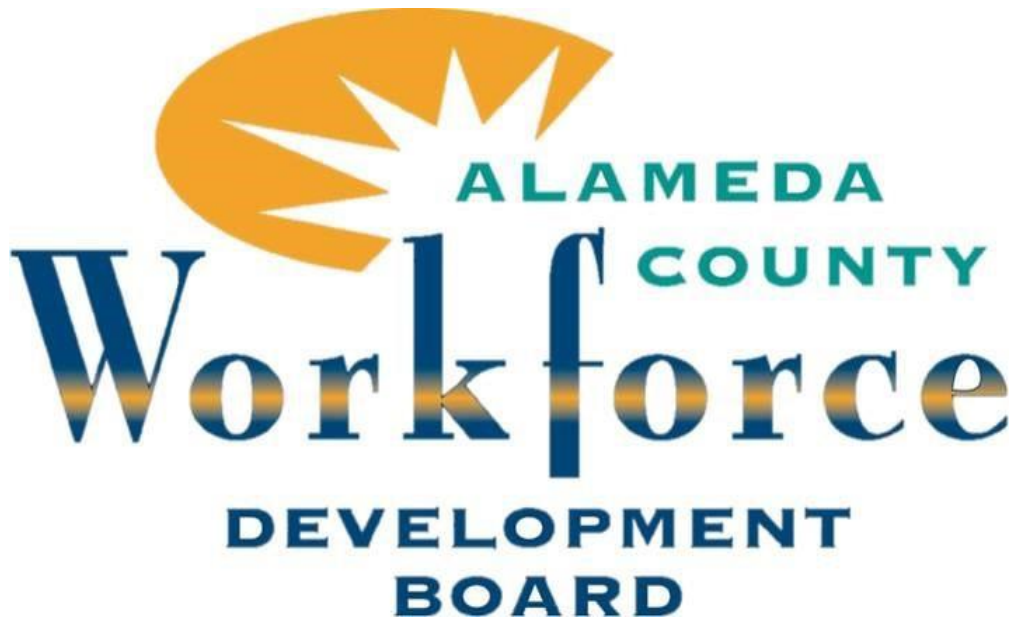


# **Joint Committee**

**(Organizational Effectiveness and Systems and Strategies)**



**(<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 15, 2026  
9:30 A.M.**

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (BOARD)**  
**JOINT ORGANIZATIONAL EFFECTIVENESS AND SYSTEMS AND STRATEGIES COMMITTEES**

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**MEETING NOTICE**

**Wednesday, April 15, 2026**  
**9:30 A.M. – 11:30 A.M.**  
**Gail Steele Multi-Service Center**  
**24100 Amador Street, Hayward, CA 94544-1203**  
**California Poppy Conference Room, 2<sup>nd</sup> Floor**

**Microsoft TEAMS:**  
**[Join the meeting now](#)**  
Meeting ID: 216 328 477 117 42  
Passcode: ne94i3kv

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

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**AGENDA**

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<b>I.</b>	<b>CALL TO ORDER AND ROLL CALL</b>	
<b>II.</b>	<b>PRESENTATION – Reentry Panel Discussion</b>	1
<b>III.</b>	<b>PUBLIC FORUM</b>	
	Members of the public may address the Committee regarding any of the Action Items, or public input during this portion of the agenda. Speakers have a maximum of three minutes per person which must include the speaker’s name and organization.	
<b>IV.</b>	<b>ACTION ITEMS / PUBLIC HEARING</b>	
	A. Contract Continuation Recommendations for Adult and Dislocated Worker Career Service Providers	4 6
	B. Transitional Jobs Policy Framework	
<b>V.</b>	<b>DISCUSSION ITEMS</b>	
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## VIII. MATTERS INITIATED BY COMMITTEE MEMBERS

## IX. ANNOUNCEMENTS

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

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

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

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

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

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

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

**NEXT ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING  
WEDNESDAY, AUGUST 5, 2026 @ 9:30 AM**

**NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING:  
WEDNESDAY, AUGUST 19, 2026 @ 9:30 AM**

**ITEM II. – PRESENTATION**  
**REENTRY PANEL DISCUSSION**

**Micheal Ogundare, Director of Diversion and Reentry, La Familia**



Micheal Ogundare is an experienced and visionary leader specializing in operations, program management, and community-centered initiatives. With a proven track record of leading complex, multi-site programs, he has successfully driven organizational growth, streamlined operations, and implemented innovative strategies that deliver measurable impact.

Currently serving as Director of Diversion and Re-Entry at La Familia in Hayward, California, Micheal leads strategic program design, implementation, and expansion efforts. He collaborates with executive leadership, funders, and community stakeholders to ensure alignment with organizational goals, while overseeing budgeting, staffing, and contract compliance. His work focuses on creating equitable systems that support underserved populations and promote long-term community success.

Previously, Micheal held leadership roles with the Boys & Girls Club of San Leandro, KidzToPros, and the County of Alameda, where he managed large-scale teams, developed standardized programming across dozens of sites, and strengthened partnerships with schools, nonprofits, and government agencies. During the COVID-19 pandemic, he played a critical role with Community Organized Relief Effort, overseeing operations across multiple regions and leading large teams to deliver essential testing services in high-risk communities.

Micheal holds a Master of Public Administration from Walden University and dual bachelor's degrees in Biology and Physical Education & Kinesiology from California State University, Bakersfield. A recognized leader in diversity, equity, and inclusion, he has founded and led multiple student and community organizations dedicated to uplifting underrepresented voices.

Driven by a commitment to service and innovation, Micheal continues to build high-performing teams and scalable programs that create lasting, positive change.

For more information, please contact Michael Ogundare at (510) 329 – 6698 or [mogundare@livelafamilia.org](mailto:mogundare@livelafamilia.org).

## Terah Lawyer, President, CROP Organization



Terah joined CROP in January 2022. She is the former Associate Director of Impact Justice’s groundbreaking reentry program - The Homecoming Project - a \$3.5M housing innovation that matches eligible returning citizens with rooms for rent with compatible hosts. Over three years, she developed and led the program, which has received national and state awards.

Terah brings deep program development experience, reentry housing expertise, and a passion for investing in people. Her lived experiences as a formerly incarcerated woman who spent 15 years in prison inform her work and approach to rehabilitation and reentry. She has received multiple fellowships and scholarships, and over the last ten

years has launched programs and organizations that invest in the leadership development of justice-involved professionals in all trades and careers.

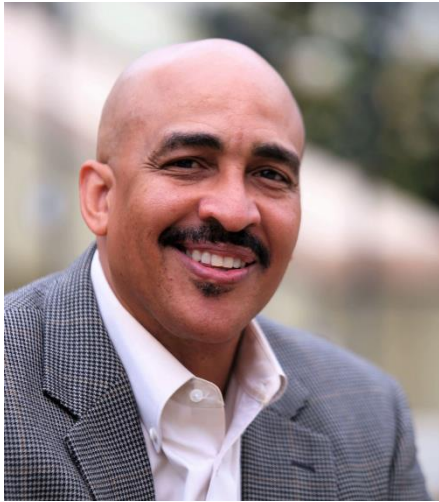
While incarcerated, Terah became a certified peer health educator, a drug and alcohol counselor, and earned two associate degrees. She developed the Offender Responsibility program, which is still offered at Central California Women’s Facility. Terah also developed the program curriculum to launch a nonprofit, CORE (Criminal Offender Reform Establishment), which provides rehabilitative correspondence courses nationwide to people incarcerated in prison. The organization has served 2500 students since 2012. From 2012-2013, she was the elected chairperson of the Beyond Incarceration Panel and led an organization of 20 members to gain certifications as Congressionally Recognized Youth Diversion Specialists.

After returning home in 2017, Terah has dedicated her life to her community. She is the spokeswoman for the Drop the Life Without the Possibility of Parole campaign and has been featured in the A New Way of Life testimonial series. Her work has been profiled in major media outlets such as NPR, CNN, Great Big Story, The New York Times, The Atlantic, and Mother Jones. Terah is a Young Professional of Color Fellow with the National Institute for Criminal Justice Reform and was a 2019 Next Generations Fellow with the Center on Juvenile and Criminal Justice.

Terah is a San Francisco State University graduate and holds three undergraduate degrees in business administration, management, and social and behavioral sciences.

For more information, please contact Terah Lawyer at (415) 827-1852 or [terah.lawyer@croporg.org](mailto:terah.lawyer@croporg.org).

**Reverend Dr. Stewart Perrilliat, Founder /Chief Executive Officer, Man 2 Man-Urban Youth Advocate**



Reverend Dr. Stewart Perrilliat is the Founder and Executive Director of Man 2 Man – Urban Youth Advocate, Inc., a nonprofit organization based in Oakland, California, focused on empowering men, strengthening families, and building healthier communities through fatherhood, emotional wellness, and reentry support. With over 30 years of experience working with justice-involved populations across California—including San Quentin and Folsom State Prisons—Dr. Perrilliat brings a unique blend of academic training and lived experience to his work. He holds a Doctorate in Executive Leadership from the University of Redlands, a Master of Arts in Theological Studies from San Francisco Theological Seminary, and a bachelor’s degree in business administration from the University of Phoenix. He is

also the author of *The ManBook*, a 240-page curriculum-based workbook designed to help men address trauma, take accountability, and become stronger fathers and leaders. Dr. Perrilliat is married to Jonnique Perrilliat, and together they are the proud parents of four children—Jessica (38), Morgan (31), Stewart Jr. (22), and Destiny (19)—and grandparents to their beloved grandson, Aiden (5). His work centers on helping men break generational cycles and take ownership of their role in transforming families and communities.

For more information, please contact Dr. Stewart Perrilliat at (510) 392-2380 or at [man2man@man2man-uya.org](mailto:man2man@man2man-uya.org).

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

**CONTRACT CONTINUATION RECOMMENDATIONS FOR ADULT AND DISLOCATED WORKER CAREER SERVICE PROVIDERS**

**RECOMMENDATIONS:**

That the Joint Systems and Strategies and Organizational Effectiveness Committees approve the following contract continuation recommendations for program year 2026/2027 for the Adult and Dislocated Worker programs:

1. Continue contracts with the following Adult and Dislocated Worker providers either with or without additional conditions based on whether Contract Continuation Criteria are met for program year 2025/2026 by June 30, 2026:
  - a. **Comprehensive America’s Job Center of California (Comprehensive Center):**
    - Rubicon Programs, Inc.
  - b. **Sub-Regional Career Service Providers**
    - Ohlone Community College District
    - Chabot-Las Positas Community College District
2. Apply forthcoming Workforce Innovation and Opportunity Act (Title I) Formula Funding Allocation Methodology as approved by Alameda County Workforce Development Board (Board) for program year 2026/2027;
3. Direct staff to negotiate contracts effective July 1, 2026, through June 30, 2027.

**BACKGROUND:**

Renewal criteria depend on performance at the end of the second and third quarters. Specifically, providers are required to meet 80% of certain performance measures by the end of December and 100% by the end of March in any given year. The following benchmark standards were last adopted by the Board on May 9, 2024, to ensure responsible stewardship and governance over Title I programs:

<b>Performance Measure</b>	<b>Percent of Goal Met by 12/31/2025</b>	<b>Percent of Goal Met by 3/31/2026</b>
Enrollments	80%	100%
Training Expenditures		
On-the-Job Training Enrollments		
Training enrollments in Industry Sector and Occupational Framework	Shows significant progress by 3/31/2026	
Job Placements in Industry Sector and Occupational Framework		
Job Placements at Closure		
Measurable Skills Gains (in training)		
Credential Attainments		

Submission of Monthly Invoice and Monthly Narrative Report	85% by the 25 <sup>th</sup> of each month
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For the Comprehensive Center, it must meet all criteria as specified above and an additional two criteria:

- a. Implements America’s Job Center of California Certification improvement goals;
- b. Ensures implementation of the Mandated Partner Memorandum of Understanding.

Program year 2025/2026 is the first year of the four-year procurement cycle. Board 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 provision and advise on systematic best practices;
- 3. Conduct programmatic and fiscal monitoring reviews.

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

Providers in the following categories:	Conditions:
Unresolved program and fiscal monitoring findings.	Board staff will utilize submitted corrective action plans to monitor the resolution of deficiencies by June 30, 2026.

A progress report on the Contract Continuance Criteria will be provided as a handout at the meeting. Also included will be progress reports for one-year contracts, not to be continued.

For additional information, contact Jennifer Victorica, Program/Financial Specialist-Adult/Dislocated Worker Programs, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or (510) 259-3841.

