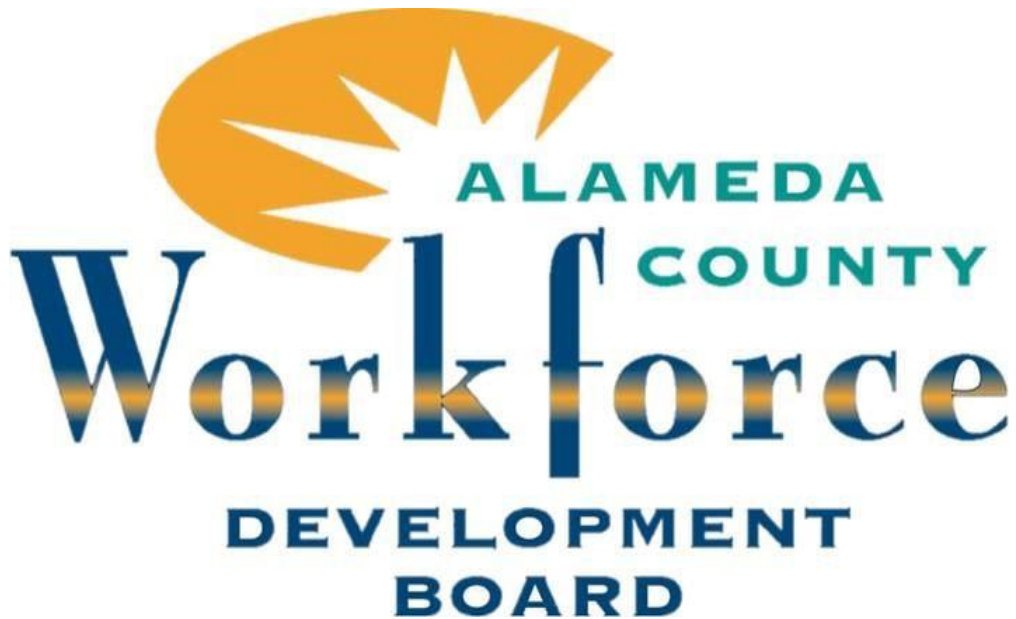


Youth Committee



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

In partnership with the
BOARD OF SUPERVISORS

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

**April 13, 2026
1:30 P.M.**

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
YOUTH COMMITTEE

MEETING NOTICE
Monday, April 13, 2026
1:30 – 3:30 P.M.
Gail Steele Multi-Service Center
24100 Amador Street, Hayward, CA 94544-1203
California Poppy Conference Room, 2nd Floor

[Join the meeting now](#)
Meeting ID: 256 990 345 679 73
Passcode: Vu79qG9h

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

AGENDA

		PAGE
I.	CALL TO ORDER AND ROLL CALL	
II.	PRESENTATION – Berkeley City College – Early Childhood Care and Education and Community Health Worker Apprenticeship Programs	1
III.	PUBLIC FORUM	
	Members of the public may address the Committee regarding any of the Action Items, or public input at this time. Speakers have a maximum of three minutes per person which must include the speaker’s name, organization, and reference to which agenda item they are referencing.	
IV.	ACTION ITEMS / PUBLIC HEARING	
	A. Contract Continuation Recommendations for the Future Force Career Program and Youth Innovation Program – Program Year 2026/2027	2
V.	DISCUSSION	
	A. The Story Behind the Numbers	4
VI.	INFORMATION	
	A. Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan	7
VII.	REPORTS	
	A. Local Area Performance Reports	10
	B. Youth Contract Performance Indicators Reports	14
VIII.	MATTERS INITIATED BY COMMITTEE MEMBERS	

IX. ANNOUNCEMENTS

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

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

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

*These Workforce Innovation and Opportunity Act Title I financially assisted programs or activities are "Equal Opportunity Employers/Programs".
Auxiliary aids and services are available upon request to individuals with disabilities.*

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

NEXT YOUTH COMMITTEE MEETING: AUGUST 10, 2026

ITEM II. – PRESENTATION

BERKELEY CITY COLLEGE – EARLY CHILDHOOD CARE AND EDUCATION AND COMMUNITY HEALTH WORKER APPRENTICESHIP PROGRAMS



Dr. Joya L. Chavarin is the Faculty Coordinator of the Teacher Preparation Program at Berkeley City College, where she leads youth apprenticeship and educator pathway programs aligned to workforce needs. Her work focuses on creating structured pathways that support kindergarten through 12th grade students and young adults in transitioning into postsecondary education and careers in education. She works in partnership with school districts, community-based organizations, and workforce partners to support access, skill development, and successful entry into employment.



