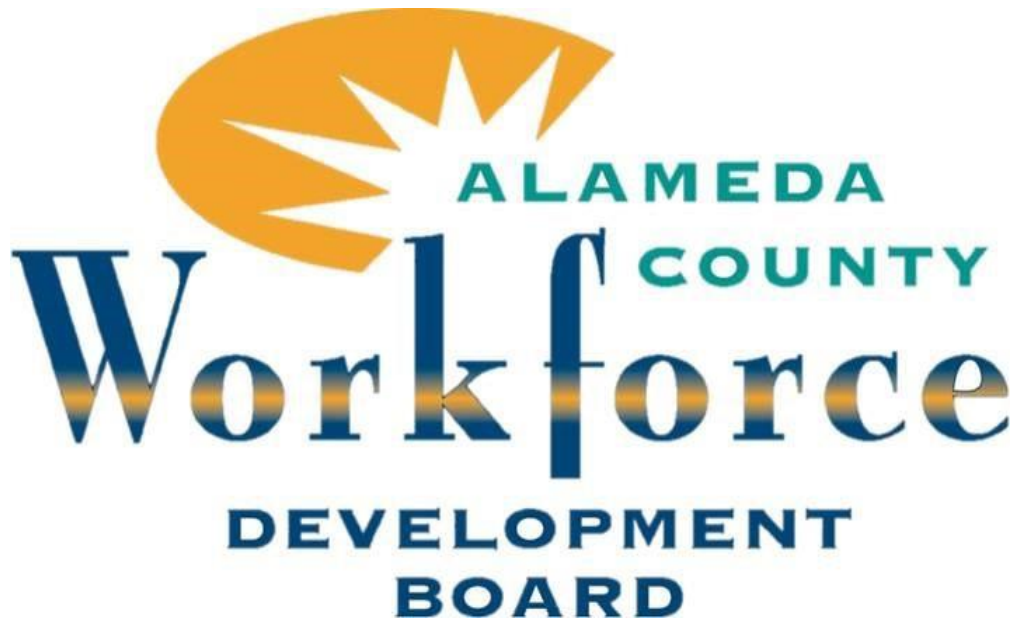


QUARTERLY BOARD MEETING



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Hayward Newark Livermore Piedmont Pleasanton
San Leandro Union City

May 14, 2026
9:00 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (BOARD)

MEETING NOTICE

Thursday, May 14, 2026
9:00 AM – 12:00 Noon

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

Microsoft TEAMS
[Join the meeting now](#)
Meeting ID: 298 166 008 994 92
Passcode: ko2cS64H

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

AGENDA

PAGE

I. PROCEDURAL ITEMS

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

II. PRESENTATION – Today's presentation has been rescheduled for the next Quarterly meeting

III. PUBLIC HEARING/PUBLIC FORUM

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

IV. CONSENT ITEMS

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VIII. INFORMATION ITEMS

A. Youth Programs Story Behind the Numbers	
B. Adult and Dislocated Worker Programs Story Behind the Numbers	
C. Reentry Services Update	
D. Legislative Update	
E. Board 2026 Meeting Calendar	
F. Board Member List	
G. Board PY 2025/2026 Service Provider List	
H. Board Staff Roster	

IX. MATTERS INITIATED BY BOARD MEMBERS

X. ANNOUNCEMENTS BY BOARD MEMBERS AND BOARD STAFF

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

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

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

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

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

NEXT BOARD MEETING: SEPTEMBER 17, 2026
(The 3rd week of September)

ITEM IV.A. - CONSENT

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD

QUARTERLY MINUTES - MARCH 12, 2026

MEMBERS PRESENT

Brown Wells
Tiffani Castro
Stacy Cooper Dent
Leslie Fuentes
Vincent James
Doug Jones
Lucy Lopez
Josette Moss
Kalpana Oberoi
Matt Pawluk
Justin Real

MEMBERS ABSENT

Sumitra Angepat
Stephen Baiter
Prem Bajaj
Joselyn Buckner
Jonathan De Long
Faith Dukes
Chiman Lee
Crystal Korbas
Matt Kreutz
Adam Masters
Jaime Mather
Linda Renteria
Kennan Scott
Mateo Torrico

STAFF PRESENT

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

A quorum was not met on March 12, 2026; with the consultation from County Counsel Samantha Stonework-Hand. Chairperson Pawluk announced we would review non-action related items, and informal comment, starting at 9:31AM.

ITEM I.B. CHAIRS' REPORT.

Chairperson Pawluk welcomed new board members:

- Vincent James, Manager of Recruitment and Classification, East Bay Municipal Utility District
- Wells Brown, Director of Workforce Development and Training, San Francisco Goodwill

Chairperson Pawluk reported the following from the February 25th, 2026 Executive Committee meeting:

Action Item:

- Approval of Request for Transfer of Workforce Innovation and Opportunity Act Funds

Discussion Items:

- The Legislative Update:
 - The fiscal year 2026 federal budget that passed for the Department of Labor includes the consolidation of several training and employment services into a single "Make America Skilled Again" grant. Initial analysis concludes mostly flat funding for Workforce Innovation and Opportunity Act programs. Formulas will be applied for States and then local areas to receive their allocations

- Workforce-Related Funding Remains Flat in the Governor’s Proposed 2026-2027 California State Budget. There are no significant reductions to our programs and a few opportunities for one-time grant funding that staff will follow-up when released. The final budget will be released in the May revise
- The staff-initiated policy changes to Worker Adjustment and Retraining Notification notices through Senate Bill 617 went into effect on January 1, 2026. Staff are reporting a higher level of engagement with businesses and impacted workers as a result of Senate Bill 617. Since the beginning of the year, eight companies have laid off 500+ staff
- Contract Contingency Planning
- Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan Quarter Seven Activity
- Set Consent and Regular Calendar

ITEM I.C. – COMMITTEE CHAIRS’ REPORTS.

Staff reported the following updates from February 4, 2026, Organizational Effectiveness Committee meeting:

Action Item:

- Conditional Funding Considerations

Discussion Items:

- Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan
- Labor Market Highlights

Staff reported the following updates from the February 9, 2026, Youth Committee meeting:

- A presentation by Tommy Reed on the Chabot College’s UMOJA Community Program

Action Item:

- Contract Renewal Criteria

Report Items:

- Local Area Performance Reports and Youth Contract Performance Indicator Reports
- Youth Contract Performance Indicators Report

Doug Jones, Vice-Chair of the Systems and Strategies Committee reported the following updates from February 18, 2026 meeting:

- A presentation from Michael Gibson, Executive Director for the Alameda County Emergency Medical Services Corps on the Emergency Medical Technician Training Program

Action Item:

- Contract Renewal Criteria for Adult and Dislocated Worker Programs

Discussion Item:

- Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan

Information Item:

- America’s Job Centers of California Certification: Continuous Improvement Plan Update

Report Items:

- Local Area Performance Reports
- Contract Performance Indicators Reports Adult/Dislocated Worker

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

Board Updates:

- A special meeting may need to be scheduled to cover the Action Items intended for today’s Quarterly meeting
- Board membership is stable with one vacant business seat and one pending education nominee. It is crucial that Board members actively participate and attend meetings to avoid the need of scheduling additional meetings
- Board members are required to submit the Form 700 Statement of Economic Interest, the form is due on April 1, 2026; Ethics training is also required every two years, or within one year of a new appointment

Staff Updates:

- Alyssa Tomfohrde has been appointed as the new Business Services Coordinator project position
- Michele Garcia has been commemorated for 40 years of service, and Rhonda Boykin has been commemorated for 35 years of service with the County of Alameda
- Staff participated in the California Workforce Association’s Day at the Capital event by sharing key program information and Impact Report with District legislators and their staff
- Staff attended the Department of Rehabilitation’s American Job Center of California Collaboration on March 4th and 5th. The grantees discussed project specific goals including transportation accessibility for people with disability, partnerships that help to bridge program gaps, and engage in person centered inclusive job seekers with disabilities. The grant received was for 900 thousand dollars for a two-year program
- Staff participated in the County of Alameda’s Hackathon, by sharing ideas to aide the County in designing Artificial Intelligence resilience, and network with other County departments
- Former Board Director, Patti Castro, facilitated a training on Business Engagement and Sector Strategy which was vetted by the California Workforce Association. The cohort consisted of key Business Services Unit staff and program provider staff. Core concepts

included speaking the language of the business and labor market, learning about the role of business as a leader in workforce development illustrating the components of industry leadership and how to articulate and create regional sector partnership and sector pathways

Funding Opportunities Update:

- Our team is collaborating with the Social Services Agency’s Fund Developer to submit a grant proposal to the Jobs for the Future organization with the aim to advance artificial intelligence resiliency for early career pathways. An artificial intelligence fund concept will be developed to reimburse employers for investing in artificial intelligence related skills development for workers whose careers may be affected by this technology

EastBay Works Update:

- *EastBay Works* Forward Initiative consists of the regional workforce boards (consisting of Contra Costa County, the City of Richmond, the City of Oakland, and Alameda County) collaborating under the funding from the James Irvine Foundation to explore the development of creating a non-profit board. Contra Costa County is the fiscal lead for this project. The contract has been executed and the next step is to hire a consultant to begin planning

Other Update:

- Last quarter, updates were provided regarding contracting delay processes. Since then, progress has been made and most contracts have been executed by the County of Alameda’s Board of Supervisors and are in the process of collecting invoices from the service providers. During the last Quarterly Board meeting, there was a matter initiated by a Board member to address the prevention and mitigation of delays which was discussed at the February 25th Executive Committee. Ideas included amending the term of the last year of the contract by six months, so there could be an overlap until the new contracts gets implemented, another idea was to bring the budget approval process to March rather than May thus benefitting from an earlier start.

ITEM II. – PRESENTATION.

Juanita Douglas, Executive Director of Tradeswomen Inc. presented updates on their organization and welcomed questions from the Board.

ITEM III. - PUBLIC FORUM.

Chairperson Pawluk welcomed informal comments from the public. Informal comments were made by Christopher Hastings of the International Rescue Committee – Oakland, Shayanna Love of Love’s Pathway, and Claire Michaels of *EastBay Works*.

Chairperson Pawluk closed the informal comments.

ITEM XI. – ANNOUNCEMENTS.

Charles Turner announced the Generational Wealth Committee on March 24th, 2026 and the reentry conference “Beyond Survival: Reclaiming Power, Purpose and Possibility” at Merrit College on March 26th, 2026, and a Job Fair on April 26th.

The meeting ended at 11:35 AM.

ITEM IV.B. - CONSENT

**ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD**

QUARTERLY MINUTES - DECEMBER 11, 2025

MEMBERS PRESENT

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

MEMBERS ABSENT

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

STAFF PRESENT

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

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

ITEM I.B. CHAIRS' REPORT.

Chairperson Pawluk welcomed new board members:

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

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

ITEM I.C. – COMMITTEE CHAIRS' REPORTS.

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

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

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

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

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

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

- A presentation from Service Employees International Union’s United Healthcare Workers West about their Healthcare Education Opportunities programs
- Action Items:
 - Systems and Strategies Committee Meeting Calendar for 2026
 - Adult and Dislocated Worker North Cities Career Service Provider Procurement
- Discussion Items:
 - Alameda County Workforce Development Board Strategic Priorities Two-Year Action Plan
- Information Items:

- American Rescue Plan Act Project Update
- Reentry Initiatives Update

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

Board Update:

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

Staff Updates:

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

EastBay Works Updates:

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

Other Updates:

- The State of California’s Employment and Development Department has completed its compliance monitoring
- The Equal Employment Opportunity monitoring will occur in January 2026
- Berkeley Youth Alternatives has been cited \$17,000.00 for disallowed costs by the State for lack of documentation to support some of their activities. The County of Alameda Board of Supervisors will vote for the Alameda County Social Services Agency to cover the citation with the clause that Berkeley Youth Alternatives will repay the amount back to the County of Alameda within one year
- Approval process for contracts for program year 2025 through 2026 has been delayed due to the administrative changes in routing processes. We acknowledge the commitment of the service providers for their continuous dedication to the communities. Payment to service providers will be retroactive when action is approved
- Business Engagement Action Team hosted the AI + Cybersecurity Employer Panel on December 10, 2025, discussing a wide array of topics and resources

- A recommendation for suspending conditional funding to those service providers who don't meet their target is planned for the February meeting cycle

ITEM II. – PRESENTATION.

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

ITEM III. - PUBLIC FORUM.

Chairperson Pawluk opened the Public Forum.

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

Chairperson Pawluk closed the Public Forum.

ITEMS IV. - CONSENT.

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

IV.A. - Quarterly Minutes September 11, 2025

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

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

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

Chairperson Pawluk read the recommendation:

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

Ayana Cruz provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendation:

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

Michele Garcia provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendation:

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

Rhonda Boykin provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendation:

That the Alameda County Workforce Development Board's:

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

Ayana Cruz provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendations:

That the Alameda County Workforce Development Board:

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

Jennifer Victorica provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendation:

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

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

Jennifer Victorica provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendation:

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

Rhonda Boykin provided background on the item and welcomed comments.

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

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

Chairperson Pawluk read the recommendations:

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

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

Rhonda Boykin provided background on the item and welcomed comments.

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

ITEM VI. - DISCUSSION

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

The full Board were welcome to provide input.

ITEMS VII. – REPORTS

Report Items started on page 30 of the packet.

ITEMS VIII. - INFORMATION

Information Items started on page 54 of the packet.

ITEM X. - MATTERS INITIATED BY BOARD MEMBERS

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

ITEM XI. – ANNOUNCEMENTS

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

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

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

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

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

The meeting was adjourned at 12:07PM.

ITEM IV.C. – CONSENT

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

YOUTH COMMITTEE RECOMMENDATION:

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

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

BACKGROUND:

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

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

Renewal Criteria:

1. Program and Fiscal Monitoring

Youth providers are monitored in areas of Contract Compliance, Program Administrative Controls, Program Operations and Case File Review. In order to meet this criterion, each

provider must successfully meet the monitoring requirements in all areas with any corrective actions or findings being resolved.

2. Contractual Performance Requirements

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

3. Timely Submission of Documents

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

Youth Committee Discussion:

This item was approved unanimously.

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

ITEM IV.D. – CONSENT

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

SYSTEM AND STRATEGIES COMMITTEE RECOMMENDATION:

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

For all Career Services Providers:

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

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

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

BACKGROUND:

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

Staff were directed to execute contracts effective July 1, 2025 through June 30, 2029 and for three additional program years if performance is met, barring any significant legislative changes, necessary program design changes, and/or state implementation policies. Contract renewals are also subject to the availability of Workforce Innovation and Opportunity Act (Title I) Dislocated Worker Formula funds.

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

RENEWAL CRITERIA:

1. Program and Fiscal Monitoring

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

2. Contractual Performance Goals

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

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

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

3. Timely Submission of Documents

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

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

SYSTEMS AND STRATEGIES COMMITTEE DISCUSSION:

Committee discussion focused on whether performance is considered as part of renewal consideration, with staff confirming that performance is considered in alignment with the

renewal criteria. Further inquiry requested information on general percentage of goals met, with Board staff sharing that performance varies across providers, but that performance goals are generally met by the end of the program year, with conditional funding being applied as needed. A member raised a question regarding how providers are informed of the goal to submit reports on time, with Board staff sharing that communication regarding performance and expectations are ongoing and consistent to support positive performance outcomes.

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

ITEM IV.E. – CONSENT

TRANSITIONAL JOBS POLICY FRAMEWORK

JOINT ORGANIZATIONAL EFFECTIVENESS AND SYSTEMS AND STRATEGUES COMMITTEE RECOMMENDATIONS:

1. That the Alameda County Workforce Development Board (Board) 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 an inconsistent work history. The job seeker participant must concurrently receive comprehensive employment and supportive services.

Adopting the policy framework will allow the Board’s staff team to develop the details in the policy for 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.

Joint Organizational Effectiveness and Systems and Strategies Committee Discussion:

Committee members connected the relevance of Transitional Jobs concept to the reentry services panel presentation that occurred earlier in the meeting - acknowledging that Transitional Jobs can help the reentry population and others experiencing employment gaps.

Committee members inquired about there being a pipeline of job seekers who could benefit from the forthcoming policy, the source of funding, and the sector focus. Staff shared that there were several avenues to find job seekers that would be appropriate for a Transitional Job opportunity: through existing service providers, reconnections with Bay Area Community Services, which serves the unhoused, and through current reentry initiatives.

Staff confirmed that the funding source would be budgeted and allocated through the Board's existing Title I formula, geared toward a pilot effort initially, and aligned with the Board's seven priority sectors.

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.

ITEM V.A. – ACTION / PUBLIC HEARING

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

YOUTH COMMITTEE RECOMMENDATIONS:

That 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:
 1. **Future Force Career Program (Out-of-School Youth Providers):**
 - International Rescue Committee
 - Alliance for Community Wellness dba La Familia
 - Ohlone Community College District
 2. **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 previously adopted by the Board to ensure responsible stewardship and governance over the respective 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	Board staff will utilize submitted corrective action plans to monitor the resolution of deficiencies by June 30, 2026.

YOUTH COMMITTEE DISCUSSION:

The Committee approved this item unanimously.

