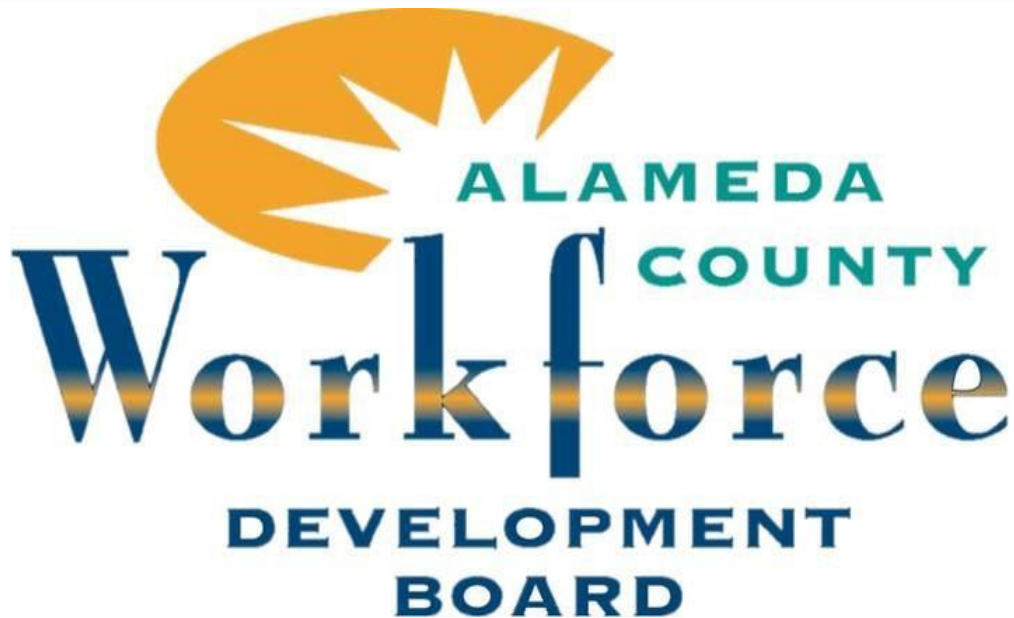


Joint Committee

(Organizational Effectiveness and Systems and Strategies)



<http://www.acwdb.org>

**In partnership with the
BOARD OF SUPERVISORS**

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

**August 19, 2026
9:30 A.M.**

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

MEETING NOTICE

Wednesday, August 19, 2026

9:30 A.M. – 11:30 A.M.

Gail Steele Multi-Service Center

24100 Amador Street, Hayward, CA 94544-1203

California Poppy Conference Room, 2nd Floor

Microsoft TEAMS:

Meeting ID: 242 044 469 216 2

Passcode: oT7uU9bf

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

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PRESENTATION – Labor Market Analysis, Alameda County 2026, Carl Pascual, ACWDB Management Analyst	1
III. PUBLIC FORUM	
Members of the public may address the Committee regarding any of the Action Items, or public input during this portion of the agenda. Speakers have a maximum of three minutes per person which must include the speaker's name and organization.	
IV. ACTION ITEMS / PUBLIC HEARING	
A. Request for Authorization to Negotiate Local Area Performance Goals for Program Years 2026/2027 and 2027/2028	2
V. DISCUSSION ITEMS	
A. Alameda County Workforce Development Board Strategic Priorities – Two-Year Action Plan	5 10
B. Medical Assistant Training Pilot Program	
VI. INFORMATION ITEMS	
A. New Contract Performance Measures and Goals for Program Year 2026/2027	13
B. America's Job Center of California Continuous Improvement Plan Update	15
C. Indeed Job Search Academy Update	18

VII. REPORT ITEMS	22
A. CalJOBS Registration Rate Report	24
B. Local Area Performance Reports	28
C. Contract Performance Indicators Reports – Adults and Dislocated Workers	34
D. Contract Performance Indicators Reports – Youth	38
E. Rapid Response Report	51
F. Business Services Unit Report	52
G. Metrix Usage Report	

VIII. MATTERS INITIATED BY COMMITTEE MEMBERS

IX. ANNOUNCEMENTS

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

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

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

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

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

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

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

**NEXT ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING
WEDNESDAY, NOVEMBER 4, 2026 @ 9:30 AM**

**NEXT SYSTEMS AND STRATEGIES COMMITTEE MEETING:
WEDNESDAY, NOVEMBER 12, 2026 @ 9:30 AM**

ITEM II. – PRESENTATION

LABOR MARKET ANALYSIS, ALAMEDA COUNTY, AUGUST 2026

On August 19, 2026, Alameda County Workforce Development Board (ACWDB) Management Analyst, will present labor market information to share details about the growth of industry sectors in Alameda County, the effect of Artificial Intelligence (AI) and automation on in-demand employee skills and how recent ACWDB training investments have supported job seekers in developing AI-related skills. The presentation ends with proposed recommendations for updating ACWDB's Industry Sector and Occupational Framework (ISOF) considering these factors.

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

ITEM IV.A. – ACTION

REQUEST FOR AUTHORIZATION TO NEGOTIATE LOCAL AREA PERFORMANCE GOALS FOR PROGRAM YEARS (PY) 2026/2027 AND 2027/2028

RECOMMENDATION:

That the Alameda County Workforce Development Board's (ACWDB) Organizational Effectiveness (OE) Committee authorize staff to negotiate Local Area Performance goals with the State of California in September 2026; taking into account the following elements:

1. California's state goals as negotiated with the Department of Labor
2. Past Local Area Performance attainments achieved over the past several years by ACWDB service providers
3. The system's overall goal of continuous improvement

BACKGROUND:

The State of California requires Local Workforce Development Areas to negotiate performance goals for each of the following five performance measures:

- Employment/Placement Rate @ 2nd Quarter Post-Exit
- Employment/Placement Rate @ 4th Quarter Post-Exit
- Median Earnings @ 2nd Quarter Post-Exit
- Credential Attainment by the 4th Quarter Post-Exit
- Measurable Skill Gains @ Case Closure

Local Area Performance goals are negotiated bi-annually in the month of September. Negotiations establish Local Area Performance goals for two consecutive program years.

ACWDB staff will be required to submit proposed goals to the state by Friday, August 28, 2026. The state will schedule negotiations during the month of September 2026. During negotiations, the state will either accept the proposed goals or counter the proposal – and negotiations will ensue.

Once agreements are reached, the resulting goals will be published through a Workforce Services Directive by the State of California. The resulting goals will be brought back to the Organizational Effectiveness Committee through an information item or through Local Area Performance Reports published within the November 2026 committee packet.

Local Area Performance Goals for PY 2024/2025 and 2025/2026:

PY 2024/2025 & 2025/2026 Approved Performance Goals				
Adult/Dislocated Worker Measures	Adults	Dislocated Workers	Youth	Youth Measures
Employment Rate @ 2 nd Quarter Post Exit	65.0%	69.0%	72.0%	Youth Placement Rate @ 2 nd Quarter Post Exit
Employment Rate @ 4 th Quarter Post Exit	63.0%	68.0%	68.0%	Youth Placement Rate @ 4 th Quarter Post Exit
Median Earnings @ 2 nd Quarter Post Exit	\$10,800	\$12,100	\$4,600	Median Earnings
Credential Attainment by 4 th Quarter Post Exit	72.0%	67.0%	65.0%	Credential Attainment by 4 th Quarter Post Exit
Measurable Skill Gains	50.0%	50.0%	75.0%	Measurable Skill Gains

Local Area Performance attainments for PY 2024/2025 and 2025/2026:

PY 2024/2025:

Funding Stream/Population:	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal	Total Current Period	PY 24/25 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 7/1/2023 and 6/30/2024	33.6%	72.0%	46.7%	39.2%	65.0%	60.3%	44.7%	69.0%	64.8%
Placement Rate @ 4th Quarter Post Exit ① Exited between 1/1/2023 and 12/31/2023	59.9%	68.0%	88.1%	52.7%	63.0%	83.7%	47.7%	68.0%	70.1%
Median Earnings @ 2nd Quarter Post Exit Exited between 7/1/2023 and 6/30/2024	\$4,680	\$4,600	101.7%	\$11,180	\$10,800	103.5%	\$11,670	\$12,100	96.4%
Credential Rate Exited between 1/1/2023 and 12/31/2023	63.6%	65.0%	97.8%	80.0%	72.0%	111.1%	66.7%	67.0%	99.6%
Measurable Skill Gains ② Exited between 7/1/2024 and 6/30/2025	57.0%	75.0%	76.0%	57.1%	50.0%	114.2%	58.1%	50.0%	116.2%

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.

PY 2025/2026:

Funding Stream/Population:	In-School & Out-of-School Youth			Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 25/26 Goals	% of Goal	Total Current Period	PY 25/26 Goals	% of Goal	Total Current Period	PY 25/26 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 7/1/2024 and 6/30/2025	70.9%	72.0%	98.5%	65.3%	65.0%	100.5%	62.9%	69.0%	91.2%
Placement Rate @ 4th Quarter Post Exit ① Exited between 1/1/2024 and 12/31/2024	65.1%	68.0%	95.7%	62.2%	63.0%	98.7%	65.6%	68.0%	96.5%
Median Earnings @ 2nd Quarter Post Exit Exited between 7/1/2024 and 6/30/2025	\$5,286	\$4,600	114.9%	\$10,597	\$10,800	98.1%	\$12,511	\$12,100	103.4%
Credential Rate Exited between 1/1/2024 and 12/31/2024	67.6%	65.0%	104.0%	64.7%	72.0%	89.9%	69.0%	67.0%	103.0%
Measurable Skill Gains ② Exited between 7/1/2025 and 6/30/2026	74.4%	75.0%	99.2%	66.3%	50.0%	132.6%	68.8%	50.0%	137.6%

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.

Finally, the following charts represent the State of California's performance goals as negotiated with the Department of Labor:

Adult	PY 2026	PY 2027
Employment Q2	68.0%	68.5%
Employment Q4	65.5%	66.0%
Median Earnings	\$8,500	\$8,500
Credential Attainment	68.5%	69.0%
Measurable Skill Gains	72.5%	72.5%

Dislocated Worker	PY 2026	PY 2027
Employment Q2	70.5%	71.0%
Employment Q4	70.0%	70.0%
Median Earnings	\$10,500	\$10,800
Credential Attainment	74.0%	75.0%
Measurable Skill Gains	66.8%	67.0%

Youth	PY 2026	PY 2027
Employment Q2	70.5%	71.0%
Employment Q4	70.0%	70.5%
Median Earnings	\$5,000	\$5,000
Credential Attainment	60.5%	61.0%
Measurable Skill Gains	66.7%	66.7%

These Negotiated Goals are in the process of being published as an Information Notice. Stay tuned!

Staff will take all of the above-referenced data into account when submitting a proposal to the state. Board staff are currently evaluating all of the available data and are waiting for the state to provide additional projections for PY 2025/2026 performance attainments based on the Statistical Adjustment Model (SAM) used to factor in demographics of the populations we serve.

Final Local Area Performance Goals will be shared with the committee after the negotiations are completed.

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.

ITEM V.A. – DISCUSSION

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

BACKGROUND:

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

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

The Strategic Priorities for the Organizational Effectiveness (OE) and Systems and Strategies (S&S) Committees are as follows:

Strategic Priority	Committee Assigned
Increased strategic business engagement to modernize business practices	Systems and Strategies
Improve equitable access to employment and career services by removing socioeconomic barriers	Organizational Effectiveness
Develop, grow, and strengthen priority sector partnerships	Systems and Strategies

Status of committee work for the OE and S&S Committees is outlined below.

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE:

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

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

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

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

Victory Lane goals were listed as:

- **Convene providers and employers focused on the chosen barrier(s)**
 - Staff convened panelists for discussion during the early stages of the Action Plan
- **Selection of one barrier to focus committee efforts**
 - The OE Committee selected two barriers which are listed in the bolded, bulleted list above
- **Develop an action plan to mitigate the identified barrier**
 - Staff continue to engage with agencies and organizations who prioritize services for justice-involved individuals. Additionally, staff have engaged in three different strategies to ensure underserved communities are made aware of career services and pathways offered through ACWDB's workforce system:
 - Updated information is now being offered through Eden Information and Referral's 211 online resource to guide individuals interested in career and workforce services to organizations within ACWDB's workforce system.
 - Website refresh that will offer a targeted landing page for job seekers and individuals from underserved communities (pending/underway)

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

SYSTEMS AND STRATEGIES (S&S) COMMITTEE:

As outlined in the Action Plan, the S&S Committee has two general "victory lane" goals:

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

Throughout the Action Plan period, staff along with members of this committee and ACWDB have engaged in planning and activities intended to ensure that established goals are achieved by quarter-ending September 30, 2026.

