Organizational Effectiveness Committee

ALAMEDA COUNTY Workforce DEVELOPMENT BOARD

(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

November 4, 2026
9:30 A.M.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
ORGANIZATIONAL EFFECTIVENESS COMMITTEE

MEETING NOTICE
Wednesday, November 4, 2026
9:30 – 11:30 A.M.
Gail Steele Multi-Service Center
24100 Amador Street, Hayward, CA 94544-1203
California Poppy Conference Room, 2nd Floor

Microsoft TEAMS:
Join the meeting now
Meeting ID: 277 633 070 235 11
Passcode: GM2Xm9Yp

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. PUBLIC FORUM

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

III. ACTION ITEMS

A. Organizational Effectiveness Committee Meeting Calendar for 2027 — 1
B. Selection of Organizational Effectiveness Committee Vice Chair — 2

IV. DISCUSSION ITEMS

A. Alameda County Workforce Development Board Strategic Priorities – Two-Year Action Plan and Progress Tracker — 3
B. Local Area Performance Reports — 7

V. INFORMATION ITEMS

A. New Local Area Performance Goals for PY 2026/2027 and PY 2027/2028 — 8
B. Reentry Services Update — 10

VI. REPORTS

A. Local Area Performance Reports 14
B. CalJOBS Registration Rate Report 18
C. Contract Performance Indicators Reports – Adults and Dislocated Workers 20
D. Contract Performance Indicators Reports – Youth 25
E. Rapid Response Report 29

VII. MATTERS INITIATED BY COMMITTEE MEMBERS

VIII. ANNOUNCEMENTS

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

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

WDB 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 WIOA 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 the meeting.

NEXT ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING:
WEDNESDAY, FEBRUARY 3, 2027

ITEM III.A. – ACTION / PUBLIC HEARING

ORGANIZATIONAL EFFECTIVENESS COMMITTEE MEETING CALENDAR FOR 2027

RECOMMENDATION:

That the Alameda County Workforce Development Board's (ACWDB) Organizational Effectiveness (OE) Committee consider and approve the meeting dates, times, and location as referenced below for the 2027 calendar year.

BACKGROUND:

The bylaws state under Section 4.4.2 Regular Meetings of Standing Committees that:

> *"Each committee shall set the date, time, and place of regular meetings by resolution and shall state the date, time, and place of each meeting in the agenda to be posted for that meeting".*

In order to secure adequate meeting space, notice to the public, and to allow ACWDB staff an opportunity to plan in advance with the Chair, staff recommends that the OE Committee consider the following meeting dates and times as listed below. As the meeting dates approach, if there are no items for the Committee, staff will confer with the Chair, then provide adequate notification of cancellation.

DAY	DATES	TIME
Wednesday	February 3, 2027	9:30 – 11:30 AM
Wednesday	April 14, 2027	9:30 – 11:30 AM
Wednesday	August 4, 2027	9:30 – 11:30 AM
Wednesday	November 3, 2027	9:30 – 11:30 AM

NOTE:

All meetings are scheduled to take place at the Gail Steele Multi-Service Center, (24100 Amador Street, 2nd Floor, California Poppy Conference Room, A&B, Hayward, CA). Notification will be forwarded in advance of each meeting to ensure ample notification prior to the scheduled meeting time.

For further information, contact Michele G. Garcia, MIS Administrator at (510) 259-3802 or through email at mggarcia@alamedacountyca.gov.

ITEM III.B. – ACTION / PUBLIC HEARING

SELECTION OF ORGANIZATIONAL EFFECTIVENESS COMMITTEE VICE-CHAIR

RECOMMENDATION:

That the Chair of the Organizational Effectiveness (OE) Committee select an individual to serve as Vice-Chairperson from existing OE Committee membership.

BACKGROUND:

Article V. Committees Section 5.1.2 of the Alameda County Workforce Development Board (ACWDB) Bylaws state:

> *"The Workforce Development Board Chairperson shall appoint the chairpersons of the standing committees and shall approve the membership of the committees.* ***All committees shall select a Vice-Chairperson from among the members of that committee."***

Due to changes in board and committee membership, a vacancy has been created in the position of OE Vice-Chair – and as a result, the OE Committee must take action to appoint a Vice-Chairperson from within its membership. Sumitra Angepat, OE Committee Chair will engage committee membership in the selection process.