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

ATTACHMENT:

V.A.1. Program Progress Reports

PROGRAM PROGRESS REPORT

1. Eden Area Regional Occupational Program

CRITERIA	OUTCOME (% OF GOAL)
Enrollment Goal: 80% of annual goal by 12/31/2025	86%
Goal: 100% of annual goal by 3/31/2026	100%
Work-based Learning Opportunities Goal: 80% of annual goal by 12/31/2025	111.1%
Goal: 100% of annual goal by 3/31/2026	111.1%
Core Skills/Leadership Training Goal: 80% of annual goal by 12/31/2025	111.1%
Goal: 100% of annual goal by 3/31/2026	111.1%
Monthly Narrative Report Submission Goal: On time submission at 85%	Meets requirements
Monthly Invoice Submission Goal: On time submission at 85%	Meets requirements
Program Monitoring Goal: No Findings/Findings Cleared	Findings Cleared

The goals for the following four criteria require service providers to demonstrate **significant progress** toward achieving the annual goals by **March 31, 2026**:

Measurable Skills Gains December 31, 2025 March 31, 2026	129.8% 65.8%
Work Experience within the Board's Industry Sector Occupational Framework December 31, 2025 March 31, 2026	200% 191.3%
Credential Attainment December 31, 2025 March 31, 2026	0% 0%
Placement at Closure December 31, 2025 March 31, 2026	138.9% 138.9%

Alameda County Workforce Development Board (Board) staff have recommended service provider for funding in Program year 2026/2027

2. Tri-Valley Regional Occupational Program

CRITERIA	OUTCOME (% OF GOAL)
Enrollment Goal: 80% of annual goal by 12/31/2025	75.7%
Goal: 100% of annual goal by 3/31/2026	100%
Work-based Learning Opportunities Goal: 80% of annual goal by 12/31/2025	95.2%
Goal: 100% of annual goal by 3/31/2026	99.1%
Core Skills/Leadership Training Goal: 80% of annual goal by 12/31/2025	91.3%
Goal: 100% of annual goal by 3/31/2026	93.1%
Monthly Narrative Report Submission Goal: On time submission at 85%	Meets requirements
Monthly Invoice Submission Goal: On time submission at 85%	Meets requirements
Program Monitoring Goal: No Findings/Findings Cleared	Findings Cleared

The goals for the following four criteria require service providers to demonstrate **significant progress** toward achieving the annual goals by **March 31, 2026**:

Measurable Skills Gains	December 31, 2025 March 31, 2026	47.6% 58.1%
Work Experience within the Board's Industry Sector Occupational Framework	December 31, 2025 March 31, 2026	0% 185.7%
Credential Attainment	December 31, 2025 March 31, 2026	0% 0%
Placement at Closure	December 31, 2025 March 31, 2026	0% 0%

Board staff have recommended service provider for funding in Program year 2026/2027

3. International Rescue Committee

CRITERIA	OUTCOME (% OF GOAL)
Enrollment Goal: 80% of annual goal by 12/31/2025	38.7%
Goal: 100% of annual goal by 3/31/2026	56.5%
Work-based Learning Opportunities Goal: 80% of annual goal by 12/31/2025	106.5%
Core Skills/Leadership Training Goal: 80% of annual goal by 12/31/2025	60.2%
Goal: 100% of annual goal by 3/31/2026	79.4%
Monthly Narrative Report Submission Goal: On time submission at 85%	Meets requirements
Monthly Invoice Submission Goal: On time submission at 85%	Meets requirements
Program Monitoring Goal: No Findings/Findings Cleared	Findings Cleared

The goals for the following four criteria require service providers to demonstrate **significant progress** toward achieving the annual goals by **March 31, 2026**:

Measurable Skills Gains	December 31, 2025 March 31, 2026	33.3% 69.8%
Work Experience within the Board's Industry Sector Occupational Framework	December 31, 2025 March 31, 2026	0% 0%
In Training Leading to Credential	December 31, 2025 March 31, 2026	166.7% 28.6%
Credential Attainment	December 31, 2025 March 31, 2026	0% 0%
Placement at Closure	December 31, 2025 March 31, 2026	0% 27.8%

Board staff have recommended service provider for funding in program year 2026/2027

4. Ohlone Community College District

CRITERIA	OUTCOME (% OF GOAL)
Enrollment Goal: 80% of annual goal by 12/31/2025	69%
Goal: 100% of annual goal by 3/31/2026	104.8%
Work-based Learning Opportunities Goal: 80% of annual goal by 12/31/2025	111.1%
Goal: 100% of annual goal by 3/31/2026	111.1%
Core Skills/Leadership Training Goal: 80% of annual goal by 12/31/2025	111.1%
Goal: 100% of annual goal by 3/31/2026	111.1%
Monthly Narrative Report Submission Goal: On time submission at 85%	Meets requirements
Monthly Invoice Submission Goal: On time submission at 85%	Meets requirements
Program Monitoring Goal: No Findings/Findings Cleared	Findings Cleared

The goals for the following four criteria require service providers to demonstrate **significant progress** toward achieving the annual goals by **March 31, 2026**:

Measurable Skills Gains	December 31, 2025 March 31, 2026	44.4% 41.7%
Work Experience within the Board's Industry Sector Occupational Framework	December 31, 2025 March 31, 2026	200% 200%
In Training Leading to Credential	December 31, 2025 March 31, 2026	137.9% 90.9%
Credential Attainment	December 31, 2025 March 31, 2026	76.9% 51.3%
Placement at Closure	December 31, 2025 March 31, 2026	79.4% 88.4%

Board staff have recommended service provider for funding in program year 2026/2027

5. Alliance for Community Wellness dba La Familia

CRITERIA	OUTCOME (% OF GOAL)
Enrollment Goal: 80% of annual goal by 12/31/2025	74.1%
Goal: 100% of annual goal by 3/31/2026	103.4%
Work-based Learning Opportunities Goal: 80% of annual goal by 12/31/2025	108.5%
Goal: 100% of annual goal by 3/31/2026	111.1%
Core Skills/Leadership Training Goal: 80% of annual goal by 12/31/2025	90.4%
Goal: 100% of annual goal by 3/31/2026	101.9%
Monthly Narrative Report Submission Goal: On time submission at 85%	Meets requirements
Monthly Invoice Submission Goal: On time submission at 85%	Meets requirements
Program Monitoring Goal: No Findings/Findings Cleared	Findings Cleared

The goals for the following four criteria require service providers to demonstrate **significant progress** toward achieving the annual goals by **March 31, 2026**:

Measurable Skills Gains	December 31, 2025 March 31, 2026	29.3% 93.3%
Work Experience within the Board’s Industry Sector Occupational Framework	December 31, 2025 March 31, 2026	127.3% 61.5%
In Training Leading to Credential	December 31, 2025 March 31, 2026	0% 116.7%
Credential Attainment	December 31, 2025 March 31, 2026	0% 0%
Placement at Closure	December 31, 2025 March 31, 2026	79.4% 69.4%

Board staff have recommended service provider for funding in program year 2026/2027

ITEM V.B. – ACTION / PUBLIC HEARING

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

JOINT COMMITTEE RECOMMENDATIONS:

That the Alameda County Workforce Development Board 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:

Performance Measure	Percent of Goal Met by 12/31/2025	Percent of Goal Met by 3/31/2026
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 th 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.

JOINT COMMITTEE DISCUSSION:

Committee members inquired about specific low performance measures and Staff provided some additional information regarding Career Service Provider’s plan to improve performance. Information was also sought regarding total system enrollment numbers, which are available in the reports section. In addition, there was a question regarding Lao Family’s contract and staff shared that it was a one-year contract, but their selection as a Career Service Provider for the North Cities for the remaining three years of the procurement cycle will go before the full Board in May for consideration. The item passed unanimously.

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

ATTACHMENT:

V.B.1. Program Progress Reports

PROGRAM PROGRESS REPORTS

1. Comprehensive America’s Job Center of California (Operated by Rubicon Programs, Inc.)

Criteria	Outcome (% of goal)	
Program Monitoring Goal: No Findings/Findings Cleared	Findings: Case File review pending	
Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 81.9% 115.3%	Dislocated Worker 37.5% 58.8%
On-the-Job Training Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Overall 137.5% 150%	
Training Obligations Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 79.0% 95.1%	Dislocated Worker 56.4% 65.3%
Monthly Narrative Reports Goal: On-time submission at 85%	Meets Requirement	
Invoices Submission Goal: On-time submission at 85%	Meets Requirement	
America’s Job Center of California Certification Goal: Implement improvement goals	Meets Requirements	
Memorandum of Understanding Goal: Ensure implementation of the Mandated Partner Memorandum of Understanding	Meets Requirements	
The goal for the next six (6) criteria is to show significant progress toward achieving the annual goals by March 31, 2026:		
% of Individual Training Account Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% of On-the-Job Training Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% Entered Employment December 31, 2025 March 31, 2026	Adult 9.2% 154%	Dislocated Worker 28.3% 154%
% of Job Placements within Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	Adult 154% 154%	Dislocated Worker 154% 154%

% Credential Attainment	Adult	Dislocated Worker
December 31, 2025	99.2%	76.4%
March 31, 2026	95.8%	89.9%
Measurable Skill Gains	Adult	Dislocated Worker
December 31, 2025	126.8%	166.7%
March 31, 2026	150%	171%

Rubicon Programs, Inc. has not met all required performance goals but has surpassed goals such as enrollments and On-the-Job training enrollments. Performance will be monitored for improvement through the end of the program year, with an expectation that all goals will be met. Rubicon Programs, Inc. is recommended for contract continuation for the program year 2026-2027.

2. Ohlone Community College District

Criteria	Outcome (% of goal)	
Program Monitoring Goal: No Findings/Findings Cleared	Findings: Case File review pending	
Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 79.6% 89.8%	Dislocated Worker 98.1% 109.3%
On-the-Job Training Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Overall 40% 40%	
Training Obligations Goal:80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 88.5% 91.2%	Dislocated Worker 69.0% 98.4%
Monthly Narrative Reports Goal: On-time submission at 85%	Meets Requirement	
Invoices Submission Goal: On-time submission at 85%	Meets Requirement	
The goal for the next six (6) criteria is to show significant progress toward achieving the annual goals by March 31, 2026:		
% of Individual Training Account Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% of On-the-Job Training Enrollments in Industry Sector and Occupational Framework December 31, 2025	133.3%	

March 31, 2026	133.3%	
% Entered Employment	Adult	Dislocated Worker
December 31, 2025	45.1%	54.6%
March 31, 2026	52.1%	57.2%
% of Job Placements within Industry Sector and Occupational Framework	Adult	Dislocated Worker
December 31, 2025	153.8%	113.7%
March 31, 2026	153.8%	117.9%
% Credential Attainment	Adult	Dislocated Worker
December 31, 2025	119.0%	0%
March 31, 2026	119.7%	0%
Measurable Skill Gains	Adult	Dislocated Worker
December 31, 2025	132.4%	147.5%
March 31, 2026	154.1%	135.7%

Ohlone Community College District has not met all required performance goals but has submitted a response plan. Performance will be monitored for improvements through the end of the program year. Ohlone Community College District is recommended for contract continuation for the program year 2026-2027.

3. Chabot-Las Positas Community College District

Criteria	Outcome (% of goal)	
Program Monitoring Goal: No Findings/Findings Cleared	Findings: Case File pending review	
Enrollment Goal: 80% of annual goal by 12/31/25 Goal: 100% of annual goal by 03/31/26	Adult 108% 156%	Dislocated Worker 82.1% 125%
On-the-Job Training Enrollment Goal: 80% of annual goal by 12/31/25 Goal: 100% of annual goal by 03/31/26	Overall 133.3% 133.3%	
Training Obligations Goal: 80% of annual goal by 12/31/25 Goal: 100% of annual goal by 03/31/26	Adult 84.2% 100%	Dislocated Worker 68.9% 80.8%
Monthly Narrative Reports Goal: On-time submission at 85%	Meets Requirement	
Invoices Submission Goal: On-time submission at 85%	Meets Requirement	
The goal for the next six (6) criteria is to show significant progress toward achieving the annual goals by March 31, 2026:		

% of Individual Training Account Enrollments in Industry Sector and Occupational Framework		
	December 31, 2025	133.3%
	March 31, 2026	133.3%
% of On-the-Job Training Enrollments in Industry Sector and Occupational Framework		
	December 31, 2025	133.3%
	March 31, 2026	133.3%
% Entered Employment	Adult	Dislocated Worker
	December 31, 2025	144.9%
	March 31, 2026	52.7%
% of Job Placements within Industry Sector and Occupational Framework	Adult	Dislocated Worker
	December 31, 2025	153.8%
	March 31, 2026	153.8%
% Credential Attainment	Adult	Dislocated Worker
	December 31, 2025	0%
	March 31, 2026	46.3%
Measurable Skill Gains	Adult	Dislocated Worker
	December 31, 2025	28.6%
	March 31, 2026	88.9%

Chabot Las Positas Community College District has not met all required performance goals but will submit a response plan. Performance will be monitored for improvements through the end of the program year. Chabot Las Positas Community College District is recommended for contract continuation for the program year 2026/2027.

One-Year Contract Progress Reports

1. Lao Family Community Development

Criteria	Outcome (% of goal)	
Program Monitoring Goal: No Findings/Findings Cleared	Findings: Performance measures	
Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult	Dislocated Worker
	54.5%	62.5%
	90.9%	62.5%
On-the-Job Training Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Overall	
	0%	
	50%	

Monthly Narrative Reports Goal: On-time submission at 85%	Meets Requirement	
Invoices Submission Goal: On-time submission at 85%	Meets Requirement	
The goal for the next six (6) criteria is to show significant progress toward achieving the annual goals by March 31, 2026:		
% of Individual Training Account Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% of On-the-Job Training Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% Entered Employment December 31, 2025 March 31, 2026	Adult 144.9% 144.9%	Dislocated Worker 144.9% 144.9%
% of Job Placements within Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	Adult 153.8% 133.3%	Dislocated Worker 153.8% 133.3%
% Credential Attainment December 31, 2025 March 31, 2026	Adult 0% 0%	Dislocated Worker 0% 0%
Measurable Skill Gains December 31, 2025 March 31, 2026	Adult 0% 100%	Dislocated Worker 0% 100%

Lao Family Community Development has not met all required performance goals such as training obligations and On-the-Job Training enrollments but has submitted a response plan to address gaps. Performance will be monitored for improvement through the end of the program year.

2. International Rescue Committee

Criteria	Outcome (% of goal)	
Program Monitoring Goal: No Findings/Findings Cleared	Findings: Case File review pending	
Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 87.5% 106.3%	Dislocated Worker 115.8% 163.2%
On-the-Job Training Enrollment Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Overall 100% 200%	
Training Obligations Goal: 80% of annual goal by 12/31/25 Goal:100% of annual goal by 03/31/26	Adult 49.9% 65.5%	Dislocated Worker 12.8% 71.7%
Monthly Narrative Reports Goal: On-time submission at 85%	Meets Requirement	
Invoices Submission Goal: On-time submission at 85%	Meets Requirement	
The goal for the next six (6) criteria is to show significant progress toward achieving the annual goals by March 31, 2026:		
% of Individual Training Account Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% of On-the-Job Training Enrollments in Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	133.3% 133.3%	
% Entered Employment December 31, 2025 March 31, 2026	Adult 27.2% 29.8%	Dislocated Worker 0% 87%
% of Job Placements within Industry Sector and Occupational Framework December 31, 2025 March 31, 2026	Adult 0% 0%	Dislocated Worker 0% 153.8%
% Credential Attainment December 31, 2025 March 31, 2026	Adult 0% 0%	Dislocated Worker 0% 0%
Measurable Skill Gains December 31, 2025 March 31, 2026	Adult 133.3% 75%	Dislocated Worker 0% 40%

International Rescue Committee has not met all required performance goals but has submitted a response plan to address gaps. Performance will be monitored for improvement through the end of the program year.

ITEM V.C. – ACTION / PUBLIC HEARING

CONDITIONAL FUNDING CONSIDERATIONS FOR PY 2025/2026

ORGANIZATIONAL EFFECTIVENESS COMMITTEE RECOMMENDATION:

That the Alameda County Workforce Development Board (Board) approve the following recommendation regarding conditional funding for all Workforce Innovation and Opportunity Act funded Career Service Providers under the three formula funding streams (Adult, Dislocated Worker, and Youth):

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

BACKGROUND:

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

At the December 11, 2025, meeting of the Board, the Director reported that there had been significant delays in the contracting process which had resulted in service providers not having executed contracts in place by the mid-point of program year.

Additionally, the following factors were taken into account when considering waiving conditional funding:

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

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

ORGANIZATIONAL EFFECTIVENESS COMMITTEE DISCUSSION:

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

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

ITEM V.D. - ACTION / PUBLIC HEARING
SELECTION OF NORTH CITIES CAREER SERVICE PROVIDER

SYSTEM AND STRATEGIES COMMITTEE RECOMMENDATIONS:

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

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

BACKGROUND:

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

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

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

Selection Process and Ranking

The rating panel was convened on February 5, 2026, to review and finalize scores for the following categories of the received proposal: Statement of Need, Management and Organizational Capacity, Strategy and Work Plan, Outcomes and Deliverables, and Employer Letters of Commitment. Review Panel members assigned points in each of the scoring categories for the proposal.

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

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

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

Program Summary for Selected Provider

Organization: Lao Family Community Development

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

Lao Family Community Development Proposes to:

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

Funding

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

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

SYSTEMS AND STRATEGIES COMMITTEE DISCUSSION:

Committee members inquired about the contractor's past performance and whether the contractor has been a provider for the previous three years. Board staff shared that while current performance is in progress under the first contract with the Board, the contractor has demonstrated positive results and an understanding of public workforce programs within their contracts with the Oakland Workforce Development Board. Members also had questions

regarding the funding amount proposed and performance goals. Staff shared that the funding is still under consideration until final allocation amounts are available, and pending further discussions with the provider as it relates to participants served with the available funding.

For further information, contact Jennifer Victorica, Career Services Coordinator, at Jennifer.Victorica@acgov.org or at (510) 259-384

ITEM V.E. – ACTION/PUBLIC HEARING

**WORKFORCE INNOVATION AND OPPORTUNITY ACT
FORMULA FUNDING ALLOCATION METHODOLOGY
FOR PROGRAM YEAR 2026/2027**

EXECUTIVE COMMITTEE RECOMMENDATION:

Approve the Workforce Innovation and Opportunity Act (Title I) Formula Funding Allocation Methodology for program year 2026/2027, as shown on Attachment V.E.1.

