at goal for these measures. Measurable Skill Gains and Credential Attainment goals are not yet being met by most providers. Performance for this measure usually increases as the program year progresses – especially as we approach the end of the school and program year.

How Much Did We Do?



How Well Did We Do?





AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
PY 2025/2026; QUARTER 2 - JULY 01, 2025 THROUGH DECEMBER 31, 2025

PERFORMANCE MEASURES	IN-SCHOOL			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	N/A	N/A	N/A
# OF NEW ENROLLMENTS	61	75	81.3%	96	162	59.3%
TOTAL ENROLLMENTS	61	75	81.3%	96	162	59.3%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	N/A	N/A	N/A	2.5%	25.0%	10.2%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	92.9%	90.0%	103.2%	97.8%	90.0%	108.7%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	91.1%	90.0%	101.2%	78.5%	90.0%	87.2%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	66.5%	75.0%	88.7%	26.8%	75.0%	35.7%
WORK EXPERIENCE WITHIN ACWDB'S ISOF	48.7%	50.0%	97.4%	15.7%	50.0%	31.3%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	50.0%	72.0%	69.4%	35.7%	72.0%	49.6%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	65.0%	0.0%	25.6%	65.0%	39.4%

① Youth Placement = Placement into employment, post-secondary education, advanced training, or military service.

ITEM VII.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. Businesses are also required to share information about their plans to coordinate with or without the Local Board. 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 VII.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 and due to staff legislative work through Senate Bill 617, changed. In addition to employers sharing their plans for coordination around the outplacement services, businesses must also provide information about the Local Board and CalFresh program. 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 affected 23 workers that began on December 26, 2025. Kinetics Livermore is a distribution establishment, serving the semiconductor, pharmaceutical, specialty chemical, and solar photo voltaic 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 began on October 29, 2025. Twelve Benefit Corporation 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 orientations) which 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. 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.

ATTACHMENT:

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

ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 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						
EDEN RAPID RESPONSE		Total Employers	6	Total Workers	217	
NORTH CITIES RAPID RESPONSE		Total Employers	4	Total Workers	287	
TRI-CITIES RAPID RESPONSE		Total Employers	9	Total Workers	655	
TRI-VALLEY RAPID RESPONSE		Total Employers	11	Total Workers	447	
		TOTAL	30	TOTAL	1,606	
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

ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 31, 2025

Region	Employer	Location	Industry	Closure/Layoff /Temporary	Layoff Date	Affected Workers
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

**ACWDB Rapid Response Monthly Report
 July 1, 2025 – December 31, 2025
 Month Ending: December 31, 2025**

Region	Employer	Location	Industry	Closure/Layoff /Temporary	Layoff Date	Affected Workers
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

ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 31, 2025

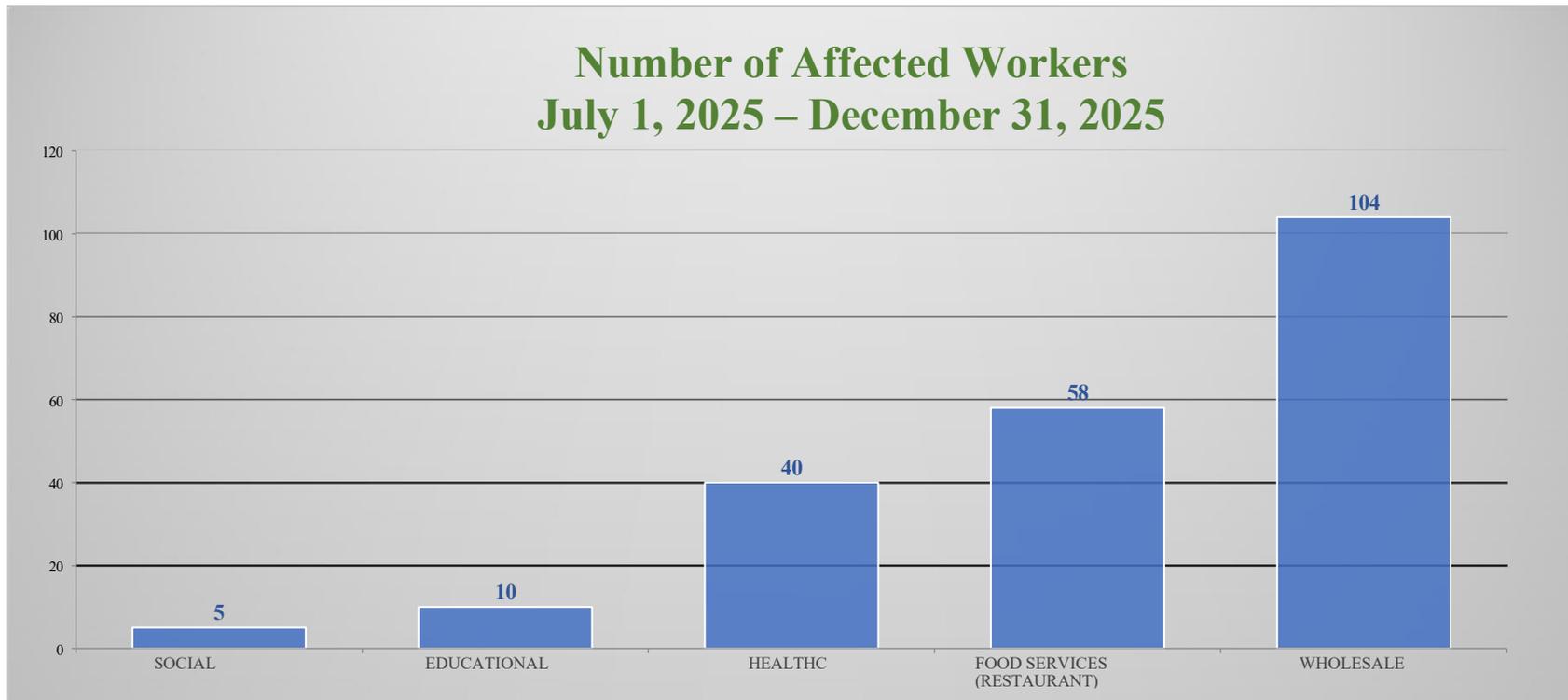
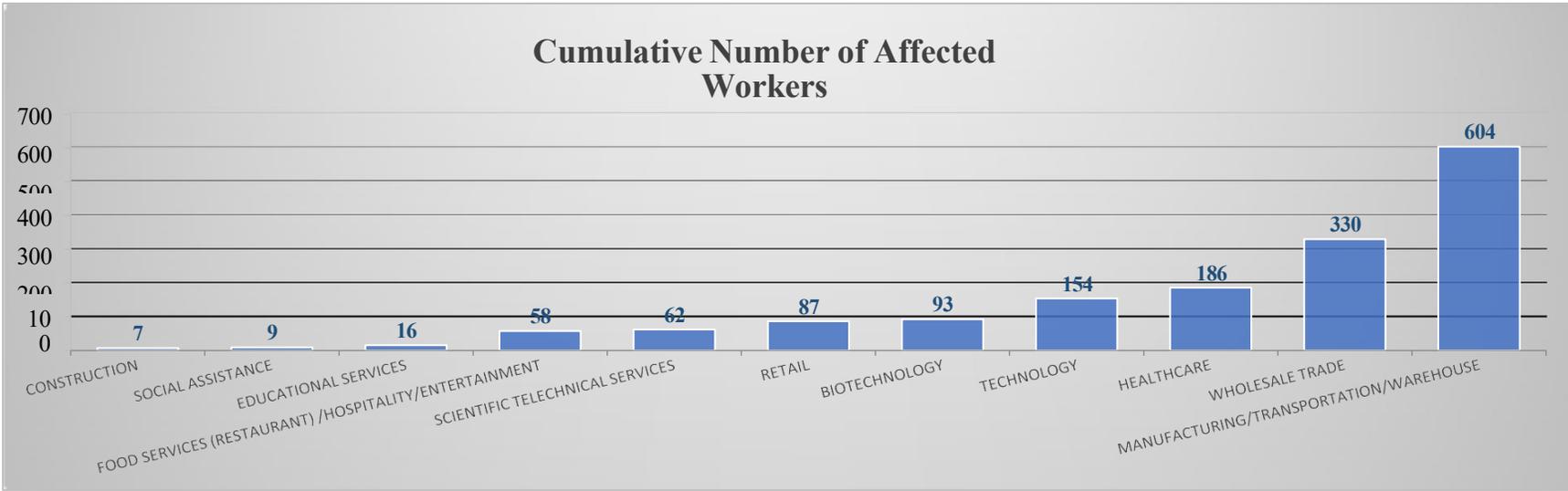
All employers and workers impacted: July 1, 2025 - December 31, 2025