Victory Lane goals for this committee are as follows:

- **Develop clear data points for measuring the effectiveness of partnerships within the three (3) identified industry sectors; Healthcare/Social Assistance, Advanced Manufacturing, and Marine Trades and Water Transportation.**

- **Launch of a website refresh with a landing page specifically highlighting resources for employers**
- **Engaging ACWDB membership with Business Service visits**

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

- Contracts have been signed for the website refresh
- ACWDB has finalized a framework for capturing the Return on Investment (ROI) via logic model framing to capture outputs and outcomes versus the traditional definition of ROI
- Continuing methods for tracking sector data as it relates to job placements and occupational skills training opportunities for program participants

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

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

ATTACHMENTS:

- V.A.1. – Board's Two-Year Strategic Action Plan Grid
- V.A.2. – Two-Year Strategic Action Plan Task Tracker

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)		Time may be used for strategy development to get information to the community			Pick 1 barrier and develop action plan to remove barrier Convene providers and employers focused on chosen barrier

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.



ACWDB STRATEGIC PRIORITIES 2-YEAR ACTION PLAN; Quarter 9 (Jul, Aug, Sep, '26) Progress Tracker



= Task 100% Complete



= Task In Progress



= Task Not Yet Started

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE

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



- Develop Action Plan to mitigate one barrier

YOUTH COMMITTEE (YC)

Connect employer voice to education to increase inclusive job competitiveness.



- 50% of WEX activities are in ISOF sectors and occupations

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Develop, grow, and strengthen priority sector partnerships.



- Develop clear ROI data points for sector strategies to measure progress

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Increase strategic business engagement to modernize business practices.



- Website page for employers w/business resources
- Small business survey completed
- Board member participation in BSU visits

EXECUTIVE COMMITTEE (EC)

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



- Successful storytelling campaign launched
- Expanded awareness of ACWDB (within industry, elected officials, and K-12)

ITEM V.B. – DISCUSSION

MEDICAL ASSISTANT TRAINING PILOT PROGRAM

BACKGROUND:

On July 1, 2025, the Alameda County Workforce Development Board (ACWDB) contracted Skilltrade, Inc., a healthcare training provider, to deliver a Certified Clinical Medical Assistant (CCMA) training pilot program for 26 Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker enrolled participants. The 5-month, cohort-based program was designed to strengthen Alameda County's Medical Assistant talent pipeline and address the region's growing demand for qualified Medical Assistants.

Skilltrade Inc. established a Memorandum of Understanding (MOU) with Climbhire, a nonprofit workforce training and wraparound support provider. Climbhire delivered social capital building workshops, career coaching, and navigation services, along with six (6) months of post program career coaching focused on job search, interview preparation, and job placement for eligible participants.

This effort seeks to:

- Expand access to high-quality, industry-aligned training opportunities
- Reduce financial barriers to participation through a braided funding model
- Build capacity for co-enrollment strategies across workforce systems
- Prioritize equity-focused workforce investments
- Support long term employment outcomes and career advancement for job seekers
- Assist participants with developing social capital skills to encourage networking and wealth-building

Launched on September 8, 2025, programming included online coursework, an 80-hour clinical externship, Cardiopulmonary Resuscitation/ Automated External Defibrillator and Basic Life Support training, and state board certification. The curriculum is aligned with the core standards established by the National Healthcare Association (NHA).

ACWDB staff and Skilltrade Inc. jointly assessed participants' digital device and supportive service needs to ensure full engagement and successful program completion. Also, staff assisted with some of the client activities. The program's outreach generated more than one hundred (100) responses from Alameda County residents, and the candidacy selection process included a WIOA prescreening and a three-hour pass/no-pass virtual skills assessment administered by Skilltrade Inc.

Participants who required supplies received medical scrubs and stethoscopes purchased through the supportive services budget, as well as donated laptops funded through non-federal resources provided by Corporate E-Waste Solutions. The asynchronous curriculum incorporates AI-enhanced interactive training, video content, live sessions, simulations, and gamified learning modules, and participants accessed digital textbooks through the Elsevier platform.

This collaborative training initiative is funded through a braided model leveraging resources from Skilltrade Inc., WIOA Title I, and the High Road Training Partnership.

Skilltrade Inc. provided participants with access to NHA practice exams and established a certification readiness benchmark requiring participants to achieve a minimum score of 390 out of 500 (78%) to qualify for program certification. Skilltrade also coordinated access to state board certification, including registration for exams at authorized testing centers such as Pearson VUE or PSI Services, and issued the necessary exam vouchers.

Upon successful completion of the 20-week program, 21 participants earned a certificate of completion, 6 obtained their Certified Clinical Medical Assistant credential verification, and 5 secured employments in industry-related roles. ACWDB staff will debrief with initiative partners upon the close of the project to discuss key findings of the pilot.

For additional information, please contact Nia Ford, Workforce Services Specialist at Nia.Ford@acgov.org or by phone at (510) 670-6135.

ATTACHMENT:

V.B.1 – Medical Assistant Training Pilot Program Success Story provided on Trust Pilot Review

Medical Assistant Training Pilot Program Success Story Provided on Trust Pilot Review



Sareesha Banks

US • 1 review

May 1, 2026



I'm so grateful for the opportunity

I'm so grateful for the opportunity to complete my Medical Assistant training through this program. I want to thank the Alameda County Workforce Development Board, Climb Hire, and Skilltrade for making this possible through grant funding.

The support I received throughout the program was incredible. Barb, Stephanie and Nia went above and beyond to help me stay on track, prepare for certification, complete my externship, and ultimately get hired.

I'm now in a career I love, and I truly couldn't have done it without this opportunity. Thank you, Skilltrade, for delivering such a strong online training experience and helping me take this next step in my life.

ITEM VI.A. – INFORMATION
NEW CONTRACT PERFORMANCE MEASURES AND GOALS
FOR PROGRAM YEAR 2026/2027

BACKGROUND:

Each program year, Alameda County Workforce Development Board (ACWDB) staff establish contract performance measures and goals for each sub-contractor. Those sub-contractors are required to develop and implement a plan for achieving these goals by the end of the program year.

In program year (PY) 2026/2027, ACWDB contracted five Adult and Dislocated Worker service providers as referenced below:

- Eden America’s Job Center of California (AJCC), is Rubicon Programs
- North Cities service provider is Lao Family
- Tri-Cities service provider is Ohlone College
- Tri-Valley service provider is Chabot/Las Positas College
- International Rescue Committee (IRC) has been contracted as a service provider, for one year, with a focus toward targeted populations throughout ACWDB’s service delivery area

Some goals are established based on ACWDB’s Local Area Performance goals that were negotiated with the State of California. The charts below represent the contract performance measures and goals for each Adult and Dislocated Worker service provider in ACWDB’s system.

Measure	Eden AJCC (WCE)		North Cities / Lao (WSNL)		Tri Cities / Ohlone (WST)		Valley / CLP (WSV)	
	Adults	DW	Adults	DW	Adults	DW	Adults	DW
Req'd New Enrollments	76	91	41	49	51	60	27	33
Training Obligations	\$208,873	\$291,496	\$112,470	\$156,959	\$139,249	\$194,330	\$74,980	\$104,639
OJTs	9		5		6		3	
% of Trng Enr in ISOF	75.0%							
% of MSG Attainment ④	50.0%							
% of Credential Attain ③	72.0%							
Job Placements @ Exit (% of closed cases)	69.0%							
Job Placements in ISOF (% of placements)	65.0%							

^③ % of participants enrolled in training, who exited and reported credential attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

^④ % of participants enrolled in training, who exited and reported MSG attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

WCE = Agency Code for Rubicon Programs; WSNL = Lao Family Community Development; WST = Ohlone College; WSV = Chabot/Las Positas College

Contracted service providers are expected to achieve 100% of their goals before the end of the third quarter of the program year (by March 31, 2027).

Failure to achieve up to 25% of specified contract performance goals by March 31, 2027, will result in the withholding of 25% of each providers' annual funding allotment. If goals are not achieved before June 30, 2027, then up to 25% of their annual funding could be forfeited.

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

ITEM VI.B. – INFORMATION

AMERICA’S JOB CENTER OF CALIFORNIA CONTINUOUS IMPROVEMENT PLAN UPDATE

BACKGROUND:

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

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

UPDATE:

The Comprehensive Center certification process includes a Continuous Improvement Plan (CIP) containing goals with the due dates spanning program years 2025-2028. The California Employment Development Department (EDD) recently released a new directive on June 19, 2026 (WSD25-05) for Local Boards to conduct the certification process on an updated timeline, which Staff will present at a later date for approval and Board Chair signature. A new Continuous Improvement Plan (CIP) will be developed this Fall, to go into effect on July 1, 2027, effectively superseding the current CIP. The current CIP indicates several goals aimed at improving services at the Comprehensive Center, most have which have been completed or have seen improvement. Any goals that continue to require improvements will be added to the next plan to ensure continuity.

On July 21, 2026, Rubicon Program staff provided the Alameda County Workforce Development Board (ACWDB) with an update on their progress toward CIP goals. Listed below is a table describing CIP goals in effect and describes the status of each goal. "Status" column includes whether a goal is "completed" or "ongoing". For goals not yet completed, some description of what type of progress is provided. Also indicated are the responsible parties and the due date for each goal.

Item	Indicator	Action/Improvement Opportunity.	Agency	Due Date	Status
		The Comprehensive Center will:			
A	1	Track computer use and check all computers/equipment to ensure availability and functionality. Share results with ACWDB staff for needed updates.	AJCC/ ACWDB	February 28, 2025	Completed

B	1	Establish regular coordination/communication and/or events with Military/Veteran-serving organizations to support the priority of service and referrals.	AJCC	March 31, 2025, and ongoing	Connections have been made; more work toward shared events, referrals, and targeted training opportunities
C	1,6	Provide written plan to implement cross-training of staff to inform of the priority of service groups and support job seekers requiring immediate support, including CalJOBS registration and the initial two-page WIOA application.	AJCC	March 31, 2025	Completed. New AJCC staff are trained in these areas and information is shared as part of AJCC orientation.
D	2	Integrate real-time feedback opportunities at meetings, through polls, discussions, etc. regarding Comprehensive Center impact on their services.	AJCC	March 31, 2025, and ongoing	Completed; ongoing
E	2	Host at least two events per program year that intentionally integrate partner services and highlight and strengthen partner linkages.	AJCC	Through June 30, 2028	Completed for program year
F	2	Create a flyer that features mandated partners and available services and make it available to all partners/participants.	AJCC /Partners, as needed	March 31, 2025	In Progress; design in process and will require partner review/approval
G	2,3	Explore tools to create and maintain a joint spreadsheet to track referrals and co-enrollments between partners.	AJCC	June 30, 2025	Completed; Online referral form features self-disclosure of referral partner
H	3	Explore the possibility of co-creating an Industry Sector Occupational Framework-aligned career pathway strategy/map, for clients receiving services from multiple mandated partners.	AJCC, other partners as needed	June 30, 2025	To be further discussed with required partners
I	4	Work collaboratively with ACWDB staff to link training providers to the Eligible Training Provider List Coordinator towards state approval.	AJCC /ACWDB	June 30, 2028	Ongoing as needed
J	5	Host 1-3 “quality job/employer” hiring events, virtually or in-person.	AJCC	June 30, 2025	Completed
K	5	Distribute ACWDB’s employer hiring needs survey to partner employers to help improve business-facing services.	AJCC / ACWDB	March 31, 2025, and ongoing	Pending relaunch of survey
L	3,6	Engage in training related to the	AJCC	March	Ongoing (Marine

		implementation of sector strategies, leading to a focus on one or two career pathways that will be offered to participants, in alignment with the ACWDB's priority sectors.		31, 2025, and ongoing	Trades, Community Health Worker)
M	6	Invite partners to host training sessions on best practices with the populations they serve or on relevant information learned through their programs for all levels of partner staff. At least once or twice a year, virtually or on-site at the Comprehensive Center.	AJCC	February 1, 2025, and ongoing	Ongoing
N	7	Distribute ACWDB's Customer Feedback survey to support network-wide improvement efforts.	AJCC / ACWDB	Through June 30, 2028	Ongoing

Rubicon Programs has completed various elements of the CIP and is strengthening partnerships to continue to provide improved services. Efforts include working with Veteran serving organizations to identify potential shared participants who can benefit from services from both the Veteran-specific program as well as WIOA programing through the AJCC. Work is also ongoing to identify training providers and employer partnersa to establish potential pathways for individuals who are seeking training, including those in alignment with the Industry Sector and Occupational Framework. Continued meeting participation by Memorandum of Understanding (MOU) partners is encouraged through continued use of hybrid meetings, allowing for both in person collaboration and virtual attendance for partners unable to travel to the AJCC.