BACKGROUND:

The Alameda County Workforce Development Board (Board) has utilized a percentage share approach to the distribution of the available funding resources to implement the Title I Formula (Adult, Dislocated Worker, Youth and Rapid Response) programs. This approach is intended to maintain consistency on a year-to-year basis for the primary program strategies that are designed to meet employment and training needs of program participants in Alameda County. Whereas the Title I Formula funding levels vary from year-to-year, the relative share of the funds available for program implementation, operation, and oversight remains consistent with all aspects of service delivery and management systems impacted by the variations in available funds.

The approval of the percentages does not result in the award of funds to providers. The award of specific funding levels to providers will be separate actions taken by the Executive Committee and then by the full Board. Contract award recommendations for the Comprehensive One-Stop America’s Job Center of California (Career Center), Sub-Regional Career Service Providers, and Youth Program Service Providers were considered by the appropriate Board Committees and are addressed as separate items for Board consideration.

Planning Estimate:

For planning purposes, Board staff is utilizing the program year 2025/2026 Title I Formula funding allocation for all Title I programs (Adult, Dislocated Worker, Rapid Response, and Youth). This is based on budget information and staff analysis of the fiscal year 2026/2027 Department of Labor appropriations. Once actual allocations are known, staff will apply the approved funding allocation methodology and make appropriate adjustments to provider contract funding levels and to the overall Board budget for program year 2026/2027.

Training Pool:

California law requires that each Local Workforce Development Board (Local Area) spend an amount that is at least 30% of the total Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the Title I Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30%

amount may be other funds, including Title I Discretionary funds, employer contributions, or funds spent on participant training activities.

Legislative activity at the federal level indicates that the minimum training expenditure requirement may increase significantly with Title I Reauthorization; the increase may be up to 50% of Title I Adult and Dislocated Worker Formula funds required for training expenditures. Board staff is recommending a proactive, incremental increase to 30% of Adult and Dislocated Worker funding for program year 2026/2027.

Funding For Implementation:

It is the staff's recommendation that the 30% Training requirement be set aside from the Adult and Dislocated Worker Formula funds. This sets a clear goal for training expenditures, ensures that training expenditures are tracked separately, and confirms the Formula funds available for the implementation of all other Title I Services.

Staff recommend that the remaining 70% of Adult and Dislocated Worker Formula funds and 100% of Youth and Rapid Response Formula funds be allocated to the activities and services of the Board department and the service providers as described below and presented in Attachment V.E.1.

Board Department Management and Oversight:

The Board carries responsibility for the management and oversight of the Title I programs and funds allocated to Alameda County through the support of a staff department within the Social Services Agency. The Board and staff department are also responsible for development and oversight of Title I special initiatives and discretionary grant programs, partnership development for the workforce system, and management/implementation of East Bay Regional Planning Unit (Planning Unit) activities.

The Management Information Systems (Information Systems) reporting and systems support allocations will be used for countywide and regional system building, including Board financial support of tracking systems. Systems support may also include: tracking/ reporting goals and objectives, activities, and continuous improvement; board development; research activities; technology support including information systems training to providers; and EASTBAY *Works* activities. Business Services / Rapid Response allocations will be used to support on-going services and to implement the Business Engagement Model approved by Board.

Funding Awards to Providers:

Staff recommends that of the 70% "Available for Implementation", 60% of the Adult Formula Allocation and 60% of the Dislocated Worker Formula Allocation be designated for the awards to providers. In addition, the staff recommends that 71% of the Youth Formula Allocation be designated for awards to providers.

The funds designated for providers will cover the program delivery strategies for performance year 2026/2027. These include: 1) Comprehensive Career Center; 2) Sub-Regional Career Services Providers; 3) Targeted Career Service Provider; and 3) Youth Innovation Program (In-School) and Young Adult Future Force Career Program (Out-of-School) Service Providers.

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

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 22, 2026. The discussion focused on timeline for and potential impacts of increases to required training expenditures for Adult and Dislocated Worker funding. The item passed unanimously.

ATTACHMENT:

V.E.1. – Title I Formula Funding Allocation Methodology PY 2026/2027

WIOA FORMULA FUNDING ALLOCATION
METHODOLOGY
PY 2026/2027

FUNDS TO LOCAL AREA	%	ADULT	DISLOCATED WORKERS	100% %	\$2,811,885 YOUTH	100% %	RAPID RESPONSE	TOTALs for PY 2024/2025
TOTAL FORMULA ALLOCATION (1)	100%	\$2,570,804	\$3,054,653	100%	\$2,811,885	100%	\$681,340	\$9,118,682
TRAINING REQUIREMENT (2)	30%	\$771,241	\$916,396					\$1,687,637
AVAILABLE FOR IMPLEMENTATION	70%	\$1,799,563	\$2,138,257					\$7,431,045
WDB DEPARTMENT	Allocation of the 70% for Implementation		4% Allocation for Implementation		\$112,475	50% Allocation for Implementation		\$306,670
PLANNING/FISCAL/BOARD SUPPORT	15%	\$269,934	\$320,739	15%	\$429,087	35%	\$238,469	\$1,258,228
MIS REPORTING - TRACKING/ELIGIBILITY	10%	\$179,956	\$213,826	29% 7%	\$822,751 \$196,832	100% 8%	\$681,340 \$54,507	\$645,121
BUSINESS SERVICES / RAPID RESPONSE	10%	\$179,956	\$213,826					\$846,927
SYSTEMS SUPPORT	5%	\$89,978	\$106,913	100% 3%	\$2,811,885 \$84,357	100% 7%	\$681,340 \$47,694	\$328,942
Sub-Total	40%	\$719,825	\$855,303					\$3,079,218
PROVIDERS (3)	60%	\$1,079,738	\$1,282,954	71%	\$1,989,134			\$4,351,826
TOTAL FOR IMPLEMENTATION	100%	\$1,799,563	\$2,138,257					\$7,431,045

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(1) Funding levels are planning estimates only, using PY 2025/2026 WIOA Formula funding allocations for Adult, Dislocated Worker, Youth and Rapid Response.

(2) For PY 2026/2027, planned WIOA Adult/Dislocated Worker Formula training funds budgeted at 30%, consistent with PY 2025/2026. A minimum of 20% (planning estimate - \$1,125,091) of WIOA Adult + Dislocated Worker Formula funds must be spent on training. Up to 10% (planning estimate - \$562,546) may be training dollars from other sources. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation.

(3) PROVIDERS: Funding for contracts with providers will be approved under separate action by ACWDB Committee and full Board.

ITEM V.F. - ACTION / PUBLIC HEARING

FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (TITLE I) SERVICE PROVIDERS FOR PROGRAM YEAR 2026/2027

EXECUTIVE COMMITTEE RECOMMENDATIONS:

Approve the following:

1. Accept funding recommendations for contract maximums for Title I service providers for program year 2026/2027 (See Attachment V.F.1);
2. Allow additional funds from Discretionary / Special Projects to be added during the program year with additional clients to serve and added performance;
3. If the program year 2026/2027 Title I Formula funding allocations to Alameda County are less than the estimated levels in the percentage allocation process approved by the Alameda County Workforce Development Board (Board), then a relative share percentage reduction for each of the selected providers will be applied to determine the program year 2026/2027 funding awards;
4. Direct staff to initiate contracts and negotiate approved contract performance goals commencing July 1, 2026, using the final Title I allocations from the State of California.

BACKGROUND:

On September 12, 2024, the Board approved the release of four (4) Request for Proposals processes for Title I program services: 1) Comprehensive America's Job Center of California (Career Center) and Career Services; 2) Sub-Regional Career Services; and 3) Youth Services. The Board approved selection of Title I program services providers at its March 13, 2025 meeting, with the exception of the Sub-Regional Career Services for the North Cities and Tri-Valley sub-regions and the Youth Services for North Cities. The Board approved selection of the Tri-Valley Sub-Regional Career Service Provider on May 8, 2025. The selection of the North Cities Sub-Regional Career Service Provider is scheduled for Board approval at its May 14, 2026 meeting. This recommendation addresses program year 2025/2026 funding levels for all Title I providers.

Program year 2026/2027 Title I Formula allocations are not yet available from the State of California. For funding recommendations, staff is utilizing the program year 2025/2026 Title I Formula allocations, and the recommended allocation methodology for program year 2026/2027 (see Item V.E.).

Funding recommendations for each Title I service provider are based on current estimates of available funding for program year 2026/2027. Once the final Title I Formula funding allocations for program year 2026/2027 are known, staff will apply the Board approved

allocation in order to make the final calculations necessary to proceed with initiating contracts with service providers for program year 2026/2027.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 22, 2026. The discussion focused on projected funding levels for providers in the upcoming program year. Committee members requested that a breakdown of Adult and Dislocated Worker funding be included in the funding recommendations; staff have updated Attachment V.F.1 to include this information. The item passed unanimously.

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

ATTACHMENT:

V.F.1. Title I Service Provider Funding Recommendations for PY 2026/2027

WIOA FUNDING RECOMMENDATIONS FOR PY 2026/2027 DETAIL BY CONTRACT SERVICE PROVIDER

	PROGRAM	AREA / SUB-REGION	% of ALLOCATION	FUNDING RECOMMENDATION	
PROVIDER					
IN-SCHOOL YOUTH PROVIDERS (1)			25%	\$497,283	
EDEN REGIONAL OCCUPATIONAL PROGRAM	Youth Innovation Program (In-School)	EDEN	58%	\$288,424	
TRI-VALLEY REGIONAL OCCUPATIONAL PROGRAM	Youth Innovation Program (In-School)	TRI-VALLEY	42%	\$208,859	
OUT-OF-SCHOOL YOUTH PROVIDERS			75%	\$1,491,851	
INTERNATIONAL RESCUE COMMITTEE	Young Adult Future Force Career Program (Out-of-School)	NORTH CITIES	34%	\$507,229	
OHLONE COMMUNITY COLLEGE DISTRICT (CD)	Young Adult Future Force Career Program (Out-of-School)	TRI-CITIES	23%	\$343,126	
ALLIANCE FOR COMMUNITY WELLNESS/LA FAMILIA	Young Adult Future Force Career Program (Out-of-School)	EDEN	43%	\$641,496	
Sub-total Youth Providers				\$1,989,134	
AJCC/CAREER SERVICE PROVIDERS					
RUBICON PROGRAMS	Comprehensive America's Job Center of California	EDEN	39%	Adult - \$421,098 DW - \$500,352	\$921,450
OHLONE COMMUNITY CD	Adult and Dislocated Worker Career Services	TRI-CITIES	26%	Adult - \$280,732 DW - \$333,568	\$614,300
CHABOT-LAS POSITAS COMMUNITY CD	Adult and Dislocated Worker Career Services	TRI-VALLEY	14%	Adult - \$151,163 DW - \$179,614	\$330,777
LAO FAMILY COMMUNITY DEVELOPMENT	Adult and Dislocated Worker Career Services	NORTH CITIES	21%	Adult - \$226,745 DW - \$269,420	\$496,165
Sub-total AJCC/Career Service Providers				Adult - \$1,079,738 DW - \$1,282,954	\$2,362,692
Total WIOA Funding Recommendations (2)					\$4,351,826

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- (1) In-school youth funding planned at 25% of total youth provider funding, based on Board approval in May 2021.
- (2) Funding recommendations based on the approved Title I Formula Funding Allocation Methodology, and represent contract maximums. Actual funding awards for PY 2026/2027 may change based on final Title I Formula Allocations and other restrictions for contract awards.

ITEM V.G. – ACTION / PUBLIC HEARING

**APPROVAL OF ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
PRELIMINARY ANNUAL BUDGET – PROGRAM YEAR 2026/2027**

RECOMMENDATION:

That the Executive Committee recommend approval of the Preliminary Annual Budget, as presented in Attachment V.G.1-2, for program year 2026/2027 for Workforce Innovation and Opportunity Act (Title I) activities and services funded by the Title I Formula Allocations and Discretionary Grants.

BACKGROUND:

Each year the Alameda County Workforce Development Board (Board) approves an annual budget for the activities and services implemented in the Local Workforce Development Area (Local Area). At a minimum, the annual budget includes Title I Adult, Dislocated Worker, Rapid Response, and Youth Formula funding allocated to the Local Area. Where applicable, the annual budget shall include other revenues under the direction of Board. The budget addresses grant-source revenues and the projected Board department and Title I program expenditures for the full program year of July 1, 2026 through June 30, 2027, as presented in the attachments to this item.

It is stated in the Board Bylaws that the Executive Committee will review the annual budget and present recommendations to the full Board.

BUDGET CONSIDERATIONS:

Revenue for Program Year 2026/2027

Title I Formula Grants – State Allocations

For program year 2026/2027 Title I Adult, Dislocated Worker, Rapid Response, and Youth Formula allocations are not yet available from the State of California. For planning purposes, staff is utilizing the program year 2025/2026 Title I Formula funding allocation for all Title I programs (Adult, Dislocated Worker, Rapid Response, and Youth programs). This is based on budget information and staff analysis of the program year 2026/2027 Department of Labor appropriations. Once actual allocations are known, staff will make the necessary final calculations in order to proceed with implementing program services for PY 2026/2027. Final PY 2026/2027 Title I Formula funding allocations are expected from California Employment Development Department (State) by May 31, 2026.

Training Set-Aside

California Title I requires that each Local Board spend an amount that is at least 30% of the total Title I Adult plus total Dislocated Worker Formula funds allocated to the Local Area for each program year on training. Of the 30% amount, 20% must be from the Title I Adult and/or Dislocated Workers Formula funds, and up to 10% of the 30% amount may be from other funds, including Title I Discretionary funds and non-Title I funds spent on participant training activities.

Legislative activity at the federal level indicates that the minimum training expenditure requirement may increase significantly with Title I Reauthorization; the increase may be up to 50% of Title I Adult and Dislocated Worker Formula funds required for training expenditures. Title I staff is recommending a proactive, incremental increase to 30% of Adult and Dislocated Worker funding for program year 2026/2027.

Discretionary Grants

Title I staff have been proactive in applying for and winning several discretionary grant awards over the past several years. Funds from discretionary grants can be used to support current programs, but typically allow for an expanded range of services and strategies for a variety of target groups. Discretionary funds supplement the Title I Formula allocation and enhance services as well as offset administrative costs for special projects.

The American Rescue Plan Act initiatives with the Alameda County Community Development Agency and Social Services Agency, the Prison-to-Employment 2.0 project, the High Road Training Partnership Marine Trades Project, and the Student Training and Employment Program grant will continue funding and services into program year 2026/2027.

Board was recently awarded a new Department of Rehabilitation/America's Job Centers of California Collaboration Project grant for \$993,000 to provide employment, training and work readiness services to eligible participants. The overall result is a net decrease of \$418,589 in total discretionary grant funding from program year 2025/2026 to program year 2026/2027, depending on actual carry-over funding as of 6/30/26. Additional grant applications are in process, and the annual budget will be updated as appropriate based on funding awards.

Once final Title I Formula allocations are received from the State, staff will assess the impact on the overall program year 2026/2027 budget and make final calculations in order to proceed with contracts.

Any necessary budget adjustments and associated actions resulting from final program year 2026/2027 Title I Formula allocations and final discretionary grant carry-over funding will be brought back to the Executive Committee and Board for approval in the late summer and early fall.

EXECUTIVE COMMITTEE DISCUSSION:

The Executive Committee met and discussed this item on April 22, 2026. Discussion focused on discretionary funding levels for the upcoming program year and the potential budgetary impact of changes to CalFresh programs. There were formatting issues with the notes section of the attachment document that resulted in some information being cut-off from printed documents. Committee members and staff reviewed the notes and staff provided clarification on the missing information; staff have reformatted Attachment V.G.1-2 to address the issue. The item passed unanimously.