For more information, please contact Michele G. Garcia, MIS Administrator at (510) 259-3802 or by email at mggarcia@acgov.org.

ITEM IV.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 on guiding ACWDB activities toward being community centered.

After the retreat and in collaboration with the California Workforce Association, a Two-Year Strategic Action Plan (Action Plan) was developed with the intention to guide each ACWDB sub-committee toward their victory lane goal. The victory lane goal is achieved after intentionally engaging in eight (8) quarters worth of activity and achieving the specific goals highlighted along the way.

The Strategic Priorities for the Organizational Effectiveness (OE) Committee was as follows:

Strategic Priority	Committee Assigned
Improve equitable access to employment and career services by removing socioeconomic barriers	Organizational Effectiveness

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

As a result of the ACWDB Action Plan, the OE Committee was tasked with **improving equitable access to employment and careers by removing socioeconomic barriers.** Toward that end, the committee was 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 for the OE Committee 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**
  Two barriers were selected, 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 two 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.

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

ATTACHMENTS:

IV.A.1. – Board's Two-Year Strategic Action Plan Grid
IV.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; FINAL

(November/December 2026) Progress Tracker

Final = *Task 100% Complete* Final = *Task In Progress* Final = *Task Not Yet Started*

ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE

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

Final
- **Develop Action Plan to mitigate one barrier**

YOUTH COMMITTEE (YC)

Connect employer voice to education to increase inclusive job competitiveness.

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

SYSTEMS AND STRATEGIES (S&S) COMMITTEE

Develop, grow, and strengthen priority sector partnerships.

Final
- **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.

Final
- **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.

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

ITEM IV.B. – DISCUSSION

LOCAL AREA PERFORMANCE REPORTS

BACKGROUND:

At prior meetings of the Organizational Effectiveness (OE) Committee, committee members expressed an interest in being more familiar with the content, purpose, and meaning of the reports that are published quarterly by the Alameda County Workforce Development Board (ACWDB) staff.

This item offers staff an opportunity to do a deeper dive into the reports by highlighting a single report per meeting – and offering committee members an opportunity to pose questions and offer further input about the appearance and content of the reports.

This quarter staff will highlight the Local Area Performance Report (Item VI.A. in this packet) – and will reference Information Item V.A. – Approved Local Area Performance Goals for PY 2026/2027 and 2027/2028.

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

ITEM V.A. – INFORMATION

NEW LOCAL AREA PERFORMANCE GOALS FOR PY 2026/2027 and PY 2027/2028

BACKGROUND:

Under the Workforce Innovation and Opportunity Act (WIOA), Local Area Performance Measures for all WIOA Formula funding streams (Adults, Dislocated Workers, and Youth), include:

1. Employment Rate at 2nd Quarter After Exit (Employment or Placement for Youth)
2. Employment Rate at 4th Quarter After Exit (Employment or Placement for Youth)
3. Median Earnings at 2nd Quarter After Exit
4. Credential Attainment within 4 Quarters After Exit
5. Measurable Skill Gains (MSG) by program Exit

NOTE: For WIOA Youth participants, items 1 and 2 above include "Placement" in Employment, Advanced Training, Post-Secondary Education, or the Military.

Local Area Performance Negotiations:

The State of California requires Local Workforce Development Areas (Local Areas) to negotiate performance goals for each of the five measures referenced above. The Alameda County Workforce Development Board (ACWDB) negotiated Local Area Performance goals on Monday, September 21, 2026.

Of the five different measures within the three different WIOA Title I fund streams the state accepted ten of the fifteen goals that were proposed by ACWDB. The areas where negotiations were needed fell mostly within the Measurable Skill Gain category.

The attached chart displays Local Area Performance Goals that will guide the work of our service providers throughout program years 2026/2027 and 2027/2028.