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

EDEN RAPID RESPONSE

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

**ACWDB Rapid Response Monthly Report
 July 1, 2025 – December 31, 2025
 Month Ending: December 31, 2025**

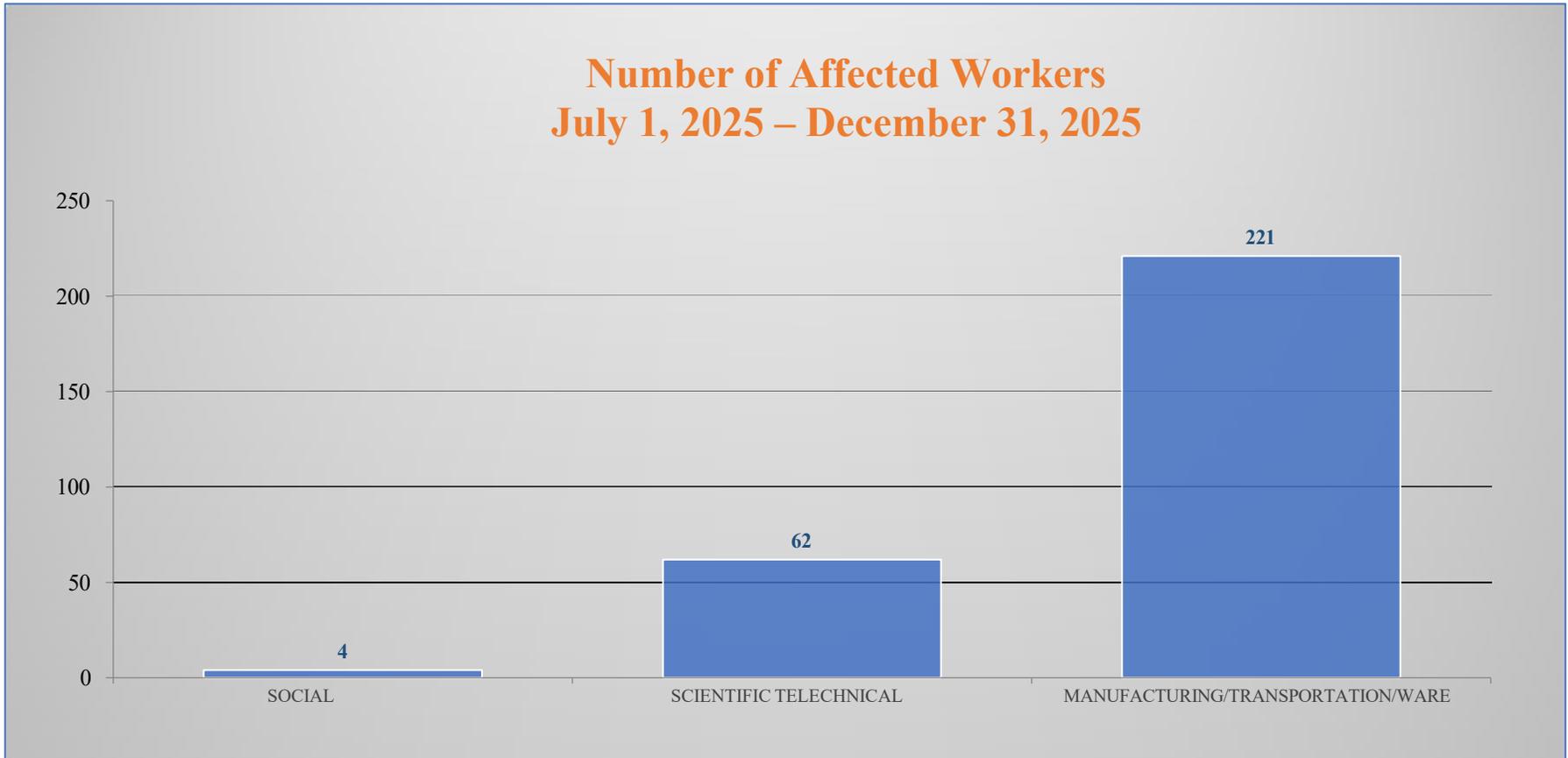


ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 31, 2025

NORTH CITIES RAPID RESPONSE

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

53

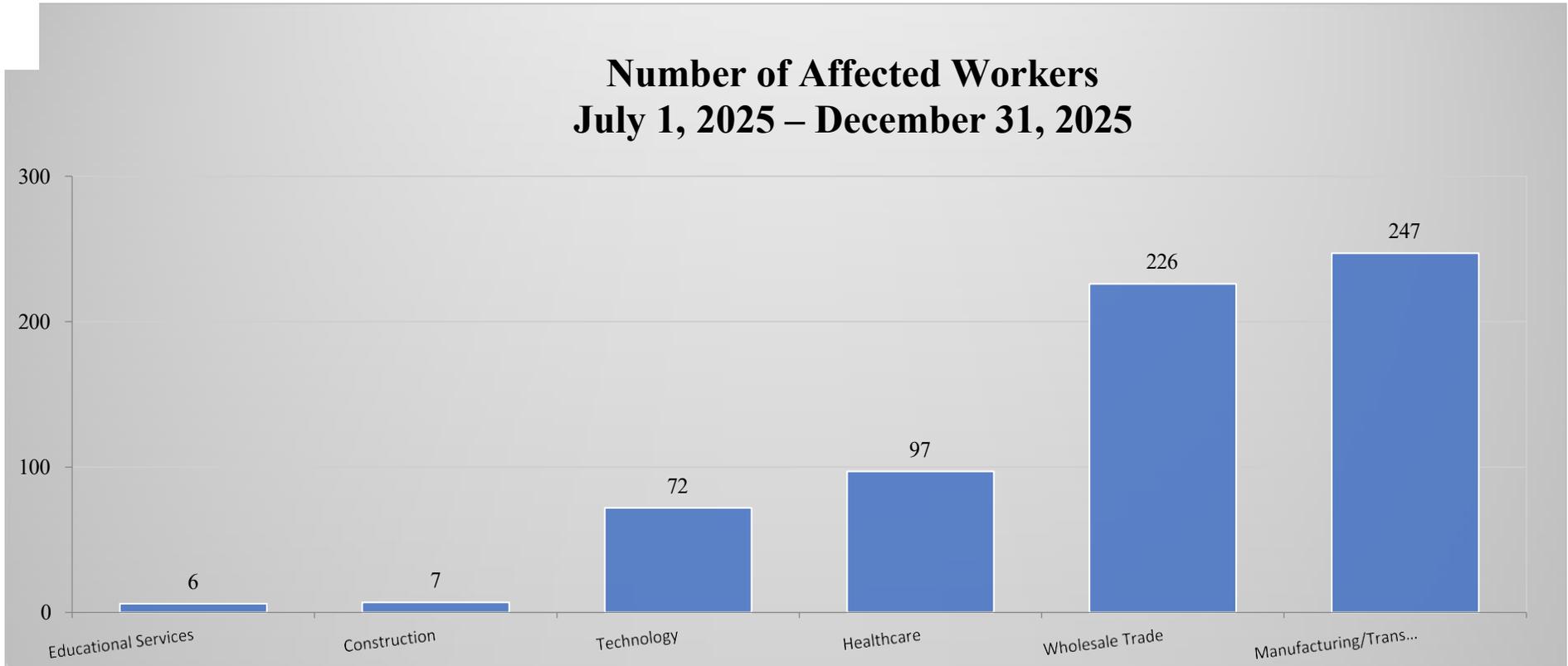


ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 31, 2025

Tri - CITIES RAPID RESPONSE

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

54

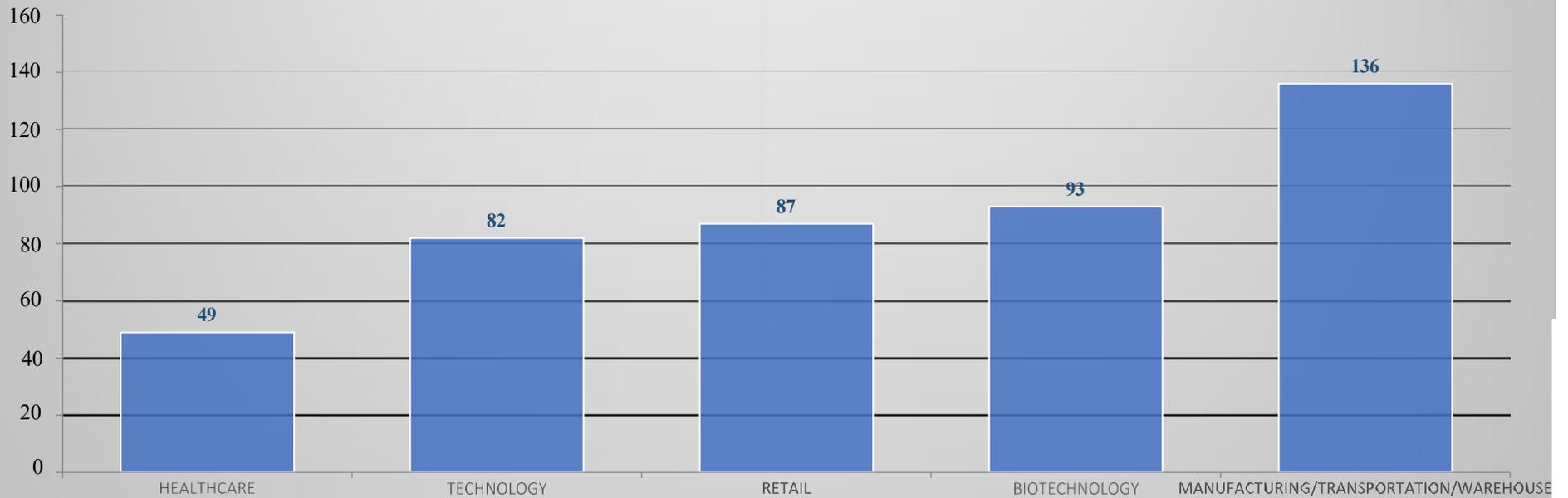


ACWDB Rapid Response Monthly Report
July 1, 2025 – December 31, 2025
Month Ending: December 31, 2025

Tri - Valley RAPID RESPONSE

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

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



ITEM VIII.F. – REPORTS

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

BACKGROUND:

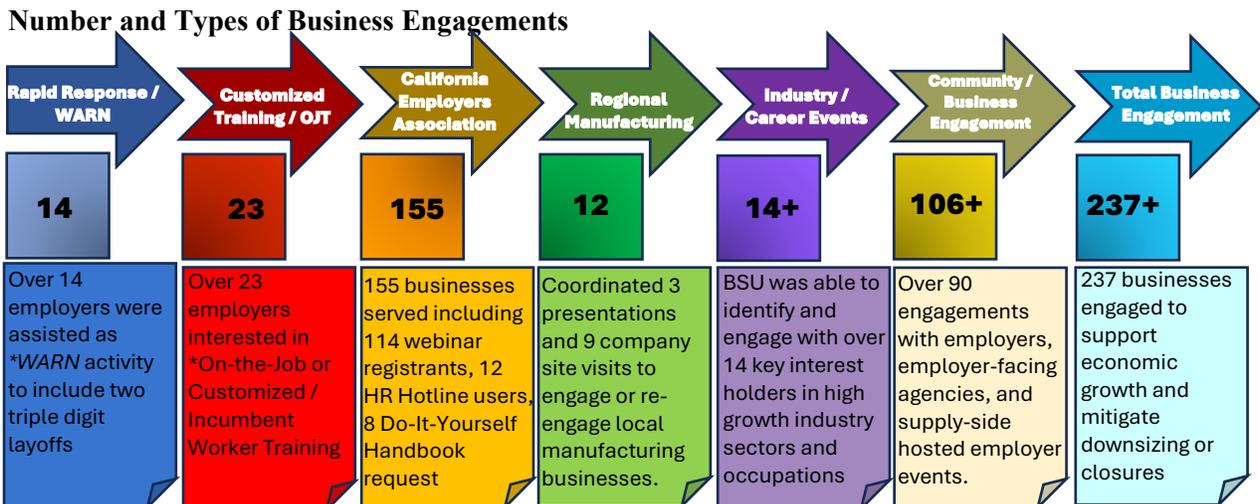
To fulfill the Organizational and Effectiveness Committee’s request, the Business Services Unit provides an update about business services and relationships built to engage employers. This report includes services provided from July 1, 2025 – December 31, 2025, to employers by the Business Services Unit, which consists of engaging the business community and leveraging relationships with Career Service Providers. The report is intended to provide an overview of business service activities during this timeframe.

The Business Services Unit works within the Business Engagement Model and Business Engagement Plan to support economic growth, resiliency, inclusivity, and talent development with the goal of serving our business customers and forging connections between job seekers and employers, and other system interest-holders. Business Services Unit objectives are achieved by helping employers access reimbursement training programs (i.e., 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.

BUSINESS ENGAGEMENT PLAN UPDATE:

Employment activity increased by 20% during the first two quarters, reflecting the successful implementation of Business Engagement Plan goals ahead of schedule. This growth demonstrates measurable progress toward strengthening employer partnerships, expanding work-based learning opportunities, and advancing regional workforce priorities.

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



ADA Caption:

High-contrast seven-column table showing employer engagement activity across Rapid Response/WARN, Customized Training/OJT, California Employers Association, Regional Manufacturing, Industry and Career Events, Community Business Engagement, and Total Business Activity. Columns use distinct colors, include clear text with no merged cells, and present headers, numeric counts, and short achievement statements in accessible Aptos Black font. Definitions:

WARN = Worker Adjustment and Retraining Notification; OJT = On-the-Job Training.
(WARN)

Projected Achievements Met

In the first half of Year 1, the Business Engagement Plan established a strong foundation for coordinated employer outreach and data-informed workforce planning. This section focuses on the accomplishments during Quarter One and Two, how milestones were advanced and the sequential progress over the two quarters for specific activities and deliverables.

Quarter One focused on:

- Identifying key interest-holders;
- initiating a business landscape scan;
- strengthening regional partnerships through targeted presentations;
- launching the Board’s first Business Engagement Action Team (BEAT) bi-annual roundtable; and
- presenting and gathering feedback from Chambers of Commerce, Economic Development offices, and Industry Associations

Quarter Two built on this foundation by:

- Conducting a needs assessment to identify training and workforce gaps;
- examining priority pipelines and hiring demands aligned with the [Industry Sector and Occupational Framework](#)ⁱ;
- exploring career pathways such as entrepreneurship, apprenticeship, and technical occupations
- assessing employer recruitment and retention needs;
- facilitating a high-impact employer panel on AI and cybersecurity;
- advancing collaborative initiatives with interest-holders identified in Q1;
- securing or pursuing contracts and grants to address emerging workforce priorities.

Together, these achievements position the Business Engagement Plan for deeper collaboration, stronger employer alignment, and sustained progress in the subsequent quarters.

Business Engagement Plan Summary

During the first two quarters of Year 1, Alameda County Workforce Development Board (Board) advanced its Business Engagement Plan by executing key strategies to strengthen employer partnerships, align workforce solutions with industry needs, and expand regional collaboration. Activities included:

Alignment of Business Engagement Plan High-Level Objectives and Key Outcomes

CATEGORY	Aligned Key Outcomes	Status
----------	----------------------	--------

 <p>Local Service Area Mapping and Outreach</p>	<p>Landscape Assessment and Outreach</p> <p>Continued scanning of local business needs; aligned findings with Alameda County Workforce Development Board core services; delivered presentations to chambers of commerce and economic development agencies; attended industry association events and state-level conferences.</p>	<p>Completed</p> <p>On-going</p>
 <p>Interest-holder Engagement and Collaboration</p>	<p>Employer Engagement and Events</p> <p>Convened Business Engagement Action Team roundtable and an employer panel with industry leaders; supported or participated in outreach events including The Well Day of Outreach (Aug 2025), OJT Hiring Expo (Jul 2025), and planning for Merritt Career Day (Oct 2025) and the Winter Job & Resource Fair (Jan 2026).</p>	<p>Completed</p> <p>On-going</p>
	<p>Strategic Partnerships and Initiatives</p> <p>Advanced apprenticeship collaborations; collaborated with East Bay / Inter-Agency Training Council and Association of Manufacturers Bay Area; engaged businesses to identify workforce gaps and training pipeline needs.</p>	<p>Completed</p> <p>On-going</p>
	<p>Capacity Building and Resource Alignment Renewed key service contracts; initiated recruitment for Business Services Coordinator; supported grant alignment; planned business services training.</p>	<p>Completed</p>
 <p>Scaling Local Area Workforce Development Best Practices</p>	<p>Future-Focused Workforce Insights</p> <p>Facilitated discussions on Artificial Intelligence disruption and cybersecurity impacts; emphasized workforce upskilling; strategized rapid re-employment solutions for displaced workers.</p>	<p>On-going</p>