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

ATTACHMENTS:

V.G.1. – Title I Formula and Discretionary Grant Revenues – July 1, 2026 through June 30, 2027

V.G.2. - Planned Expenditures of Board Revenues – July 1, 2026 through June 30, 2027

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

PRELIMINARY ANNUAL BUDGET - PY 2026/2027

TITLE I FORMULA and DISCRETIONARY REVENUES

GRANT / FUNDING SOURCE		AVAILABLE REVENUE	
		Approved PY 2025/2026	Preliminary PY 2026/2027
Title I Formula Funds		September 2025	April 2026
1.	ADULT PROGRAMS	\$2,570,804	\$2,570,804
2.	DISLOCATED WORKERS	\$3,054,653	\$3,054,653
3.	YOUTH PROGRAMS	\$2,811,885	\$2,811,885
4.	RAPID RESPONSE	\$494,446	\$494,446
5.	RAPID RESPONSE / Layoff Aversion	\$186,894	\$186,894
6.	TOTAL TITLE I FORMULA ALLOCATIONS (1)	\$9,118,682	\$9,118,682
Discretionary Funds			
7.	Community Development Agency/SSA ARPA Workforce Project (2)	\$300,000	\$25,000
8.	Prison-to-Employment 2.0 Regional Implementation Grant (3)	\$275,000	\$50,000
9.	Marine Trades & Water Transportation Careers Project (4)	\$1,200,000	\$1,200,000
10.	Student Training and Employment Program Forward Grant Project (5)	\$434,378	\$217,189
11.	America's Job Center of California Collaboration Project (6)	\$397,200	\$695,800
12.	TOTAL DISCRETIONARY FUNDING	\$2,606,578	\$2,187,989
13.	TOTAL AVAILABILITY for PROGRAM YEAR	\$11,725,260	\$11,306,671

NOTES:

- (1) Funding levels are planning estimates only, using PY 2025/2026 WIOA Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (2) Board new Memorandum of Understanding with Alameda County Community Development Agency includes \$1,000,000 in workforce development funding for Ashland/Cherryland unincorporated areas for 8/1/22 through 12/31/25.
Board awarded additional \$300,000 from Alameda County Social Services Agency.
- (3) Board awarded \$639,758 for Prison-to-Employment 2.0 Regional Implementation Grant for 4/1/23 through 12/31/26.
Board will serve as fiscal agent this regional project, with \$312,021 allocated for services in Alameda County and the remaining \$327,737 allocated for services provided by East Bay Regional Planning Unit workforce partners.
- (4) Board awarded \$3,933,848.30 for High Road Training Partnerships Marine Trades & Water Transportation Careers Project for 4/1/25 through 6/30/27. ACWDB will serve as fiscal agent for this regional project.
- (5) Board awarded \$434,378.45 for Student Training and Employment Program Forward Grant Project for 5/1/24 through 12/31/26 to provide employment, training and work readiness services to Department of Rehabilitation program eligible students.
- (6) Board awarded \$993,000 for Department of Rehabilitation - America's Job Centers of California Collaboration to serve eligible program participants for the period 8/1/25 through 4/30/27.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

PRELIMINARY ANNUAL BUDGET - PY 2026/2027

PLANNED EXPENDITURES -- PY 2026/2027TITLE I FORMULA ALLOCATIONS & DISCRETIONARY GRANTS

For Period of: July 1, 2026 thru June 30, 2027	WIOA Formula Funds (1)	Discretionary Funds	Approved PY 2025/2026 BUDGET - SEPT 2025	Preliminary PY 2026/2027 BUDGET - APR 2026
Planned Expenditures:				
A. WIB Dept - Planning/Fiscal/Board Support	\$1,258,228	\$312,706	\$ 1,421,015	\$ 1,570,934
B. MIS Reporting - Tracking/Eligibility	\$645,121	\$168,322	\$ 736,779	\$ 813,443
C. Business Services	\$846,927	\$183,640	\$ 951,056	\$ 1,030,567
D. Systems Support	\$328,942	\$106,121	\$ 386,946	\$ 435,063
E. ITAs-OJTs / Employer / Customized Training Projects (2)	\$1,687,637	\$390,000	\$ 1,887,637	\$ 2,077,637
F. WIOA Comprehensive AJCC & Career Services (3)	\$2,362,692		\$ 1,962,877	\$ 2,362,692
H. WIOA Youth Services & Strategies (3)	\$1,989,134		\$ 1,579,524	\$ 1,989,134
I. Discretionary Project Service Providers (4)		\$1,027,200	\$ 1,990,000	\$ 1,027,200
J. Total Planned Expenditures	\$9,118,682	\$2,187,989	\$10,915,834	\$ 11,306,671
Total Revenue - Attachment A	\$9,118,682	\$2,187,989		\$11,306,671
Total under / (over) allocation	0	0		0

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NOTES:

- (1) Funding levels are planning estimates only, using PY 2024/2025 Title I Formula funding allocations for Adult, Dislocated Worker, Rapid Response, Rapid Response Layoff Aversion and Youth.
- (2) For PY 2026/2027, planned Title I Adult/Dislocated Worker Formula training funds budgeted at 30%, consistent with PY 2025/2026. A minimum of 20% (planning estimate - \$1,125,091) of WIOA Adult + Dislocated Worker Formula funds must be spent on training. Up to 10% (planning estimate - \$562,546) may be training dollars from other sources. Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation.
- (3) Includes recommended Title I funding for contracts with service providers for PY 2026/2027.
- (4) Includes discretionary project funding to existing Title I Career Service Providers, Title I Youth Providers and awards to newly procured providers.

ITEM V.H. – ACTION / PUBLIC HEARING

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

EXECUTIVE COMMITTEE RECOMMENDATIONS:

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

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

BACKGROUND:

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

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

EXECUTIVE COMMITTEE DISCUSSION:

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

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

ATTACHMENTS:

V.H.1. – Request for Title I Transfer of Funds Expenditure Detail – Subgrant AA511001

**REQUEST FOR TITLE I TRANSFER OF FUNDS
EXPENDITURE DETAIL FOR TRAINING FUNDS - TITLE I SUBGRANT AA511001**

FUNDS TO LOCAL AREA	ADULT	DISLOCATED WORKERS	TOTALS for PY 2024/2025
TOTAL FORMULA ALLOCATION (1)	\$1,597,662	\$2,123,914	\$3,721,576
TRAINING REQUIREMENT (2)	\$319,532	\$424,783	\$744,315
EXPENDITURES			
TOTAL EXPENDITURES - 12/31/25	\$1,493,067	\$1,604,204	\$3,097,271
TRAINING EXPENDITURES - 12/31/25	\$141,588	\$191,131	\$332,719
BALANCE OF FUNDING - 12/31/25	\$104,595	\$519,710	\$624,306
MINIMUM ADDT'L TRAINING EXPENDITURES TO MEET REQUIREMENT	\$177,944	\$233,652	\$411,596
PROJECTED TRAINING EXPENDITURES - 6/30/26	\$235,094	\$176,502	\$411,596
PROJECTED BALANCE OF FUNDING - 6/30/26	(\$130,499)	\$343,209	\$212,710
MINIMUM TRANSFER AMOUNT	\$130,499	(\$130,499)	\$0
REQUESTED MAXIMUM TRANSFER AMOUNT	\$180,000	(\$180,000)	\$0

(1) Actual Title I funding allocations from Subgrant AA511001 for the period 7/1/24 through 6/30/26.

(2) For Subgrant AA511001 (PY 2024/2025), planned Adult/Dislocated Worker Formula training funds budgeted at 20%.
A minimum of 20% (\$744,315) of WIOA Adult + Dislocated Worker Formula funds must be spent on training.
Up to 10% \$372,158 may be training dollars from other sources.
Total training expenditures must equal or exceed 30% of the total WIOA Adult + Dislocated Workers Formula Allocation.

ITEM V.I. - ACTION / PUBLIC HEARING

**SELECTION OF CONTRACTING/VENDOR PAY AGENT AND EMPLOYER OF RECORD
SERVICES PROVIDER**

RECOMMENDATIONS:

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

1. Select Oakland Private Industry Council, Inc. as the Contracting/Vendor Pay Agent and Employer of Record Services Provider for the period July 1, 2026 through June 30, 2030; and,
2. Approve, based upon the Request for Proposal guidelines, contract renewals for up to three additional program years (July 1, 2027 through June 30, 2030) with Oakland Private Industry Council, Inc., if contract outcomes and deliverables are met and barring any significant legislative changes.

BACKGROUND:

Board staff implemented a procurement process to select one or more providers to provide pay agent and employer of record functions. A Request for Proposal was released on December 22, 2025. The procurement solicited proposals from provider(s) to act as the Board's agent for the following services:

1. Management of the Eligible Training Provider List (Provider List);
2. Contracting and Pay Agent for Individual Training Account vendors who provide training to the Board's Workforce Innovation and Opportunity Act (Title I) participants;
3. Contracting and Pay Agent for On-the-Job Training activities with the employers who provide positions for the Board's Title I participants;
4. Employer of Record for positions authorized and filled by the Board under discretionary/Title I grant projects; and,
5. Contracting and Pay Agent for systems functions that support the workforce system as part of the EASTBAY *Works* partnership.

These activities are part of the administration and program operations implemented by the Board within the approved Annual Budget for Department Operations, Individual Training Accounts, On-the-Job Trainings, Customized Training, and Systems Support. The Board partners with the Workforce Boards in Contra Costa County, city of Oakland and city of Richmond to consolidate the services and activities in the delivery of the EASTBAY *Works* system in the two-county East Bay region. To ensure that an open and competitive process is used to secure the specified Title I services and activities, a procurement process has been conducted in accordance with applicable Federal and State requirements.

RFP No. CVPER 2026 was released December 22, 2025 for a new procurement cycle utilizing Title I funds. The Request for Proposal identified \$1,250,000 in annual funding. Additional year funding will be awarded dependent upon fund availability, the identified need for the continuation of these services, and satisfactory performance.

SELECTION CRITERIA AND PROCESS:

On December 22, 2025, the Board conducted an open, competitive solicitation process for procurement of Contracting/Vendor Pay Agent and Employer of Record Services. RFP No. CVPER 2026 was posted on the Board and General Services Administration websites with mail distribution to 3,000 vendors. A virtual bidders’ conference was held and attended by vendors and interested parties. One proposal was submitted by the January 30, 2026 deadline. The proposal met the minimum submission and scoring requirements and were rated by an outside Review Panel. Proposals were evaluated for Administrative/Organizational Capacity, Demonstrated Performance/Ability (including references), and Budget Proposal/Fiscal Management.

As specified in the Request for Proposal, recommendations for selecting providers are strictly based on the average scores of the Review Panel. The final maximum score from the Review Panel for any bidder could be up to 100 points, with a minimum score of 75 points required to be considered for funding.

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

The chart below represents the final scoring, inclusive of panel scores and additional points awarded for Local and Certified Status.

Agency Name	Avg. Score
Oakland Private Industry Council, Inc.	103.4

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

ITEM V.J. - ACTION / PUBLIC HEARING

**RETROACTIVE APPROVAL OF SELECTION OF VENDOR FOR DIGITAL
STORYTELLING CAMPAIGN**

RECOMMENDATION:

That the Alameda County Workforce Development Board (Board) retroactively approve selection of Weyland Photography for the Digital Storytelling Campaign services, for the period of May 1, 2026 through June 31, 2027.

BACKGROUND:

In alignment with the Strategic Priorities – Two-Year Action Plan, on December 11, 2025, the Board approved the recommendations to (1) authorize staff to launch solicitations for a storytelling campaign and website refresh; and (2) allow staff to enter contracts with selected vendors and present to the Board the outcome for retroactive approval.

The purpose of the Digital Storytelling Campaign is to showcase real-world workforce successes through high-quality, accessible, and culturally relevant digital media. Stories will include job seekers successfully obtaining new skills and ultimately job placements and employers utilizing the Board's services to successfully identify, recruit, and hire new employees or upskill incumbent workers.

Storytelling Campaign Procurement Announcement

Announcement of the solicitation for quotes was posted on the Board website on January 27, 2026, and distributed to over 75 vendors from a county-wide email list compiled by the Board and General Services Administration.

Bidders were instructed that quotes should not exceed \$50,000 and that the highest scoring quote would be selected.

Answers to questions received by February 6, 2026, were published online on February 11, 2026. Submissions for consideration were due February 27, 2026.

Eight (8) quotes were submitted for consideration. The quotes were reviewed and scored by a Review Panel.

Storytelling Campaign Selection Process and Ranking

The Review Panel was convened on March 18, 2026, to review and finalize scores for the following categories of the received quote:

- Understanding of Project & Approach
- Technical Quality & Creative Approach Proposal
- Experience & Qualifications, Project Management
- Timeline & Capacity
- Cost Proposal & Cost Effectiveness
- References & Past Performance

Review Panel members assigned points in each of the scoring categories for the proposal. Recommendations for selecting providers are based on the aggregate scores of the Review Panel. The final panel score for any bidder could be up to 100 points. Organizations could also receive up to ten percent additional points if they were Small, Local, and Emerging Business certified.

The top two quotes inclusive of panel scores and additional points awarded for Local and Certified Status were Faber Productions with 85.33 points and Weyland Photography with 80.33 points. All the scores are summarized in the table below:

Bidder	Score
Faber Productions	85.33
Weyland Photography	83.33
Social Dynamism	68.00
My Groove Design	64.33
Dignifi	62.67
Porygon Studios	53.67
REEM Media	38.00
Big Mouth Productions	35.50

After completing an initial contract negotiation meeting, Faber Productions withdrew their quote and contract negotiations with Weyland Productions were initiated and completed.

Storytelling Campaign Program Summary for Selected Vendor

The vendor's stated goal is to increase public awareness about the positive impact of workforce programs in Alameda County through storytelling that demonstrates how Board-funded programs change lives and strengthen communities. The content can be deployed strategically across websites, social media, presentations, and outreach events. Each story strengthens awareness; the collection builds a comprehensive case for the Board's mission and effectiveness.

Vendor: Weyland Photography

Funding Amount: \$50,000

Weyland Photography will produce:

- Five (5) long-form stories in digital video format for use in general communication and outreach, with up to fifteen (15) short-form versions or extracted clips for use in social media.
- Digital Marketing Strategy and Implementation plan that includes an analysis of which platforms best reach target audiences, recommendations for content formatting, posting schedules, and organic growth tactics and recommendations for tracking engagement, reach, click-through rates, and audience demographics to assess campaign effectiveness and inform future storytelling investments.

For more information, contact Carl Pascual, Management Analyst at carl.pascual@acgov.org or by phone at (510) 259-3887.

ITEM VI.A. – DISCUSSION

THE ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD'S STRATEGIC PRIORITIES TWO-YEAR ACTION PLAN QUARTER 8 (APRIL, MAY, JUNE 2026) UPDATE

ORGANIZATIONAL EFFECTIVENESS COMMITTEE:

In alignment with Alameda County Workforce Development Board's (Board) Strategic Priorities Two-Year Action Plan (Action Plan), the Organizational Effectiveness Committee is tasked with **improving equitable access to employment and careers by removing socioeconomic barriers.**

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

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

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

This committee has successfully:

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

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

YOUTH COMMITTEE:

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

The Youth Committee does not have any tasks for Quarters 7 and 8; however, during the April 13, 2026 meeting, staff provided a summary of each initiative completed from Quarter 1 to date and explained how these efforts are being continued concurrently. There were no additional questions on this item.

SYSTEMS AND STRATEGIES COMMITTEE:

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

This committee’s Quarter 8 (April – June 2026) tasks include: 1) working to customize a webpage for employer and job seeker resources; and 2) working to enhance the Board’s ability to track sector data – specifically, data related to inputs, outputs, and outcomes from board engagement within the three identified sector partnerships: 1) Healthcare; 2) Advanced Manufacturing; and 3) Marine Trades/Maritime.

Staff are presently engaged in administrative processes required for a website refresh – and are working to redefine the original ask for determining Return on Investment statistics. Specifically, staff is recommending a pivot from a traditional Return on Investment framing to model for measuring inputs, outputs, and outcomes that would resonate more closely with a public/community service organization. This recommended pivot will result in a slight modification to the Victory Lane goals as reflected within the Two-Year Strategic Action Plan chart. The committee agreed with the proposed framing – and staff will return to this committee in August to propose a framework for tracking outcomes.

EXECUTIVE COMMITTEE:

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

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

There are no new Action Plan activities for this committee in Quarter 8. However, Board staff and Chairperson will meet with staff from the County of Alameda Board of Supervisors, and an update will be provided at the Board meeting on May 14, 2026.

For additional information, please contact either Rhonda Boykin, Director (510) 259-3844, rboykin@acgov.org; Latoya Reed-Adjei, Assistant Director (510) 259-3833 latoya.reed-adjei@acgov.org; Carl Pascual, Management Analyst, (510) 259-3887, carl.pascual@acgov.org; Michele G. Garcia, Workforce Board System Administrator, (510) 259-3802, mggarcia@acgov.org; or Ayana Cruz, Youth Program Specialist, (510) 780-8861 ayana.cruz@acgov.org.

ATTACHMENTS:

VI.A.1 – Two-Year Action Plan Progress Tracker Q8

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



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 8 (April, May, June, '26) Progress Tracker

- Q8 = Task 100% Complete
- Q8 = Task In Progress
- Q8 = Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS COMMITTEE

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

- Q8 • OE has no Q8 tasks

YOUTH COMMITTEE

Connect employer voice to education to increase inclusive job competitiveness.

- Q8 • YC has no Q8 tasks

SYSTEMS AND STRATEGIES COMMITTEE

Develop, grow, and strengthen priority sector partnerships.

- Q8 • More customized webpage for employer and job seeker resources
- Enhanced ability to track sector data

SYSTEMS AND STRATEGIES COMMITTEE

Increase strategic business engagement to modernize business practices.

- Q8 • BSU Visit chambers for outreach to small business and resource page

EXECUTIVE COMMITTEE

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

- Q8 • EC has no Q8 tasks

The chart above reflects progress that staff and Board sub-committees have made toward accomplishing goals established as part of the Two-Year Strategic Action Plan. As we approach the end of the plan period, three of the four committees have no tasks scheduled for quarter 8. Systems and Strategies Committee tasks remain in progress as staff engage in administrative processes required to secure a vendor to aid with the website relaunch.

Alameda County WDB Action Plan 2024-2026 (Updated 2026.04.15)

	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 data points for measuring effectiveness of partnerships within the 3 identified sectors to inform board of progress
Outreach For WDB member engagement/ Recruitment Executive	Focus board member recruitment on priority sectors -Develop ad hoc development committee -Staff to discuss storytelling strategy	Fact sheet updated, possible presentation developed -Ideas for Speaking opportunities -Storytelling strategy presented to Board	Bring Board member to meet with County elected officials (quarterly)		Increase engagement at K-12 tables & increase partnerships				-Success storytelling campaign launched -Expanded awareness of the board's work within industry, elected officials, & K-12
Bridging Gaps Youth	Review work experience language for youth, consider 50% of work experience enrollments be in priority sectors		Emphasis on priority sectors for work experience in provider contracts	Recurring feedback from key industry sectors to education		Explore the possibility of supporting development of an apprenticeship program			50% of youth work experience are in priority sectors. Pathways for Youth to priority sectors and occupations.
Business Engagement Resources Systems & Strategies			-Small business outreach (employer survey) -Discussion to review survey results (based on contract with California Employer Association) & how to move forward	Research other local boards resource pages for employers Q5 Look at budget for website refresh – possible contractor. More customized website for businesses		Identify employer incentives for hiring diverse workforce on resource page	Identify/Collect all relevant resources & create webpage mockup	Business Services visits to chambers for outreach to small business and resource page	-Website/page for employers including business resources -Small business survey completed -Board member participation in business services visits
Barrier Removal & Increasing Access Organizational Effectiveness		Identify speakers to present on socio-economic challenges at Board or Committee meetings	Invite breaking barrier funded community-based organizations to discuss partnerships around removing socio-economic barriers	Meet with 211 to explore adding referrals to board resources Look at budget for website refresh – possible contractor. More customized website for job seekers (or utilize 211)					Pick 1 barrier and develop action plan to remove barrier Convene providers and employers focused on chosen barrier

Time may be used for strategy development to get information to the community

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

ITEM VI.B. – DISCUSSION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD MEMBER SURVEY
RESULTS

BACKGROUND:

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

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

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

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

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

Attachment:

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

BOARD MEMBER SURVEY RESULTS WITH COMMENTS

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

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

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

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

SCORE 3.6/5

Comments:

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

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

SCORE 3.2/5

Comments:

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

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

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

SCORE 3.4/5

Comments:

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

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

SCORE 3.2/5

Comments:

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

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

SCORE 3.6/5**Comments:**

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

Q6. What's next: After the completion of this plan, are you interested in another Board-driven action plan?**YES - 84.62%****Comments:**

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

Part II. Board Development**Q7. How can more value be added to your Board membership?**

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

Comments:

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

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

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

Comments:

- *English as a second language*

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

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

Comments:

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

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

Yes – 100.00%

III. Staff Functions

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

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

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

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

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

ITEM VII.A. – REPORTS

CALJOBSSM 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 (CalJOBSSM) and then may take advantage of services including workshops, computer labs, and other universal services offered through the Local Board’s system.