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

ATTACHMENT:

V.A.1. – PY 26/27 and 27/28 LAP Goals

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

APPROVED/NEGOTIATED

WIOA Local Area Performance Goals
PY 2026/2027 and 2027/2028

PY 2026/2027 & 2027/2028 Approved Performance Goals				
Adult/Dislocated Worker Measures	**Adults**	**Dislocated Workers**	**Youth**	**Youth Measures**
Employment Rate @ 2nd Quarter Post Exit	**65.5%**	**68.5%**	**70.0%**	Youth Placement Rate @ 2nd Quarter Post Exit
Employment Rate @ 4th Quarter Post Exit	**64.0%**	**68.0%**	**68.0%**	Youth Placement Rate @ 4th Quarter Post Exit
Median Earnings @ 2nd Quarter Post Exit	**$10,900**	**$12,100**	**$5,000**	Median Earnings
Credential Attainment by 4th Quarter Post Exit	**72.5%**	**70.0%**	**65.0%**	Credential Attainment by 4th Quarter Post Exit
Measurable Skill Gains	**60.0%**	**62.0%**	**72.0%**	Measurable Skill Gains

ACWDB
Local Area Performance Goals
PY 2024/2025 and 2025/2026

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

ITEM V.B. – INFORMATION

REENTRY SERVICES UPDATE

BACKGROUND:

This report includes services and engagement activities focusing on the Local Area's "Returning Citizens", by the Alameda County Workforce Development Board's (ACWDB) Reentry Services Coordinator (RESC) and workforce system. This item covers the timeframe of April 2026 through early October 2026. This reentry services update is included in the Organizational Effectiveness Committee packet to keep members informed of reentry activities related to the ACWDB Two-Year Action Plan.

The ACWDB staff have continually worked in partnership with the **Alameda County Probation Department (ACPD**), the **Alameda County Sheriff's Department (ACSD)**, and the **California Department of Corrections & Rehabilitation (CDCR**), along with a wide network of reentry providers and servicing organizations. Specifically, the **staff** continues to co-chair ACPD's **Generational Wealth Committee**. In this role, key community connections were initiated, and cemented, including those with financial insights and outlooks. The committee also ensured the inclusion of our local Career Center Service provider partners who contributed their facilities, informational services, events, and activities. These bi-monthly gatherings were overwhelmingly attended and appreciated, some of the topics addressed were Financial Empowerment: Tools for Savings, Stability and Growth; Co-Ops, Entrepreneurship and the Future of Business; Advancing Employment Access and Retention; and Building Pathways to Living Wages Through Workforce Partnerships. The committee also reached consensus in establishing future Specific, Measurable, Achievable, Relevant, Time-bound, Inclusive, and Equitable (SMARTIE) goals. These include, Increasing Community based meetings, establishing a community survey, the expansion of community partnerships and engagements, and solidifying efforts with our Generational Health colleagues to establish joint events and activities throughout our region as we move forward.

The ACWDB staff involvement and partnership with the **Alameda County Sherriff's Department** continue to flourish. In an effort to educate, inform, and advise residents of Santa Rita, the RESC formed and initiated an "Information Series" which enables local and regional employers, training providers, Career Center representatives, and service providers to directly address the residents housed at Santa Rita. During these sessions, residents are informed about the multitude of available opportunities and services regionally. These gatherings currently are held every 3rd Tuesday of the month. To date, the Operating Engineers Union #3, The Steam Fitters Union, UA Local #342, the Plumbers & Steamfitter Union, Roots Community Health Services, La Familia Counseling Services, Rising Sun Training Center, Cypress Mandela Training Center, The Performance Truck School, Lao Family Services and Tri-Valley Career Center have met with residents sharing information and insights for success upon release.

Additionally, **the ACWDB staff** along with his **Community Reentry Consortium (CREC)** colleagues who represent local partners from Roots Community Health Services, Felton Institute, Legal Services With Children, Urban Strategies, and others continue our quarterly engagement with Alameda County Sherriff Yesenia Sanchez, and her leadership team, these engagements have proven to be a harbinger of information sharing, offering suggestions for better resident

access, and increasing service provider access. The Sherriff's leadership team, led by Kelly Glossup, will research some of CREC's concerns, which included the following:

- The Status of Cal Aim implementation at Santa Rita, and the impacts on this population of new federal regulations for maintaining Medi-Cal benefits.
- The current status of the Moms program (A program that was established to allow children to visit their moms while at Santa Rita).
- The ability and right to vote while housed at Santa Rita, how will this be conducted?
- The jail's capacity to screen and provide accommodations to those diagnosed with identifiable physical, mental health, and cognitive disabilities.