ADA Caption:

Table presents Business Engagement Plan outcomes across three categories: Local Service Area Mapping and Outreach, Interest-holder Engagement and Collaboration, Scaling Local Area Workforce Development Best Practices to five Aligned Key Outcomes listed in the second column: Interest-holder Mapping and Outreach, Employer Engagement and Events, Strategic Partnerships and Initiatives, Capacity Building and Resource Alignment, and Future-Focused Workforce Insights. Each row lists aligned key outcomes in plain language with a corresponding status of Completed (green) or Ongoing (dark blue) in the third column.

Early Program Indicators (Quarter 1 – Quarter 2):

- **Employer Engagement:**
 - Business Engagement Action Team launched and the first roundtable was convened with multi-sector representation.
 - Business services team participate in local and state business forums, conferences, and webinars.

- **Work-Based Learning and Talent Pipeline:**
 - Improved capacity to support On-the-Job Training placements, the Customized / Incumbent Worker Training, and apprenticeship partnerships established.
 - Began planning for monthly Business Engagement Action Team convenings of talent-side workforce providers and demand-side businesses to better align local workforce needs with the goal of delivering support at the speed of business.

- **Strategic Alignment and Capacity:**
 - Landscape scan was completed to inform targeted outreach and service delivery.
 - Renewed employer service contracts and initiated staff expansion.

- **Innovation and Workforce Resilience:**
 - Incorporated Artificial Intelligence and cybersecurity workforce implications into engagement strategy.
 - Developed rapid re-employment alignment for layoff-impacted workers.

Quarter One and Two Indicator Illustration

Area	Indicator (Quarter One – Quarter 2)	Status
Employer Engagement	Business Engagement Action Team launched; 1st roundtable held (multi-sector)	On Track
Events and Convenings	Outreach events & expo participation	On Track
Apprenticeships and On-the-Job Training	Partnership with South Bay Workforce Investment Board / Pleasanton Unified School District; On-the-Job Training and Customized / Incumbent Worker Training momentum	In Progress
Landscape and Alignment	Scan completed and on-going; Economic Development presentations; grant alignment	On Track
Capacity and Services	Contracts renewed; coordinator recruitment; training scheduled	On Track
Innovation Focus	Artificial Intelligence; insights on workplace disruption, engagement, and upskilling	On Track

ADA Caption:

Three-columns: Area, Indicator (Quarter One – Quarter Two), and status, aligned to a six-row key performance indicator table. Row one lists Employer Engagement, Events and Convenings, Apprenticeships and On-the-Job Training, Landscape and Alignment, Capacity and Services, and Innovation. Row two is a brief description and row three describes if the activity is On Track or In Progress.

BUSINESS SERVICES ACTIVITIES:

Described below are the various types of employer engagements and number of employers engaged during the specified timeframe, along with highlights of Business Engagement Plan activity achievements.

Businesses Served:

Engagement can take on several forms including, but not limited to attendance and participation in: job fairs, hiring events, employer spotlights, sector symposia, industry events, career panels, surveys, and employer hotline information. Through these engagements the Business Services Unit can achieve a better understanding of which employers are hiring and what type of employees they hope to attract. A total of 237 businesses were served during the second half of calendar year 2025 (July 1 – December 31), representing approximately a 20 percent increase over the last reporting period. These businesses engagements supported economic growth and mitigated downsizing or closures.

Business Services Unit engagement also included coordinating onsite and virtual Rapid Response orientations, participating in career fairs, attending chamber events, meeting with economic development partners, supporting re-entry employer activities, and collaborating with employer-facing organizations and community agencies.

California Employers Association:

A total of 155 businesses were served through California Employers Association, who facilitates webinars on the behalf of the Board. California Employers Association helped to create outreach materials promoted by the Business Services Unit and across the Board's social media pages to employers within the service area. During the timeframe of this report, California Employers Association hosted eight webinars to support employers with business training needs attracting over 114 registrations.

California Employers Association also provides access to and on behalf of the Board, a free Human Resources (HR) hotline provided to local area employers and HR Managers. Over 12 employers used the free HR Hotline for a total of 29 calls during the second half of calendar year 2025. The description of issues addressed ranged from termination issues, benefits, policy questions, safety, wages, and other business operations related concerns.

There were 18 businesses that requested access to the Do-It-Yourself Handbook, a digital template that allows businesses to personalize their own employee handbook. The handbook helps businesses set clear expectations and ensure compliance with California laws, and is available in both English and Spanish.

Advanced Manufacturing Sector:

The Regional Manufacturing Careers Specialist engaged at least 12 businesses and economic development councils to help bridge opportunities in advanced manufacturing.

Rapid Response / Layoff Aversion Report:

Business Services, under the leadership of the Assistant Director and Rapid Response Coordinator, played a pivotal role in initiating and advancing Senate Bill 617 into law. This achievement strengthens protections and resources for employers and workers affected by layoffs. For employers, it provides structured support to manage workforce transitions effectively, minimizing operational disruption. For impacted workers, it ensures timely access to re-employment services, training opportunities, and financial stability during periods of job loss. The Business Services Unit enhanced its ability to support employers by streamlining the outplacement process, enabling quicker engagement with companies and affected workers during periods of transition.

Over 14 new employers were assisted as layoff activity continues to increase. At least two employers reported triple-digit layoffs. Activity reported for eighteen companies during the period of July through December 2025: 21st Amendment Brewery Café, Celestica, Lawrence Berkeley National Laboratory, Oracle America, Inc., Walmart – two locations, Kinetics Equipment Solutions Group, Safeway, Twelve Benefit Corporation, Jabil Inc, Confluent Medical Technologies, Young’s Market Company, LLC dba Republic National Distributing, Abbvie Corporation, Monarch, Celestica, Downtown Steet Team – two locations, Kaiser Permanente, and one notice of closure from Walgreens. Notices also received and supported for employers outside local service area to include Blue California, CooperVision, and Nordstrom.