**ITEM IV.B. – ACTION**  
**TRANSITIONAL JOBS POLICY FRAMEWORK**

**RECOMMENDATIONS:**

1. That the Systems and Strategies Committee adopt the Transitional Jobs Policy Framework; and
2. Direct staff to develop the Transitional Jobs Policy Action Bulletin for program implementation starting in program year 2026/2027 on or near July 1, 2026.

**BACKGROUND:**

A “Transitional Job” provides an avenue to establish subsidized and time-limited work experience within the public, private, or nonprofit sector for job seeker participants with barriers to employment. Transitional Jobs are designed to assist participants with establishing a work history, demonstrate success in the workplace, and develop skills that lead to entry and retention in unsubsidized employment.

A Transitional Jobs candidate would have experienced chronic unemployment or has an inconsistent work history. The job seeker participant must concurrently receive comprehensive employment and supportive services.

Adopting the policy framework will allow the Alameda County Workforce Development Board staff team to develop the details in the policy for program implementation.

**POLICY FRAMEWORK:**

**Duration:**

A participant placed in a Transitional Job may be placed part-time or full-time with a business for one to six months (4 to 26 weeks) to receive work experience to help the job seeker regain industry-aligned skills, leading to unsubsidized employment.

**Subsidized Wages:**

An employer who agrees to the placement of a Transitional Jobs candidate during the Transitional Jobs period may be reimbursed for up to a certain amount in wages during the Transitional Jobs timeframe. The employer must be eligible to participate and must sign an agreement to codify the terms of the job seeker’s placement. The employer must also agree to consider retaining the employee, following the Transitional Jobs timeframe.

**Service Provider Engagement:**

The Workforce Innovation and Opportunity Act (Title I) service provider will have a role to enroll Transitional Jobs participants and ensure they have an Individual Employment Plan that is reflective of comprehensive employment and supportive services while the job seeker is placed in the subsidized Transitional Job.

**Budget Parameters:**

The amount available for the support of Transitional Jobs will be dependent upon the allocated Title I Formula and will therefore vary year-to-year. The cost per may range between \$5,000 and \$7,500 in reimbursement to the employer for the cost of the participant wages during the subsidized wage period, depending on the Title I budget.

The staff team will work on fully developing the Transitional Jobs policy so that implementation in the new program year, is possible.

For more information about this item, please contact Latoya Reed-Adjei, Assistant Director at (510) 259-3833 or by email at [latoya.reed-adjei@acgov.org](mailto:latoya.reed-adjei@acgov.org).

## ITEM V.A. – DISCUSSION

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

#### BACKGROUND:

In January of 2024, members of the Alameda County Workforce Development Board (Board) gathered at Las Positas Community College campus for a board retreat. The retreat was facilitated by Bob Lanter, former director of the California Workforce Association, with a focus of guiding Board activities toward being more community centered.

The discussions centered on the current workforce landscape and strategies to overcome barriers, resulting in the development of five key focus areas:

- 1) Increase strategic business engagement to modernize business practices. Assigned to the Systems and Strategies Committee
- 2) Improve equitable access to employment and careers by removing socioeconomic barriers. Assigned to the Organizational Effectiveness Committee
- 3) Promote awareness of the Board, knowledge, and visibility of strategic priorities. Assigned to the Executive Committee
- 4) Connect employer voice to education to increase inclusive job competitiveness. Assigned to the Youth Committee
- 5) Develop, grow, and strengthen priority sector partnerships. Assigned to the Systems and Strategies Committee

After the retreat and in collaboration with the California Workforce Association, staff developed a Two-Year Strategic Action Plan (Action Plan) intended to guide each Board sub-committee toward their victory lane goal.

Status of committee work for the Organizational Effectiveness and Systems and Strategies Committees is outlined below.

#### ORGANIZATIONAL EFFECTIVENESS COMMITTEE:

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

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

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

Throughout the duration of the Action Plan staff and members of the Board and committee have engaged in discussions and actions toward ensuring that the committee will achieve established goals by September 30, 2026.

Based on the Action Plan grid (attached), this committee had scheduled “down time” during quarters 6, 7, and 8 (October 2025 through June 2026) with expectation that the “Victory” goal would be achieved by 9/30/2026. The “Victory” goals were listed as:

- **Convene providers and employers focused on the chosen barrier(s)**  
Staff convened panelists for discussion during the early stages of the Action Plan
- **Selection of one barrier to focus committee efforts**  
The Committee selected two barriers which are listed in the bolded, bulleted list above
- **Develop an action plan to mitigate the identified barrier**

The staff continues to engage with agencies and organizations who prioritize services for justice-involved individuals (Please see the Reentry Services Update which is included in the Information Items section of this committee’s packet). Additionally, Board staff have engaged in two different strategies to ensure underserved communities are made aware of career services and pathways offered through the Board’s workforce system:

- Updated information is now being offered through Eden Information and Referral’s 211 online resource to guide individuals interested in career and workforce services to organizations within the Board’s workforce system.
- Website refresh that will offer a targeted landing page for job seekers and individuals from underserved communities; and

All of the established tasks assigned to this committee have been completed and staff will continue the work of ensuring information and access are readily available within our local communities.

#### SYSTEMS AND STRATEGIES COMMITTEE:

As outlined in the Board’s Strategic Priorities Action Plan, the Systems and Strategies Committee has two general “victory lane” goals:

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

Throughout the Action Plan period, staff along with members of this committee and the Board have engaged in planning and activities intended to ensure that established goals are achieved by quarter-ending September 30, 2026. In alignment with the Action Plan grid, this committee's tasks for quarter 8 (April through June 2026) are to:

- Launch a customized landing page on the Board's website for employer and job seeker resources
- Enhance the Board's ability to track sector data; and
- Engage the Board's Business Services team with local Chambers of Commerce to aid in relationship development with local, small business.

In support of these tasks this committee and staff have accomplished the following:

- Initiated the administrative tasks required to start the website refresh process
- Implemented methods for tracking sector data as it relates to job placements and occupational skills training opportunities for program participants

Noting that the Board's Business Services Unit has continually engaged with local Chambers of Commerce events to ensure exposure to small, local businesses.

Staff will be proposing a transition from the Return on Investment language with regard to this committee's victory lane goal to more accurately reflect the benefits for participants who have engaged in career services and vocational training within the three identified sector partnerships.

For additional information, please contact Michele G. Garcia, Workforce Board System Administrator (510) 259-3802 or [mggarcia@acgov.org](mailto:mggarcia@acgov.org); Latoya Reed-Adjei, Assistant Director (510) 259-3833 [latoya.reed-adjai@acgov.org](mailto:latoya.reed-adjai@acgov.org); or Carl Pascual, Management Analyst (510) 259-3887 or [carl.pascual@acgov.org](mailto:carl.pascual@acgov.org).

**ATTACHMENT:**

V.A.1. – Board's Two-Year Strategic Action Plan Grid

# Board 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)
<b>Sector Insights</b>  <b>Systems &amp; Strategies</b>	Identify 1-2 sector partnerships to grow or start new training  Conduct and review training on labor market & workforce data	Presentations on 3 existing sector partnerships	Cultivate sector experts  Engage stakeholders in planning sessions around selected industry sectors	Identify key occupational shortages & assess short term skills-based programs (where are the gaps)	Career pathways speakers from community colleges	Ensuring career centers are supporting sector strategies	More customized webpage for employer & job seeker resource portal  Enhance ability to track sector data		Develop clear return-on-investment data points for 3 identified sectors to inform board of progress
<b>Outreach</b> For WDB member engagement/ Recruitment  <b>Executive</b>	Focus board member recruitment on priority sectors -Develop ad hoc development committee -Staff to discuss storytelling strategy	Fact sheet updated, possible presentation developed -Ideas for Speaking opportunities -Storytelling strategy presented to Board	Bring Board member to meet with County elected officials (quarterly)		Increase engagement at K-12 tables & increase partnerships				-Success storytelling campaign launched -Expanded awareness of the board's work within industry, elected officials, & K-12
<b>Bridging Gaps</b>  <b>Youth</b>	Review work experience language for youth, consider 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 <u>are</u> in priority sectors. Pathways for Youth to priority sectors and occupations.
<b>Business Engagement Resources</b>  <b>Systems &amp; Strategies</b>			-Small business outreach (employer survey) -Discussion to review survey results (based on contract with California Employer Association) & how to move forward	Research other local boards resource pages for employers  Q5 Look at budget for website refresh – possible contractor. More customized website for businesses		Identify employer incentives for hiring diverse workforce on resource page	Identify/Collect all relevant resources & create webpage mockup	Business Services visits to chambers for outreach to small business and resource page	-Website/page for employers including business resources -Small business survey completed -Board member participation in business services visits
<b>Barrier Removal &amp; Increasing Access</b>  <b>Organizational Effectiveness</b>		Identify speakers to present on socio-economic challenges at Board or Committee meetings	Invite breaking barrier funded community-based organizations to discuss partnerships around removing socio-economic barriers	Meet with 211 to explore adding referrals to board resources  Look at budget for website refresh – possible contractor. More customized website for job seekers (or utilize 211)		Time may be used for strategy development to get information to the community			Pick 1 barrier and develop action plan to remove barrier  Convene providers and employers focused on chosen barrier

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

## ITEM VI. A. – INFORMATION

### REENTRY SERVICES UPDATE

#### BACKGROUND:

This report includes services and engagement activities targeted at the Local Area’s “Returning Citizens” by the Alameda County Workforce Development Board’s (Board) Reentry Services Coordinator and workforce system. This item covers the six-month timeframe of November 2025 through early April 2026.

The Board staff continues to solidify partnerships with key correctional partners. These partners include, Alameda County Probation Department, Alameda County Sherriff’s Department, Alameda County Public Defender’s Office, and the Alameda County Department of Health Services. Working with these key partners, daily lines of communication have been established, providing insights, strategies and the planning of vital community information forums and events. Additionally, other beneficial and productive partnerships emerged.

In association with the Alameda County’s Probation Office and its Community Corrections Partnership convening, the Board’s Reentry Coordinator was appointed Co-Chair of the newly created **Generational Wealth Subcommittee**, which was established to build financial stability and economic mobility for Alameda County residents. The committee’s aim is to impact skill-building, homeownership, investment in community and fair chance employment. The **sub-committee** launched its bi-monthly discussion series, which included the following topics:

1. Financial Literacy, “Keeping our Residents Informed”
2. Advancing Employment Access and Retention
3. Building Pathways to Living Wages through workforce partnerships
4. Pathways to Education, Employment and Economic Mobility
5. Strengthening Futures through ownership and financial Planning

The following organizations were represented:

- SparkPoint
- Dignify
- Urban Strategies Council
- Legal Services for Prisoners with Children
- Ohlone College
- Rubicon’s Center of Reentry Excellence program
- Restoring our Communities
- Project Rebound
- University of California Berkeley’s Underground Scholars program

- Open Gate
- Global Investments Incorporated
- World Systems Builder’s National Financial Literacy Campaign
- Firebrand Artesian Breads
- Planting Justice
- Five Keys Charter School

Moving forward, future meetings will be scheduled for facilities within and throughout our local communities. This strategy will attract more local residents, spawning input and feedback from them.

The Board’s partnership with the Sheriff’s Department has evolved immensely with the initiation of our **Community Reentry (Cooperative)**. This Cooperative represents a wide network of local and regional community-based organizations dedicated to servicing those with “Lived Experience”, specifically those still residing inside of Santa Rita Jail. Currently there are 20 organizations actively meeting with the Sherriff and her leadership team on a quarterly basis. The following discussions evolved.

- Children’s visitation allowances
- Clearance acceptances for those with “Lived Experience”
- Transportation procedures
- The inclusion and addition of local and regional Service Providers
- Establishing off site community meetings

The Cooperative’s consistent and pre-planned meetings with the Sherriff and her leadership team have yielded positive outcomes for the above matters. The Cooperative’s aim is to continue solidifying this success as we move forward.