Rubicon Programs' staff regularly shares program information from all AJCC MOU partners. Presenters are invited to meetings to present relevant topics affecting all partners, with most recent presentations including leading in a multi-generational work environment.

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

VI.C. – INFORMATION

INDEED JOB SEARCH ACADEMY UPDATE

BACKGROUND:

In September 2024, the Alameda County Workforce Development Board (ACWDB) launched the Indeed Job Search Academy (JSA), a no-cost tool intended to expand access to modern job search resources for Alameda County residents. The online platform complements workforce services by providing self-paced learning, live webinars, career resources, and job search tools that help individuals strengthen their ability to compete in today's labor market.

The virtual program covers six key areas of the job search journey:

1. Job Search Strategy – Seven steps for a more efficient job search
2. Resume Writing – Tips to help job seekers stand out to employers
3. Interview Preparation – How to answer key questions and ace interviews
4. Offer Evaluation – How to evaluate job offers and negotiate salary
5. Career Direction – Tips for long-term career growth and success
6. Live Webinars – Practical job search tips and expert insight

Since implementation, staff from service-providing organizations have intentionally integrated the JSA into their workforce development strategies by encouraging engagement through workforce partners, virtual workshops, social media outreach, and educational webinars. This coordinated approach has increased awareness of the platform while expanding access to career development resources throughout Alameda County.

PROGRAM UPDATE:

The JSA continues to demonstrate sustained growth and national recognition. During “Indeed Job Search Academy Partner Performance Review”, in both quarter one and quarter two of 2026, ACWDB was recognized as one of the “Top Performing Nonprofit/Government Partners” nationwide based on unique participant reach.

Notably:

- In 2026, quarter one: ACWDB was recognized alongside the Salt and Light Coalition and the LeBron James Family Foundation as one of the top nonprofit/government partners utilizing the platform.

- In 2026, quarter two: ACWDB again earned “Top Performer” recognition, marking the second consecutive quarter receiving national recognition among nonprofit and government partners.

Receiving this distinction for two consecutive quarters demonstrates ACWDB’s continued ability to effectively connect Alameda County residents with digital workforce resources while maintaining one of the highest levels of engagement among nonprofit and government organizations participating in the Indeed JSA network.

OUTREACH AND ENGAGEMENT:

ACWDB has continued expanding awareness of the JSA through a coordinated outreach strategy that includes:

- Consistent promotion across ACWDB’s social media platforms
- Referrals through workforce system partners

These outreach efforts have produced steady user growth, averaging **more than 500 new users each month**, while also increasing awareness of ACWDB services throughout Alameda County. ACWDB’s continued investment in digital outreach has significantly strengthened the visibility of both the JSA and ACWDB’s workforce development services, helping connect more job seekers with career resources through modern communication channels.

PROGRAM UTILIZATION:

Participant engagement data continues to demonstrate strong and consistent utilization of the JSA.

From January through June 2026, the platform maintained steady engagement, generating more than **2,100 total page views** while attracting new users each month. Usage remained consistent throughout the reporting period, reflecting sustained interest in the platform and the effectiveness of ACWDB’s outreach efforts.

WEBINARS AND DIGITAL LEARNING:

ACWDB staff have continued utilizing the platform to deliver educational programming focused on current job search strategies and emerging workforce trends.

Recent webinar topics have included:

- Interview preparation and confidence building
- Modern job search strategies
- Resume Optimization
- Effective use of Artificial Intelligence (AI) during the job search process

- Increasing online visibility to employers
- Leveraging digital tools to remain competitive in today's hiring environment

Participant feedback from these sessions has been overwhelmingly positive, with attendees consistently highlighting the practical nature of the training and the value of learning strategies that can be immediately applied to their job search. The combination of self-paced learning resources and instructor-led webinars has strengthened participant engagement while supporting job seekers with relevant, timely, and accessible career development tools. See Attachment VI.C.1. for additional JSA user insights.

LOOKING AHEAD:

ACWDB staff will continue building on the success of the JSA by continuing regular social media campaigns promoting available resources, and monitoring engagement of metrics to ensure continued growth and equitable access throughout Alameda County.

For more information about this initiative, please contact: Erron Christmas, Workforce Specialist by email at Erron.Christmas@acgov.org or by phone at (510) 259-3864.

ATTACHMENT:

VI.C.1. Job Search Academy Partner Impact and Insights Report



Job Search Academy Partner Impact and Insights Report
Summary & Highlights

Partner: Alameda County Workforce Development Board
Reporting Period: January 01, 2026 - June 30, 2026

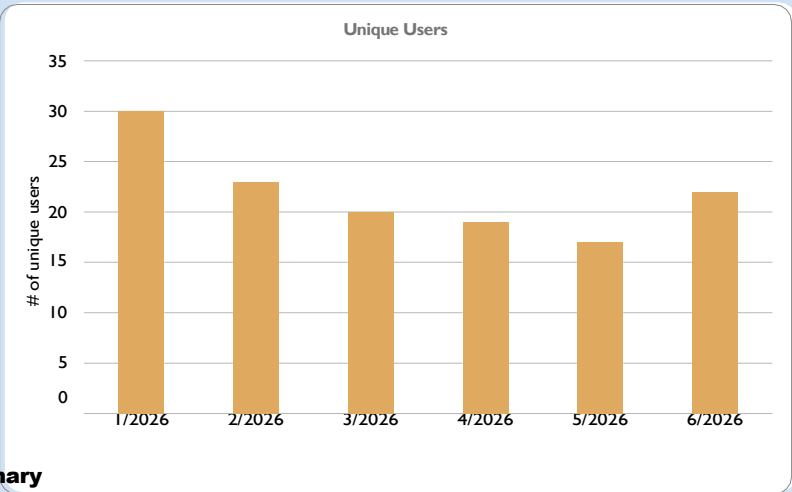
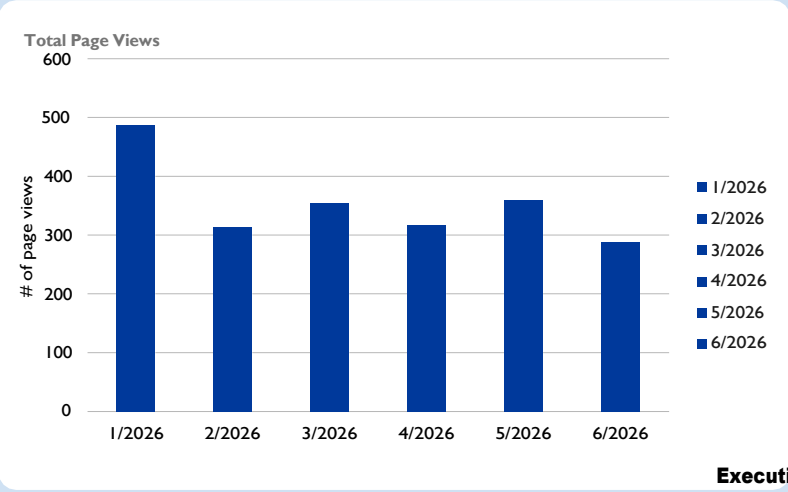
Start Here!

This report captures the engagement of your students on your unique Job Search Academy partner landing page. We measure engagement data as **1.** the number of views of your JSA partner page and **2.** the number of unique users who viewed your JSA partner page. See the Partner Data tab for further explanations of these terms.

Thank you for your partnership with Indeed Job Search Academy! Please follow up with our operations team (jsaoperations@indeed.com) for any additional questions.

Key Highlights

Total Engagement (Page Views): 2,122 Total Unique Users: 131	Your Page's Most Engaging Content: 1. View Workshops 2. Online Career Services 3. Get Updates Most viewed JSA workshop:
--	---



Executive Summary

Alameda County Workforce Development Board is showing especially strong engagement among all JSA partners, including one of the highest levels of engagement specifically amongst nonprofit and government agency in the last six months. The page saw steady use throughout the reporting period, suggesting job seekers are finding value in having a centralized, accessible place to connect with career resources as needs come up. Interest was strongest in workshops, online career services, and updates, which points to an audience looking for practical guidance, next-step support, and timely opportunities they can use in their job search.

ITEM VII.A. – REPORTS
CALJOBSSM REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA
APRIL, MAY, AND JUNE 2026

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) 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.

ACWDB 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 April, May, and June 2026. 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 April, May, and June 2026, approximately 4.2% of the unemployed population residing within the ACWDB’s service area have engaged services or assistance as measured through the number of CalJOBSSM registrations during those three months.

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 PY 25-26 Q4

CALJOBSSM REGISTRATION RATE

WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

Sub Regions: Months:	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
	Apr '26	May '26	Jun '26	Apr '26	May '26	Jun '26	Apr '26	May '26	Jun '26	Apr '26	May '26	Jun '26
Total Labor Force	198,200	196,900	196,600	125,900	125,100	125,200	177,400	176,500	176,300	117,900	117,300	117,000
# Unemployed	7,900	7,300	8,300	4,900	4,500	5,400	6,900	6,400	7,400	4,600	4,300	4,900
Unemployment Rate	4.0%	3.7%	4.2%	3.9%	3.6%	4.3%	3.9%	3.6%	4.2%	3.9%	3.7%	4.2%
CalJOBS Registrations	340	302	370	170	163	196	313	271	331	206	168	205
% Engagement	4.3%	4.1%	4.5%	3.5%	3.6%	3.6%	4.5%	4.2%	4.5%	4.5%	3.9%	4.2%

DATA for April, May, June 2026 (Entire Region)			
Month:	April 2026	May 2026	June 2026
Total Labor Force	619,400	615,800	615,100
# Unemployed	24,300	22,500	26,000
Unemployment Rate	3.9%	3.7%	4.2%
CalJOBS Registrations	1029	904	1102
% Engagement	4.2%	4.0%	4.2%

3 Month Avg
616,767
24,267
3.9%
1012
4.2%

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

Attachment VII.A.1.

The above charts show labor market statistics including number of individuals in the workforce and number of individuals unemployed for the months of April, May, and June 2026. This labor market data is then compared against the number of individuals who registered in the CalJOBSSM system over the same time period. Averaging the data, we can see that across Alameda County Workforce Development Board's service area, that approximately 4.2% of individuals seeking workforce serviced engaged the state's CalJOBSSM system in pursuit of career or training services.