Open Rapid Response Orientations:

In response to the increase in layoffs and with a goal to provide service delivery to potential Dislocated Worker participants, Open Rapid Response Orientation’s were offered bi-weekly. The Rapid Response Coordinator has facilitated Open Rapid Response Orientation sessions since May 2023. Open Rapid Response Orientation enables Dislocated Workers who are not connected to a company that submitted a Worker Adjustment and Retraining Notification access to the same tools, resources, and services to help them regain employment as provided to workers who obtain Rapid Response Orientation at employer-specific sites, coordinated by Business Services Unit’s Rapid Response Coordinator.

Customized Training / On-the-Job Training:

Over 23 employers expressed interest in On-the-Job Training or Customized / Incumbent Worker Training. Information was shared in preparation for future contract opportunities with employers such as Tri-CED Community Recycling on how to align the Customized / Incumbent Worker Training program to support upskilling for their youth and warehouse staff to train up into Driver roles. Tri-CED is a company that hires opportunity youth and justice impacted individuals offering career pathways leading to six-figure incomes and union benefits.

New York Wired is one of the Board’s contracted providers that facilitates access to Metrix Online Learning platform that is being utilized to support worker training and upskilling efforts. Metrix Online Learning offers over 7,500 virtual trainings to support both job seekers as well as

businesses seeking to upskill their workforce or train external talent to fill positions. Some employers interested in Customized / Incumbent Worker Training also expressed interest in the On-the-Job Training program resulting in creating new leads for these training opportunities.

Recent updates to the On-the-Job Training maximum reimbursement threshold supports Career Service Providers to attract new On-the-Job Training opportunities by offering higher wage reimbursement incentives. There are 22 active On-the-Job Training contracts that include 8 new Master Agreements. Policy updates corresponding with the Board's approval of new On-the-Job Training maximums are pending.

These efforts reflect strong system collaboration, employer engagement and alignment with Business Engagement Plan goals to expand work-based learning opportunities that address workforce gaps.

Industry / Career Events:

The Business Services Unit supported local hiring and inclusivity of formerly incarcerated and unhoused individuals by coordinating and participating in re-entry job fairs and resource events working in collaboration with the Re-Entry Coordinator. Business Services Unit staff also supported economic resiliency and sustainability within the local service area by attending industry events to engage employers and industry leaders in potential matches for impending dislocated workers, and to connect businesses to training and talent recruitment services.

In alignment with the Industry Sector and Occupational Framework, the Business Services Unit identified and engaged with key interest holders in high growth industry sectors and occupations. Additionally, the Business Services Unit hosted a bi-annual Business Roundtable and an Employer panel meeting in quarter one and quarter two Business Engagement Plan defined objectives. Both events represented a convening of local employers and industry experts on the subject of Artificial Intelligence with potential implications in workforce development. The Business Services Unit staff also tabled events to share training and program supports that enhanced talent options for employers and increase job seeker career opportunities. A sample of events supported by the Business Services Unit during the timeframe of this report are below:

- Congresswoman Lateefah Small Business Expo
- Bay Area Construction Workforce Conference
- Pleasanton Unified School District Youth Apprenticeship Forum
- Business Engagement Action Team –1st Bi-Annual Roundtable
- Start-Up World Cup
- Silicon Valley Leadership Group Annual Forum

Community / Business Engagement:

The Business Services Unit referred businesses to both internal and external service providers, as necessary. Examples of referral agencies included the Chambers of Commerce, California Employment Development Department's Employer Advisory Council, Small Business Development Center, local education agencies, community collaboratives (i.e. East Bay / Inter-

Agency Training Council), local public economic development departments, and various employer-facing agencies.

The Business Services Unit leverages resources and convenes at both the local and regional level to coordinate service delivery. The Rapid Response Coordinator participates in the Greater Bay Area Rapid Response Roundtable which is one of over 50 regularly attended convenings by Business Services Unit staff.

Multiple industry and career events were attended by the Business Services Unit that led to over five connections with key interest holders in high growth industry sectors and occupations. There were over 23 engagements with employers, employer-facing agencies, and through attendance at talent-side (previously referred to as supply-side) hosted employer events.

Total Employer Engagement:

There were over 237 employer engagements between July 1, 2025, through December 31, 2025. This included referring businesses to the Adult and Dislocated Worker Career Service Providers to participate in onsite career and job fairs where employers and job seekers could connect. The Business Services Unit team promoted and disseminated information on career fairs, employer webinars, and other resources across social media platforms to support businesses served.

BUSINESS SERVICES UNIT MEASURES AND GOALS:

The following measures and goals were previously board-approved and adopted, along with new measures and goals aligned to the Business Engagement Plan. The Business Services Unit continues to review these goals and measures to glean relevance and appropriateness and may propose a new set of measures and goals at a future Organization Effectiveness Committee:

Business Services Unit Goals:

Measures Previously Adopted	Tracking Goal
1. Recruit and provide services to new businesses	15
2. Provide services to small businesses (<100 employees)	12
3. Rapid Response / Layoff Aversion activities to build relationships with businesses	5
4. Align Business Services with Industry Sector and Occupational Framework (ISOF)	75%

ADA-Compliant Description:

This document presents a four-quadrant table outlining Business Services Measures and Goals. Quadrants include previously adopted goals with numerical tracking, current Business Engagement Plan measures, and associated tracking methodologies such as numeric targets,

ongoing actions, and completion timelines. The table uses clear structure, high-contrast formatting, and descriptive headings for accessibility with Times New Roman 12pt font..

BUSINESS SERVICES UNIT REPORT SUMMARY:

In summary, members of the Organizational Effectiveness Committee asked insightful questions regarding the types of events attended, the nature of existing partnerships, and explored opportunities to collaborate with the Business Services Unit on upcoming engagement activities. These discussions underscore the committee’s interest in strengthening connections with employers and supporting future workforce initiatives. This focus directly aligns with Business Engagement Plan goals for Quarters 3 and 4, which include deepening employer partnerships, hosting sector-focused roundtables, expanding work-based learning opportunities, and integrating future-ready workforce topics such as artificial intelligence across industries into engagement strategies.

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

¹ CWDB's [Industry Sector and Occupational Framework \(ISOF\)](#) consists of identified industry sectors and occupations that are projected to grow, offer livable wages, or are considered quality jobs with high road employers.

ITEM VII.G. - REPORTS
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 2025.¹

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%

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 VII.G.1.