**REENTRY SEVICES EVENTS AND ACTIVITIES:**

**The Board Staff** in conjunction with **Deputy Dean White, Santa Rita’s Reentry and Support Coordinator**, initiated a monthly Information Series held each month to inform, educate and encourage, the residents of Santa Rita to engage in the many services available to them after release. The initial session was held on Tuesday, January 20, 2026, with next occurring February 20, 2026. With strong support and availability of our community partners, we established a monthly schedule of sessions to occur every 3<sup>rd</sup> Tuesday of the month, and we have secured presenters for our next sessions being planned for March 17, and April 21, 2026. The uniqueness of these sessions has created a solid partnership with our Career Center partners and career training partners. The following is a list of our committed and confirmed partners to date:

- Tri-Valley Career Center
- La Familia Counseling Services
- Rubicon Programs and it’s Center of Reentry Excellence (CORE)
- Performance Truck Driving and Forklift Training School

- Cypress Mandela Training Center
- Rising Sun Center for Opportunity
- Operating Engineers Local #3/ Joint Apprenticeship Council
- District Council #16/ Glazers & Painters
- Sheet Metal Workers Local # 104

Looking forward, our collaboration is planning to host a Construction Machinery event likely in early summer 2026, where our Union partners will bring into the jail heavy equipment, construction tools, and simulator technology that will enable residents of Santa Rita to experience using and working with construction and manufacturing machinery.

**The Board staff**, working in conjunction with our **Alameda County Behavioral Health** partners, planned the 2<sup>nd</sup> annual Merritt College Reentry Conference. The event promotes and emphasizes the value of our residents who are “Justice Involved” and highlight services and programs that assist this specific population. This event, scheduled for March 26, 2026, at Merritt College’s campus will focus on such topics as:

- Navigating Mental Health Systems: How to Get Help
- Trauma, Healing, and Emotional Resilience
- Housing Pathways: From Transitional to Permanent Housing
- Employment After Incarceration: Getting Back to Work
- Education and Training Opportunities Throughout the Bay Area
- Legal Relief: Expungement, Record Clearance and Rights
- Benefits and Financial Stability
- Family Reunification and Healthy Relationships

There will also be a panel discussion, emphasizing “Peer Voices”. A discussion between those with “Lived Experience” pertaining to success strategy and overcoming obstacles. Last year this event attracted over 200 attendees, and our aim is to match or exceed that total this year.

**The Board staff** with our **Alameda County Social Services** colleagues are actively engaged in the planning of our 9<sup>th</sup> Annual Reentry Job Fair. This event, scheduled for Friday April 24, 2026, at the Oakland Alameda Coliseum, has been a pillar of information sharing for our target audience. The event usually attracts over 800 guests and almost 100 vendors. The event offers a wide array of services, programs, workshops, and other much needed material, items and courtesies. Services such as makeovers, haircuts, clothing assistance, even items for our participants’ children, such as diapers, clothing and toys are provided. Our aim is to continue enhancing our pool of vendors and services, uplifting as many of our community as possible.

## **EVENTS AND ACTIVITIES:**

**Board staff** continue to maintain an active and engaging schedule of regional events and activities highlighting programmatic strategies that prioritize services for our “Returning Citizens”. These include:

- November 17, 2025 - Presented at our monthly **Community Corrections Partnership Executive Committee** meeting on the progress and activities facilitated and hosted by the **Generational Wealth** committee.
- November 25, 2025 - Facilitated the bi-monthly **Generational Wealth** committee meeting, the theme of this meeting was “Building Pathways to Living Wages Through **Workshop Partnerships**.”
- December 15, 2025 - Attended **Generational Health** committee meeting, and the theme of this meeting was “From Trends to Opportunities”: **Addressing Youth Needs**.
- January 9, 2026 - **Community Reentry Cooperative** met with the leadership team of Sherriff Sanchez to discuss Santa Rita Jail matters, such as visitation rules, release considerations, and enhancing community services inside the jail.
- January 20, 2026 - Participated in the initial **Santa Rita Jail Information Session** series, guest included, Tri-Valley Career Center, Operating Engineers Local 3, Cypress Mandela, and Rubicon Programs.
- January 21, 2026 - Served as an Ambassador at our semi-annual “**Resource Fair**”, and over 500 attendees were serviced.
- January 26, 2026 - Attended monthly **Community Corrections Partnership Executive Committee** meeting, and reported on recent **Generational Wealth** meetings, and future plans.
- January 27, 2026 – Co-Chaired **Generational Wealth Committee** meeting, this was our first meeting held at a community-based organization partner site. The meeting was held at the **West Oakland Job Resource Center**, and moving forward, our aim is to schedule our future meetings at a partner location.
- January 30, 2026 - Attended the graduation ceremony for **Tradeswomen Inc.** held in Sausalito. The event produced **25 graduates**, and over half were women.
- February 2, 2026 - Presented an update on events and activities of the **Generational Wealth** committee to the **Community Corrections Partnership Executive Committee**
- February 5, 2026 - Attended Career Fair hosted by colleagues from the **Five Keys Charter School**.
- February 16, 2026 - Made a site visit to **Bonita House** in Oakland, an organization established to provide housing assistance, and substance treatment for those with “Lived Experience”.
- February 17, 2026 - Attended **Generational Health Committee** meeting, and the theme for this meeting was “From Barriers to Solutions: **Aligning Systems** for Equity”.
- February 19, 2026 - Met with the Sasha Sancaur, Director of **Digg Deep Farms**, an urban farm designed to assist those with “Lived Experience”, in understanding and establishing healthy and nutritional dietary standards.

- February 20, 2026 - Met with **Alameda County's Sherriff Sanchez's** leadership team, this meeting, to emphasize the need of additional Santa Rita vendors, especially those offering transportation assistance.
- February 22, 2026 - **Generational Wealth Committee** welcomed our new **Youth Chair, John Monroy**, a Senior at San Leandro High School. For a young person, John has a wealth of involvement and interaction in youth leadership.
- February 26, 2026 - Attended **Building Opportunities for Self-Sufficiency's** open house event, this site was opened for those previously unhoused.
- On March 24, 2026 - Facilitated Bi- Monthly **Generational Wealth Committee** meeting, held at Lao Family Community Development
- March 26, 2026- Hosted/facilitated panel discussion at **Merritt College's** 2nd Annual Re-Entry Conference entitled **Beyond Survival: "Reclaiming Power, Purpose, and Possibility"**.

For further information, contact Charles H. Turner, Reentry Services Coordinator by phone at (510-507-6591) or by email at: [charles.turner@acgov.org](mailto:charles.turner@acgov.org).

**ITEM VI.B. - INFORMATION**  
**STORY BEHIND THE NUMBERS**  
**SUCCESS STORIES**

**BACKGROUND:**

Career Service Providers are required to submit a Monthly Narrative Report that provides qualitative information in support of the data from the Quarterly CalJOBS reports and other relevant information. This item represents a summary of the Monthly Narrative Reports and other highlighted information from program services offered from July 1, 2025, through February 28, 2026.

**America's Job Center of California Operator:** Rubicon Programs serving San Leandro, Hayward, Unincorporated areas of Castro Valley, Ashland, Fairview, Cherryland, and San Lorenzo

**Program Highlights:**

- Participating in the Department of Rehabilitation/America's Job Center of California Collaboration Initiative, intended to serve participants and bring about system change that intentionally and sustainably bridges services together for the benefit of the shared participant. Rubicon, as Comprehensive Center Operator, has devoted staff to undergo training and staff continues to work closely with Department of Rehabilitation staff to coordinate services and provide co-case management support to program participants and leverage partner services as appropriate.
- Connected over 75 participants to training programs including the following: Construction program management, Cyber Security-Artificial Intelligence Application, Paralegal Studies, Medical Assistant, Artificial Intelligence Administrative Assistant, among others.
- Rubicon hosts Memorandum of Understanding meetings, encouraging partner programs to collaborate and leverage services to best serve shared customers. Efforts have included creating a one-page information item to ensure there is a clear referral pathway and also co-hosted events such as Educational/Training resource fairs featuring partner adult schools at the Comprehensive Center. Resource fair participants have an opportunity to explore available workforce training options and courses that will support workforce development.

**Tri-Cities Career Service Provider:** Ohlone Community College District serving Fremont, Newark, and Union City

**Program Highlights:**

- Facilitated employment for participants as Supply Chain Manager, Preschool Teacher, Office and Administrative Support Worker, Network and computer Systems Administrator, and many others.
- Through Individualized Training Accounts participants connected to cohort training programs in AI-driven Administrative Assistant, and Pharmacy Technician as well as programs in Medical Assisting, Human Resource Management, Machine Learning, Sterile Processing Technician, among others.
- Maintained connection with the Employment Development Department office to facilitate connections with dislocated workers and supported the system by making referrals to other career service providers, as appropriate.

**Tri-Valley Career Service Provider:** Chabot-Las Positas Community College District serving Pleasanton, Dublin, Livermore, and Unincorporated Sunol

**Program Highlights:**

- Facilitated employment for participants as Data Scientist, Public Program Eligibility Interviewer, Computer Hardware Engineer, and others.
- Spearheaded pre-apprenticeship program, The Certified Nursing Assistant Academy, during which clients complete a two-week soft skills bootcamp followed by four weeks of state-approved Certified Nursing Assistant training. An employer partner, WAYS Homecare and Health Agency, offers both full-time and part-time positions starting at \$20/hour, increasing by \$3-\$6 after participants pass the state licensing exam. This program is in process of being registered as an apprenticeship.
- Supported the connection through Individualized Training Accounts for participants to training programs such as Machine Learning and Data Science, Accounting Specialist, AI-driven Administrative Assistant, and Certified Nursing Assistant, among others.

**North Cities Career Service Provider:** Lao Family Community Development serving Alameda, Albany, Berkeley, Emeryville, and Piedmont

**Program Highlights:**

- Facilitated employment for participants as Administrative Support Worker in the government sector, an in-house Counselor position with Lao Family, and as a Mechanical Engineer.

- Hosted a successful and well-attended open house to celebrate a new partnership and satellite location at Berkeley Adult School, highlighting the co-location within a North Cities area educational partner organization and facilitating immediate support to the Berkeley Adult School student population.
- Supported the connection through Individualized Training Accounts for participants to training programs for Pharmacy Technician, Cybersecurity-Artificial Intelligence Application, Caregiver, and Nursing Assistant, with the possibility of additional participants to be served. One participant was enrolled in an On-the-Job Training opportunity in a Caregiver role.

**Targeted Career Service Provider:** International Rescue Committee serving English Language Learners, Refugees, and Asylees

**Program Highlights:**

- Connected through Individualized Training Accounts, participants pursued training in programs including Pharmacy Technician, Foundations in Dental Assisting, Caregiver/Personal Care aide, Certified Nursing Assistant, among others.
- Provide entrepreneurship training for individuals looking to start a home-based childcare business. Through this program, the individuals attend 3 weeks of training that covers necessary topics and awards certifications needed. Classes are offered in Dari, Spanish, and English. Support is provided to participants looking to pass state inspection, including home pre-inspection, in person interpretation services during the state inspection, and help with completion of necessary paperwork, among others necessary to establish the business and make necessary business contacts.
- Provides strong advocacy for population served, including providing additional information to employers who express hesitation around employing participants. Support is provided to help build participant confidence around immigration concerns, establishing a bank account/credit, among other services.

**Success Stories:**

**Building Up for a New Life:**

After fleeing Haiti and arriving in the United States in 2023, “Sarah” and her family faced many challenges including struggling to afford necessities such as rent, food, and clothing. Sarah did not speak English, and so accessing services and finding employment to help her family was especially difficult. She was able to work as a babysitter, having had experience in her home county, and later, with the help of a friend, enrolled in English classes in order to improve her language skills.

Her friend also told her about services available through the International Rescue Committee and Sarah became a client in 2025. Sarah was referred to the Employment Engagement Team where she received counseling to better identify her skills and work experience. Based on her experience, she was encouraged to apply as a Caregiver with a partner employer, CareBuilders at Home. Her counselor at the International Rescue Committee supported Sarah through the application process and provided supportive services to cover costs related to her employment background check and registration as a Home Care Aid.

After becoming employed, Sarah was referred to financial coaching sessions offered through International Rescue Committee where she learned about budgeting, credit scores, and financial planning. Today, Sarah earns a stable income, is establishing a stronger work history and improving her English and has been able to help improve her family's financial situation, even being able to help establish a stable living situation for them.

**Support for a Veteran Seeking a New Path:**

As a 56-year-old Veteran, "Benjamin" found himself unemployed and struggling to support his family. Overwhelmed, he reached out to the Eden Area Comprehensive America's Job Center of California, operated by Rubicon, to help him as he looked toward starting a new chapter. Rubicon Staff offered several options, ultimately encouraging Benjamin to pursue training leading to stable new employment. Benjamin set his sights on Castro Valley Adult School's Wastewater Operations program to gain new skills and start on a path toward a career with long-term earning potential.