ITEM VII.B. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **YOUTH, ADULTS, AND DISLOCATED WORKERS** **ROLLING FOUR QUARTERS – ENDING 6/30/2026**

BACKGROUND:

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

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

ANALYSIS OF REPORTS:

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

- Placement Rate @ 2nd Quarter Post Exit
 - Adults = 100.5% of Goal
-
- Median Earnings @ 2nd Quarter Post Exit
 - Youth = 114.9% of Goal
 - Dislocated Workers = 103.4% of Goal
-
- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 104.0% of Goal
 - Dislocated Workers = 103.0% of Goal
-
- Measurable Skill Gains
 - Adults = 132.6% of Goal
 - Dislocated Workers = 137.6% 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 = 98.5% of Goal
 - Dislocated Workers = 91.2% of Goal
- Placement Rate @ 4th Quarter Post Exit
 - Youth = 95.7% of Goal
 - Adults = 98.7% of Goal

- Dislocated Workers = 96.5% of Goal
- Median Earnings @ 2nd Quarter Post Exit
 - Adults = 98.1% of Goal
- Credential Attainment Rate by 4th Quarter Post Exit
 - Adults = 89.9% of Goal

Please review the performance attainments on the attached report for a full representation of outcomes for the rolling four quarters – ending June 30, 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. – REPORTS LAP PY25-26 Q4

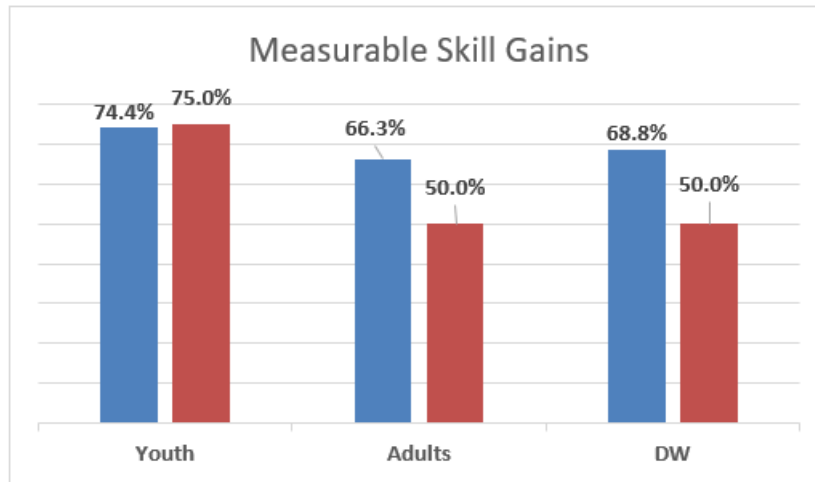
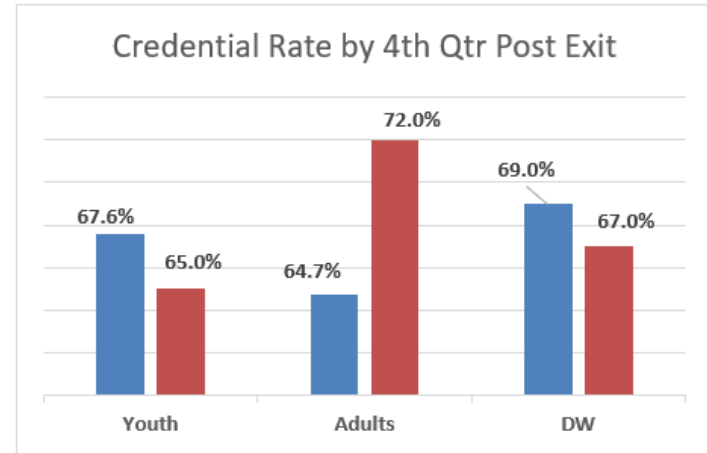
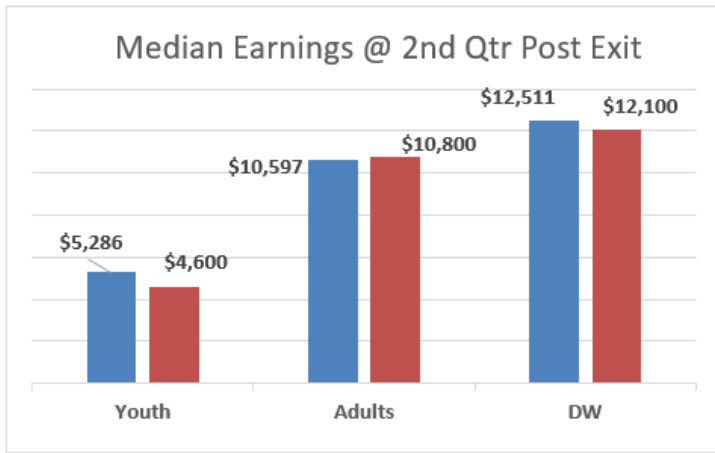
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I PROGRAMS
YOUTH, ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 6/30/2026

Funding Stream/Population:	In-School & Out-of-School Youth			Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 25/26 Goals	% of Goal	Total Current Period	PY 25/26 Goals	% of Goal	Total Current Period	PY 25/26 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 7/1/2024 and 6/30/2025	70.9%	72.0%	98.5%	65.3%	65.0%	100.5%	62.9%	69.0%	91.2%
Placement Rate @ 4th Quarter Post Exit ① Exited between 1/1/2024 and 12/31/2024	65.1%	68.0%	95.7%	62.2%	63.0%	98.7%	65.6%	68.0%	96.5%
Median Earnings @ 2nd Quarter Post Exit Exited between 7/1/2024 and 6/30/2025	\$5,286	\$4,600	114.9%	\$10,597	\$10,800	98.1%	\$12,511	\$12,100	103.4%
Credential Rate Exited between 1/1/2024 and 12/31/2024	67.6%	65.0%	104.0%	64.7%	72.0%	89.9%	69.0%	67.0%	103.0%
Measurable Skill Gains ② Exited between 7/1/2025 and 6/30/2026	74.4%	75.0%	99.2%	66.3%	50.0%	132.6%	68.8%	50.0%	137.6%

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

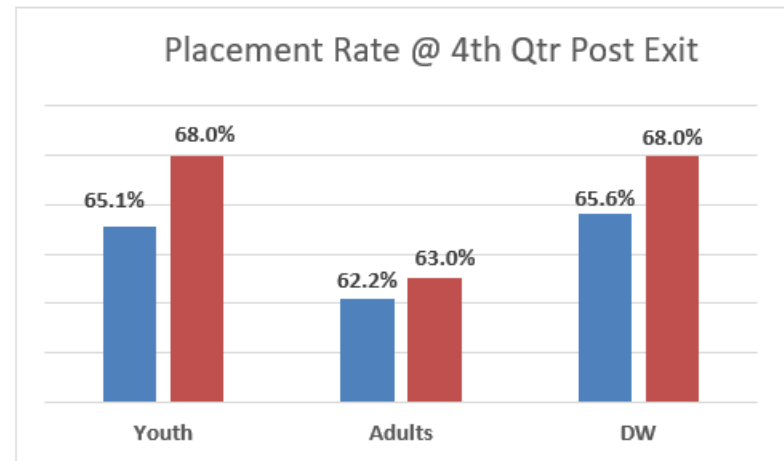
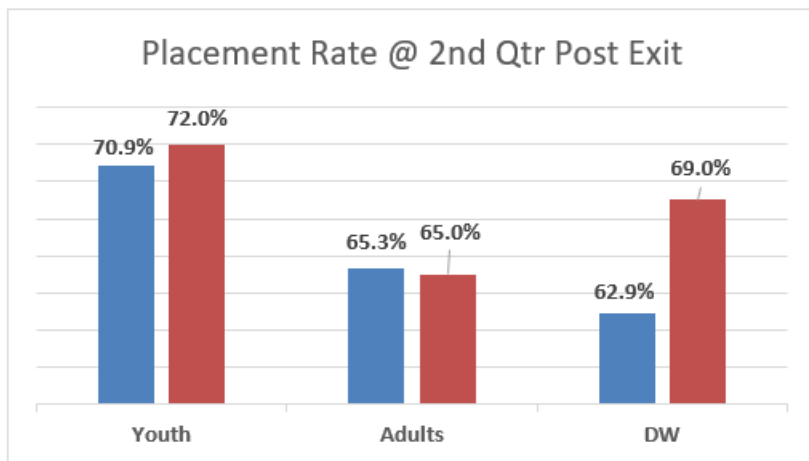
② Measurable Skill Gains track an individuals progress toward credential attainment.

The charts on this attachment to the Local Area Performance Report item represent performance attainments achieved by service providers on behalf of the Alameda County Workforce Development Board – and compares those attainments against the board’s Local Area Performance goals as negotiated with the State of California. A breakdown of performance attainments may be found in the narrative item that accompanies this report in the publicly published committee and board packets.



Is Anyone Better Off?

■ Actual ■ Goal



ITEM VII.C. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS

ADULTS AND DISLOCATED WORKERS

PY 2025/2026; QUARTER 4 (7/1/2025 THROUGH 6/30/2026)

BACKGROUND:

The Alameda County Workforce Development Board’s (ACWDB) 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 (PY) 2025/2026 represents the launch of a new four-year procurement cycle which highlights a new system design and some new service providing organizations. ACWDB 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 those communities. Additionally, for at least the first program year of this procurement cycle ACWDB has contracted with an organization that offered services specifically to underserved populations within Alameda County.

The table below includes a list of sub-regions located within ACWDB’s Local Area. The table also defines the sub-regions with a listing of all cities, and the contracted service provider that exists within each sub-region. Lastly, there is a “Comments” column that offers an overview of the status of the service provider for PY 2025/2026.

Sub-Region	Cities	Organization	Comments
Eden	Castro Valley, Hayward, San Leandro, San Lorenzo, Unincorporated areas (Cherryland, Ashland, Hayward Acres, etc.)	Rubicon Programs	Rubicon continues in the role of the Comprehensive America’s Job Center of California.
North Cities	Alameda, Albany, Berkeley, Emeryville, Piedmont	Lao Family	Lao Family is a new provider for the North Cities sub-region beginning this program year.
Tri-Cities	Fremont, Newark, Union City	Ohlone College (Tri-Cities Career Center)	Ohlone continues to be the service provider for the Tri-Cities Area.
Tri-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 funding an organization specifically to assist underserved populations.

ANALYSIS OF REPORTS:

Four of the Five Adult and Dislocated Worker service providers (Lao Family, Tri-Cities Career Center (Ohlone) Valley Career Center (Chabot/Las Positas College District) and International Rescue Committee) have exceeded their goal for new enrollments in PY 2025/2026. Rubicon Programs exceeded their goal for Adult enrollments (achieving 141.7% of their enrollment goal) and reaching 80% of their enrollment goal for Dislocated Workers.

Training fund obligations are low for Lao Family's Adult program (at 55.1% of goal); however, Lao Family and all other service providers have achieved at least 80% of their goals in both the Adult and Dislocated Worker fund streams.

Tri-Cities Career Center (Ohlone) achieved 40% of their On-the-Job Training enrollment goal – with all other service providers either meeting or exceeding their goals in this area,

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

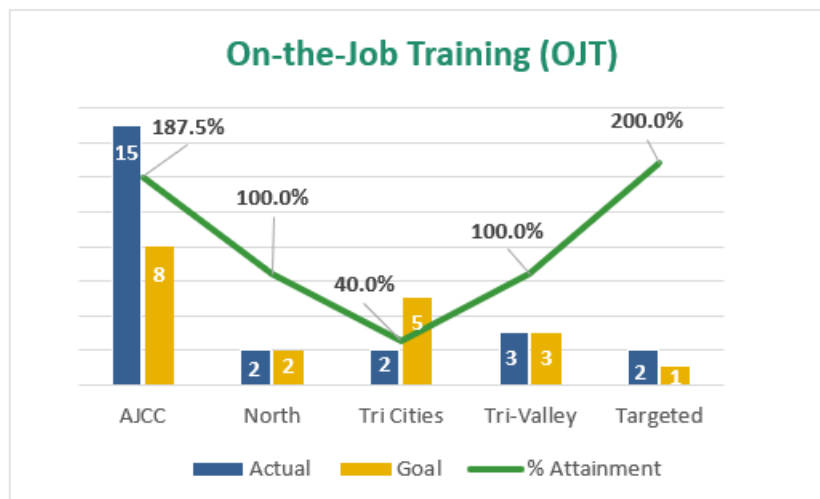
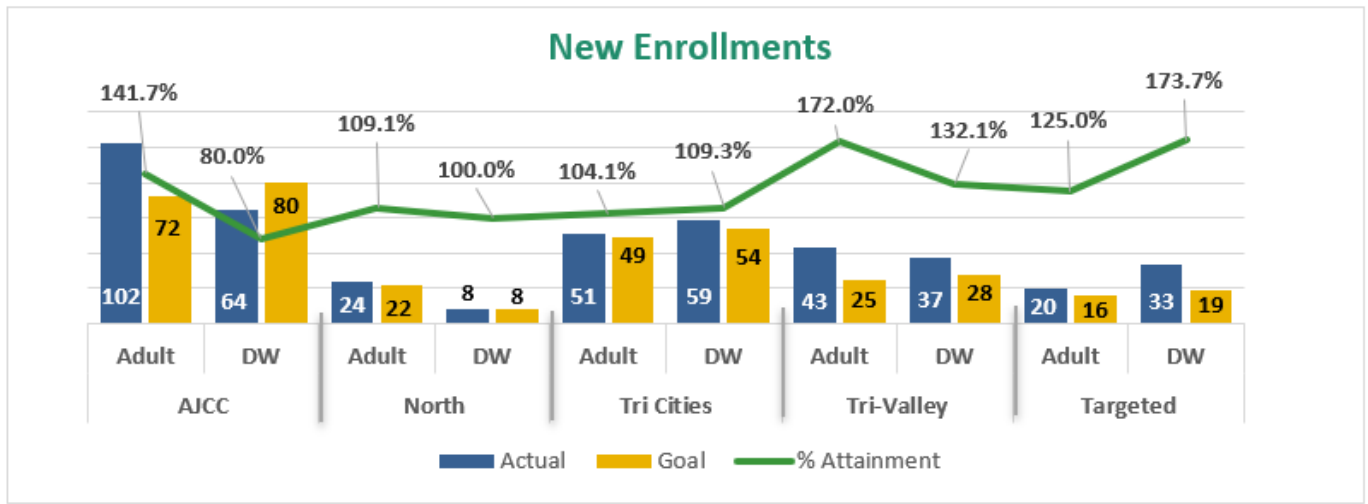
To obtain further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mggarccia@acgov.org or by phone at (510) 259-3802.