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

ANALYSIS OF REPORT:

The CalJOBS Registration Rate report is reflective of only individuals who are newly registered in the CalJOBS system during the three-month period including 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 CalJOBSSM 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 CalJOBSSM registrations during those two months. It should be noted that while CalJOBSSM registrations are being published for the month of October 2025, there was no labor market data published by the State of California for October 2025 due to the federal government shutdown that occurred during that time.

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

ATTACHMENT:

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

CALJOBSSM 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	3 Month Avg
Total Labor Force	No Data	633,200	628,400	630,800
# Unemployed	No Data	28,200	26,200	27,200
Unemployment Rate	No Data	4.5%	4.2%	4.3%
CalJOBS Registrations	1126	977	964	1022
% Engagement	No Data	3.5%	3.7%	3.8%



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 SM system during the designated month by sub-region.
% Engagement	The percentage of individuals who have engaged in services or registered in the CalJOBS SM system by sub-region.

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

The above charts show labor market statistics including number of individuals in the workforce and number of individuals unemployed for the months of 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. Averaging the data, we see that across the Board's service area, 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 month.

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 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.B.1. – Local Area Performance Report

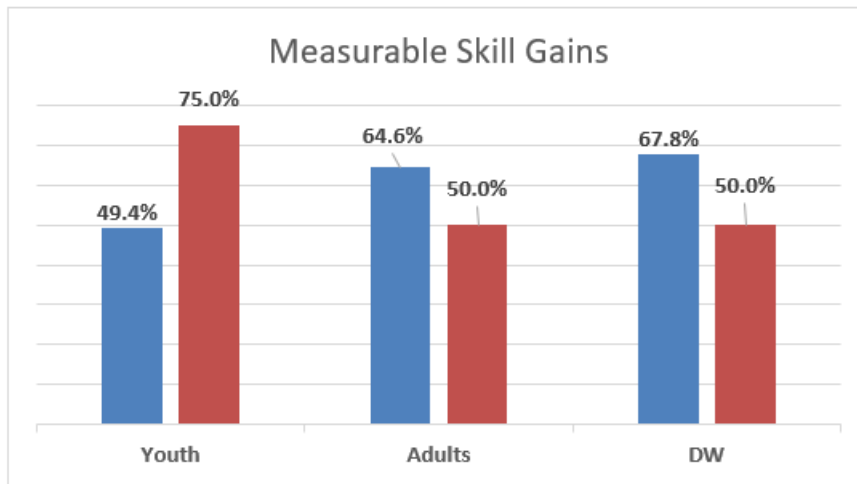
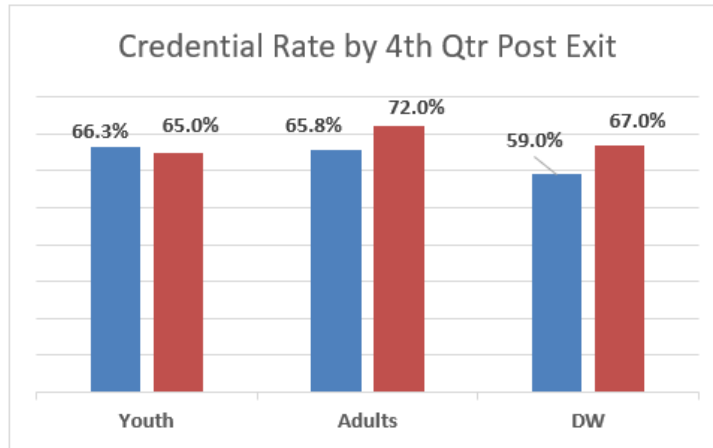
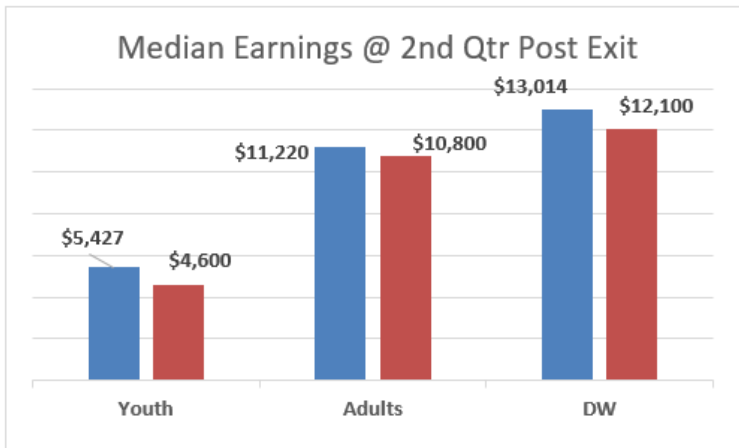
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I PROGRAMS
YOUTH, WIOA ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 3/31/2026

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
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.

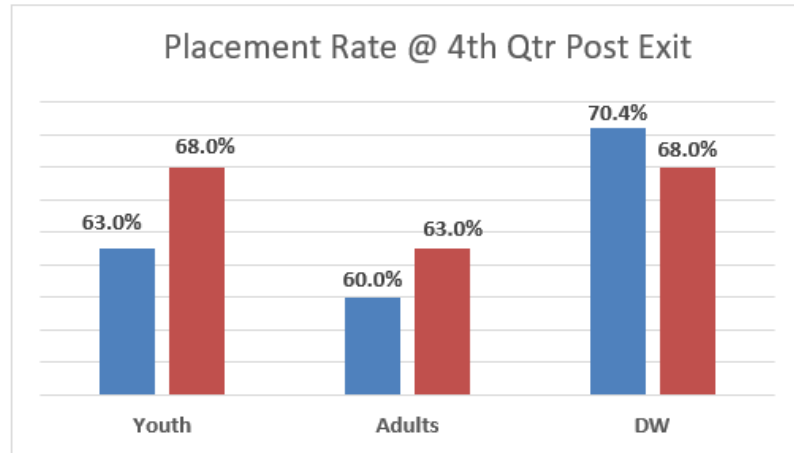
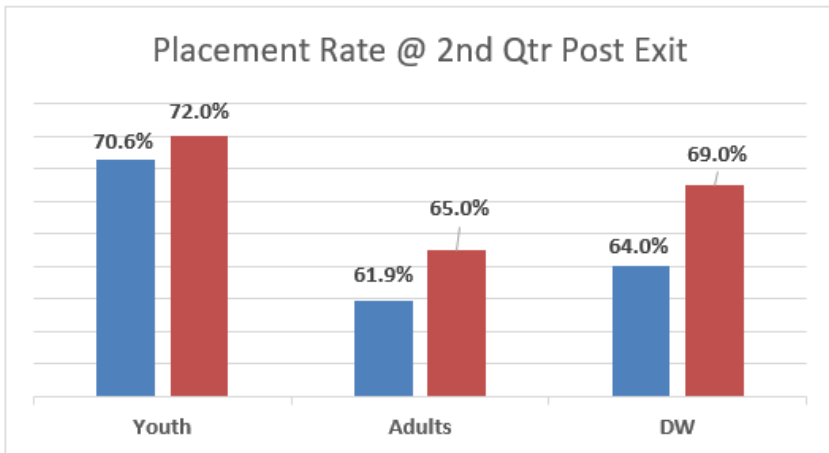
The charts on this attachment to the Local Area Performance report item represent performance attainments achieved by service providers on behalf of the Board – and compares those attainments against the Board’s Local Area Performance goals as negotiated with the State of California. Services Providers continue to surpass goals in the area of median earnings by 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 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.

77



Is Anyone Better Off?

■ Actual ■ Goal



ITEM VII.C. – REPORTS

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

BACKGROUND:

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

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.

Sub-Region	Cities	Organization	Comments
Eden	Castro Valley, Hayward, San Leandro, San Lorenzo, Unincorporated areas (Cherryland, Ashland, Hayward Acres, etc.)	Rubicon Programs	Rubicon continues in the role of the Comprehensive America’s Job Center of California.
North Cities	Alameda, Albany, Berkeley, Emeryville, Piedmont	Lao Family	Lao Family is a new provider for the North Cities sub-region.
Tri-Cities	Fremont, Newark, Union City	Ohlone College	Ohlone continues to be the service provider for the Tri-Cities Area
Valley	Dublin, Livermore, Pleasanton, Sunol	Chabot/Las Positas College (Tri-Valley Career Center)	The Tri-Valley Career Center returns to the status of a directly contracted service provider for the valley area.
Targeted (all)	All Alameda County Cities outside of Oakland	International Rescue Committee	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 or by phone at (510) 259-3802.

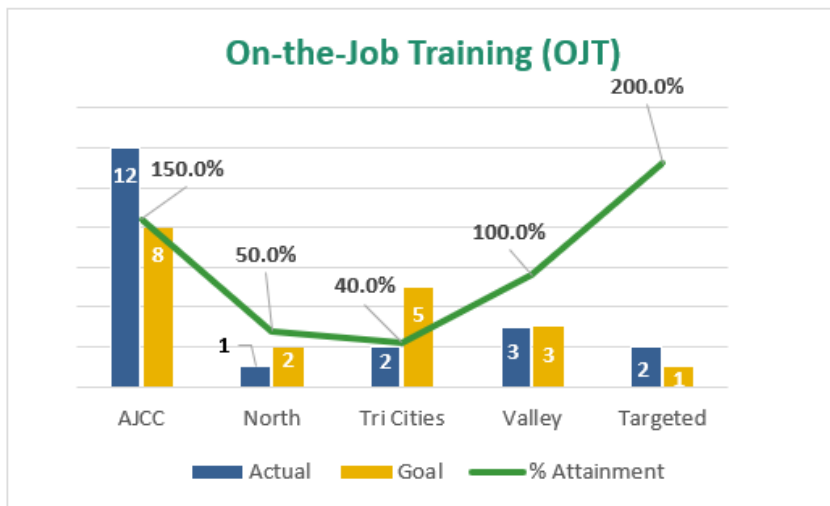
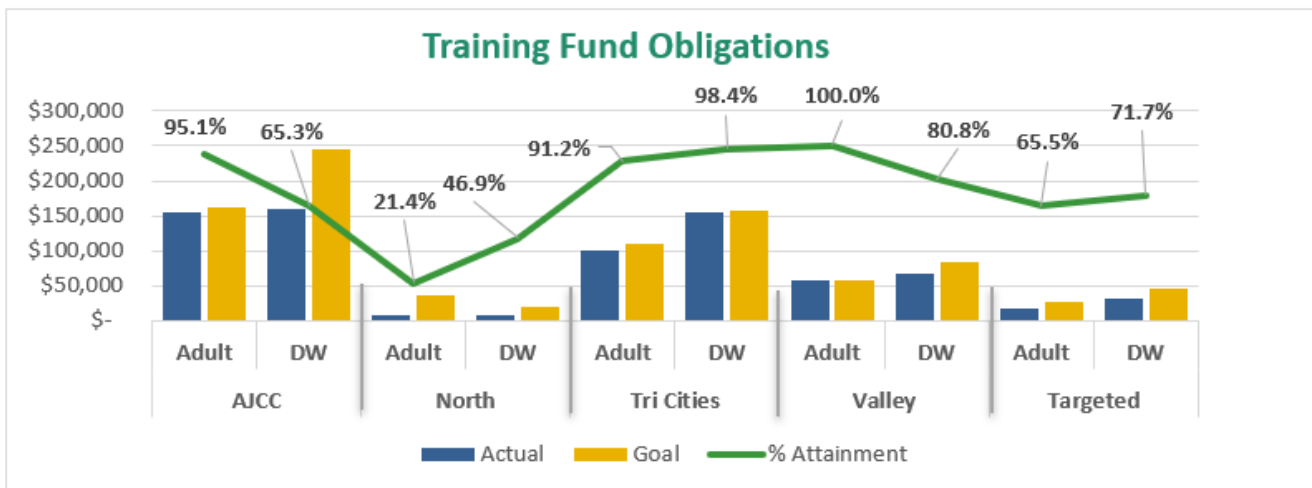
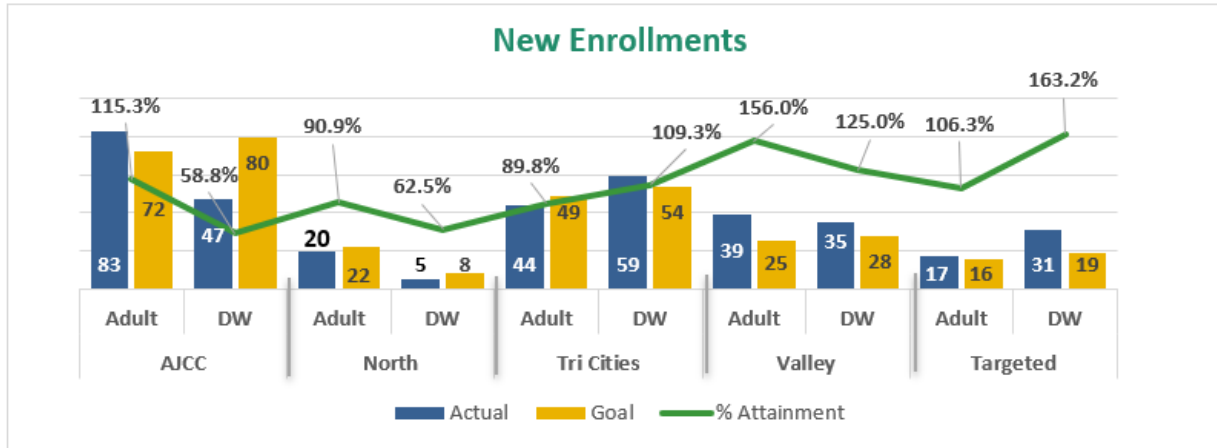
ATTACHMENT:

VII.C.1. – Contract Performance Indicators Report Adult and Dislocated Worker, Quarter 3