Ilona McGriff is the Director of Workforce Development at Berkeley City College, where she leads workforce and partnership efforts that align education and training programs with regional labor market needs. Her work focuses on connecting students, including opportunity youth, to career pathways through work-based learning, apprenticeship, and industry-aligned training, with an emphasis on employment outcomes and long-term career advancement.



Cecilia Terrazas serves as the Coordinator of Diversity and Inclusion at Oakland Unified School District, where she leads districtwide efforts to strengthen educator pipelines and workforce sustainability. Her work focuses on aligning kindergarten through 12th grade systems with postsecondary and workforce pathways, supporting youth in gaining early exposure, experience, and access to careers in education.

For more information or to learn more about Berkeley City College's Apprenticeship Programs, please contact Ilona McGriff at imcgriff@peralta.edu and/or Joya Chavarin at Jchavarin@peralta.edu.

ITEM IV.A. – ACTION / PUBLIC HEARING

**CONTRACT CONTINUATION RECOMMENDATIONS FOR THE FUTURE
FORCE CAREER PROGRAM AND YOUTH INNOVATION PROGRAM
PROGRAM YEAR 2026/2027**

RECOMMENDATIONS:

That the Youth Committee of the Alameda County Workforce Development Board (Board) approve the following Contract Continuation recommendations for program year 2026/2027 for the Future Force Career Program and the Youth Innovation Program:

1. Renew contracts with the following youth service providers with or without additional conditions based on whether Contract Continuation criteria are met for program year 2025/2026 by June 30, 2026:
 - a. **Future Force Career Program (Out-of-School Youth Providers):**
 - International Rescue Committee
 - Alliance for Community Wellness dba La Familia
 - Ohlone Community College District
 - b. **Youth Innovation Program (In-School Youth Providers):**
 - Eden Area Regional Occupational Program
 - Tri-Valley Regional Occupational Program
2. Apply the Workforce Innovation and Opportunity Act Formula Funding Allocation Methodology as approved by the Board for program year 2026/2027;
3. Direct staff to develop and negotiate contracts effective July 1, 2026, through June 30, 2027.

BACKGROUND:

Contract Continuation Criteria

Contract Continuation criteria depend on performance at the end of the second and third quarters. Normally, providers are required to meet these time-based standards (80% of certain performance measures by the end of December of any given year and 100% by the end of March in any given year. The following benchmark standards in Table 1 were last adopted by the Board to ensure responsible stewardship and governance over the respected programs:

Table 1.

Performance Measure	Percent of Goal Met by 12/31/2025	Percent of Goal Met by 3/31/2026 Goal
Enrollments	80%	100%
Work-based learning activities		
Core skill/leadership activities		
Placement in Training	Shows significant progress by 3/31/2026	
Credential Attainment		
Placements at Closure		

Measurable Skills Gains	Shows significant progress by 3/31/2026
Submission of Monthly Report Narrative	85% by the 25 th of each month
Submission of Monthly Invoice	
Outcomes of Program Year 2025/2026 programming and fiscal monitoring as referenced below under Provider Issues/Conditions.	

Program year 2025/2026 is the first year of the four-year procurement cycle and staff have and will continue to:

1. Provide regular and ongoing programmatic and fiscal technical support and guidance;
2. Regularly monitor the performance and operations of service delivery and advise on best practices; and
3. Conduct programmatic and fiscal monitoring reviews.

Contingent upon contract performance attainments and the outcomes of programmatic and fiscal monitoring providers may be subject to the following conditions:

Provider Issues	Conditions
Unresolved program and fiscal monitoring findings	Provider will be required to submit a Corrective Action Plan which Board staff will monitor for resolution of deficiencies by June 30, 2026.