ATTACHMENT:

VII.C.1. – Ad DW CPIR PY25-26 Q4 (3 pages)

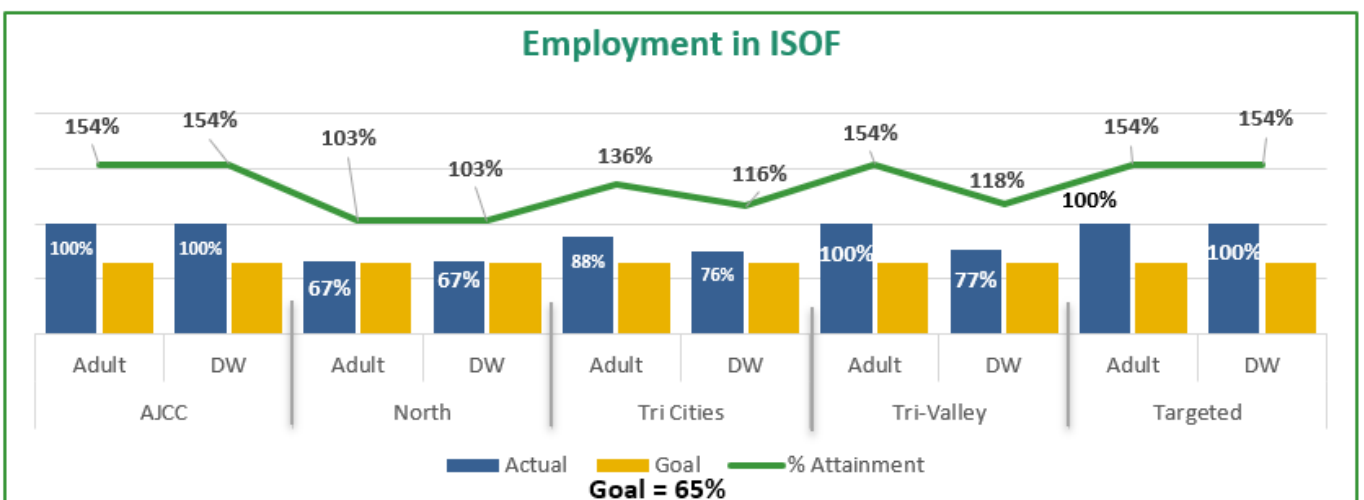
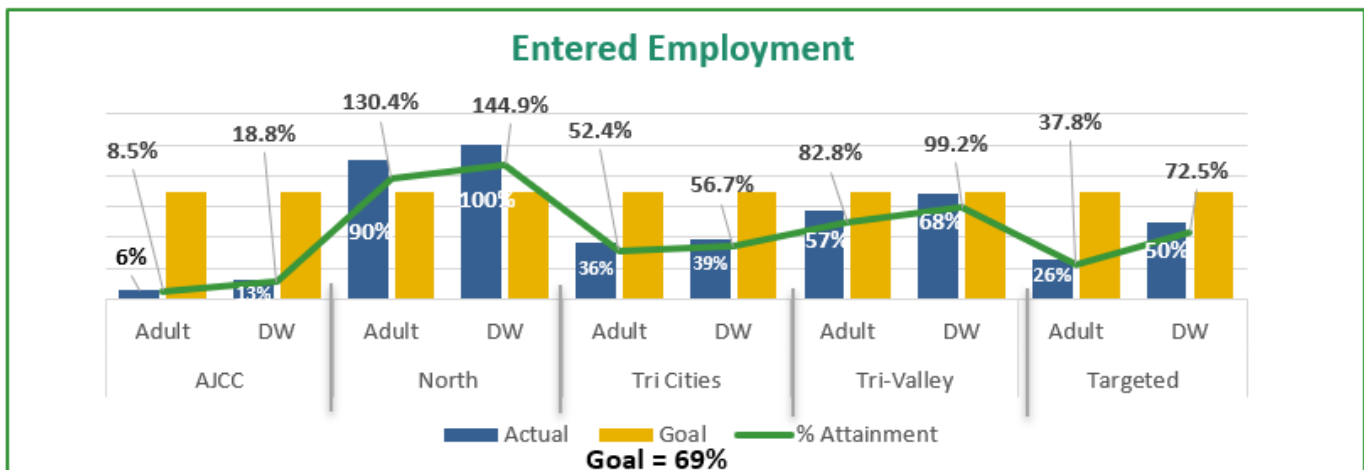
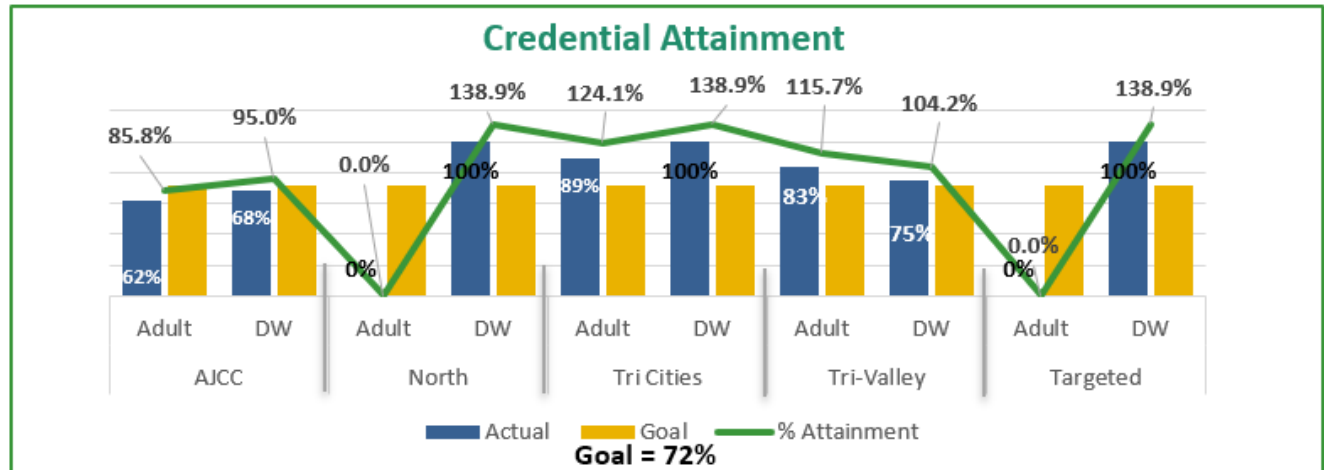
CONTRACT PERFORMANCE INDICATORS REPORT
ADULT AND DISLOCATED WORKER PROGRAMS
PROGRAM YEAR 2025/2026; QUARTER 4 (7/1/2025 – 6/30/2026)

How Much Did We Do?



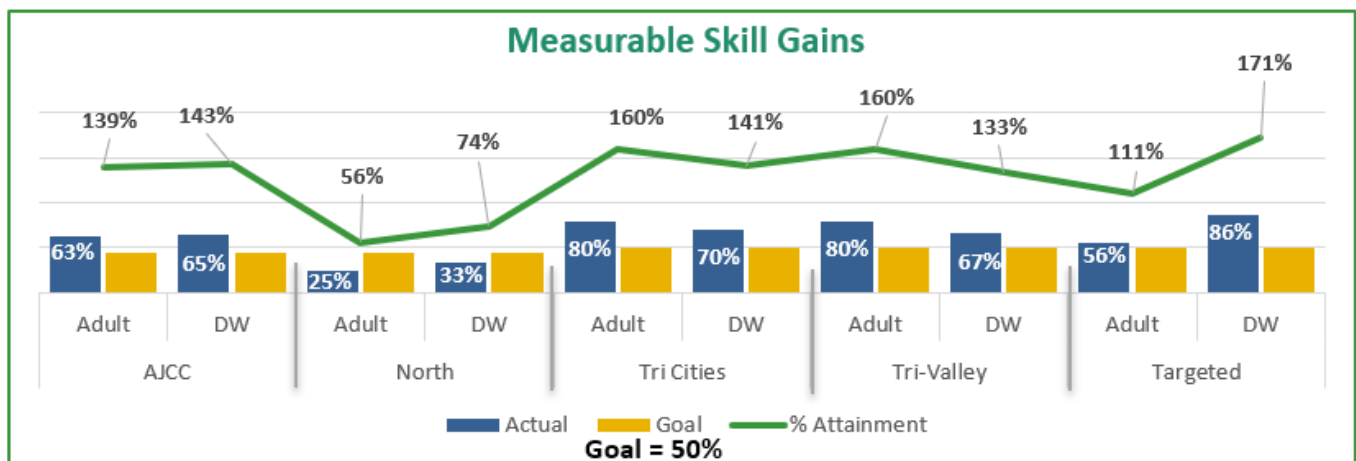
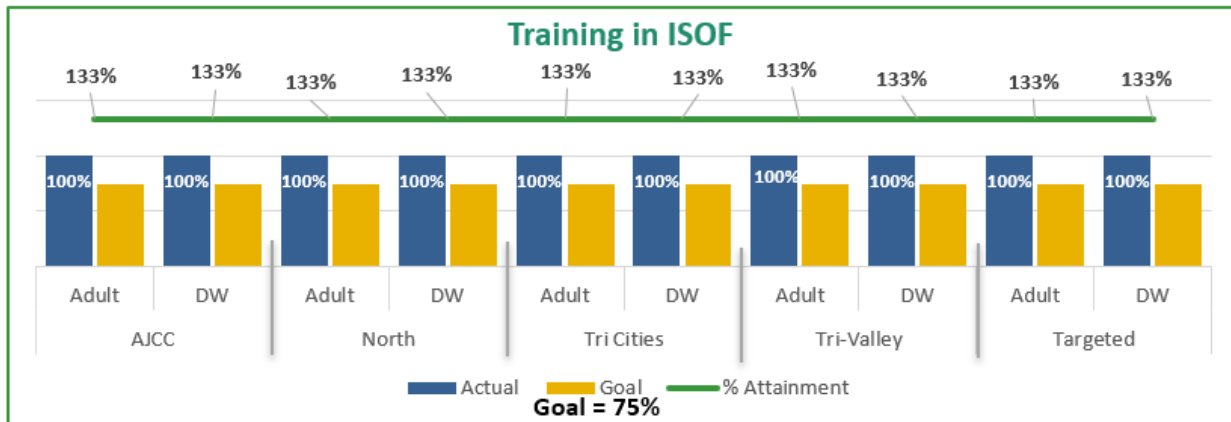
***AJCC** = Rubicon Programs/Eden
North = Lao Family/North Cities
Tri = Ohlone / Tri-Cities
Tri-Valley = Chabot/Las Positas
Targeted = International Rescue Committee (IRC)
 English Language Learners
 Refugees/Asylees*

Is Anyone Better Off?



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

How Well Did We Do?



AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)
PY 2025/2026; 4TH QUARTER - JULY 01, 2025 THROUGH JUNE 30, 2026

PERFORMANCE MEASURES	FUND SOURCE:			ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	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%	0	0	100.0%
# OF NEW ENROLLMENTS	240	184	130.4%	201	189	106.3%			
TOTAL ENROLLMENTS	240	184	130.4%	201	189	106.3%			
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$373,985	\$392,640	95.2%	\$508,118	\$550,800	92.3%			
# OJT ENROLLMENTS (Ad & DW) ^②	24	19	126.3%						
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)	60.7%	50.0%	121.3%	64.1%	50.0%	128.2%			
IS ANYONE BETTER OFF?									
# ENTERED EMPLOYMENT (of closed cases)	43.1%	69.0%	62.4%	54.1%	69.0%	78.4%			
# OF JOB PLACEMENTS WITHIN ISOF*	91.0%	65.0%	140.0%	83.8%	65.0%	129.0%			
% THAT ATTAINED CREDENTIAL (of participants in training)	46.9%	72.0%	65.1%	88.7%	72.0%	123.2%			

The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 4th quarter of PY 2025/2026 (7/1/25 –

6/30/26). ACWDB funds 5 different career service providers throughout the Local Workforce Development Area (Alameda County outside the City of Oakland). Please review the narrative on the attached item for a description of achievements represented within this report.