REENTRY SERVICES EVENTS AND ACTIVITIES:

The ACWDB staff accepted an invitation to serve as an advisor to the **Bay Area Systems Impacted Consortium's (BASIC**) steering committee. BASIC, founded in 2017, is a campus based, community initiated collaborative effort that supports student success, program sustainability, and the capacity to impact justice reforms. BASIC seeks to provide access to information, resources, and networks that empower current and formerly incarcerated and justice impacted students in the greater Bay Area to achieve self-determination and success in their post-secondary educational and career pathways. The consortium has secondary educational representation in 17 counties throughout the Greater Bay Area. BASIC's current plans include hosting their annual Convening at San Francisco State University on Thursday, November 5, 2026.

The ACWDB staff planned and facilitated a "meet and great" meeting with Chief Royal Ramey and his staff of the **Forrest Fighter Recruitment Program (FFRP**), at their temporary location in Oakland. Those in attendance included partners from Lao Family Community Development Center, La Familia Counseling Services, City Corp Recycling and Training Services, Workforce Development Board of Contra Costa County, Tri-Valley Community Career Center, Legal Services for Prisoners with Children, Rubicon's Center of Reentry Excellence (CORE), Cypress Mandela Training Center, and Rising Sun Training Services. Currently based in Southern California, Chief Ramey informed us of his intention to establish an FFRP training facility here in our region. He also spoke about the acceptance and encouragement of those candidates with "lived experience". Those in attendance expressed their full support and cooperation. We agreed to continue meeting quarterly, both virtually and in person when possible.

The ACWDB staff had the honor of initiating and facilitating a guest panel for **San Francisco's Reentry Conference, held at St. Mary's Cathedral**. The panel consisting of representatives, from Cypress Mandela's Training Center, La Familia's Counseling's Services, Performance Truck Driving Training School Inc., and the San Francisco Foundation were extremely informative and appealing. The panel's theme, "Obtaining & Retaining Employment". The conversation was extremely engaging and well received by those in attendance. One attendee shared his experience working in conjunction with one of our panelists, he emphasized how their assistance and support successfully changed his life and that of his family.

The ACWDB staff, , along with other community colleagues had the pleasure of visiting San Quentin State Prison's newly built Education Rehabilitation Center. We were warmly greeted by

Prison officials who also lead a thorough tour of the center, and other prison grounds. The Educational Center is equipped with state-of-the-art technological capabilities, along with ample classrooms, study areas, career center space, a cafeteria and access to outstanding views of the area's topography. This model could be ideal for future correctional designs at other state correctional institutional locations.

EVENTS AND ACTIVITIES ATTENDED:

Staff continue to maintain an active and engaging schedule of regional events and activities highlighting programmatic strategies that prioritize services in 2026 for our "Returning Citizens". These include:

- April 2, 9, 16, 23, and 30 - Facilitated weekly **Santa Rita Information Sessions**.
- April 6 - Attended monthly **Community Advisory Board meeting**, discussed future joint events.
- April 13 - Attended monthly **Community Reentry Consortium** meeting with **Alameda County's Sherriff's** leadership team.
- April 24 - facilitated **Alameda's Annual Reentry Job Fair's** panel discussion on re-entry employment.
- April 29 - Moderated monthly **Community Reentry Consortium** meeting.
- May 6 - Attended initial **Alameda County Reentry Job Fair** planning meeting.
- May 7, 14, 21, and 28 - Facilitated weekly **Santa Rita Information Session** meetings.
- May 13 - Attended **San Francisco Reentry Leadership Conference**, at St. Mary's Cathedral.
- May 28 - Attended initial meeting of **Bay Area Systems Impacted Consortium** meeting.
- June 4, 11, 18, and 25 - Facilitated weekly **Santa Rita Information Session** meetings.
- June 16 - Attended and presented onsite at **Santa Rita's Information Session.**
- June 17 - Attended **Alameda County's Summer Job Fair** planning meeting.
- June 24 - Attended **Community Reentry Consortium** monthly meeting.
- June 25 - facilitated monthly **Bay Area Systems Impacted Consortium** monthly meeting.
- July 2, 9, 16, 23, and 30 - Facilitated weekly **Santa Rita Info Sessions** meetings.
- July 20 - Attended and presented onsite at **Santa Rita's Info Session** meeting.
- July 28 - Facilitated **Generational Wealth Committee** meeting, held at Tri-Valley Career Center.
- August 4 - Attended **Community Advisory Board** meeting.
- August 5 - Attended **Generational Wealth and Generational Health** Co-Chairs meeting.
- August 6, 13, 20 and 27 - Participated in **Santa Rita Information** session's weekly meetings.
- August 6 - Facilitated monthly **Community Reentry Consortium** meeting.