The third quarter progress report was not available at the time of the production of the Youth Committee packet and will be sent as a handout via email and provided on the website prior to the April 13, 2026 meeting.

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

ITEM V.A. – DISCUSSION

THE STORY BEHIND THE NUMBERS

BACKGROUND:

At the request of the Alameda County Workforce Development Board (Board) , staff began highlighting success stories and other program activities/events to complement the quantitative element of Workforce Innovation and Opportunity Act (Title I) reporting. The Story Behind the Numbers animates and personalizes quantitative data and highlights real participants who have achieved programmatic milestones (such as employment placement) and successes despite facing challenges with navigating their careers, discovering a career path, or removing barriers to meaningful employment. It also showcases the training and certificates earned by participants and the types of educational and employer partnerships held by our Youth Service Providers.

The Youth and Young Adult Programs are reinforced by an entire system of Board staff, program staff, training providers and institutions, and employers, that all play an integral role in assisting participants on their journey. Most importantly, participants often display elevated levels of resilience, persistence, and determination to succeed. The Story behind the Numbers therefore brings real stories about real people in the Youth Programs, to light.

Certificates Earned



- Certified Medical Assistant
- Certified Dental Assistant
- Department of Motor Vehicles Licensing
- Military Information Technology Certificate
- Home Health Aide
- High School Diploma
- High School Equivalency or General Educational Development credential

Enrollment In Educational and Training Institutions

- Laney College
- Berkeley City College
- College of Alameda
- Hayward Adult School
- California State University, East Bay
- Castro Valley Adult Career and Education
- San Leandro Adult Career and Education
- Animal Behavior College, Inc.
- Chabot College
- Merritt College
- Ohlone Community College
- California State University, San Francisco State University
- Universal Technical Institute, Southern California
- Eden Area Regional Occupational Program
- Bay Area Medical Academy

Events and Activities

- Alameda County Community Connect - Winter Job and Resource Fair for the Unhoused
- Alameda County Social Services Agency – Spring Apprenticeship Fair
- AMBay Area - Women in Manufacturing Day
- California Department of Transportation – Career Fair
- Castro Valley Adult and Career Education – Job Resource Fair
- Fremont Adult and Continuing Education – Job and Resource Fair
- Fremont Unified School District and Fremont Community – Employment, Intern, Apprentice and Volunteer Fair
- Fremont Family Resource Center – Financial Literacy Workshop
- Oakland Public Library - Trades Career Fair
- Ohlone College - Science, Technology, Education, and Math, and Startups Career Fair
- Ohlone College - Artificial Intelligence Readiness Info Session
- Ohlone College - Women in Science, Technology, Education, and Math Mentorship Dinner
- State of California - Bay Area Winter Job Fair



Employers and Employment Placement

- Carlton Senior Living
- CareBuilders
- Saviano Construction
- Grocery Outlet internship through San Lorenzo district (young adult transition program)
- Target
- Starbucks
- Lewelling Dental Care
- AutoZone



Participant Occupational Titles

- Ultrasound Technician
- Fire Technician
- Veterinary Technician
- Medical Assistant
- Dental Assistant
- Caregiver
- Parts Associate
- Wait Staff
- Finisher
- Stocking
- Store Associate
- Barista

Success Stories:



Ana's Story -- Ana enrolled in the Board's Title I program through La Familia, with an interest in gaining Work Experience that allowed her to still be able to care for her young child. Ana was also experiencing challenges with paying for her training in the Medical Assistant field. La Familia connected Ana with an internship where they were able to gain experience working at a children's summer camp. Additionally, staff provided Ana with the opportunity to cover the cost of their Certified Medical Assistant training at Castro Valley Adult School. Ana successfully completed the training and will soon begin her externship as a Certified Medical Assistant.



William's Story -- William joined the Board's Title I program through Ohlone College's Level Up initiative in June 2025 with an ongoing interest in Embedded Engineering and Network Engineering. The issue was that he did not have much formal education in the field and was unsure how to take the first steps toward a career. Through Level Up, William worked with his Career Advisor to explore career pathways in Information Technology. They updated and improved his resume using Artificial Intelligence tools as one of several resources. William also learned how to search for employment, network, and build connections with professionals in the tech community.