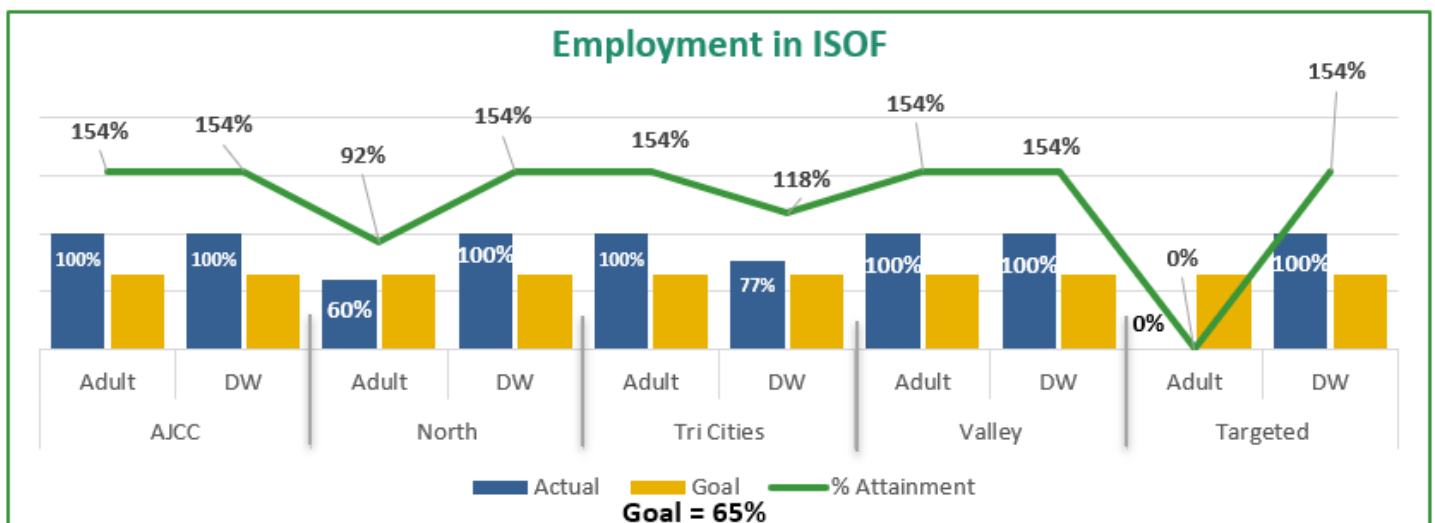
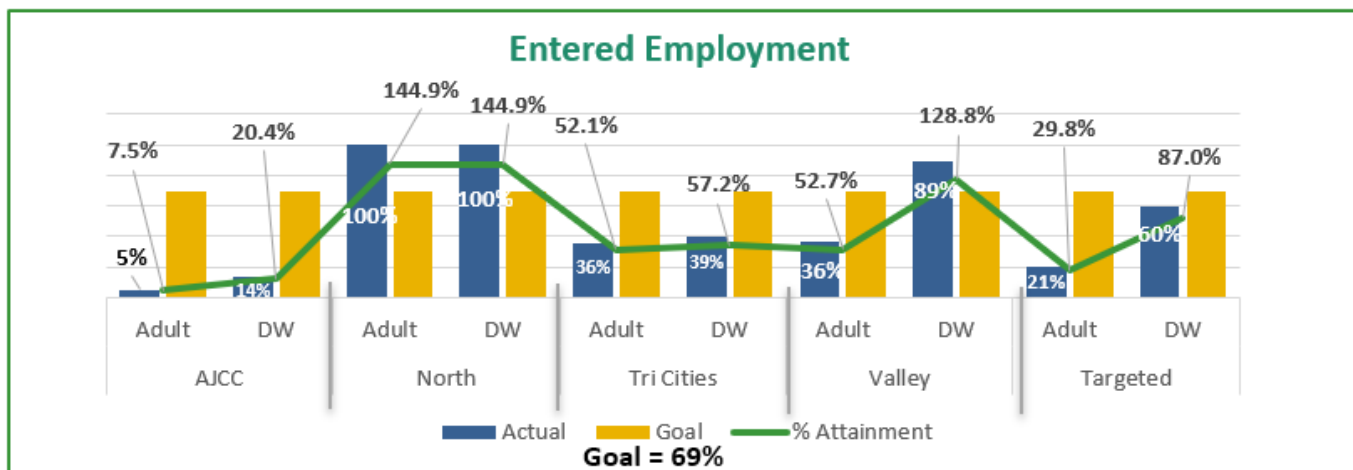
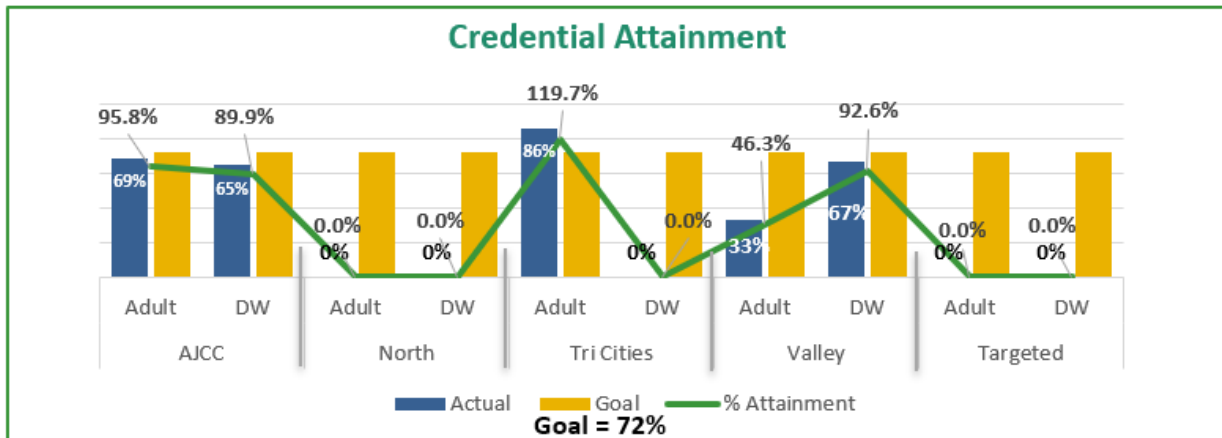
CONTRACT PERFORMANCE INDICATORS REPORT
ADULT & DISLOCATED WORKER PROGRAMS
PROGRAM YEAR 2025/2026; QUARTER 3 (7/1/2025 - 3/31/2026)

How Much Did We Do?



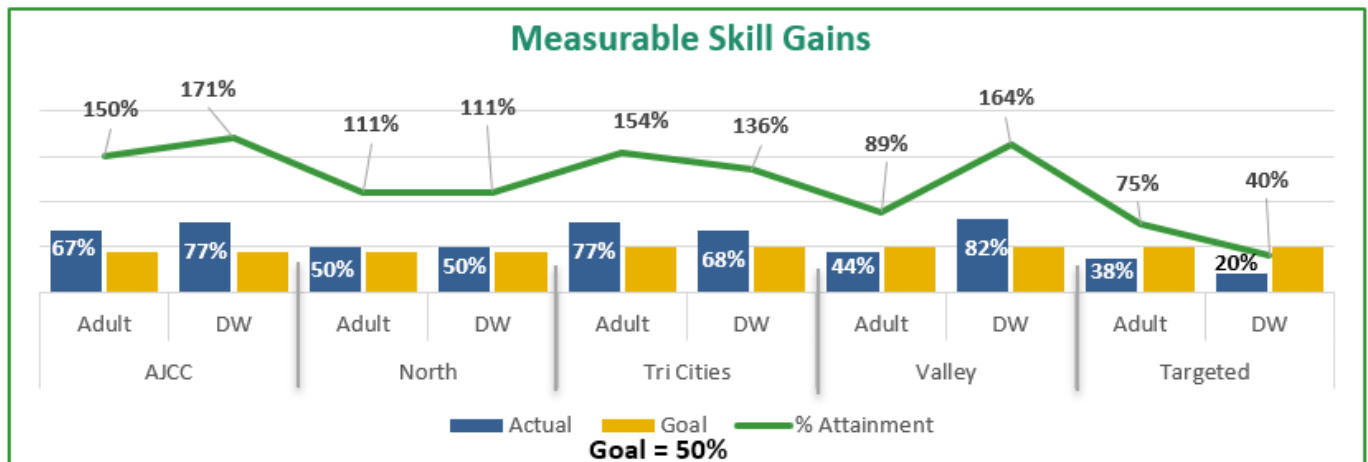
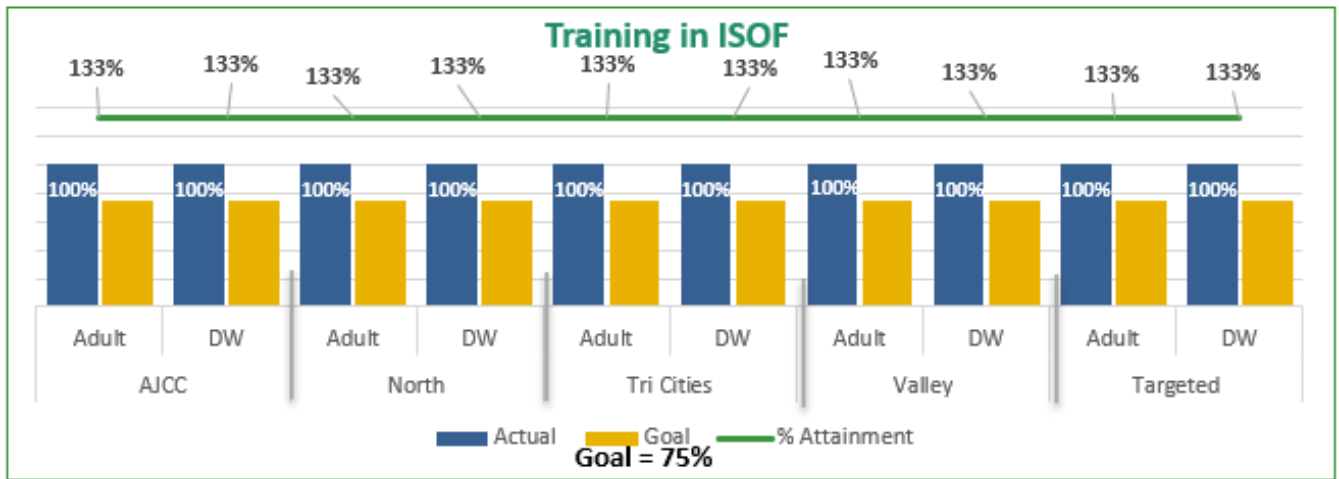
AJCC = Rubicon Programs/Eden
North = Lao Family/North Cities
Tri = Ohlone / Tri-Cities
Valley = Chabot/Las Positas/Tri-Valley
Targeted = International Rescue Committee (IRC)
 English Language Learners
 Refugees/Asylees

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?



AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)
PY 2025/2026; 3RD QUARTER - JULY 01, 2025 THROUGH MARCH 31, 2026

PERFORMANCE MEASURES	ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	0	0	100.0%	0	0	100.0%
# OF NEW ENROLLMENTS	203	184	110.3%	177	189	93.7%
TOTAL ENROLLMENTS	203	184	110.3%	177	189	93.7%
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$337,193	\$392,640	85.9%	\$424,290	\$550,800	77.0%
# OJT ENROLLMENTS (Ad & DW) ^②	20	19	105.3%			
HOW WELL DID WE DO?						
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	55.3%	50.0%	110.5%	59.3%	50.0%	118.6%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	39.6%	69.0%	57.4%	60.5%	69.0%	87.7%
# OF JOB PLACEMENTS WITHIN ISOF*	72.0%	65.0%	110.8%	95.3%	65.0%	146.7%
% THAT ATTAINED CREDENTIAL (of participants in training)	37.7%	72.0%	52.4%	26.3%	72.0%	36.5%

The data contained on this four-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.

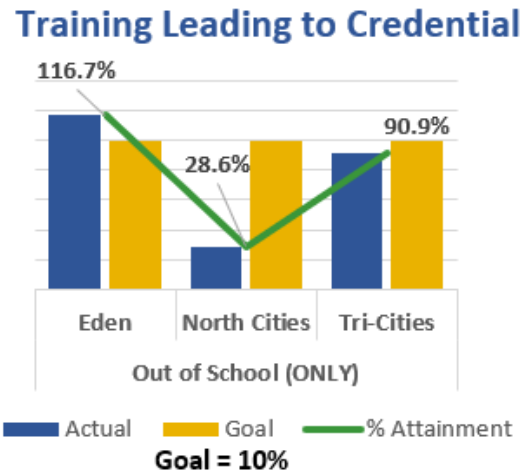
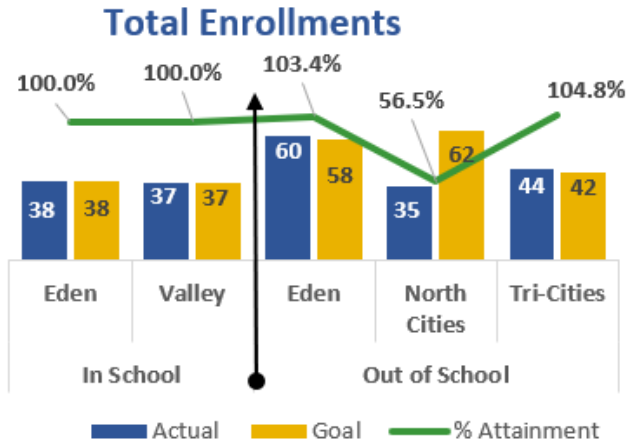
ATTACHMENT:

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

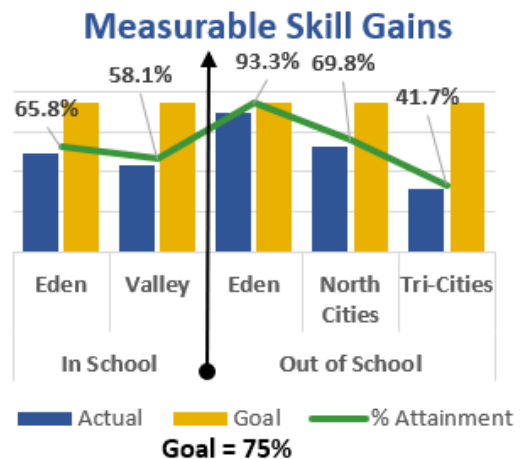
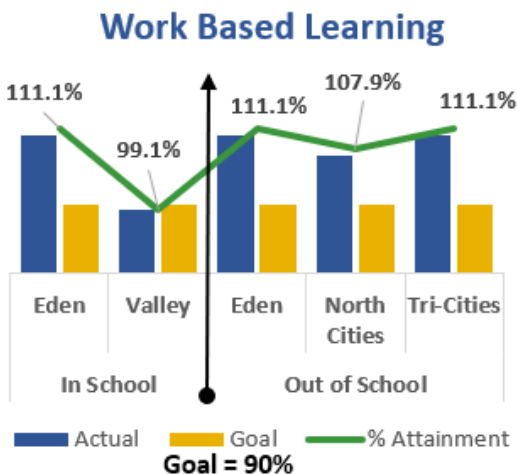
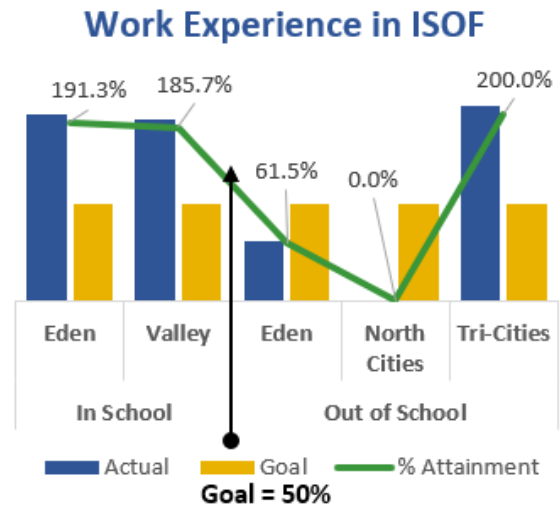
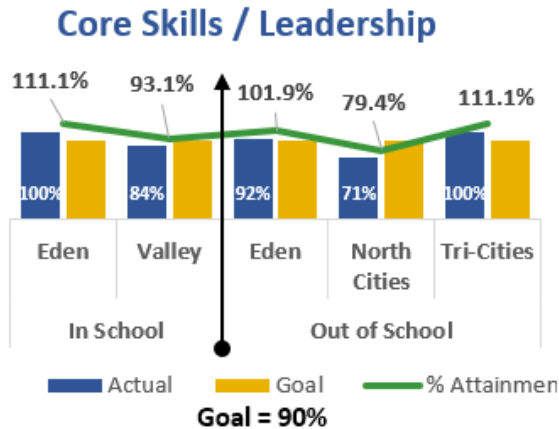
YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PY 2025/2026 3RD QUARTER (7/1/2025 THROUGH 3/31/2026)

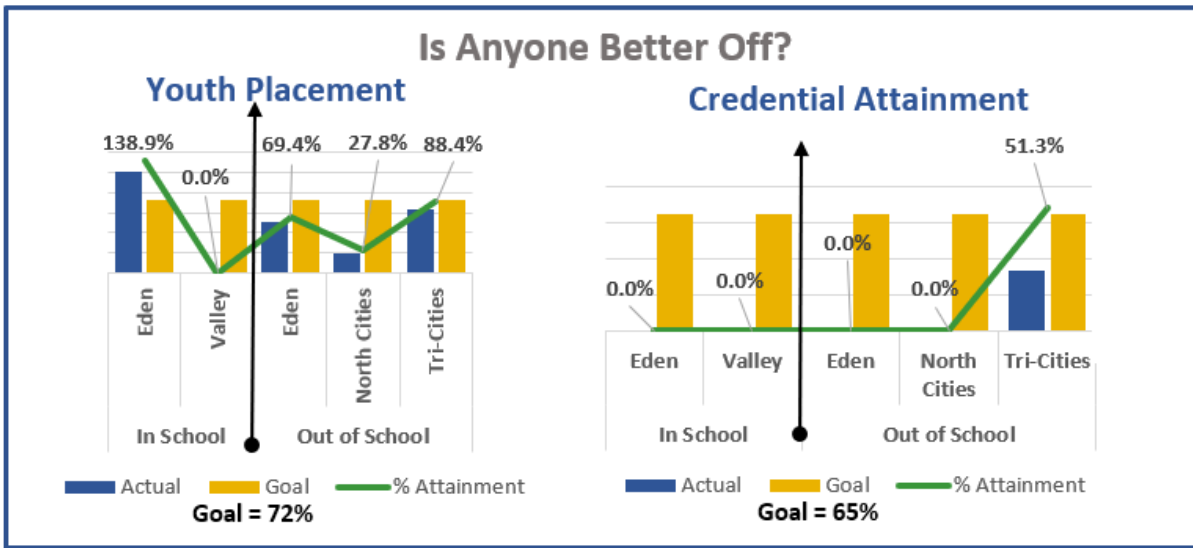
How Much Did We Do?



How Well Did We Do?



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



AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
 PY 2025/2026; QUARTER 3 - JULY 01, 2025 THROUGH MARCH 31, 2026

PERFORMANCE MEASURES	IN-SCHOOL			OUT-OF-SCHOOL		
	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	N/A	N/A	N/A	N/A	N/A	N/A
# OF NEW ENROLLMENTS	75	75	100.0%	139	162	85.8%
TOTAL ENROLLMENTS	75	75	100.0%	139	162	85.8%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	N/A	N/A	N/A	7.9%	10.0%	78.7%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	94.6%	90.0%	105.1%	99.0%	90.0%	110.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	91.9%	90.0%	102.1%	87.7%	90.0%	97.4%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	46.4%	75.0%	61.9%	51.2%	75.0%	68.3%
WORK EXPERIENCE WITHIN ACWDB'S ISOF	24.7%	50.0%	49.4%	40.8%	50.0%	81.6%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	50.0%	72.0%	69.4%	44.5%	72.0%	61.9%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	65.0%	0.0%	17.1%	65.0%	26.3%

This 2-page attachment to the Youth Reports represents Youth provider's contract performance attainments through the 3rd quarter of program year 2025/2026 (7/1/25 through 3/31/2026). Four of the five youth service providers have achieved their enrollment goal for this program year; with International Rescue Committee 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 in training. Three of the five providers have met their goal for enrolling participants into Core Skills/Leadership services; and four of the five providers are currently meeting their goal for participants in 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 rates are expected to improve for all providers as the program year progresses.