- August 7 - Visited **San Quentin State Prison**, toured the newly constructed Education Rehabilitations Center.
- August 17 - Facilitated monthly **Bay Area Systems Impacted Consortium** meeting.
- August 18 – Presented at **Santa Rita Info Session**.
- August 19 - Met virtually with Chief Royal Ramey and his staff of the **Fire Fighter Recruitment Program.**
- August 21 - Facilitated get together meeting with **S.F. Reentry Conference** panelist.
- August 27- Facilitated **Bay Area Systems Impacted Consortium** virtual meeting.
- September 2 - Attended **Bay Area Construction Workforce Conference at Cypress Mandela Training Center in Oakland.**
- September 10, 17, and 24 - Facilitated weekly virtual meeting of **Santa Rita Information Session** onsite presenters.
- September 15 - Participated in monthly **Santa Rita Information Session.**
- September 16 - Attended re-launch of **Parole and Corrections Team** meeting in Oakland.
- September 18 - Attended **San Francisco Reentry Conference**, facilitated panel discussion on Obtaining and Retaining Employment.
- September 21 - Attended **Community Corrections Partnership Executive Committee** meeting in Oakland, provided an update on **Generational Wealth** activities, events and plans.
- September 22 - Met with **Generational Wealth** committee members in Oakland to devise planning, strategy and scheduling for our upcoming year.
- September 23 - Coordinated and conducted in person meeting with **Chief Royal Ramey of the Forrest Fighter Recruitment Program.**
- September 24 - Attended annual staff outing, held at San Leandro Marina Park.
- September 24 - Attended West Oakland Job Resource Center appreciation event.
- October 2 - Attended Rising Sun's participant graduation.

For additional information, you may contact Charles H. Turner, Workforce Board Reentry Coordinator. Charles may be reached by phone at (510) 670-6132 or through email at charles.turner@alamedacountyca.gov.

ITEM VI.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS
YOUTH, ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS – ENDING 9/30/2026

BACKGROUND:

The Alameda County Workforce Development Board negotiates Local Area Performance biennially with the State of California. Performance goals for program years (PY) 2026/2027 and 2027/2028 were negotiated on September 21, 2026. 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:

- Median Earnings @ 2nd Quarter Post Exit
  - Youth = 105.7% of Goal

- Credential Attainment Rate by 4th Quarter Post Exit
  - Youth = 102.5% of Goal
  - Dislocated Workers = 102.7% of Goal

- Measurable Skill Gains
  - Adults = 101.8% of Goal
  - Dislocated Workers = 102.4% 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 = 94.1% of Goal

- Median Earnings @ 2nd Quarter Post Exit
  - Adults = 95.2% of Goal
  - Dislocated Workers = 95.0% of Goal

- Credential Attainment Rate by 4th Quarter Post Exit
  - Adults = 95.6% of Goal

- Measurable Skill Gains
  - Youth = 90.4% of Goal

Please review the performance attainments on the attached report for a full representation of outcomes for the rolling four quarters – ending September 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@alamedacountyca.gov.

ATTACHMENT:

VI.A.1. – REPORTS LAP PY26-27 Q1

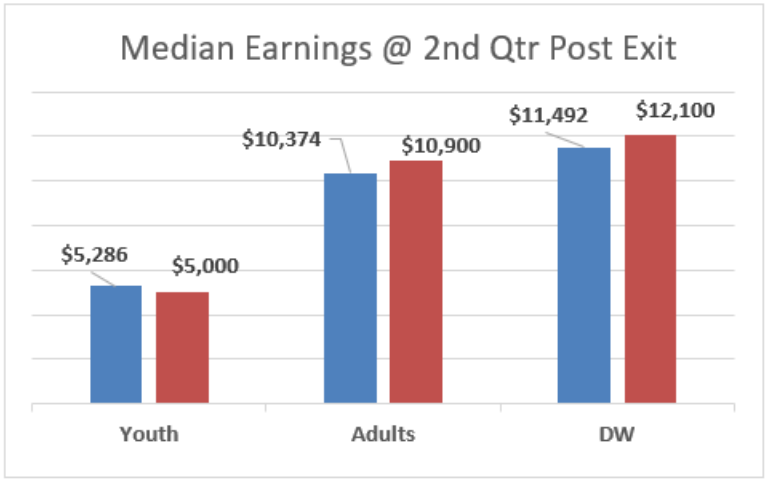
LOCAL AREA PERFORMANCE REPORT
WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I PROGRAMS
YOUTH, ADULTS, AND DISLOCATED WORKERS
ROLLING FOUR QUARTERS - ENDING 9/30/2026