Rubicon covered all costs related to tuition and materials and provided support and encouragement through the registration process. Starting this training has increased Benjamin's confidence and shown him that he can start a new path, even at this stage of his life. Upon completing the program in June 2026, he will be qualified to pursue full-time employment within the wastewater management field, offering a rewarding opportunity for growth and long-term security. Benjamin shares that this new path does not only allow him to support his family but gives him the chance to contribute to an essential service that protects public health and the environment.

For more information, contact Jennifer Victorica, Program/Financial Specialist - Adult/Dislocated Worker Programs, at [Jennifer.Victorica@acgov.org](mailto:Jennifer.Victorica@acgov.org) or (510) 259-3841.

## **ITEM VII.A. – REPORTS**

### **CALJOBS<sup>SM</sup> REGISTRATION RATE WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA OCTOBER, NOVEMBER, AND DECEMBER 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 individuals, who are not yet enrolled in Workforce Innovation and Opportunity Act programs, are commonly referred to as “Universal Customers”. Individuals self-register into the state’s career networking system (CalJOBS<sup>SM</sup>) and then may take advantage of services including workshops, computer labs, and other universal services offered through the Local Board’s system.

The Board recognizes that universal services utilize staff time and resources and should be tracked as a statement to the traffic sustained through the local workforce system. California’s CalJOBS<sup>SM</sup> system offers local boards the ability to report on the number of individuals who reside within their areas and who utilize the CalJOBS<sup>SM</sup> system to meet their job search and occupational skills training needs.

#### **ANALYSIS OF REPORT:**

The CalJOBS Registration Rate report is reflective of only individuals who are newly registered in the CalJOBS system during the three-month period including October, November, and December 2025. Individuals who had been registered in CalJOBS prior to or after this period would not be reflected on this report – even though they may continue to engage with workforce services or the CalJOBS<sup>SM</sup> system.

Based on the monthly labor force data published by California’s Employment Development Department Labor Market Division for November and December 2025, approximately 3.7% of the unemployed population residing within the Board’s service area have sought services or assistance as measured through the number of CalJOBS<sup>SM</sup> registrations during those two months. It should be noted that while CalJOBS<sup>SM</sup> registrations are being published for the month of October 2025, there was no labor market data published by the State of California for October 2025 due to the federal government shutdown that occurred during that time.

For additional information, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reach by phone at (510) 259-3802 or through email at [mggarcia@acgov.org](mailto:mggarcia@acgov.org).

#### **ATTACHMENT:**

VII.A.1. – REPORTS CalJOBS Registration Rate Program Year 25-26 Q3

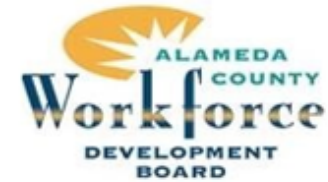
**CALJOBS<sup>SM</sup> REGISTRATION RATE**  
**WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA**

EDD LMI + CalJOBS Registration Data: October, November, and December 2025

Sub Regions: Months:	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
	Oct '25	Nov '25	Dec '25	Oct '25	Nov '25	Dec '25	Oct '25	Nov '25	Dec '25	Oct '25	Nov '25	Dec '25
Total Labor Force	No Data	202,700	201,200	No Data	127,500	126,500	No Data	183,100	181,700	No Data	119,900	119,000
# Unemployed	No Data	9,300	8,600	No Data	5,800	5,400	No Data	8,000	7,400	No Data	5,100	4,800
Unemployment Rate	No Data	4.6%	4.3%	No Data	4.5%	4.3%	No Data	4.4%	4.1%	No Data	4.3%	4.0%
CalJOBS Registrations	380	343	375	216	168	167	307	279	255	223	187	167
% Engagement	No Data	3.7%	4.4%	No Data	2.9%	3.1%	No Data	3.5%	3.4%	No Data	3.7%	3.5%

DATA for October, November, and December 2025 (Entire Region)			
Month:	October 2025	November 2025	December 2025
Total Labor Force	No Data	633,200	628,400
# Unemployed	No Data	28,200	26,200
Unemployment Rate	No Data	4.5%	4.2%
CalJOBS Registrations	1126	977	964
% Engagement	No Data	3.5%	3.7%

3 Month Avg
630,800
27,200
4.3%
1022
3.8%



22

Key:	Definitions
Total Labor Force	Total number of individuals employed and not employed, but actively seeking workforce services 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 <sup>SM</sup> system during the designated month by sub-region.
% Engagement	The percentage of individuals who have engaged in services or registered in the CalJOBS <sup>SM</sup> system by sub-region.

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

The above charts show labor market statistics including number of individual in the workforce and number of individuals unemployed for the months of October, November, and December of 2025. This labor market data is compared against the number of individuals 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 3.7% of individuals seeking workforce services 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.B. – REPORTS**

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

#### **BACKGROUND:**

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

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

#### **ANALYSIS OF REPORTS:**

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

- Placement Rate @ 4<sup>th</sup> Quarter Post Exit
  - Dislocated Workers = 103.5% of Goal
- Credential Attainment Rate by 4<sup>th</sup> 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 @ 2<sup>nd</sup> Quarter Post Exit
  - Youth = 98.1% of Goal
  - Adults = 95.2% of Goal
  - Dislocated Workers = 92.8% of Goal
- Placement Rate @ 4<sup>th</sup> Quarter Post Exit
  - Youth = 92.6% of Goal
  - Adults = 95.2% of Goal
- Credential Attainment Rate by 4<sup>th</sup> Quarter Post Exit

- Adults = 91.4% of Goal

Lower achievements have been experienced in the following areas:

- Credential Attainment Rate by 4<sup>th</sup> 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](mailto:mggarcia@acgov.org).

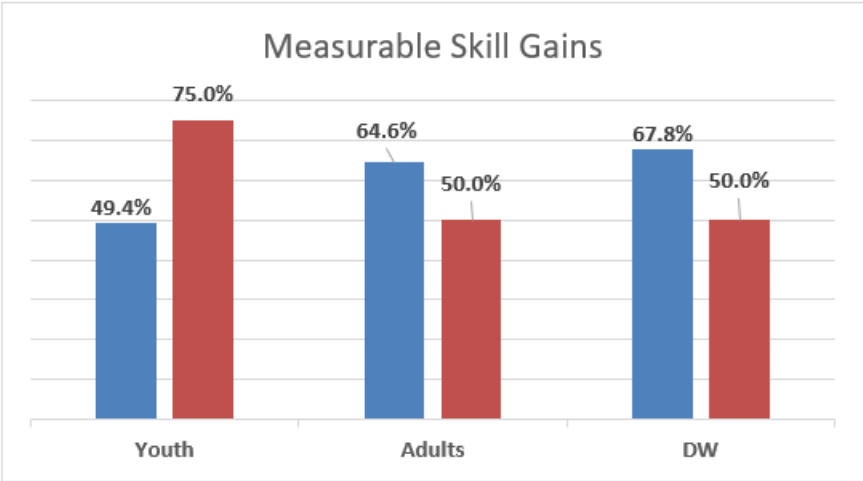
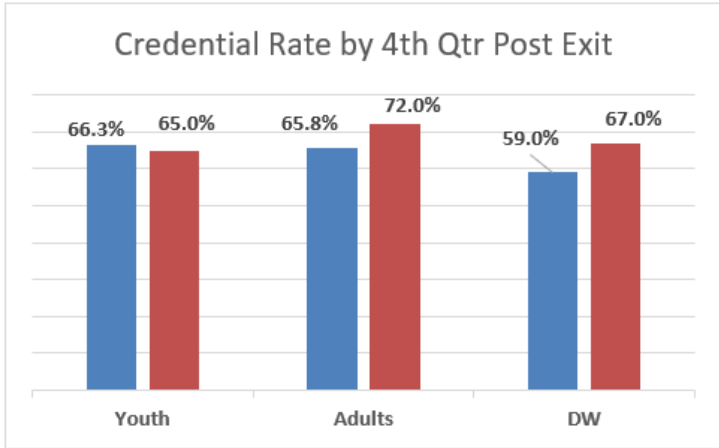
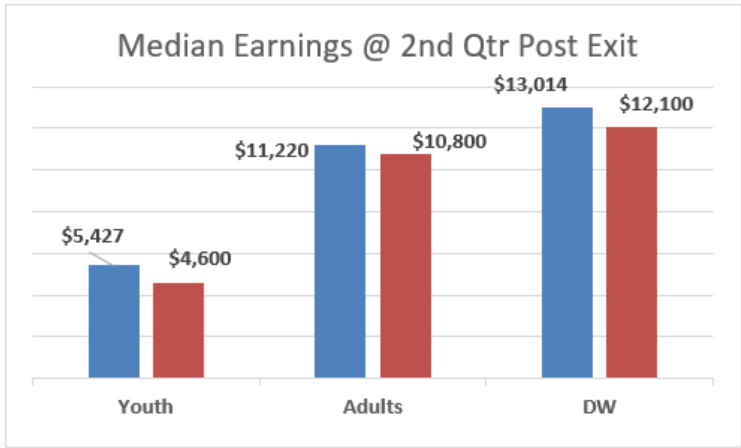
**LOCAL AREA PERFORMANCE REPORT  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS  
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS  
ROLLING FOUR QUARTERS - ENDING 3/31/2026**

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
<b>Population Description:</b>	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
<b>CORE INDICATORS OF PERFORMANCE</b>	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal
<b>Placement Rate 2nd Quarter Post Exit</b> ① <small>Exited between 4/1/2024 and 3/31/2025</small>	70.6%	72.0%	<b>98.1%</b>	61.9%	65.0%	<b>95.2%</b>	64.0%	69.0%	<b>92.8%</b>
<b>Placement Rate @ 4th Quarter Post Exit</b> ① <small>Exited between 10/1/2023 and 9/30/2024</small>	63.0%	68.0%	<b>92.6%</b>	60.0%	63.0%	<b>95.2%</b>	70.4%	68.0%	<b>103.5%</b>
<b>Median Earnings @ 2nd Quarter Post Exit</b> <small>Exited between 4/1/2024 and 3/31/2025</small>	\$5,427	\$4,600	<b>118.0%</b>	\$11,220	\$10,800	<b>103.9%</b>	\$13,014	\$12,100	<b>107.6%</b>
<b>Credential Rate</b> <small>Exited between 10/1/2023 and 9/30/2024</small>	66.3%	65.0%	<b>102.0%</b>	65.8%	72.0%	<b>91.4%</b>	59.0%	67.0%	<b>88.1%</b>
<b>Measurable Skill Gains</b> ② <small>Exited between 4/1/2025 and 3/31/2026</small>	49.4%	75.0%	<b>65.9%</b>	64.6%	50.0%	<b>129.2%</b>	67.8%	50.0%	<b>135.6%</b>

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

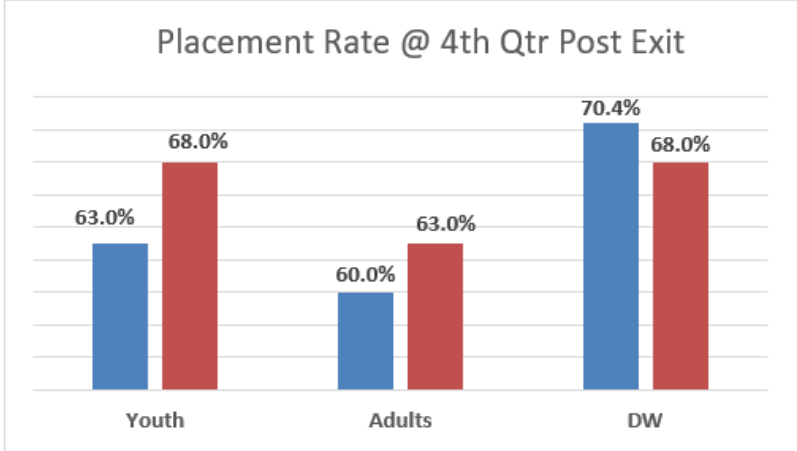
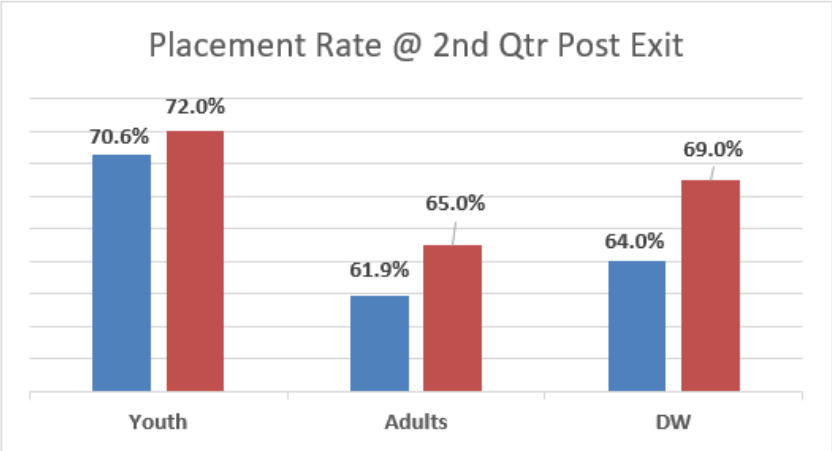
② Measurable Skill Gains track an individuals progress toward credential attainment.