ITEM VII.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH MARCH 31, 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) 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 March 31, 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, along 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 began 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 Artificial Intelligence. 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, and in the current program year, 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.

ATTACHMENT:

VII.E.1. - Board Layoff and Closure 7/1/2025- 3/31/2026

ACWDB Rapid Response Monthly Report

July 1, 2025 – March 31, 2026

WARN						
The Worker Adjustment Retraining Notification (WARN) protects employees, their families, and communities by requiring employers to give a 60-day notice to the affected employees and both state and local representatives prior to a plant closing or mass layoff. Federal WARN is applicable only to employers with 100 or more full-time employees. California WARN is applicable to a covered establishment with 75 or more employees full or part-time. Please contact ACWDB with any specific questions.						
New entries received within the specified timeframe have been bolded for your convenience						
All employers and workers impacted: July 1, 2025 - March 31, 2026						
EDEN RAPID RESPONSE		Total Employers	10	Total Workers	375	
NORTH CITIES RAPID RESPONSE		Total Employers	6	Total Workers	299	
TRI-CITIES RAPID RESPONSE		Total Employers	11	Total Workers	743	
TRI-VALLEY RAPID RESPONSE		Total Employers	12	Total Workers	521	
		TOTAL	39	TOTAL	1,938	
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
Eden	Safeway Inc.	Hayward	Retail	Closure	2/2/2026	76
Eden	Alameda Health System - Fairmont Rehabilitation and Wellness	San Leandro	Healthcare	Layoff	3/9/2026	44
Eden	Alameda Health System - John George Hospital	San Leandro	Healthcare	Layoff	3/9/2026	16
Eden	Alameda Health System - San Leandro Hospital	San Leandro	Healthcare	Layoff	3/9/2026	22

ACWDB Rapid Response Monthly Report July 1, 2025 – March 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
North Cities	Pivot Bio, Inc.	Berkeley	Scientific Telechnical Services	Closure	7/21/2025	62
North Cities	Exelixis, Inc.	Alameda	Manufacturing	Layoff	8/29/2025	74
North Cities	Exelixis, Inc.	Alameda	Manufacturing	Layoff	10/27/2025	71
North Cities	Twelve Benefit Corporation	Alameda	Manufacturing	Layoff	10/29/2025	24
North Cities	Twelve Benefit Corporation	Berkeley	Manufacturing	Layoff	10/29/2025	52
North Cities	Downtown Streets, Inc.	Berkeley	Social Assistance	Closure	10/31/2025	4
North Cities	Alameda Health System - Alameda Hospital	Alameda	Healthcare	Layoff	3/9/2026	9
North Cities	Alameda Health System - Park Bridge	Alameda	Healthcare	Layoff	3/9/2026	3
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

ACWDB Rapid Response Monthly Report

July 1, 2025 – March 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/8/2025	14
Tri-Cities	Gatan, Inc.	Pleasanton	Manufacturing	Closure	9/15/2025	96
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/15/2025	5
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/17/2025	43
Tri-Cities	CooperVision, Inc.	Pleasanton	Manufacturing	Closure	10/31/2025	6
Tri-Cities	Agile Physical Therapy	Fremont	Healthcare	Layoff	11/14/2025	24
Tri-Cities	Celestica Precision Machining Ltd	Fremont	Technology	Closure	12/19/2025	72
Tri-Cities	Mercury Systems, Inc.	Fremont	Technology	Closure	3/31/2026	18
Tri-Cities	RR Donnelley	Newark	Commercial Printing	Closure	3/31/2026	70
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

ACWDB Rapid Response Monthly Report July 1, 2025 – March 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/14/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/21/2025	3
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/28/2025	4
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	10/10/2025	3
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	10/13/2025	45
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/3/2025	36
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/5/2025	1
Tri-Valley	Agile Physical Therapy	Dublin	Healthcare	Layoff	11/14/2025	7
Tri-Valley	Zimeno, Inc. dba Monarch Tractor	Livermore	Manufacturing	Layoff	11/19/2025	102
Tri-Valley	Monroe Operations, LLC dba Newport Academy	Pleasanton	Healthcare	Closure	12/1/2025	28
Tri-Valley	Walmart	Pleasanton	Retail	Closure	12/12/2025	87
Tri-Valley	Kinetics Equipment Solutions Group	Livermore	Manufacturing	Layoff	12/26/2025	23
Tri-Valley	DHL Supply Chain	Livermore	Transportation	Layoff	3/20/2026	74

ACWDB Rapid Response Monthly Report
July 1, 2025 – March 31, 2026
Month Ending: March 31, 2026

All employers and workers impacted: July 1, 2025 – March 31, 2026

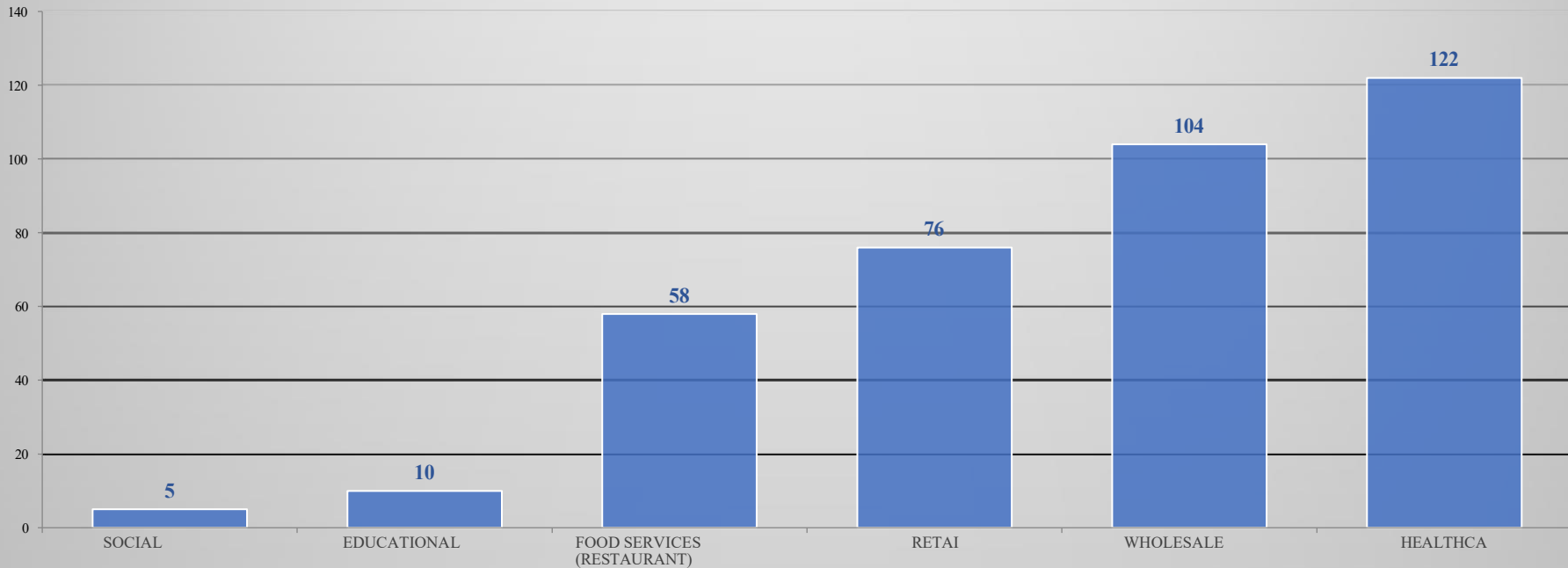
Industry	Affected Workers
Construction	7
Social Assistance	9
Educational Services	16
Food Services (Restaurant) /Hospitality/Entertainment	58
Scientific Teletechnical Services	62
Commercial Printing	70
Biotechnology	93
Retail	163
Technology	172
Healthcare	280
Wholesale Trade	330
Manufacturing/Transportation/Warehouse	678
Grand Total	1,938

**ACWDB Rapid Response Monthly Report
 July 1, 2025 – March 31, 2026
 Month Ending: March 31, 2026**

EDEN RAPID RESPONSE

Industry	Affected Workers
Social Assistance	5
Educational Services	10
Food Services (Restaurant) /Hospitality/Entertainment	58
Retail	76
Wholesale Trade	104
Healthcare	122
Grand Total	375

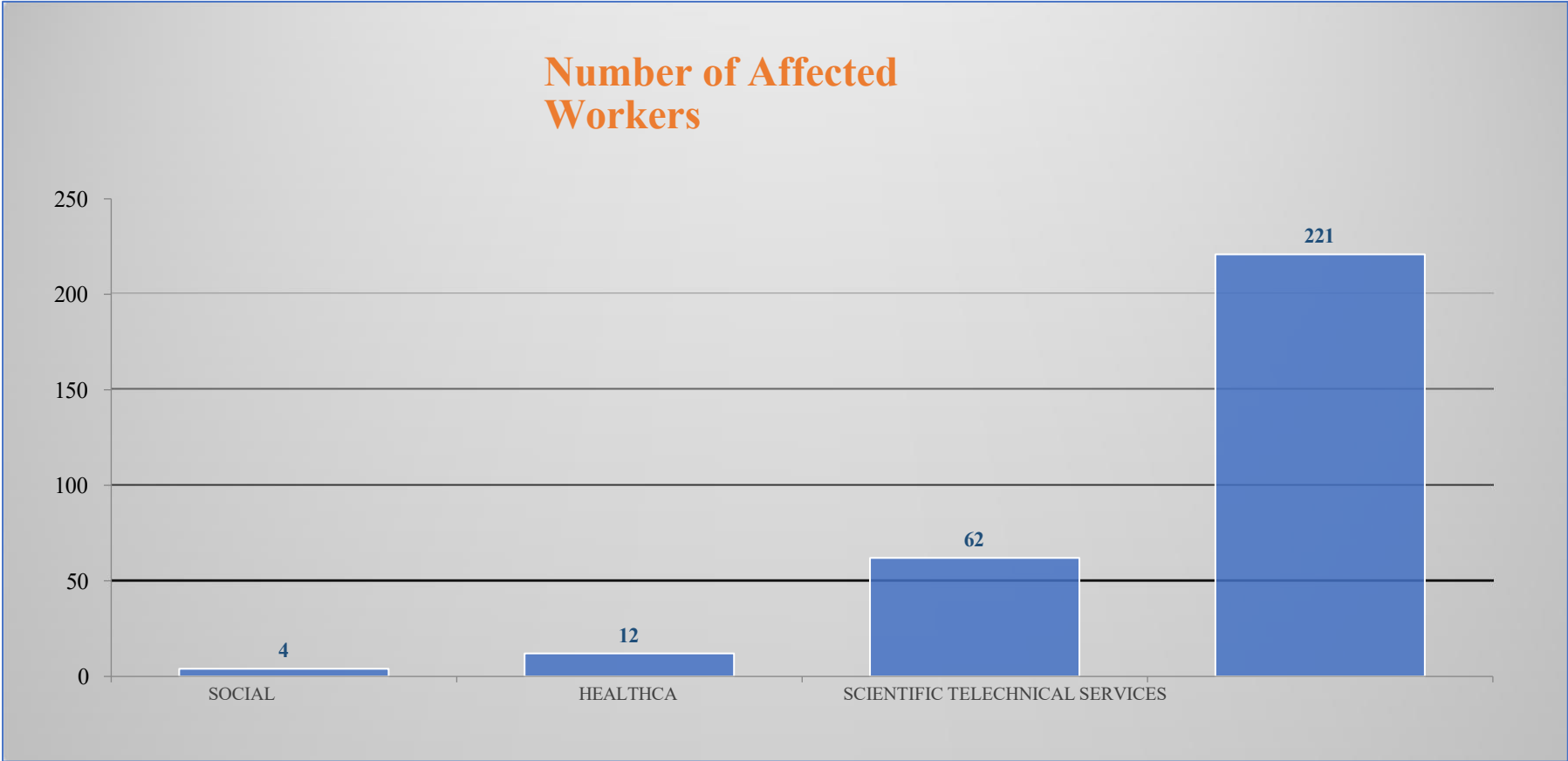
Number of Affected Workers



**ACWDB Rapid Response Monthly Report
 July 1, 2025 – March 31, 2026
 Month Ending: March 31, 2026**

NORTH CITIES RAPID RESPONSE

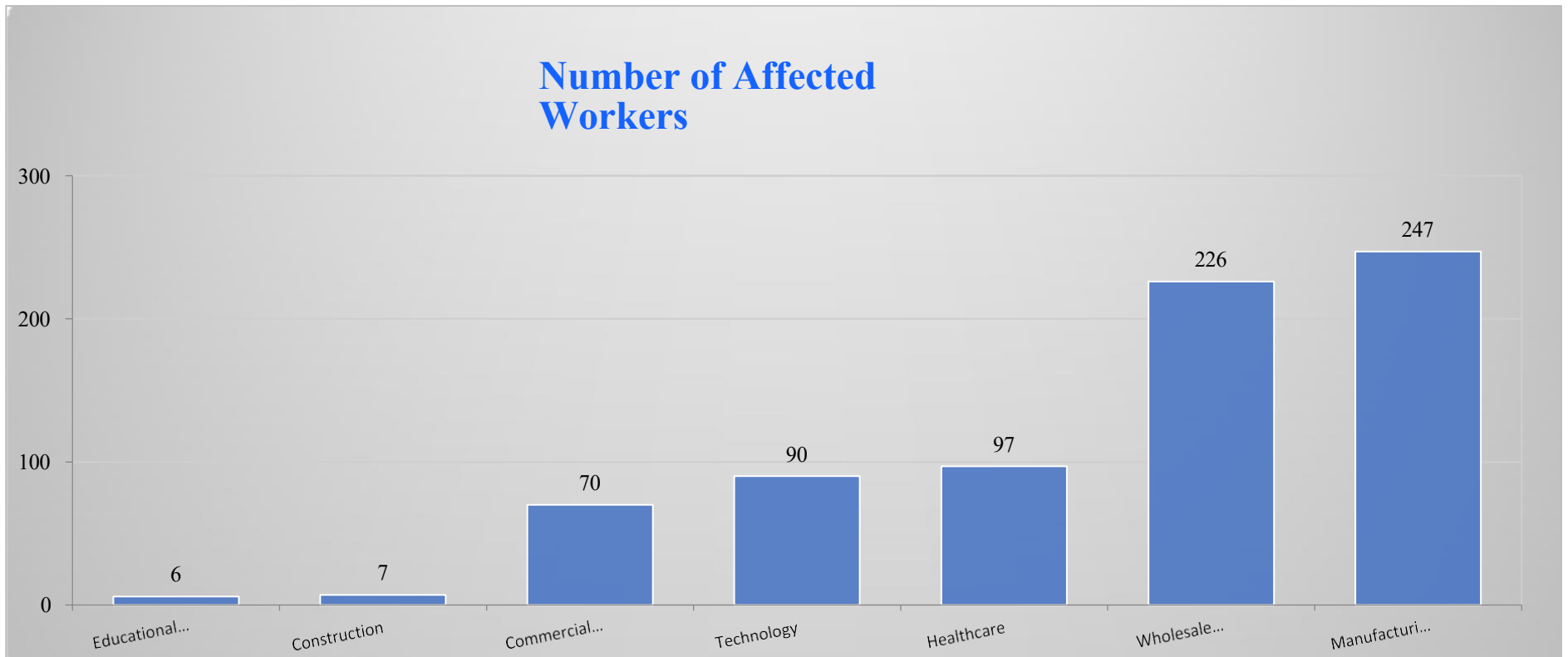
Industry	Affected Workers
Social Assistance	4
Healthcare	12
Scientific Technical Services	62
Manufacturing/Transportation/Warehouse	221
Grand Total	299



95

ACWDB Rapid Response Monthly Report
July 1, 2025 – March 31, 2026
Month Ending: March 31, 2026
TRI - CITIES RAPID RESPONSE

Industry	Affected Workers
Educational Services	6
Construction	7
Commercial Printing	70
Technology	90
Healthcare	97
Wholesale Trade	226
Manufacturing/Transportation/Warehouse	247
Grand Total	743



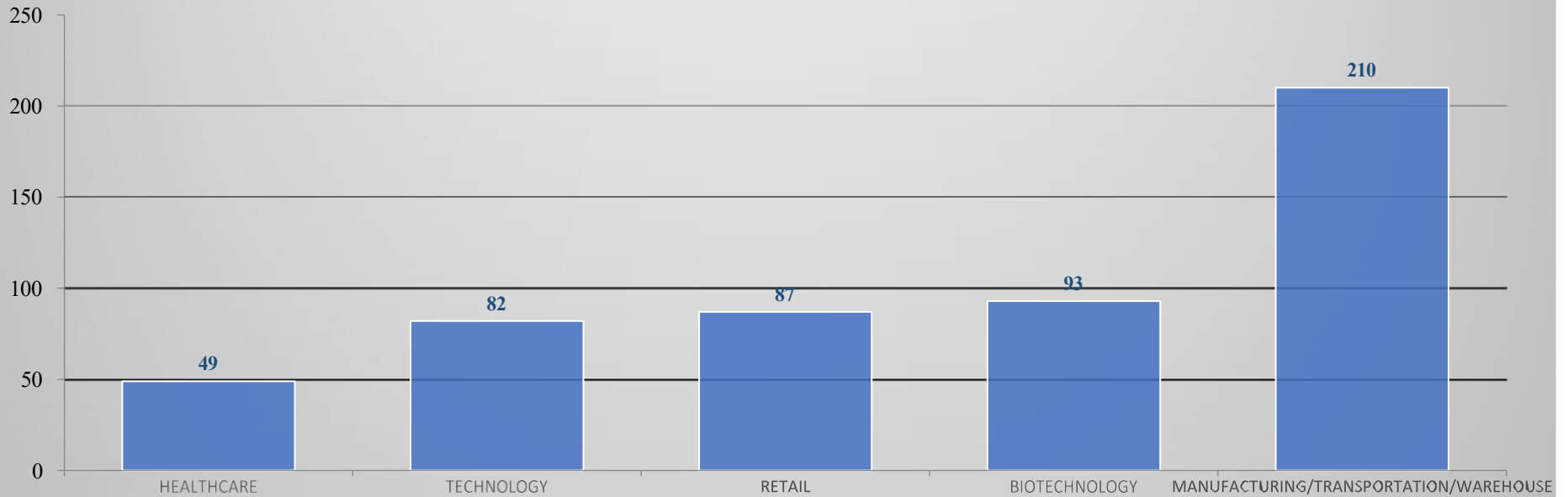
ACWDB Rapid Response Monthly Report
July 1, 2025 – March 31, 2026
Month Ending: March 31, 2026

TRI - VALLEY RAPID RESPONSE

Industry	Affected Workers
Healthcare	49
Technology	82
Retail	87
Biotechnology	93
Manufacturing/Transportation/Warehouse	210
Grand Total	521

97

Number of Affected Workers



ITEM VIII.A. – INFORMATION

THE YOUTH AND YOUNG ADULT PROGRAM 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

Summary of recognized credentials achieved by participants, reflecting skill attainment and program completion.