Professional Services and Manufacturing Lose Jobs while Private Education and Healthcare Add Jobs in the East Bay between November 2024 and 2025.²

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

² 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.](#)

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 VII.G.2.

Summary of Job Postings by Occupation, City and Employer in the East Bay as of December 2025.³

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 2026.⁴

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.

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.

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

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

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

ATTACHMENTS:

VII.G 1. – Labor Force Data for Cities and Census Designated Places, November 2025.

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

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

VII.G.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**

Area Name	Labor Force	Employment	Unemployment Number	Unemployment Rate	Census Ratios Emp	Census Ratios Unemp
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

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

Area Name	Labor Force	Employ- ment	Unemployment Number	Rate	Census Ratios Emp	Unemp
-----------	----------------	-----------------	------------------------	------	----------------------	-------

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.

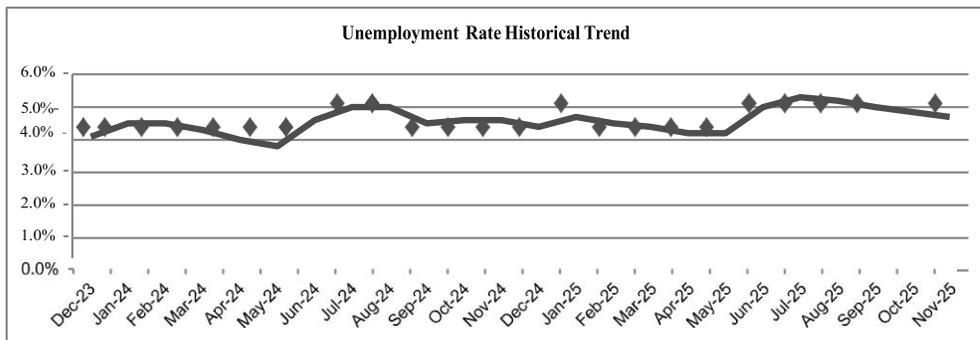
State of California
EMPLOYMENT DEVELOPMENT
DEPARTMENT
Labor Market Information
Division

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.



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

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 on line at www.labormarketinfo.edd.ca.gov



Recent Job Postings Oakland-Fremont-Berkeley MD

November 2025



Not Seasonally Adjusted

Oakland-Fremont-Berkeley MD
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 VIII.A – INFORMATION

LEGISLATIVE UPDATES

BACKGROUND:

The Alameda County Workforce Development Board (Board) staff provides legislative updates that may have implications for the local workforce system and give signal to changes needed in future. Legislative updates are also presented by staff to spark new ideas and opportunities and to adapt programming and partnerships, as needed.

LEGISLATIVE UPDATES:

Federal

Training and Employment Services Consolidated in 2026 Federal Budget⁵

On February 3, 2026, the House of Representatives passed a legislative package ending the partial government shutdown from a brief funding lapse amid widespread concern with federal immigration enforcement highlighted by the events in Minnesota. The compromise measure breaks out funding for the Department of Homeland security and only extends spending at the agency for two weeks while lawmakers discuss reforms to Immigration and Customs Enforcement operations.

Based on the original bipartisan agreement from January 20, 2026, the FY 2026 Labor, Health and Human Services, and Education appropriations bill includes a restructuring of the Training and Employment Services appropriation to consolidate the following workforce development programs into a new single \$2.9 billion “Make America Skilled Again” grant: Adult Employment and Training Activities; Youth Activities; Dislocated Worker Employment and Training Activities; Dislocated Worker National Reserve; Indian and Native American Programs; National Farmworker Jobs Program; Reentry Employment Opportunities; Apprenticeship; Workforce Data Quality Initiative; and YouthBuild. This represents a \$1 billion decrease from the FY 2025 appropriation of \$3.9 billion total for the combined budgets of the aforementioned individual programs. The National Association of Workforce Boards concludes that the budget represents a modest reduction to the Adult program, while Youth and Dislocated Worker funding remain level.⁶

Once the bill is enacted, the Department of Labor will apply statutory formulas using updated economic data to determine state allotments, followed by local allocations within each state.

⁵ <https://www.dol.gov/sites/dolgov/files/general/budget/2026/FY2026BIB.pdf>

⁶ <https://www.nawb.org/a-note-to-nawb-members-and-partners-stability-matters-for-the-workforce-system/>

State

Workforce-Related Funding Remains Flat in Governor’s Proposed 2026-2027 California State Budget

After the submission of budgets by state agencies and a review by the State of California Department of Finance, Governor Newsome submitted the state budget for the next fiscal year on January 9, 2026. The Governor’s budget proposes spending \$348.9 billion in total state funds, consisting of \$248.3 billion from the General Fund, \$93.7 billion from special funds, and \$6.9 billion from bond funds.

There are no significant reductions to existing workforce-related programs. Below are new workforce investments outlined in the budget⁷:

- Apprenticeship Training Grant Augmentation: \$18.2 million one-time Apprenticeship Training Contribution Fund in FY2026-2027, \$18.1 million one-time in FY2027-2028, and \$17.8 million one-time in FY2028-2029 and 2029-2030 for Department of Industrial Relations for grants to approve apprenticeship programs in construction and related trades.⁸
- Master Plan for Career Education – TK-12 Education: \$100 million one-time Proposition 98 General Funds FY2026-2027 to expand access to college and career pathways for high school students, including dual enrollment and dual credit opportunities aligned with workforce preparation. This includes prioritizing the creation and expansion of dual enrollment and pathways programs with funds allocated through the \$2.8 billion Student Support and Discretionary Block Grant.⁹
- Career Passport (Master Plan for Career Education): \$25 million one-time Proposition 98 General Funds to support development of a digital Career Passport documenting validated skills, credentials, and academic achievements.¹⁰
- Credit for Prior Learning Initiative (Master Plan for Career Education): \$15 million one-time and \$5 million ongoing Proposition 98 General Funds to expand credit for prior learning across the community college system.¹¹

The administration’s revenue projections reflect an upgrade of the economic forecast, higher wage growth concentrated in technology sectors, particularly from artificial intelligence, and a strong stock market. However, the administration acknowledges that the current market trends may not be sustained, particularly as gains have been driven primarily by a handful of large

⁷ <https://ebudget.ca.gov/budget/p/2026-27/BudgetSummary>

⁸ [Labor and Workforce Development - 2026-27 GB Budget Summary](#), p. 13.