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.C. – REPORTS

### CONTRACT PERFORMANCE INDICATORS REPORTS ADULTS AND DISLOCATED WORKERS PY 2025/2026; QUARTER 3 (7/1/2025 THROUGH 3/31/2026)

#### BACKGROUND:

The Alameda County Workforce Development Board’s (Board) Contract Performance Indicators Reports provide a method for staff, service providers, the community, and the board to stay informed about progress made toward attainment of contract performance goals.

Program year 2025/2026 represents the launch of a new four-year procurement cycle which highlights a new system design and some new service providing organizations. The Board has returned to a sub-regional model offering an organization within each of the four sub-regions of Alameda County that has been contracted directly 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 program year 2025/2026.

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

## **ANALYSIS OF REPORTS:**

Two of the Five Adult and Dislocated Worker service providers (Tri-Valley Career Center associated with Chabot/Las Positas College District and International Rescue Committee) have exceeded their goal for new enrollments this Program Year. Ohlone College has met their goal for Dislocated Worker enrollments and attained nearly 90% of their goal for Adult enrollments. Rubicon Programs, the operator of the America's Job Center of California in the Eden area and Lao Family Community Development in the North Cities have either achieved or exceeded their goals for Adult enrollments, but both are short of their goals for Dislocated Worker enrollments.

Training fund obligations are low for Lao Family who is new to our system this program year. Ohlone College and Tri-Valley Career Center have nearly met their training fund obligations for the program year. Rubicon Programs and International Rescue Committee are making progress toward their goals.

On-the-Job Training enrollments are increasing this quarter with three of the five service providers either meeting or exceeding their goals.

Please review the attached report for a full overview of performance for this quarter.

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

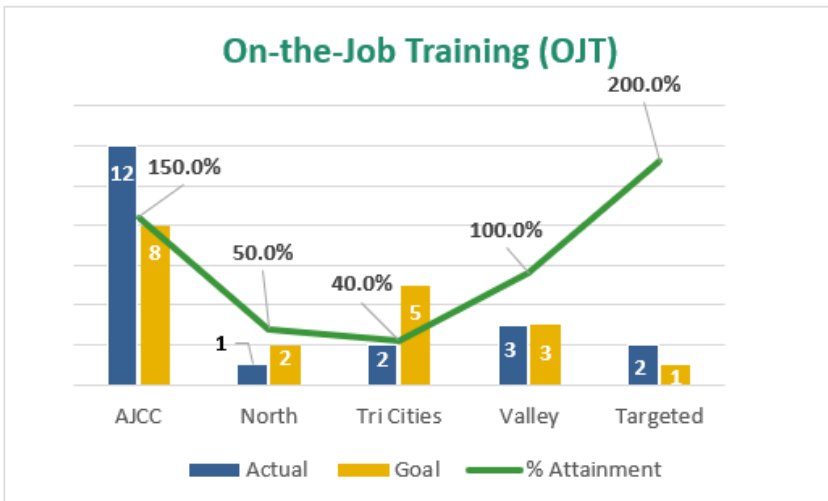
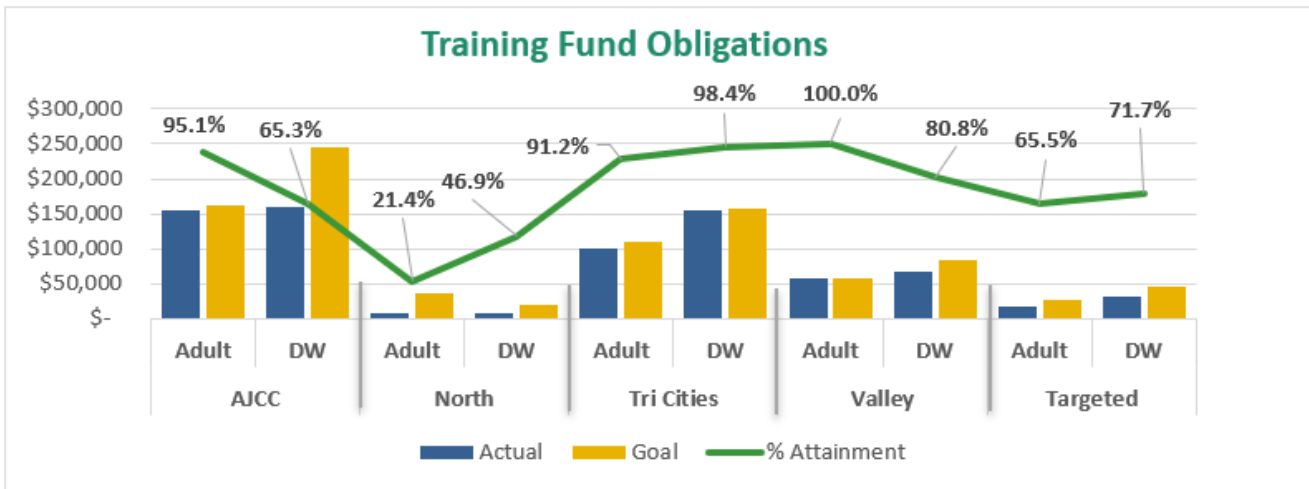
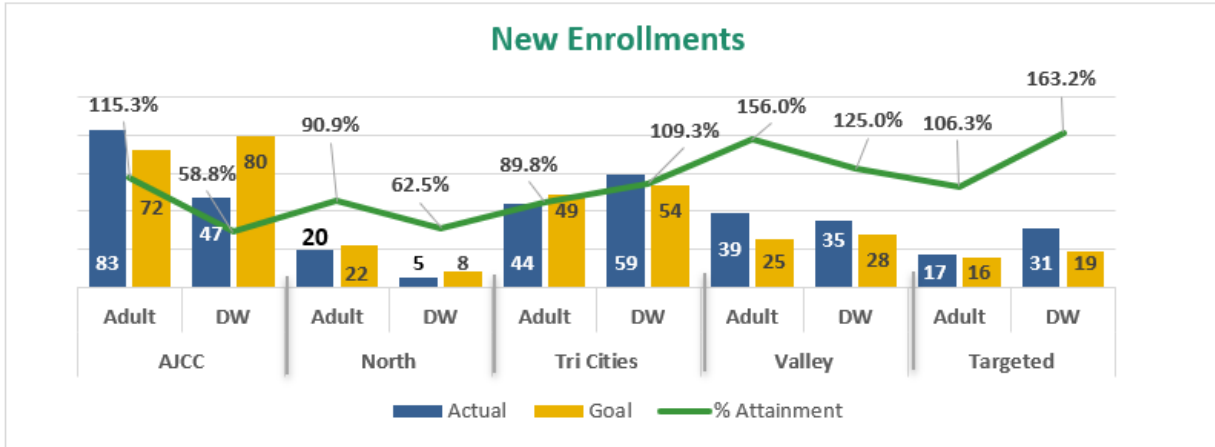
## **ATTACHMENT:**

VII.C.1. – Contract Performance Indicators Reports Adults and Dislocated Workers



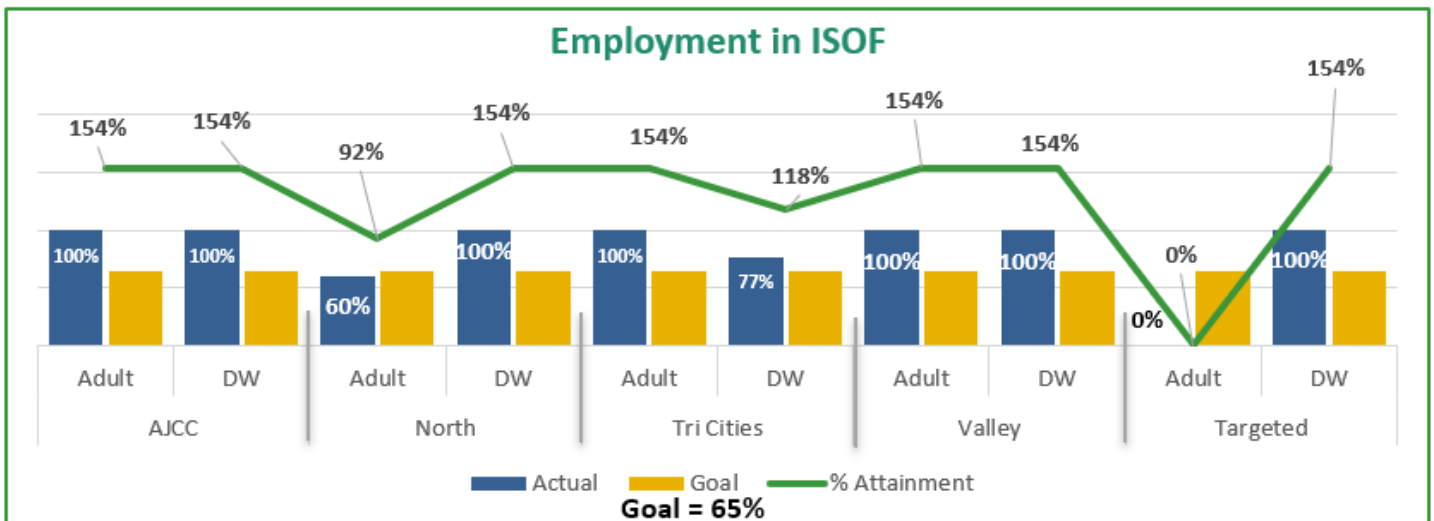
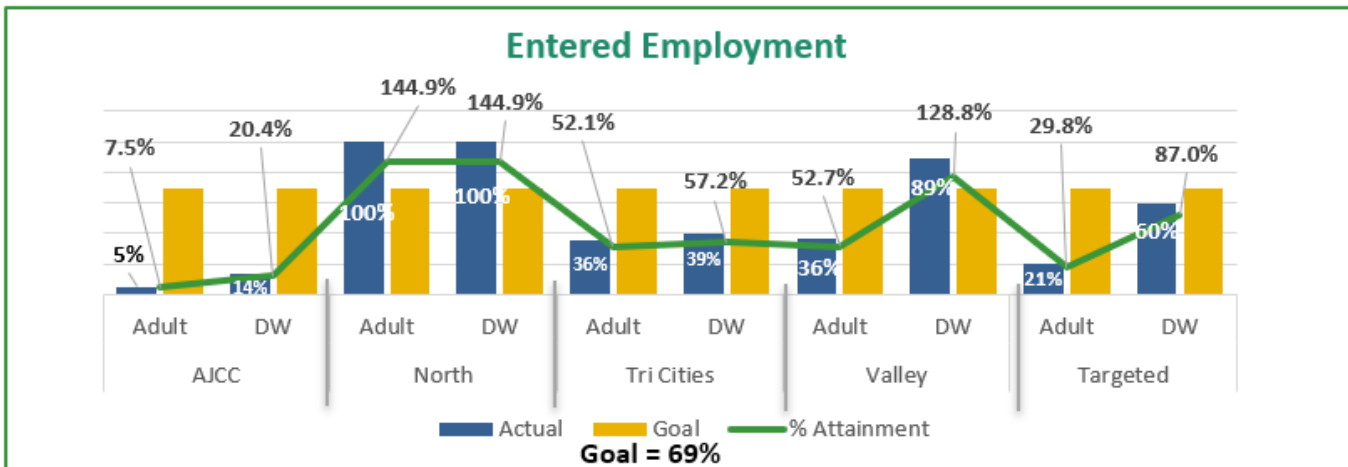
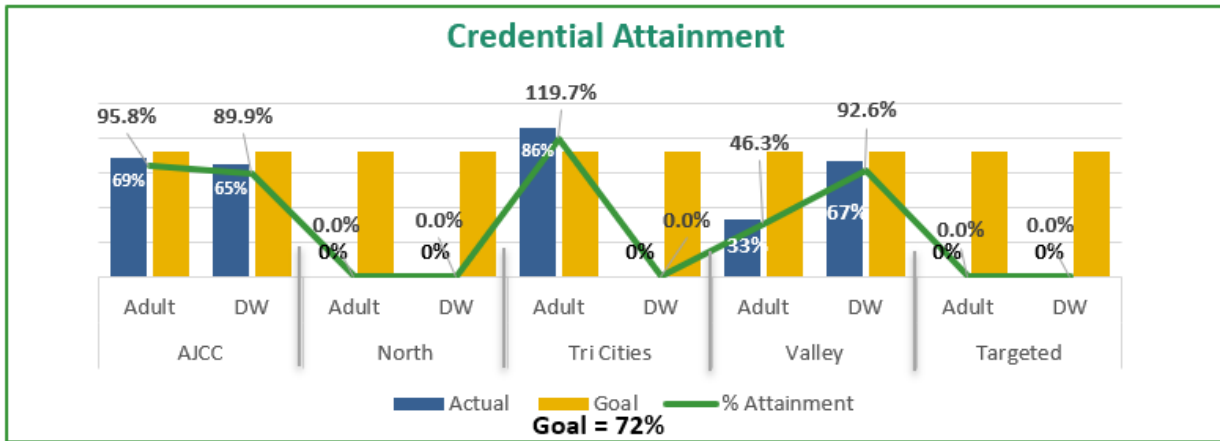
**CONTRACT PERFORMANCE INDICATORS REPORT**  
**ADULT & DISLOCATED WORKER PROGRAMS**  
**PROGRAM YEAR 2025/2026; QUARTER 3 (7/1/2025 - 3/31/2026)**