- 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

Overview of participant enrollment in post-secondary institutions or workforce training programs to support continued education and skills development.

- Laney College
- Berkeley City College
- College of Alameda
- Hayward Adult School
- California State University, East Bay
- Chabot College
- Merritt College
- Ohlone Community College
- California State University, San Francisco State University

- Castro Valley Adult Career and Education
- San Leandro Adult Career and Education
- Animal Behavior College, Inc.
- Universal Technical Institute, Southern California
- Eden Area Regional Occupational Program
- Bay Area Medical Academy

Events and Activities

Overview of provider and participant participation in community activities, including those hosted by providers, promoting engagement, learning, and connection.

- 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 (STEM) and Startups Career Fair
- Ohlone College - Artificial Intelligence Readiness Info Session
- Ohlone College - Women in STEM Mentorship Dinner
- State of California - Bay Area Winter Job Fair



Employers and Employment Placement

Overview of employer engagement and successful participant job placements, highlighting workforce connections and employment outcomes.

- 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

Summary of the types of jobs participants have entered, reflecting occupational trends and alignment with labor market demand.

- 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 Medical Assistant 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 VIII.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 or (510) 259-3841.

ITEM VIII. C. – 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 Artisan 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 3rd 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 2nd 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 9th 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

ITEM VIII. D – INFORMATION

LEGISLATIVE UPDATES

BACKGROUND:

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

Federal

INITIAL FEDERAL BUDGET FOR FISCAL YEAR 2027 PROPOSES SIGNIFICANT REDUCTION TO DEPARTMENT OF LABOR DISCRETIONARY BUDGET

On April 3, the Trump Administration’s Office of Management and Budget released the fiscal year (October – September) 2027 Budget Request.¹ The budget proposes \$1.5 trillion for national defense, representing a 44% increase over the fiscal year 2026 enacted level, while cutting non-defense discretionary spending by 10% compared to current funding. Additional details, including Congressional Budget Justifications, are expected in the coming weeks and will provide greater specificity on program-level funding for workforce development and related investments.

Proposed Department of Labor Discretionary Budget Reduced by \$3.5 Billion from Fiscal Year 2026: This budget requests \$9.9 billion in discretionary funding for the Department of Labor in fiscal year 2027, down nearly 26% from \$13.3 billion in fiscal year 2026. The Administration frames this reduction as a streamlining of the federal workforce system, with Department of Labor positioned as the lead agency for several programs proposed for transfer from other agencies.

The “Make America Skilled Again” grant would consolidate multiple Workforce Innovation and Opportunity Act Title I formula and competitive programs into a single block grant to states and localities. A stated objective is for 10% of these funds to be reserved for Registered Apprenticeship Program towards the goal of one million active apprentices nationwide. The budget proposes the following specific cuts:

- Eliminate Job Corps (\$1.6 billion) due to high per-graduate costs and poor employment outcomes.
- Eliminate Senior Community Service Employment Program (\$395 million) due to duplication with other federal programs.
- Eliminate Office of Career, Technical, and Adult Education (\$1.5 billion) transferring career and technical education from the Department of Education to the Department of Labor while eliminating Adult Education.

¹ https://www.whitehouse.gov/wp-content/uploads/2026/04/budget_fy2027.pdf

Congress Scheduled to Vote on Federal Budget in May, Appropriate Budget Bills in June and Enact Budget in October 2026: Congress must still act on the annual appropriations bill and lawmakers are unlikely to adopt these cuts in full.² Note: In the fiscal year 2026 appropriations process, Congress rejected the administration's workforce consolidation plan and maintained separate Workforce Innovation and Opportunity Act program funding.

The National Association of Workforce Boards³, the member organization representing the 570+ workforce development boards across the nation, and the California Workforce Association⁴, the member organization representing the 45 workforce development boards in California, are actively monitoring developments as additional budget details are released and appropriations work begins and will advise Board staff on opportunities to advocacy and input.

Advocacy for Increased Federal Workforce Innovation and Opportunity Act Funding from Alameda County Board of Supervisors: In anticipation of the increased work requirements for the estimated 40,000 Cal-Fresh recipients and 158,900 Medicaid expansion enrollees in Alameda County to maintain benefits, Board staff joined other California workforce development boards in submitting a programmatic funding request to the U.S. Senate, Senate Appropriations Committee:

“The County of Alameda requests that the Appropriations Committee approve fiscal year 2027 funding for the Workforce Innovation and Opportunity Act Title I Adult Employment and Training Activities program under the Department of Labor’s Training and Employment Services account at \$1,500,000,000, a 71.3% increase from the \$875.6 million enacted in fiscal year 2026.”

On April 6, the County of Alameda Board of Supervisors’ Personnel-Administration-Legislation Committee approved the legislative request and forwarded it for approval by the full Board of Supervisors at its next meeting.

PROPOSED WORKFORCE INNOVATION AND OPPORTUNITY ACT RE-AUTHORIZATION

On April 10, the U. S. House of Representatives, Education and Workforce Committee Chairman Tim Walberg (Republican - Missouri) introduced to the U. S. Senate, Committee on Health, Education, Labor and Pensions, the Republican-only supported “A Stronger Workforce for America Act of 2026” legislation aimed at updating the Workforce Innovation and Opportunity Act.^{5,6} The proposal would make several changes to the federal workforce program, which Congress last reauthorized in 2014.

² <https://myemail.constantcontact.com/POLICY-ALERT--Trump-Administration-Releases-Initial-FY27-Budget-Request.html?soid=1101293452633&aid=PS3MGfFd298>

³ www.nawb.org

⁴ www.calworkforce.org

⁵ <https://www.congress.gov/bill/118th-congress/house-bill/6655>

⁶ <https://www.nawdp.org/news/house-republicans-introduce-a-stronger-workforce-for-america-act-of-2026/>

Provisions That Remain Consistent from Previous 2024 Drafts:

- Training Requirements for Adult and Dislocated Worker Programs: The bill maintains a requirement that 50% of Adult and Dislocated Worker funding be spent on training activities, with 10% set aside for supportive services and individualized career services.
- Local Workforce Area Redesignation: The legislation keeps the 5.1 million population threshold for single-state area redesignation, outlining when states may reconsider the structure of local workforce development areas.
- Critical Industry Skills Fund: States would continue to have the option to reserve an additional 10% of funds for a Critical Industry Skills Fund to support training aligned with industries facing workforce shortages.

Changes to Adult Education, Local Controls⁷:

- Proposed Structural Change for Adult Education: The legislation also proposes moving federal adult education programs from the Department of Education to the Department of Labor.
- Increased State Set-Aside: Currently, local workforce development boards receive 85% of Workforce Innovation and Opportunity Act Title 1 formula funding, with state workforce agencies receiving the remaining 15%. The bill would allow governors to set aside an additional 10% for state use.

Republican Representative leaders argue that the updates are intended to better align workforce programs with employer needs, strengthen accountability, and expand opportunities for workers to gain new skills.

WORKFORCE PELL

The House of Representatives bill or H.R. 1, passed by the U.S. Congress in July 2025 expanded Pell Grant eligibility to students for very-short, career-focused job training programs, including non-credit offerings as brief as eight weeks. The law directs the U.S. Department of Education to make Workforce Pell available to students on July 1, 2026.

Student Eligibility⁸: In general, a student must be enrolled in an undergraduate course of study at a non-foreign institution to receive a Pell Grant. For the purpose of qualifying for the Pell Grant program, a student is an undergraduate only if the student has not earned or completed the requirements for a bachelor's or professional degree. A student who has earned a baccalaureate degree or a first professional degree cannot receive a Pell Grant. However, students enrolled in

⁷ <https://www.naco.org/news/house-wioa-reauthorization-revives-old-concerns-over-local-flexibility>

⁸ [Student Eligibility for Pell Grants | 2024-2025 Federal Student Aid Handbook](#)

an eligible post baccalaureate program as described below are still considered undergraduates for purposes of Pell Grant eligibility.

Program Eligibility^{9,10}:

- Programs must provide at least 150 but less than 600 clock hours of instruction during a minimum of 8 weeks, but less than 15 weeks, and be aligned with high-skill, high-wage, or in-demand occupations as defined by the state.
- Eligible programs must be offered by Title IV-eligible institutions of higher education¹¹ and approved by state governors (or their designee). The programs should be affordable: published tuition and fees for Workforce Pell programs cannot exceed the “value-added earnings” of those completers who received federal student aid. The value-added earnings are defined as the median earnings of graduates minus 150% of the federal poverty line, measured three years after completion.
- Programs must be designed so that students can articulate into at least one credit-bearing pathway to ensure that they can lead to further credentials and degrees.
- A presentation by the U.S. Department of Education offered examples of common types of programs that could be eligible for Workforce Pell Grants¹²:
 - Health-Related Programs (Nursing Assistants/Aides; Phlebotomy Technicians; Emergency Medical Technician Paramedics; etc.)
 - Commercial Driver’s License and Vehicle Operation Programs
 - Career and Technical-Related Programs (Welding Technology/Welders; Automotive Mechanics; Fire Prevention/Fire Safety; Computer and Information Sciences)
 - Child Care-Related Programs (Child Care Providers; Early Childhood Education Teachers)

⁹ [Workforce Pell: What You Need to Know - by Wesley Whistle](#)

¹⁰ [California Community Colleges Memo August 1, 2025](#)

¹¹ [Institutional Eligibility | 2024-2025 Federal Student Aid Handbook](#)

¹² <https://www.ed.gov/media/document/2025-ahead-what-types-of-programs-could-be-eligible-workforce-pell-grants-112701.pdf>

Table I. Types of For-Credit Certification Programs in California That Are Most Likely to Be Eligible for Workforce Pell Grants

CIP6	Program Name	Broad Category
510904	Emergency Medical Technology/Technician (EMT Paramedic).	Health-Related
513902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	Health-Related
190709	Child Care Provider/Assistant.	Business/Clerical/Education-Related
521501	Real Estate.	Business/Clerical/Education-Related
520302	Accounting Technology/Technician and Bookkeeping.	Business/Clerical/Education-Related
220302	Legal Assistant/Paralegal.	Business/Clerical/Education-Related
470604	Automobile/Automotive Mechanics Technology/Technician.	Career & Technical Education-Related
480508	Welding Technology/Welder.	Career & Technical Education-Related
470101	Electrical/Electronics Equipment Installation and Repair, General.	Career & Technical Education-Related
150506	Water Quality and Wastewater Treatment Management.	Career & Technical Education-Related
430201	Fire Prevention and Safety Technology/Technician.	Career & Technical Education-Related
430203	Fire Science/Firefighting.	Career & Technical Education-Related
150501	Heating, Ventilation, Air Conditioning and Refrigeration Technician.	Career & Technical Education-Related
430107	Criminal Justice/Police Science.	Career & Technical Education-Related
110201	Computer Science.	Career & Technical Education-Related
110901	Computer Systems Networking and Telecommunications.	Career & Technical Education-Related

Table I shows a screenshot of programs organized by “CIP6” which is the six-digit code for Classification of Instructional Programs, the Program Name and the Board Category for the occupation.

Table II. Types of Non-Credit Programs in California That Are Most Likely to Be Eligible for Workforce Pell Grants

CIP6	Program Name	Broad Category
510904	Emergency Medical Technology/Technician (EMT Paramedic).	Health-Related
513902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	Health-Related
510801	Medical/Clinical Assistant.	Health-Related
190709	Child Care Provider/Assistant.	Business/Clerical/Education-Related
220303	Court Reporting/Court Reporter.	Business/Clerical/Education-Related
190501	Foods, Nutrition, and Wellness Studies, General.	Business/Clerical/Education-Related
120500	Cooking and Related Culinary Arts, General.	Business/Clerical/Education-Related
490205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor.	Career & Technical Education-Related
470604	Automobile/Automotive Mechanics Technology/Technician.	Career & Technical Education-Related
470603	Autobody/Collision and Repair Technology/Technician.	Career & Technical Education-Related
480508	Welding Technology/Welder.	Career & Technical Education-Related
470101	Electrical/Electronics Equipment Installation and Repair, General.	Career & Technical Education-Related
460415	Building Construction Technology.	Career & Technical Education-Related
110803	Computer Graphics.	Career & Technical Education-Related
110801	Web Page, Digital/Multimedia and Information Resource Design.	Career & Technical Education-Related
119999	Computer and Information Sciences and Support Services, Other.	Career & Technical Education-Related

Table II. shows a screenshot of programs organized by “CIP6” which is the six-digit code for Classification of Instructional Programs, the Program Name and the Board Category for the occupation.

Note: The preceding tables are not exhaustive lists.

Potential Impact of Workforce Pell

The implementation of Workforce Pell is expected to have a significant impact on the workforce and education sectors¹³:

- Expansion of access to federal financial aid for students enrolled in certain workforce-oriented short-term programs, potentially increasing the number of students who can benefit from financial assistance.
- Creation of programs that better meet employer needs, which could lead to more effective training and skill development for students.

For more information, contact Carl Pascual, Management Analyst at carl.pascual@acgov.org or by phone at (510) 259-3887.

¹³ <https://www.newamerica.org/insights/why-workforce-pell-implementation-matters-beyond-july-2026/>

ITEM VIII.E. – INFORMATION

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
2026 MEETING CALENDAR

FEBRUARY

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

MARCH

- 12 Workforce Development Board (9:00 AM – 12 Noon) – Quorum not met

APRIL

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

MAY

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

AUGUST

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

SEPTEMBER

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

NOVEMBER

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

9 Youth Committee (1:30 – 3:30 PM)

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

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

DECEMBER

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

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

Rev. 3.30.26

ITEM VIII.F. – INFORMATION

ALAMEDA COUNTY
WORKFORCE DEVELOPMENT BOARD (ACWDB)
MEMBER LIST

BUSINESS (51%)

CHAIRPERSON – Matt Pawluk

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Bayer Pharmaceuticals
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Prem Bajaj, Manager of Workforce Development
SF Bay Area Rapid Transit District
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Oakland, CA 94612
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Joslyn Buckner, Talent Acquisition Manager
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VICE-CHAIRPERSON – Kennan Scott

Kennan Scott, Co-Founder
Empathway Designs
Tel: 510-388-2950
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Tiffani Castro, HR Manager
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Matt Kreutz, CEO
Firebrand Bakery
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Continued

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Justin Real, Principal Program Manager
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Human Resources Dpt. 18th Flor.
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VACANT (1)

EDUCATION

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Pleasanton Unified School District
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Tammeil Gilkerson, Chancellor
Peralta Community College District
333 E. 8th Street, Oakland, CA 94606

GOVERNMENT

State Employment Service

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Northern Division, Workforce Services
Branch
State of California
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State Department of Rehabilitation

Leslie Fuentes, Staff Service Manager 1
Team Manager
CA Department of Rehabilitation
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Berkeley, CA 94703
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Economic Development

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East Bay Economic Development Alliance
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Lucy Lopez, President and CEO
Hayward Chamber of Commerce
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Hayward, CA 94543
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WORKFORCE REPRESENTATIVES

(20%)

Labor (15%)

WORKFORCE REPRESENTATIVES

(20%)

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Josette Aurelia Moss, Financial Secretary-
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Mateo Torrico, UAW Local 4811 Member
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COMMUNITY – BASED

ORGANIZATION

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Wells Brown, Director of Workforce
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10.29.25

ACWDB COMMITTEES

Executive Committee

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

Systems and Strategies Committee

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

Organizational Effectiveness Committee

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

Youth Committee

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

ITEM VIII.G. - INFORMATION

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

Business Services Unit Contacts

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Alyssa Tomforhde, Business Services Coordinator

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Career Center System

AMERICA'S JOB CENTERS OF CALIFORNIA (AJCC)

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

Eden Area AJCC

24100 Amador Street, 3rd Floor

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Sub-Regional Career Service Providers

TRI-CITIES (Union City, Fremont, Newark)

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Binh Nguyen, Executive Director
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TRI-VALLEY (Pleasanton, Dublin, Livermore, Sunol)

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Alcian Lindo, Program Manager
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NORTH CITIES (Alameda, Albany, Berkeley, Emeryville, Piedmont)

Lao Family Community Development
2325 E.12th Street, Suite 226
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Su Dung, Program Manager
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Targeted Career Service Provider

INTERNATIONAL RESCUE COMMITTEE-ELL/Refugee/Asylees

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Youth/Young Adult Program Operators – PY 2025/2026

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

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

INTERNATIONAL RESCUE COMMITTEE

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

Alliance for Community Wellness dba La Familia Counseling Services

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Youth Innovation Program – In-School Youth

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Rev.
2.23.26

VIII.H. – INFORMATION

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Workforce Systems Coordination

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