Additionally, with his Career Advisor's support, William enrolled in NPower, a training organization that provides free Information Technology training and certification programs for young adults. He started in August 2025 and has received CompTIA A+, Networking, and Microsoft Azure Cloud Technologies training.

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

ITEM VI.A. – INFORMATION

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

BACKGROUND:

As part of the Alameda County Workforce Development Board’s (Board) Strategic Priorities Two-Year Action Plan (Action Plan), adopted by the Board in May 2024, the Youth Committee’s overall strategic priority is to **connect employer voice to education to increase inclusive job competitiveness.**

There are currently no new goals established for Quarters 7 and 8. However, staff continue to make progress toward prior and upcoming quarter goals while maintaining focus on broader strategic priorities. The following section provides a brief recap of the goals and progress achieved during each quarter:

- Quarters 1 and 3 focused on incorporating the Youth Work Experience requirement to ensure alignment with high-demand industry and priority sectors, with an emphasis on reflecting this requirement in provider contracts. July 1, 2025, marked the first year of the four-year contract period, during which staff implemented a 50 percent goal for Work Experience placements aligned with the Board’s Industry Sector Occupational Framework. As of Quarter 3, providers have been working diligently to ensure their Work Experience placements are aligned with the approved framework.
- Quarter 5 focused on equipping the committee with recurring feedback from key industry sectors to inform and strengthen educational alignment. Staff invited presenters to the Committee who highlighted initiatives that connect education with career pathways, including representatives from the Alameda County Office of Education’s Para-Pathways Program, Lawrence Berkeley National Laboratory, and Chabot College’s Umoja Program; including a discussion from the Youth Committee regarding their valuable insights and proposed strategies to better align education with industry need.

Additionally, staff participate in multiple advisory groups to support ongoing dialogue and alignment between education and industry. This includes representation on the Las Positas College Engineering Advisory Committee, the Pleasanton Chamber of Commerce and Unified School District Advisory Committee, and Berkeley City College’s Human Services Advisory Committee.

- For Quarter 6, the focus was to “explore the possibility of supporting an apprenticeship program.” During the November 2025 meeting, staff provided the committee with an update on previous and continuous initiatives related to this goal. Since then, staff have continuously engaged with businesses to gauge their interest in developing an apprenticeship program. Once identified, staff are partnered with the South Bay Workforce Investment Board to support with registering potential

employers under the Department of Labor and The State of California’s Division of Apprenticeship Standards.

Throughout the Action Plan, staff have made strong efforts to successfully meet the outcomes identified for each quarter and will continue to pursue them concurrently.

For additional information about this item, please contact Ayana Cruz, Youth Program/Financial Specialist through email at Ayana.Cruz@acgov.org or by phone at (510) 780-8861.

ATTACHMENT:

V.A.1. – Board Strategic Priorities Action Plan 2024-2026

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

	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

6

This 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 participation are being prepared for the careers of the future.

ITEM VII.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS – ENDING 3/31/2026**

BACKGROUND:

The Alameda County Workforce Development Board (Board) negotiates Local Area Performance biennially with the State of California. Performance goals for program years 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 indicate that service providers achieved at least 100% of their goals in the following categories:

- Placement Rate @ 4th Quarter Post Exit
 - Dislocated Workers = 103.5% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Youth = 102.0% of Goal
- Measurable Skill Gains
 - Adults = 129.2% of Goal
 - Dislocated Workers = 135.6% of Goal

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

- Placement Rate @ 2nd Quarter Post Exit
 - Youth = 98.1% of Goal
 - Adults = 95.2% of Goal
 - Dislocated Workers = 92.8% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Youth = 92.6% of Goal
 - Adults = 95.2% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 91.4% of Goal

Lower achievements have been experienced in the following areas:

- Credential Attainment Rate by 4th Quarter Post Exit
 - Dislocated Workers = 88.1% of Goal

- Measurable Skill Gains
 - Youth = 65.9% of Goal

Please review the performance attainments on the attached report for a full representation of outcomes for the rolling four quarters – ending March 31, 2026.