**How Much Did We Do?**



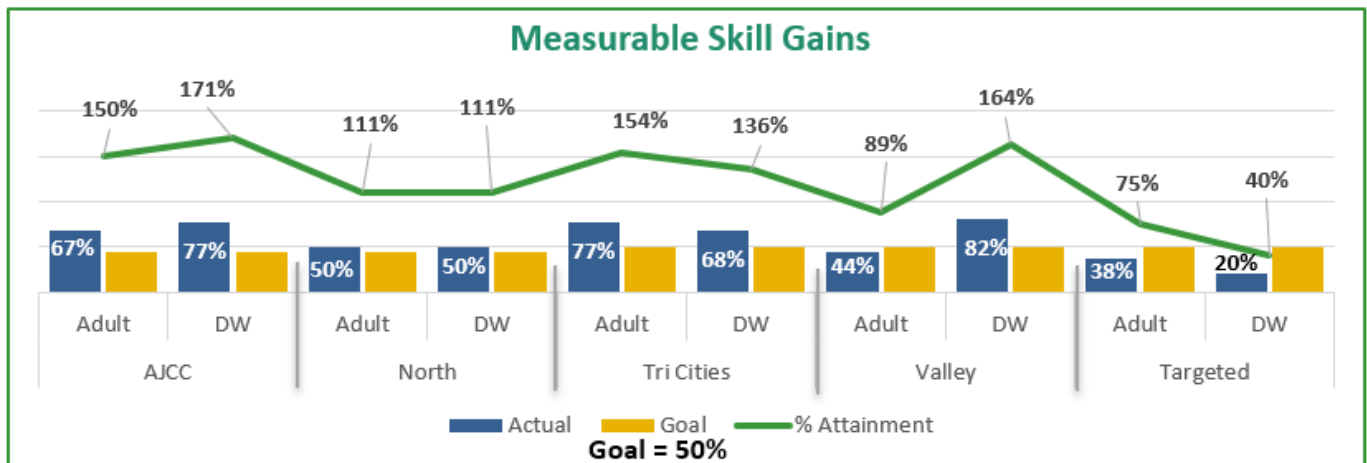
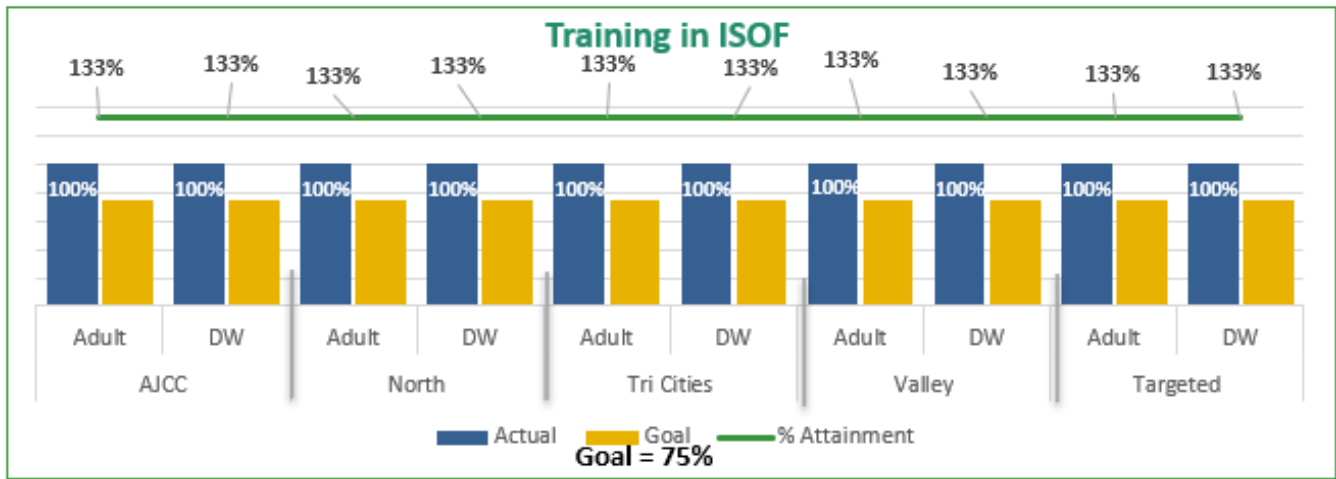
**AJCC** = Rubicon Programs/Eden  
**North** = Lao Family/North Cities  
**Tri** = Ohlone / Tri-Cities  
**Valley** = Chabot/Las Positas/Tri-Valley  
**Targeted** = International Rescue Committee (IRC)  
 English Language Learners  
 Refugees/Asylees

## Is Anyone Better Off?



\*ISOF = ACWDB's Industry Sector and Occupational Framework - Identifying industry sectors and occupations that are projected to grow, offer livable wages, or are considered quality jobs with high road employers.

## How Well Did We Do?



The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 3rd quarter of program year 2025/2026 (7/1/2025 through 3/31/2026). The Alameda County Workforce Development Board funds five different career service providers throughout the Local Workforce Development Area (Alameda County outside the City of Oakland).

Service providers have achieved at least 58% of their goal for new participants; with most providers exceeding their goal. Training fund obligations are low for the North Cities provider who is new to our system this program year. On-the-Job Training enrollments are increasing this quarter. Credential attainments are presently low for services providers that are new to our system. However, this trajectory should change once participants complete training programs.

Entered Employment rates remain low for the America's Job Center of California and for the Targeted Services provider under their Adult fund stream. Rates for occupational skills training and job placement within the board's Industry Sector and Occupational Framework remain high as the board's career service providers have always performed well when it comes to keeping participants informed about sectors that will provide secure employment and livable wage. Measurable Skill Gains achievements are improving across all service providers - with only two providers not meeting their goal for this measure.

## **ITEM VII.D. – 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 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 have either met or exceeded enrollment goals for program year 2025/2026. The North Cities provider has attained 56.5% of their goal so far.

One of the three out-of-school Youth Service Providers have exceeded their goal to engage participants in occupational skills training leading to credentials.

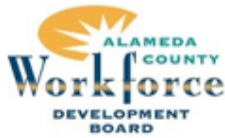
Over the last quarter, Youth Placement achievements have improved for North Cities and Tri-Cities out-of-school providers. Youth Placements are recorded when participants are placed into employment, education, training, or the military.

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](mailto:mggarcia@acgov.org).

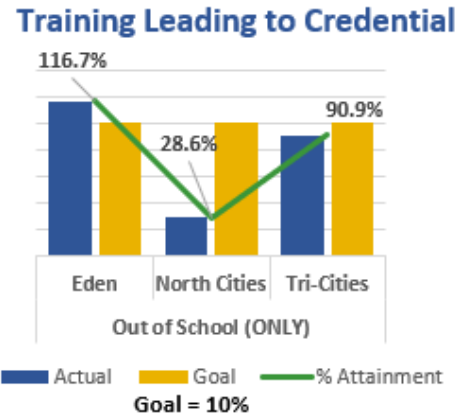
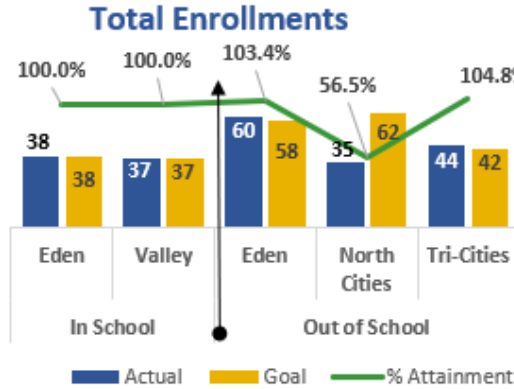
#### **ATTACHMENT:**

VII.D.1. – Contract Performance Indicators Report Youth Program Year 25-26 Q3 (2 pages)

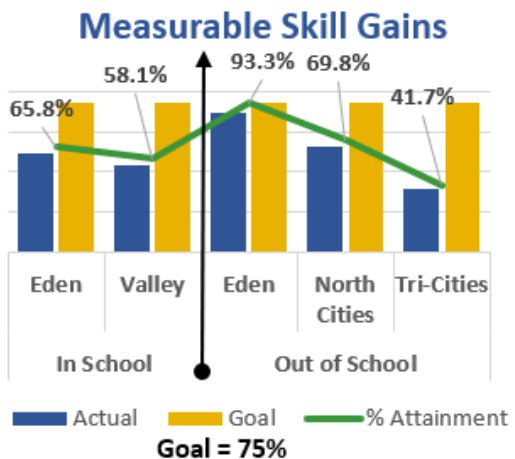
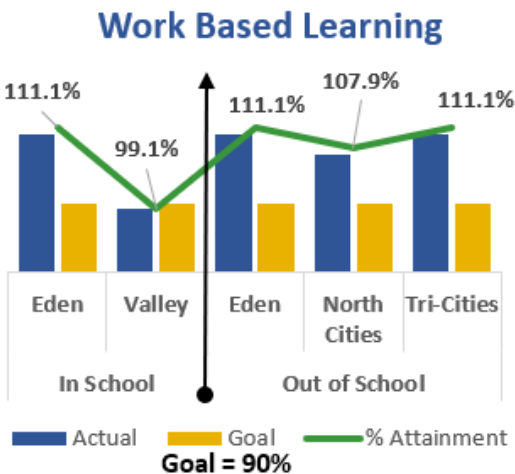
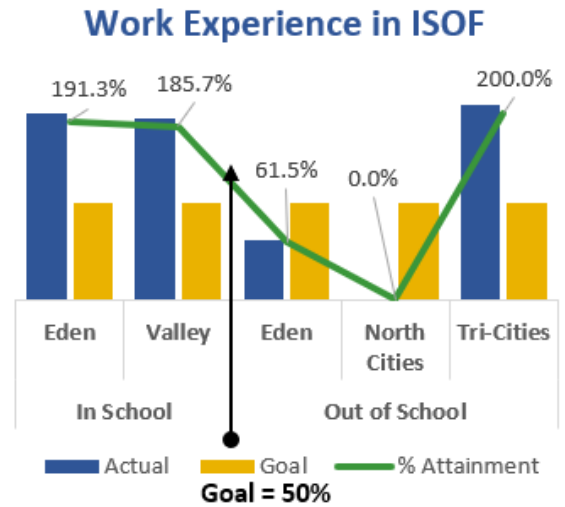
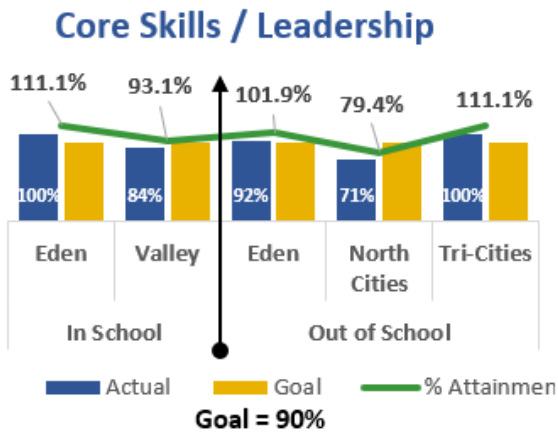