ITEM VII.D. – REPORTS

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PROGRAM YEAR 2025/2026; QUARTER 4 **(JULY 1, 2025 THROUGH JUNE 30, 2026)**

BACKGROUND:

The Alameda County Workforce Development Board's (ACWDB) 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, International Rescue Committee (IRC) has attained 80.6% of their enrollment goal.

All three of the Out-of-School Youth Service Providers, (La Familia, IRC, and Ohlone Community College) have exceeded their goal to engage participants in occupational skills training leading to credentials.

One In-School Youth provider (Eden ROP), and one Out-of-School Youth provider (Ohlone) have exceeded their goals for Youth Placements. 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.

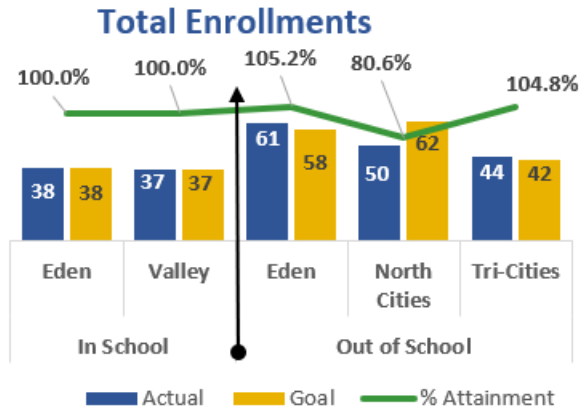
ATTACHMENT:

VII.D.1. – REPORTS Youth CPIR PY25-26 Q4 (2 pages)

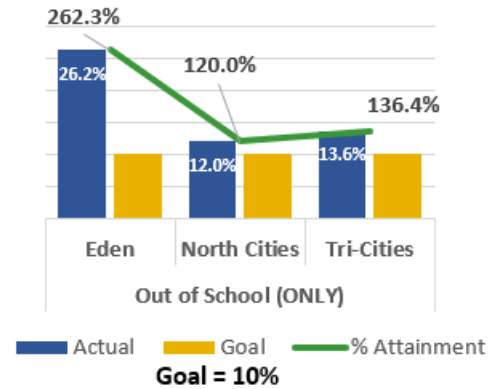
YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

PY 2025/2026 4TH QUARTER (7/1/2025 – 6/30/2026)

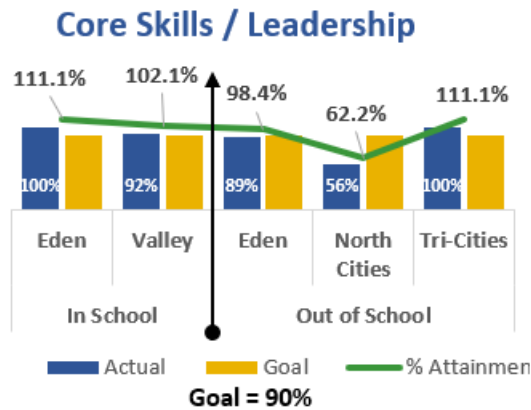
How Much Did We Do?



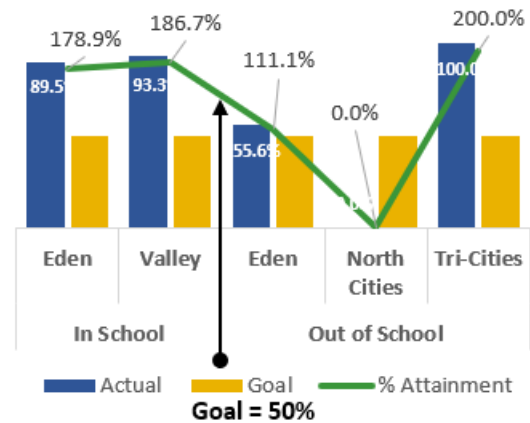
Training Leading to Credential



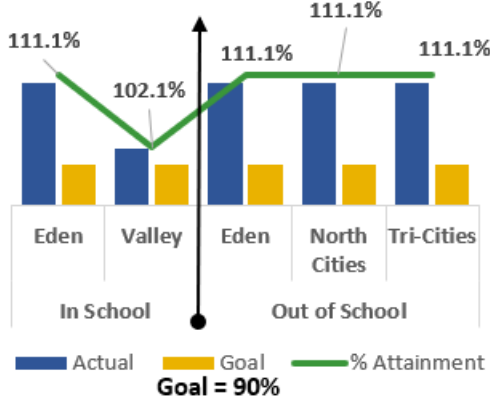
How Well Did We Do?



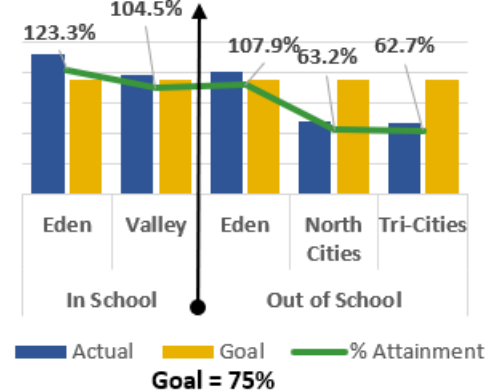
Work Experience in ISOF

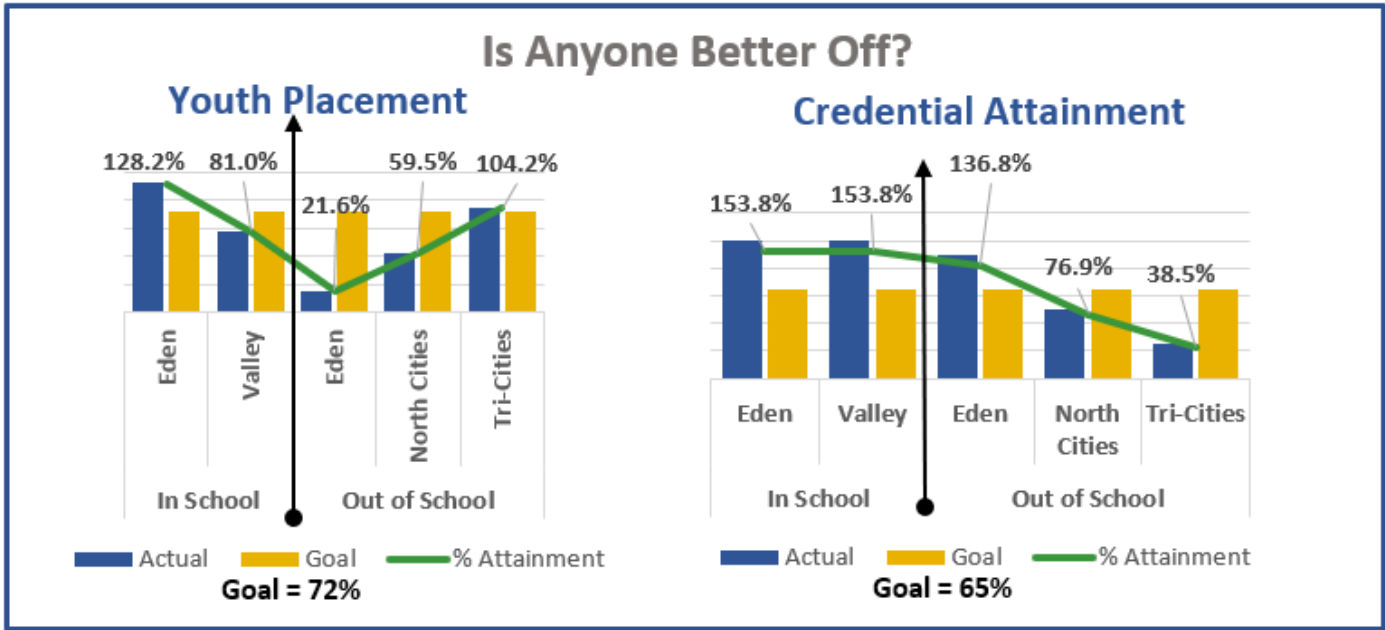


Work Based Learning



Measurable Skill Gains





a

AGGREGATE OF ALL ACWDB YOUTH PROVIDERS
PY 2025/2026; QUARTER 4 - JULY 01, 2025 THROUGH JUNE 30, 2026

FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
PERFORMANCE MEASURES	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%	155	162	95.7%
TOTAL ENROLLMENTS	75	75	100.0%	155	162	95.7%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	N/A	N/A	N/A	17.3%	10.0%	172.9%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	95.9%	90.0%	106.6%	100.0%	90.0%	111.1%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	95.9%	90.0%	106.6%	81.5%	90.0%	90.6%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	85.4%	75.0%	113.9%	58.5%	75.0%	77.9%
WORK EXPERIENCE WITHIN ACWDB'S ISOF	46.3%	50.0%	92.5%	42.8%	50.0%	85.5%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	75.3%	72.0%	104.6%	44.5%	72.0%	61.8%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	100.0%	65.0%	153.8%	84.0%	65.0%	129.3%

This 2-page attachment to the Youth Contract Performance Indicators Report item represents performance attainments achieved by the Board's Youth Service Providers for program year 2025/2026 (7/1/2025 – 6/30/2026). Please review the attached narrative item for a description of the achievements reflected in these charts.

ITEM VII.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH JUNE 30, 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 (PY) 2025/2026, the Alameda County Workforce Development Board's Rapid Response team held 52 layoff/closure events and served 3,060 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 notices, 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 June 30, 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 California 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

The Primary School, permanently closed its doors at its San Leandro location. The layoff will affect 25 workers and began on June 30, 2026. The closure of The Primary School is not an isolated incident but part of a broader pattern of scaling back by the Chan Zuckerberg Initiative in the education sector. This follows a previous reduction of 70 jobs in Redwood City, signaling a shift in the organization's strategic focus. The Rapid Response team held an onsite orientation. There was a total of 25 workers who attended.

Confluent Medical Technologies, Inc. permanently closed doors to its Dublin and Livermore locations. The layoff affected 60 workers that begin on May 1, 2026. Confluent specializes in expert design and development of large-scale manufacturing specializing in interventional catheter-based devices and implants. The company decided to accelerate the process to profitability. There was a total of 30 workers who attended.