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

ATTACHMENT:

VII.A.1 – Local Area Performance Report

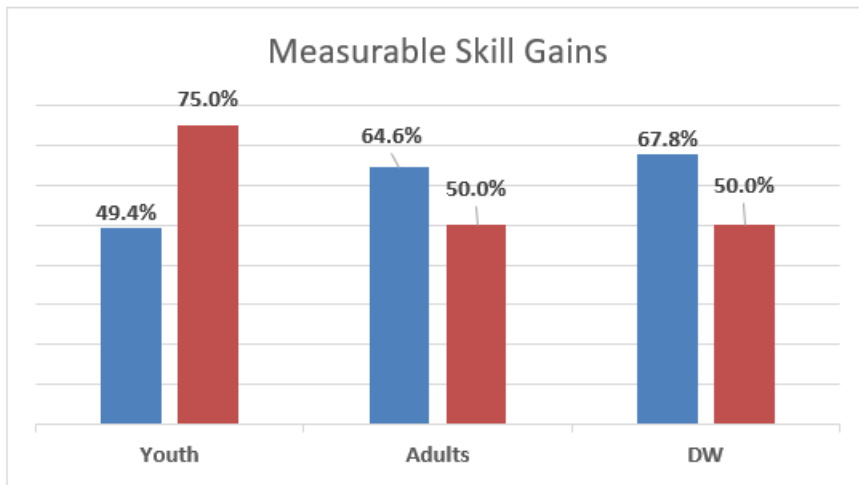
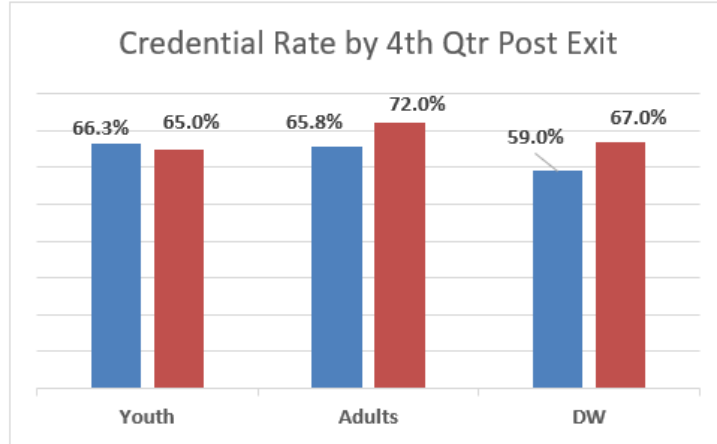
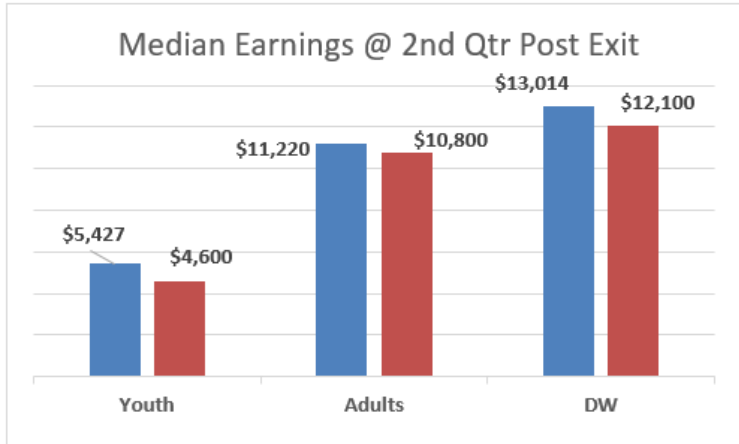
**LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I PROGRAMS
YOUTH, ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 3/31/2026**

Funding Stream/Population:	In-School & Out-of-School Youth			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 <small>Exited between 4/1/2024 and 3/31/2025</small>	70.6%	72.0%	98.1%	61.9%	65.0%	95.2%	64.0%	69.0%	92.8%
Placement Rate @ 4th Quarter Post Exit ① <small>Exited between 10/1/2023 and 9/30/2024</small>	63.0%	68.0%	92.6%	60.0%	63.0%	95.2%	70.4%	68.0%	103.5%
Median Earnings @ 2nd Quarter Post Exit <small>Exited between 4/1/2024 and 3/31/2025</small>	\$5,427	\$4,600	118.0%	\$11,220	\$10,800	103.9%	\$13,014	\$12,100	107.6%
Credential Rate <small>Exited between 10/1/2023 and 9/30/2024</small>	66.3%	65.0%	102.0%	65.8%	72.0%	91.4%	59.0%	67.0%	88.1%
Measurable Skill Gains ② <small>Exited between 4/1/2025 and 3/31/2026</small>	49.4%	75.0%	65.9%	64.6%	50.0%	129.2%	67.8%	50.0%	135.6%