**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2025/2026 3RD QUARTER (7/1/2025 THROUGH 3/31/2026)**

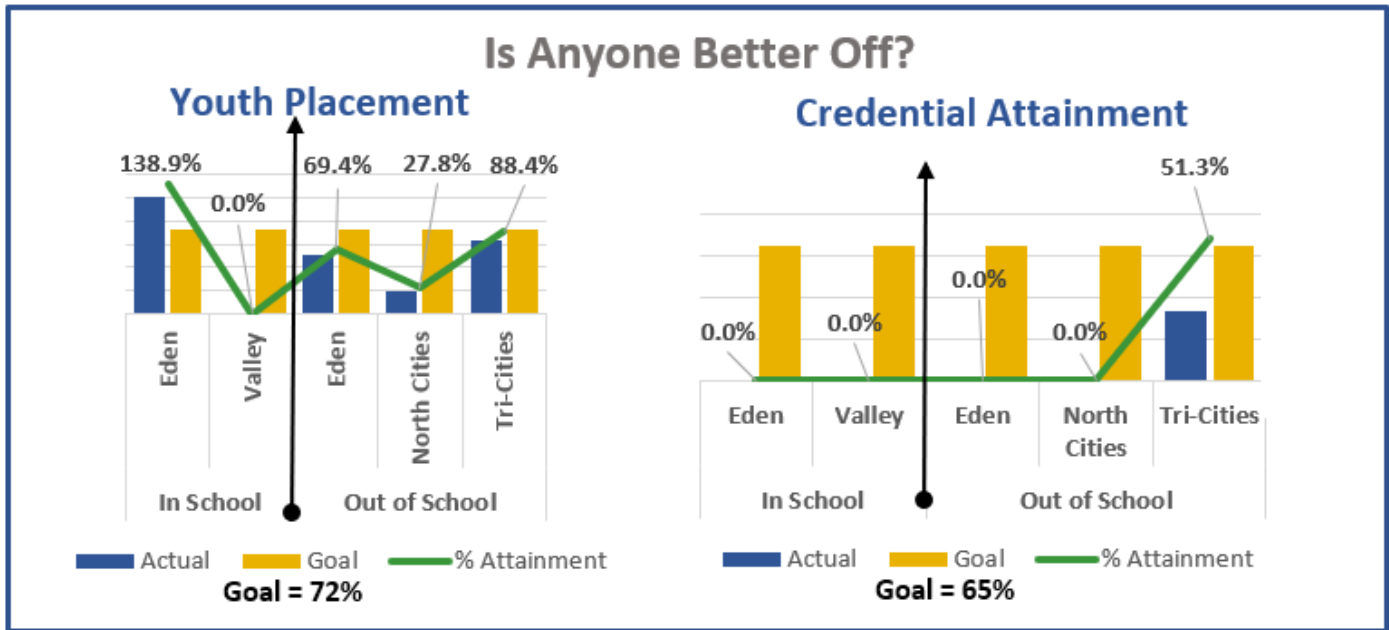
**How Much Did We Do?**



**How Well Did We Do?**



**YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS**  
**PY 2025/2026 3RD QUARTER (7/1/2025 THROUGH 3/31/2026)**



This two-page attachment to the Youth Contract Performance Indicators Reports item represents Youth service provider's contract performance attainments through the third quarter of program year 2025/2026 (7/1/25 through 3/31/2026).

Four of the five youth service providers have achieved at their enrollment goal for this program year; with International Rescue Committee, (a new provider) achieving 56.5% of their goal so far. One of the three out-of-school youth providers have exceeded their goals for percentage of participants enrolled into training. Three of the five providers are presently at their goal for enrolling participants into Core Skills/Leadership services; and four of the five providers are currently meeting for goal for enrolling participants into Work-Based learning activities. Three providers have exceeded the goal of having Work Experience activities fall within the Board's Industry Sector and Occupational Framework; while the other two providers have not yet engaged participants in Work Experience activities. Youth placement rates for low for in-school youth in the valley area and for out-of-school youth in the North Cities area. Out-of-school youth in the Eden area are nearly at goal for youth placement; and both Eden in-school and Tri-Cities out-of-school youth are exceeding their placement rate goals. Credential attainment is low at the moment with expectations for better performance as the program year progresses.

## **ITEM VII.E. - REPORTS**

### **RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH FEBRUARY 28, 2026**

#### **BACKGROUND:**

The California Worker Adjustment Retraining Notification (WARN/ layoff notice) protects employees, their families, and communities by requiring businesses with 75 employees or more to give a 60-day notice to the affected employees and both state and local representatives prior to a closing plant or mass layoff. In program year 2025/2026, the Alameda County Workforce Development Board Rapid Response team held 31 layoff/closure events and served 1,682 workers by sharing information and critical resources to help impacted workers navigate post-layoff.

The Rapid Response Coordinator (Coordinator) can be used as we are reducing acronyms throughout that follow in alignment with the county's accessibility standards is responsible for responding to layoff notice, 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 February 28, 2026, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment VII.E.1. for specific employer data.

The Coordinator receives the layoff notice and other 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 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 the Career Center system to direct impacted workers to a 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.

#### **Company Closure**

AbbVie Corporation permanently closed its doors to its Dublin and Livermore locations. The layoff affected 59 workers that begin on January 9, 2026. AbbVie a pharmaceutical company exits from the Tri-Valley and leaves its South San Francisco location on Gateway Boulevard as its only remaining outpost in the state. The Rapid Response team held two orientations. There was a total of 76 workers who attended.

RR Donnelley permanently closed its doors to its Newark location. The layoff affected 70 workers that will begin on March 31, 2026. RR Donnelley is a company that has been around since the 1800s, built on printing everything from phone books to glossy magazines. The Rapid

Response team held a virtual orientation. There was a total of 39 workers who attended. DHL Supply Chain will permanently close its doors to its Livermore locations. The layoff will affect 74 workers and began on March 31, 2026. The Tri-Valley area has been hit by ongoing waves of layoffs throughout the region as the job market grapples with numerous factors including economic uncertainty, supply chain issues and the rise of AI. DHL is a warehousing and transportation company. The Rapid Response team held two orientations. There was a total of 76 workers who attended.

### **Open Rapid Response Orientations**

Beginning in May 2023, the coordinator has facilitated Open Rapid Response Orientation (Open Orientation) sessions that are not layoff notice 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 layoff notice, the businesses were required to comply, and/or if the business relied on its own outplacement services.

In the last program year, 60 attended an Open Orientation session. This program year and through the end of the second quarter, 88 attended an Open orientation session. The participants are referred to the Board's service providers based on their city of residence. Individual referrals and program enrollments will not be reflected in the Rapid Response Report since their employers were either not mandated to report the layoffs or they had engaged private, for-profit job placement organizations for assistance.

For further information, please reach out to Javier Contreras, Rapid Response Coordinator at (510) 259-3831 or by email at [Javier.Contreras@acgov.org](mailto:Javier.Contreras@acgov.org).

### **ATTACHMENT:**

VII.E.1. - Board Layoff and Closure 7/1/2025- 2/28/2026

**Board Rapid Response Monthly Report****July 1, 2025 – February 28, 2026****Month Ending: February 28, 2026**

<b>WARN</b>						
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.						
<b>New entries received within the specified timeframe have been bolded for your convenience</b>						
<b>All employers and workers impacted: July 1, 2025 - February 28, 2026</b>						
<b>EDEN RAPID RESPONSE</b>		<b>Total Employers</b>	<b>7</b>	<b>Total Workers</b>	<b>293</b>	
<b>NORTH CITIES RAPID RESPONSE</b>		<b>Total Employers</b>	<b>4</b>	<b>Total Workers</b>	<b>287</b>	
<b>TRI-CITIES RAPID RESPONSE</b>		<b>Total Employers</b>	<b>9</b>	<b>Total Workers</b>	<b>655</b>	
<b>TRI-VALLEY RAPID RESPONSE</b>		<b>Total Employers</b>	<b>11</b>	<b>Total Workers</b>	<b>447</b>	
		<b>TOTAL</b>	<b>31</b>	<b>TOTAL</b>	<b>1,682</b>	
Region	Employer	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers
Eden	Davis Street Community Center	San Leandro	Educational Services	Closure	7/1/2025	8
Eden	Unitek Learning Education Group Corp.	Hayward	Educational Services	Layoff	7/3/2025	2
Eden	Republic National Distributing Company	Hayward	Wholesale Trade	Closure	9/2/2025	104
Eden	Kaiser Permanente	San Leandro	Healthcare	Layoff	9/17/2025	40
Eden	Downtown Streets, Inc.	Hayward	Social Assistance	Closure	10/31/2025	5
Eden	21st Amendment Brewery Cafe	San Leandro	Food Services	Closure	11/4/2025	58
<b>Eden</b>	<b>Safeway Inc.</b>	<b>Hayward</b>	<b>Retail</b>	<b>Closure</b>	<b>2/2/2026</b>	<b>76</b>
North Cities	Pivot Bio, Inc.	Berkeley	Scientific Technical 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

**Board Rapid Response Monthly Report  
 July 1, 2025 – February 28, 2026  
 Month Ending: February 28, 2026**

Region	Employer	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers
North Cities	Twelve Benefit Corporation	Berkeley	Manufacturing	Layoff	10/29/2025	52
North Cities	Downtown Streets, Inc.	Berkeley	Social Assistance	Closure	10/31/2025	4
Tri-Cities	Unitek Learning Education Group Corp.	Fremont	Educational Services	Layoff	7/3/2025	6
Tri-Cities	Gee Heavy Machinery	Fremont	Construction	Layoff	7/21/2025	7
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/4/2025	8
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/25/2025	3
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	8/31/2025	145
Tri-Cities	Republic National Distributing Company	Pleasanton	Wholesale Trade	Closure	9/2/2025	226
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/8/2025	14
Tri-Cities	Gatan, Inc.	Pleasanton	Manufacturing	Closure	9/15/2025	96
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/15/2025	5
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/17/2025	43
Tri-Cities	CooperVision, Inc.	Pleasanton	Manufacturing	Closure	10/31/2025	6
Tri-Cities	Agile Physical Therapy	Fremont	Healthcare	Layoff	11/14/2025	24

**Board Rapid Response Monthly Report**  
**July 1, 2025 – February 28, 2026**  
**Month Ending: February 28, 2026**

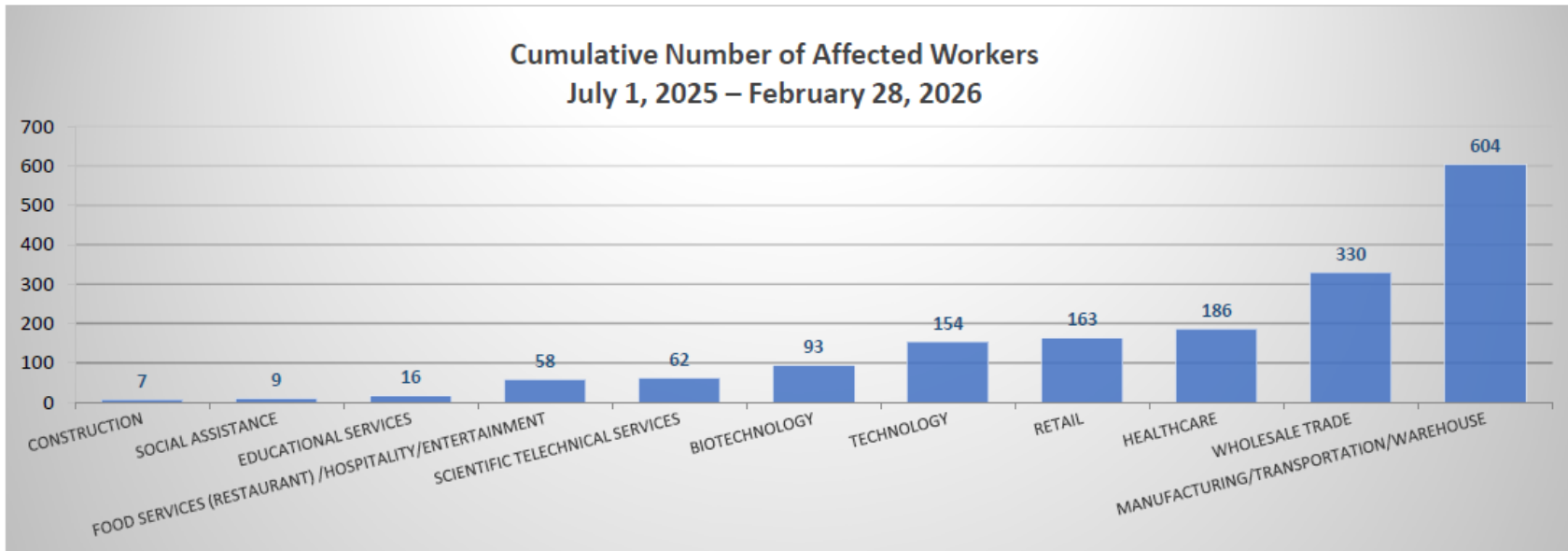
Region	Employer	Location	Industry	Closure/Layoff/Temporary	Layoff Date	Affected Workers
Tri-Cities	Celestica Precision Machining Ltd	Fremont	Technology	Closure	12/19/2025	72
Tri-Valley	Primo Brands	Livermore	Manufacturing	Closure	7/1/2025	11
Tri-Valley	10x Genomics, Inc. (5500)	Pleasanton	Biotechnology	Layoff	7/7/2025	3
Tri-Valley	10x Genomics, Inc. (6210)	Pleasanton	Biotechnology	Layoff	7/7/2025	2
Tri-Valley	10x Genomics, Inc. (6230)	Pleasanton	Biotechnology	Layoff	7/7/2025	88
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/7/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/14/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/21/2025	3
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/28/2025	4
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	10/10/2025	3
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	10/13/2025	45
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/3/2025	36
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/5/2025	1