Oncore Manufacturing permanently closed its doors to its Fremont location. The layoff affected 81 workers that began on April 30. Oncore 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 an onsite orientation. There was a total of 68 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 (PY 2025/2026), 60 attended an Open Orientation session, and in the current program year (PY 2026/2027), through the end of the second quarter, 88 attended an Open Orientation session. The participants are referred to ACWDB'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- 6/30/2026

ACWDB Rapid Response Monthly Report

July 1, 2025 – July 31, 2026

Attachment VII.E.1.
Page 1 of 11

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 - July 31, 2026						
EDEN RAPID RESPONSE		Total Employers	16	Total Workers	726	
NORTH CITIES RAPID RESPONSE		Total Employers	8	Total Workers	332	
TRI-CITIES RAPID RESPONSE		Total Employers	17	Total Workers	1,395	
TRI-VALLEY RAPID RESPONSE		Total Employers	15	Total Workers	864	
		TOTAL	56	TOTAL	3,317	
Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Davis Street Community Center	San Leandro	Social 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 – July 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Yanfeng International Automotive Technology US I LLC	Hayward	Technology	Layoff	4/13/2026	27
Eden	VCA Bay Area Veterinary Specialists & Emergency Hospital	San Leandro	Healthcare	Closure	4/25/2026	91
Eden	Yanfeng International Automotive Technology US I LLC	Hayward	Technology	Layoff	5/11/2026	16
Eden	AMERI-KLEEN, dba Sanitation Specialists	San Leandro	Food Services	Closure	5/22/2026	21
Eden	The Primary School	San Leandro	Educational Services	Closure	6/12/2026	147
Eden	Yanfeng International Automotive Technology	Hayward	Technology	Closure	6/22/2026	17
Eden	The Primary School	San Leandro	Educational Services	Closure	6/30/2026	25
Eden	Kidango, Inc. - Peixoto Center	Hayward	Child Day Care Services	Layoff	7/1/2026	6
Eden	Kidango, Inc. - Skyway Office	San Leandro	Child Day Care Services	Layoff	7/1/2026	1
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

ACWDB Rapid Response Monthly Report

July 1, 2025 – July 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
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
North Cities	The Gambrinus Company (Trumer Brewery and Taproom)	Berkeley	Food Services	Layoff	5/29/2026	6
North Cities	Trumer Brewery, Comeback Brewing II dba Trumer Brewery	Berkeley	Food Services	Closure	5/29/2026	27
Tri-Cities	Unitek Learning Education Group Corp.	Fremont	Educational Services	Layoff	7/3/2025	6
Tri-Cities	Gee Heavy Machinery	Fremont	Construction	Layoff	7/21/2025	7
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/4/2025	8
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	8/25/2025	3
Tri-Cities	Jabil Inc.	Fremont	Manufacturing	Closure	8/31/2025	145
Tri-Cities	Republic National Distributing Company	Pleasanton	Wholesale Trade	Closure	9/2/2025	226
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/8/2025	14
Tri-Cities	Gatan, Inc.	Pleasanton	Manufacturing	Closure	9/15/2025	96
Tri-Cities	Kaiser Permanente	Pleasanton	Healthcare	Layoff	9/15/2025	5

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

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
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-Cities	Lucid USA, Inc.	Newark	Manufacturing	Layoff	4/21/2026	319
Tri-Cities	Supernal, LLC	Fremont	Manufacturing	Layoff	4/28/2026	48
Tri-Cities	Montessori West, Inc.	Fremont	Educational Services	Closure	6/12/2026	35
Tri-Cities	Kidango, Inc. - Skyway Office	Fremont	Child Day Care Services	Layoff	7/1/2026	59
Tri-Cities	Canteen Vending Services	Fremont	Retail	Layoff	7/19/2026	110
Tri-Cities	Meta Platforms, Inc.	Fremont	Technology	Layoff	7/22/2026	81
Tri-Valley	Primo Brands	Livermore	Manufacturing	Closure	7/1/2025	11
Tri-Valley	10x Genomics, Inc. (5500)	Pleasanton	Biotechnology	Layoff	7/7/2025	3

ACWDB Rapid Response Monthly Report

Attachment VII.E.1.
Page 5 of 11

July 1, 2025 – July 31, 2026

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Valley	10x Genomics, Inc. (6210)	Pleasanton	Biotechnology	Layoff	7/7/2025	2
Tri-Valley	10x Genomics, Inc. (6230)	Pleasanton	Biotechnology	Layoff	7/7/2025	88
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/7/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/14/2025	2
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/21/2025	3
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	7/28/2025	4
Tri-Valley	Kaiser Permanente	Pleasanton	Healthcare	Layoff	10/10/2025	3
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	10/13/2025	45
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/3/2025	36
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	11/5/2025	1
Tri-Valley	Agile Physical Therapy	Dublin	Healthcare	Layoff	11/14/2025	7
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

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

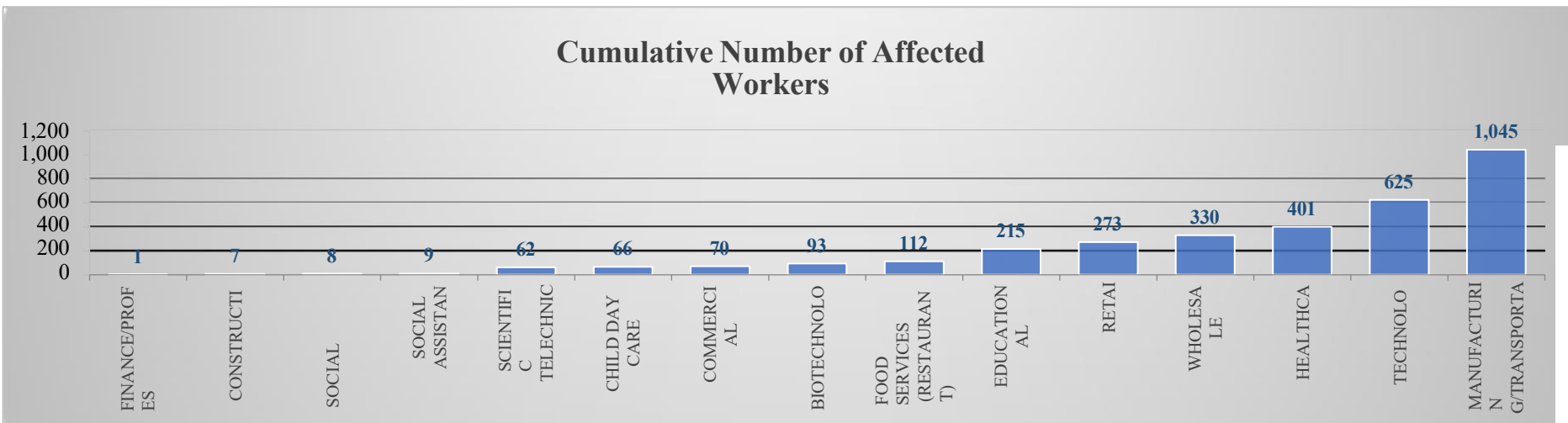
Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Tri-Valley	Kinetics Equipment Solutions Group	Livermore	Manufacturing	Layoff	12/26/2025	23
Tri-Valley	DHL Supply Chain	Livermore	Transportation	Layoff	3/20/2026	74
Tri-Valley	Workday, Inc	Pleasanton	Technology	Layoff	4/6/2026	154
Tri-Valley	Heritage Bank of Commerce	Livermore	Finance	Layoff	4/17/2026	1
Tri-Valley	Monroe Operations, LLC dba Newport Healthcare	Pleasanton	Healthcare	Closure	4/24/2026	30
Tri-Valley	Oracle America, Inc.	Pleasanton	Technology	Layoff	6/1/2026	158

ACWDB Rapid Response Monthly Report

July 1, 2025 – July 31, 2026

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

Industry	Affected Workers
Finance/Professional Services	1
Construction	7
Social Services	8
Social Assistance	9
Scientific Technical Services	62
Child Day Care Services	66
Commercial Printing	70
Biotechnology	93
Food Services (Restaurant) /Hospitality/Entertainment	112
Educational Services	215
Retail	273
Wholesale Trade	330
Healthcare	401
Technology	625
Manufacturing/Transportation/Warehouse	1,045
Grand Total	3,317

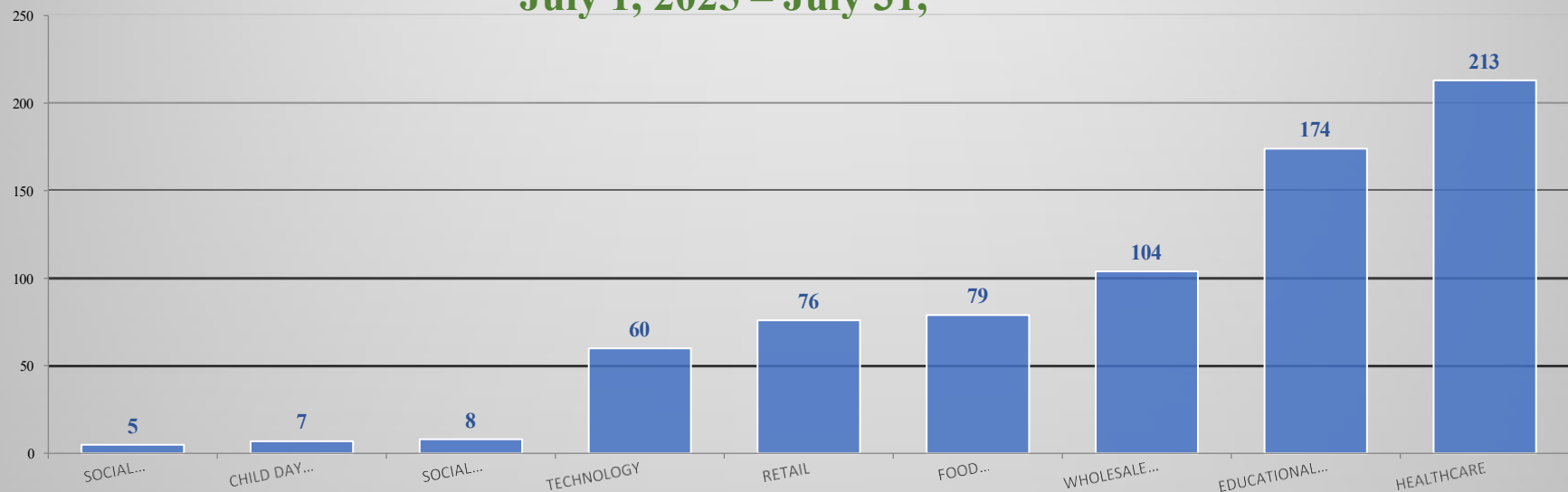


**ACWDB Rapid Response Monthly
Report
July 1, 2025 – July 31, 2026**

EDEN RAPID RESPONSE

Industry	Affected Workers
Social Assistance	5
Child Day Care Services	7
Social Services	8
Technology	60
Retail	76
Food Services (Restaurant) /Hospitality/Entertainment	79
Wholesale Trade	104
Educational Services	174
Healthcare	213
Grand Total	726

**Number of Affected
July 1, 2025 – July 31,**

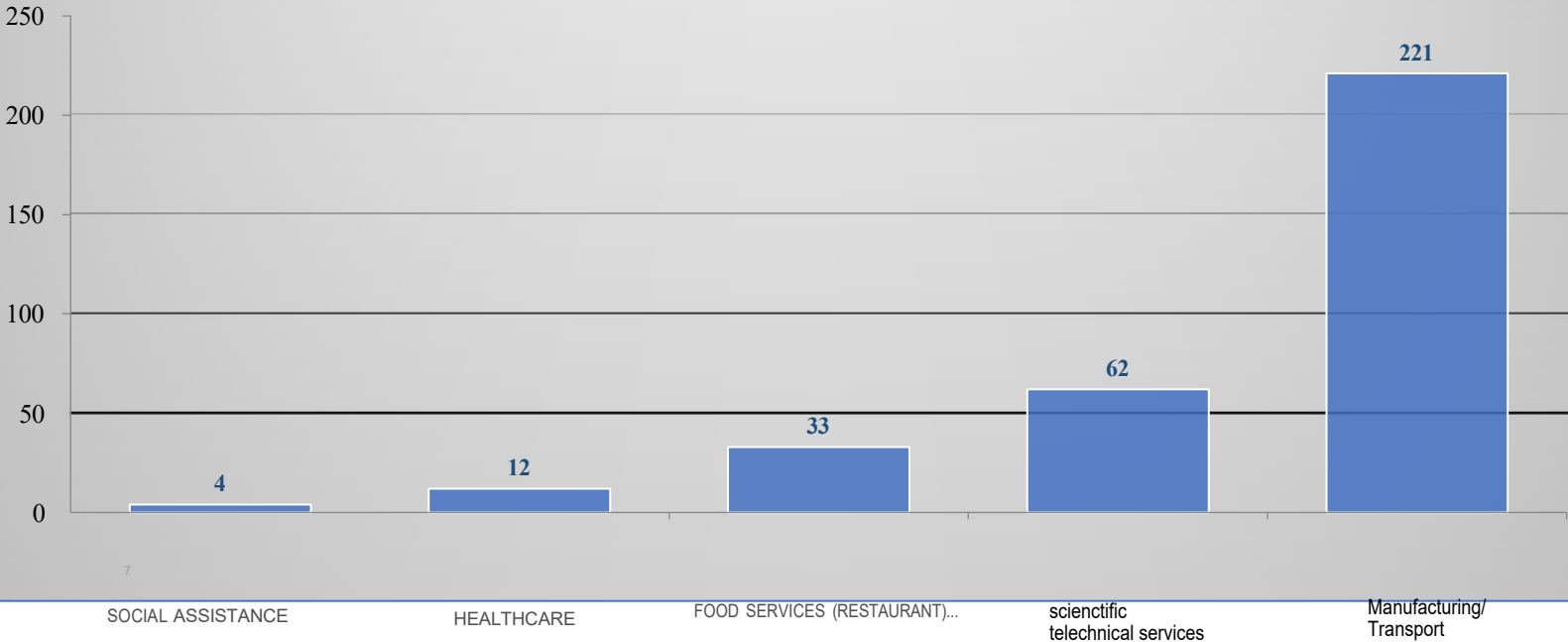


**ACWDB Rapid Response Monthly
Report
July 1, 2025 – July 31, 2026**

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Social Assistance	4
Healthcare	12
Food Services (Restaurant) /Hospitality/Entertainment	33
Scientific Technical Services	62
Manufacturing/Transportation/Warehouse	221
Grand Total	332