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

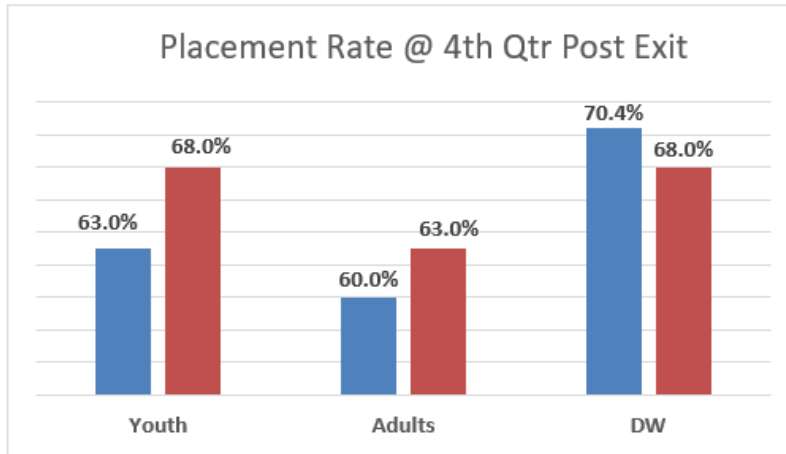
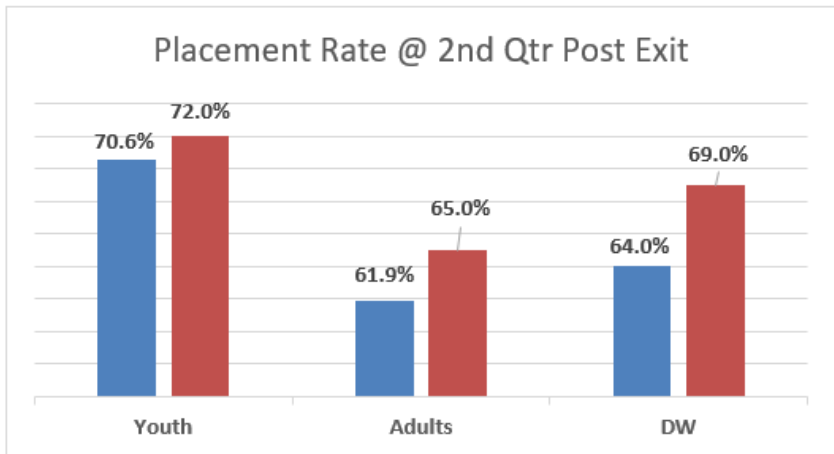
② Measurable Skill Gains track an individuals progress toward credential attainment.

The charts on this attachment to the Local Area Performance report item represent performance attainments achieved by service providers on behalf of the Alameda County Workforce Development Board – and compares those attainments against the boards Local Area Performance goals as negotiated with the State of California. Service providers continue to surpass goals in the area of median earnings by the 2nd quarter post exit – and have been able to attain at least 88% of goals in the area of credential attainment rates for all three formula funding streams (Youth, Adults, and Dislocated Workers). Achievements have improved greatly (ranging from 92.6% of goal to 103.5% of goal) for placement rates in both the 2nd and 4th quarters post exit.



Is Anyone Better Off?

■ Actual ■ Goal



ITEM VII.B. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS **PROGRAM YEAR 2025/2026; QUARTER 3** **(JULY 1, 2025 THROUGH MARCH 31, 2026)**

BACKGROUND:

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

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

AVAILABILITY OF REPORTS:

At the time that the committee packet was being assembled, the Youth Contract Performance Indicators Reports for quarter-ending 3/31/2026 was not yet available. Therefore, the reports and analysis will be distributed as handouts during the upcoming committee meeting.

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