**Board Rapid Response Monthly Report  
 July 1, 2025 – February 28, 2026  
 Month Ending: February 28, 2026**

All employers and workers impacted: July 1, 2025 – February 28, 2026

Industry	Affected Workers
Construction	7
Social Assistance	9
Educational Services	16
Food Services (Restaurant) /Hospitality/Entertainment	58
Scientific Telechnical Services	62
Biotechnology	93
Technology	154
Retail	163
Healthcare	186
Wholesale Trade	330
Manufacturing/Transportation/Warehouse	604
<b>Grand Total</b>	<b>1,682</b>

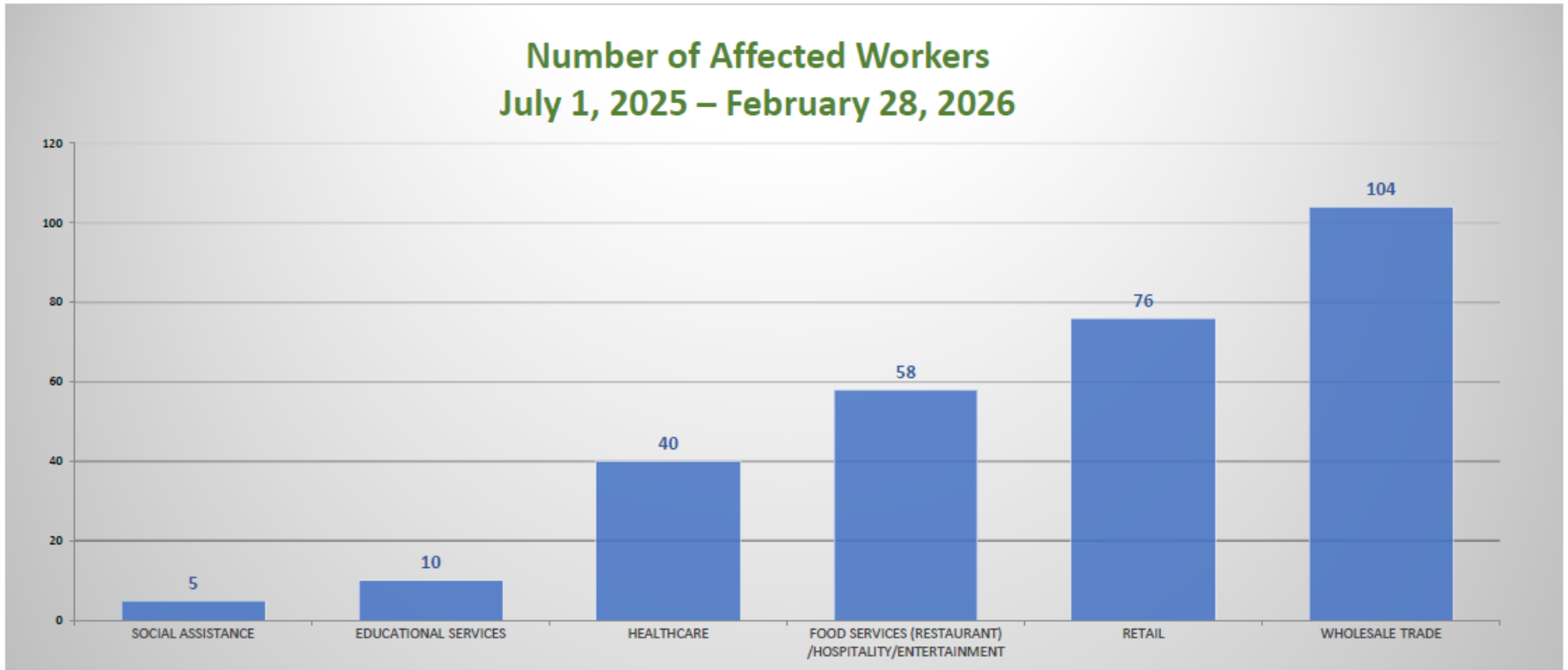
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**Board Rapid Response Monthly Report  
 July 1, 2025 – February 28, 2026  
 Month Ending: February 28, 2026**

**EDEN RAPID RESPONSE**

<b>Industry</b>	<b>Affected Workers</b>
Social Assistance	5
Educational Services	10
Healthcare	40
Food Services (Restaurant) /Hospitality/Entertainment	58
Retail	76
Wholesale Trade	104
<b>Grand Total</b>	<b>293</b>



**Board Rapid Response Monthly Report**

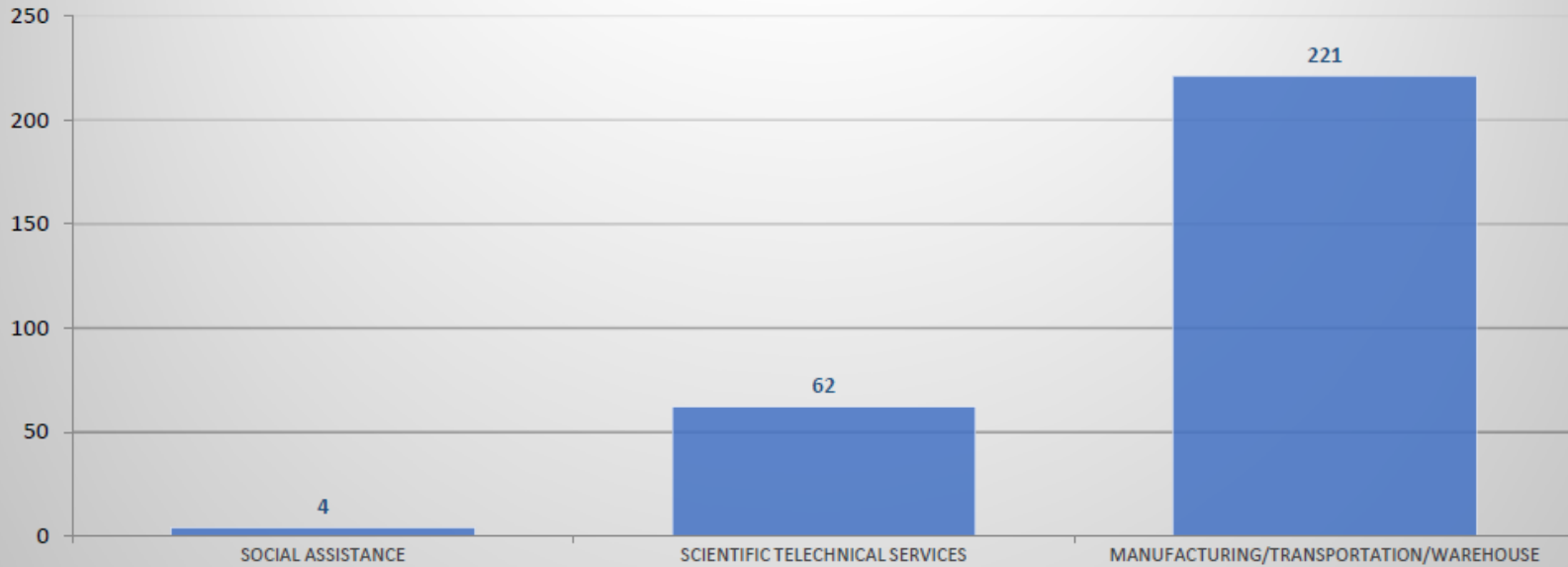
**July 1, 2025 – February 28, 2026**

**Month Ending: February 28, 2026**

**NORTH CITIES RAPID RESPONSE**

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

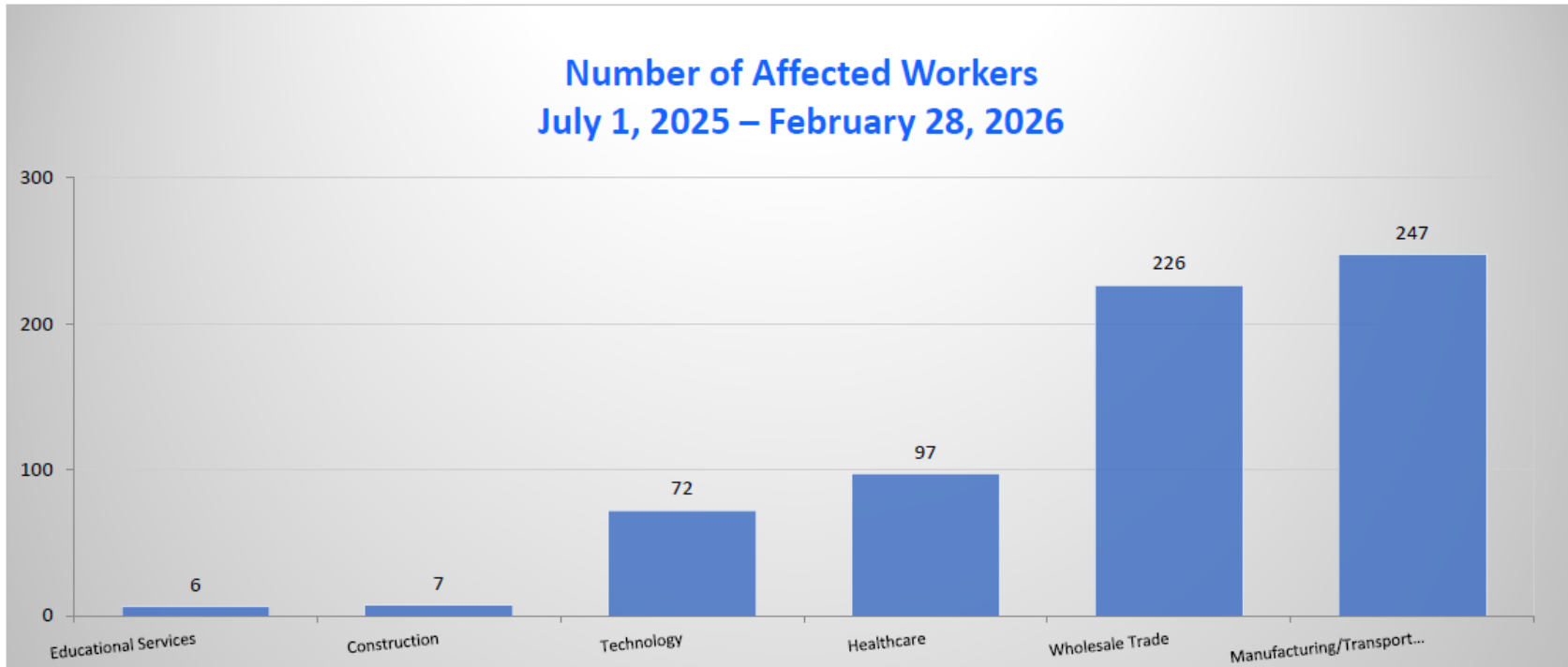
**Number of Affected Workers  
July 1, 2025 – February 28, 2026**



**Board Rapid Response Monthly Report  
July 1, 2025 – February 28, 2026  
Month Ending: February 28, 2026**

**Tri - CITIES RAPID RESPONSE**

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



**Board Rapid Response Monthly Report**

**July 1, 2025 – February 28, 2026**

**Month Ending: February 28, 2026**

**Tri - Valley RAPID RESPONSE**

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

**Number of Affected Workers  
July 1, 2025 – February 28, 2026**