⁹ [TK-12 Education - 2026-27 GB Budget Summary](#), p. 20.

¹⁰ [Higher Education - 2026-27 GB Budget Summary](#), p. 34.

¹¹ [Higher Education - 2026-27 GB Budget Summary](#), p. 34.

technology companies.¹² After budget hearings are held, the Governor will submit a revision on May 14, 2026, based on updated revenue forecasts.

AB 339 Requires Public Agencies to Notify Labor Organizations of Certain Procurements¹³

The new law, enacted on October 13, 2025, requires public entities to provide written notice to recognized employee organizations no less than 45 days before issuing requests for proposals, requests for quotes, or renewing/extending contracts related to the scope of work of represented job classifications. In enacting the language of AB 339, the California Legislature effectively expanded the notice requirement to include outsourcing work, without imposing meet and confer requirements when doing so.

Staff are consulting with Alameda County General Services Agency and Social Services Agency regarding changes to existing procurement policies and procedures.

Local

Staff Initiated Changes to Worker Adjustment Retraining Notification Effective January 1, 2026.

Senate Bill 617 was first developed as a legislative proposal by Board staff, supported by Alameda County Social Services Agency's Policy, Strategy and Innovation office and formally authored by State Senator Arreguin. The bill was signed into law in October 2025.

This new regulation expands what information employers must include in Worker Adjustment Retraining Notices with the goal of ensuring displaced workers receive clear and timely access to transition services and public assistance:

- Worker Adjustment Retraining Notices must now provide information about its nearest local workforce board and CalFresh programs.
- Employers must inform Board staff and the California Employment Development Department if they intend to coordinate transition services, such as outplacement services and rapid response orientations, with Board staff, another entity or with no other organization.

Staff developed written guidance entitled "How to Comply with Worker Adjustment and Retraining Notification (WARN) in Alameda County" sent directly to employers and available on our website at www.acwdb.org. The California Employment Development Department also provides guidance on its website under "Filing a WARN Notice."

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

¹² [First Look: Understanding the Governor's Proposed 2026-27 California Budget - California Budget & Policy Center](#)

¹³ [AB 339 Explainer: Providing Notice to Bargaining Units](#)

ITEM VIII.B. – 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 with an update on their progress toward Continuous Improvement Plan goals. The progress is highlighted in the chart below:

Item	Indicator	Action/Improvement Opportunity.	Agency	Due Date	Status
		The Comprehensive Center will:			
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 or (510) 259-3841.

ITEM VII.C. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
2026 MEETING CALENDAR

FEBRUARY

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

MARCH

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

APRIL

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

MAY

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

AUGUST

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

SEPTEMBER

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

NOVEMBER

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

9 Youth Committee (1:30 – 3:30 PM)

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

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

DECEMBER

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

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

Rev. 10.27.25

ITEM VIII.D. – INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (ACWDB)
MEMBER LIST

BUSINESS (51%)

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VICE-CHAIRPERSON – Kennan Scott

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

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VACANT (1)

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Vacant (1)

GOVERNMENT

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State of California
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State Department of Rehabilitation

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WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

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Josette Aurelia Moss, Financial Secretary-
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Wells Brown, Director of Workforce
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ACWDB COMMITTEES

Executive Committee

Matt Pawluk, ACWDB Chair,
Kennan Scott Vice-Chair
Matt Kreutz, Systems and Strategies Committee Chair
Prem Bajaj, Youth Committee Chair
Chiman Lee, Organizational Effectiveness Committee Chair

Systems and Strategies Committee

Matt Kreutz, Chair
Doug Jones, Vice-Chair
Sumitra Angepat
Joslyn Buckner
Tiffani Castro
Stacy Cooper Dent
Vincent James
Jamie Mather
Kennan Scott

Organizational Effectiveness Committee

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

Youth Committee

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

ITEM VIII.E. - INFORMATION

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

Business Services Unit Contacts

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Manager**

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E-MAIL: Alyssa.Tomfohrde@acgov.org

Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

EDEN AREA COMPREHENSIVE CAREER CENTER (Hayward, San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview)

Eden Area AJCC

24100 Amador Street, 3rd Floor

Hayward, CA 94544

PH: (510) 670-5700

Nina Scott, Site Manager

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E-MAIL: ninas@rubiconprograms.org

Leila Soto, Eden Area AJCC WIOA Coach Team Supervisor

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PH: (510) 794-3667

Kalpana Oberoi, Cluster EDD Manager

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

Sub-Regional Career Service Providers

TRI-CITIES (Union City, Fremont, Newark)

Ohlone College Campus

39399 Cherry Street, Room 1211

Newark, CA 94560

PH: (510) 742-2323

Raj Rai, Interim Program Manager

PH: (510) 742-2321

E-MAIL: rrai@ohlone.edu

Binh Nguyen, Executive Director

PH: (510) 659-6441

E-MAIL: bnguyen@ohlone.edu

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

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

Alcian Lindo, Program Manager
PH: (925) 416-5108
E-MAIL: alindo@clpccd.org

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

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

Su Dung, Program Manager
PH: (510) 393-6784
E-MAIL: sdung@lafd.org

Targeted Career Service Provider

INTERNATIONAL RESCUE COMMITTEE-ELL/Refugee/Asylees

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

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Youth/Young Adult Program Operators – PY 2025/2026

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

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

INTERNATIONAL RESCUE COMMITTEE

440 Grand Ave, Suite 500

Supervisor

Oakland, CA 94610

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Manager

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

Alliance for Community Wellness dba La Familia Counseling Services

Administrative Office:

24301 Southland Drive, Suite 300

Hayward, CA 94545

Aaron Ortiz, Executive Director

PH: (510) 300-3500

E-MAIL: aortiz@lafamiliacounseling.org

Program Office:

22366 Fuller Avenue

Hayward, CA 94541

Micheal Ogundare, Program Director

PH: (510) 329-6698

E-MAIL: Mogundare@LiveLaFamilia.org

TRI-CITIES (Fremont, Newark, Union City)

Ohlone Community College District

39399 Cherry Street, Room 1211

Newark, CA 94560

Raj Rai, Interim Program Manager

PH: (510) 742-2321

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Youth Innovation Program – In-School Youth

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

Eden Area Regional Occupational Program
26316 Hesperian Boulevard
Hayward, CA 94545

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

Tri-Valley Regional Occupational Program
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Livermore, CA 94550

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2.23.26

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