**Number of Affected
Worker**



ACWDB Rapid Response Monthly Report

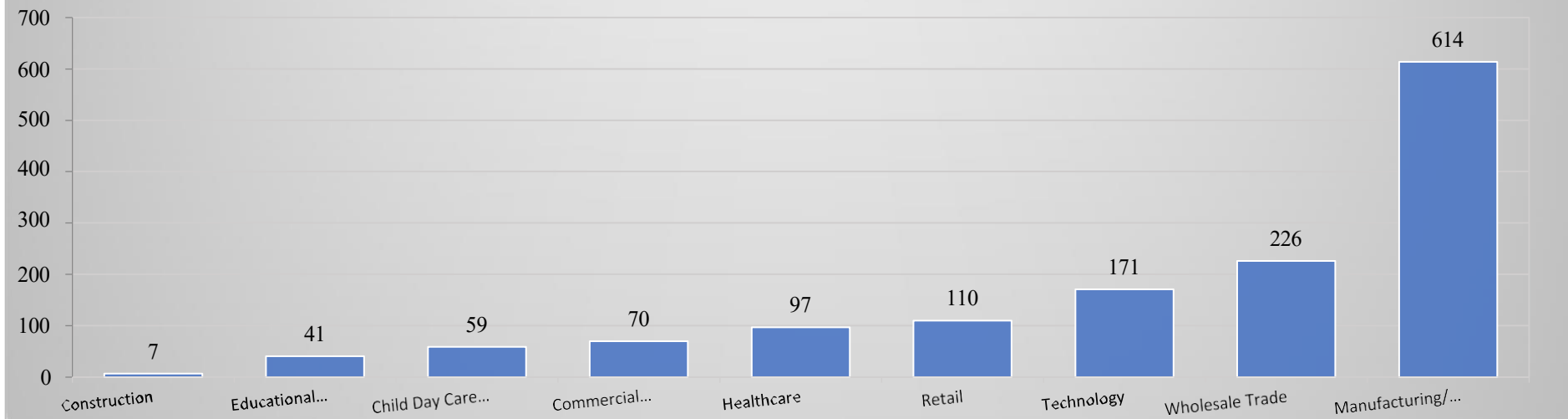
July 1, 2025 – July 31, 2026

Attachment
VII.E.1.
Page 10 of 11

Tri - CITIES RAPID RESPONSE

Industry	Affected Workers
Construction	7
Educational Services	41
Child Day Care Services	59
Commercial Printing	70
Healthcare	97
Retail	110
Technology	171
Wholesale Trade	226
Manufacturing/Transportation/Warehouse	614
Grand Total	1,395

Number of Affected Workers



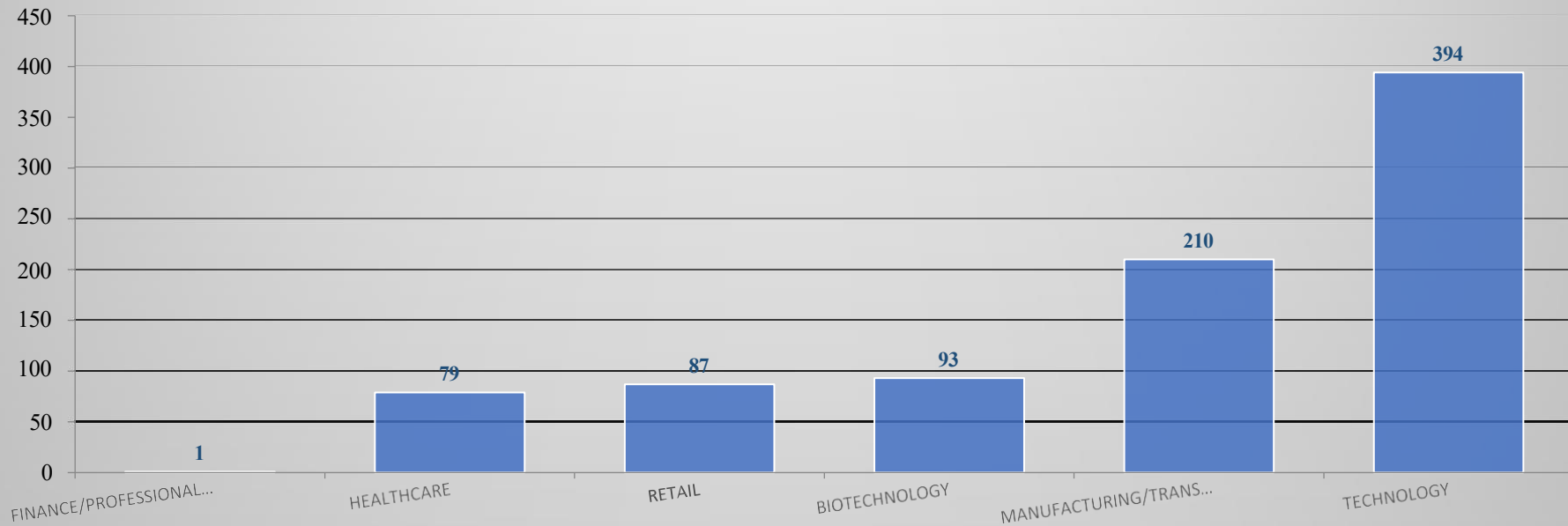
ACWDB Rapid Response Monthly Report

July 1, 2025 – July 31, 2026

Tri - Valley RAPID RESPONSE

Industry	Affected Workers
Finance/Professional Services	1
Healthcare	79
Retail	87
Biotechnology	93
Manufacturing/Transportation/Warehouse	210
Technology	394
Grand Total	864

Number of Affected Workers



ITEM VII.F. – REPORTS

BUSINESS SERVICES UNIT REPORT FOR JANUARY 1, 2026 – JUNE 30, 2026

BACKGROUND:

This report provides an overview of employer-focused services delivered by the Business Services Unit (BSU) during the reporting period of January 1, 2026 through June 30, 2026. The BSU's work is grounded in the Alameda County Workforce Development Board's (ACWDB) Business Engagement Plan (2025–2029), which establishes a framework for aligning talent with business demand, strengthening employer participation and voice, and advancing economic resilience and equity.

In alignment with the Business Engagement Model (BEM) and Business Engagement Plan (BEP), the BSU implements a coordinated set of activities designed to support economic growth, resiliency, inclusivity, and talent development across priority industry sectors. These activities include: leveraging partnerships, brokering connections between employers and Career Service Providers, and convening cross-sector interest-holders. BSU facilitates access to business resources and core programs offering reimbursement training such as: On-the-Job Training (OJT) and Customized / Incumbent Worker Training (C/IWT), obtaining hiring or recruitment assistance, and bridging opportunities for apprenticeship. The BSU also provides guidance to businesses navigating workforce transitions, including downsizing or closure, as part of its comprehensive service delivery approach.

This report aims to:

- Present a high-level summary of BSU engagements and touchpoints with employers across the county.
- Document the number and types of business engagements occurring during the specified timeframe.
- Highlight quarterly accomplishments aligned with strategic priorities outlined in the ACWDB Business Engagement Plan, including expanding employer partnerships, increasing visibility of workforce resources, and strengthening industry-responsive talent pipelines.

The full BSU report will be provided at the joint committee meeting on August 19, 2026.

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

ITEM VII.G. – REPORTS

METRIX ONLINE LEARNING

USAGE REPORT

PY 2025/2026 (JULY 1, 2025 THROUGH JUNE 30, 2026)

BACKGROUND:

Since approximately 2014, the Alameda County Workforce Development Board (ACWDB) has contracted for online learning resources through the Metrix Online Learning platform. Contracted service providers assign time-limited user licenses to their Workforce Innovation and Opportunity Act (WIOA)-enrolled participants who may then engage in self-paced online learning opportunities in thousands of different career areas.

The Metrix Online Learning platform, provided by NY Wired, offers individuals the ability to engage in vocationally focused content virtually and at a pace that fits comfortably into their existing schedules. The Metrix Learning training course content is provided by Skillsoft, Amatrol, Medcom/Trainex, 1Huddle, and ProveIT.

Based on a learning assessment, individuals are placed in a targeted pathway and receive a comprehensive training schedule. Pathways are customized based on the individual's needs and employers' input.

Some industry-recognized certifications are available within the Metrix system for specific vocations – and are usually offered with an additional cost. When certifications are not available within the system, the Metrix platform gears training content toward successfully passing proctored examinations that are administered by external parties that lead to industry-recognized certifications and credentials.

Throughout the years, Metrix has adopted system enhancements to meet the need more fully for virtual and vocational training – and adapted the learning environment to include gamification elements that are more attractive to youth and young adult learners.

GAMIFICATION:

Beginning in 2021, Metrix launched the free Gamification (game-based) learning mobile app, 1Huddle. With the Metrix Learning 1Huddle mobile app, learners can complete short training activities to advance levels as they try to earn the top score on the leaderboard. Job seekers are able to complete interactive training courses that will help them prepare for their next job, prepare for interviews, update their resume, or increase their digital and financial literacy while competing against other job seekers/learners.

Job seekers can also play games to increase their skills in customer service, hospitality/food service, workplace technology including virtual meetings, and work-life balance. New games are

added each month to keep job seekers/learners engaged - and in a recent survey of people who gained new skills by playing Metrix Learning games, 93% said they would recommend game-based learning to their peers.

USAGE REPORT:

The attached reports reflect Metrix Online Learning platform usage during PY 2025/2026.

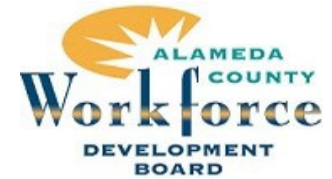
For further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mggarccia@acgov.org or by phone at (510) 259-3802.

ATTACHMENT:

VII.G.1. – REPORTS Metrix Usage PY25-26

ACWDB's Metrix Usage Report

PY 2025/2026 (7/1/25 Through 6/30/2026)



Alameda County Usage Report

Program Year:	PY 25/26
Dates:	7/1/25 - 6/30/2026
Registrations	472
Courses Launched	7,024
Course Completions	1,577
Training Hours	1,927

1Huddle Game Use

Registered 1Huddle Learners:	255
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Top 5 1Huddle Games/Courses

Replacements Required to Succeed
Sharpening Your Focus to Stay on Track
First Aid: Mental Health Awareness
Improving your Reading Speed and Comprehension
Using Business Etiquette to Increase Your Professionalism

Alameda County Most Pursued Certifications

Most Pursued Certifications by Alameda County Users
Certified Associate in Project Mng (CAPM)®
HRCI - Professional in Human Resources (PHR)
Six Sigma Black Belt Certification
PMI - Agile Certified Practitioner (PMI-ACP)
AIF-C01: AWS Certified AI Practitioner
Project Management Professional (PMP)
MO-100: Microsoft Word 2019

System-wide (In and Out of Alameda County)

Most Popular Skill Tracks

Getting Started
EMS Course Track
*Certified Associate in Project Management (CAPM)
MO-100: Microsoft Word 2019
Project Management Professional (PMP)
Artificial Intelligence 101
*PMI - Agile Certified Practitioner (PMI-ACP)
Artificial Intelligence 102
Applying Generative AI Using OpenAI APIs
*AIF-C01: AWS Certified AI Practitioner

Certifications - Over 50% Complete

Six Sigma Green Belt
CLF-C02: AWS Certified Cloud Practitioner
AIF-C01: AWS Certified AI Practitioner
Certified Associate in Project Management (CAPM)
200-301 Cisco Certified Network Associate (CCNA) 2024 (x2)
HRCI - Professional in Human Resources (PHR)
HRCI - Senior Professional in Human Resources (SPHR) (x2)
Project Management Professional (PMP)® - PMBOK® Guide (2021 Update) (x2)
CompTIA A+ 220-1201 and 220-1202
Certified Tester Foundation Level (CTFL) v4.0

Career Tracks where Alameda County users have completed more than 50% of the modules necessary to complete the track.

Attachment VII.G.1.