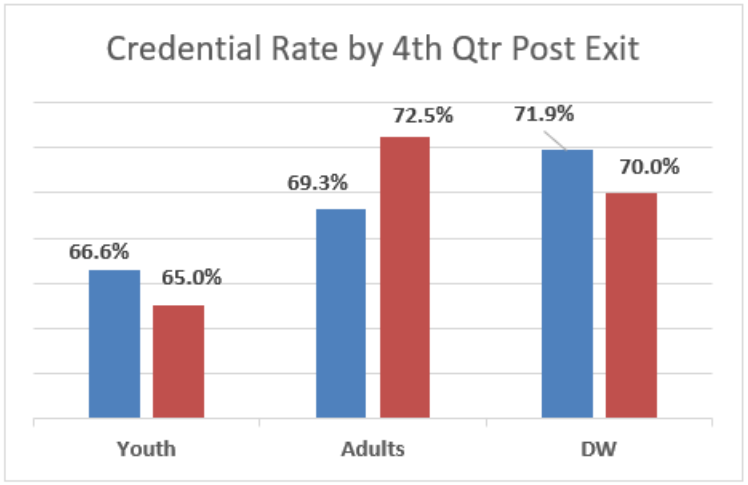
Funding Stream/Population:	In-School & Out-of-School Youth			Adults			Dislocated Workers		
Population Description:	Ages 16 through 24 with Barriers to Employment			Ages 18 and over; predominantly individuals with barriers to employment			Laid-off or terminated workers, eligible for UI, and unlikely to return to their prior occupation		
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 26/27 Goals	% of Goal	Total Current Period	PY 26/27 Goals	% of Goal	Total Current Period	PY 26/27 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ① Exited between 10/1/2024 and 9/30/2025	65.9%	70.0%	**94.1%**	46.1%	65.5%	**70.4%**	45.7%	68.5%	**66.7%**
Placement Rate @ 4th Quarter Post Exit ① Exited between 4/1/2024 and 3/31/2025	50.2%	68.0%	**73.8%**	52.7%	64.0%	**82.3%**	52.6%	68.0%	**77.4%**
Median Earnings @ 2nd Quarter Post Exit Exited between 10/1/2024 and 9/30/2025	$5,286	$5,000	**105.7%**	$10,374	$10,900	**95.2%**	$11,492	$12,100	**95.0%**
Credential Rate Exited between 4/1/2024 and 3/31/2025	66.6%	65.0%	**102.5%**	69.3%	72.5%	**95.6%**	71.9%	70.0%	**102.7%**
Measurable Skill Gains ② Exited between 10/1/2025 and 9/30/2026	65.1%	72.0%	**90.4%**	61.1%	60.0%	**101.8%**	63.5%	62.0%	**102.4%**

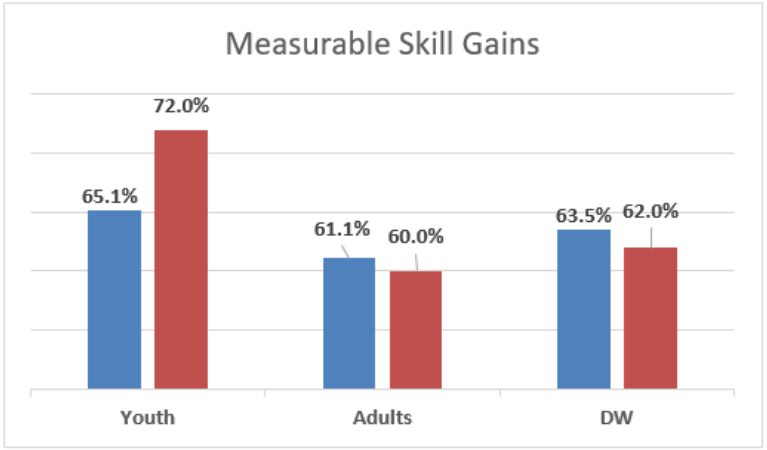
① Placement in Employment for Adults & Dislocated Workers; and Placement in Employment, Education, Advanced Training or the Military for Youth.

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

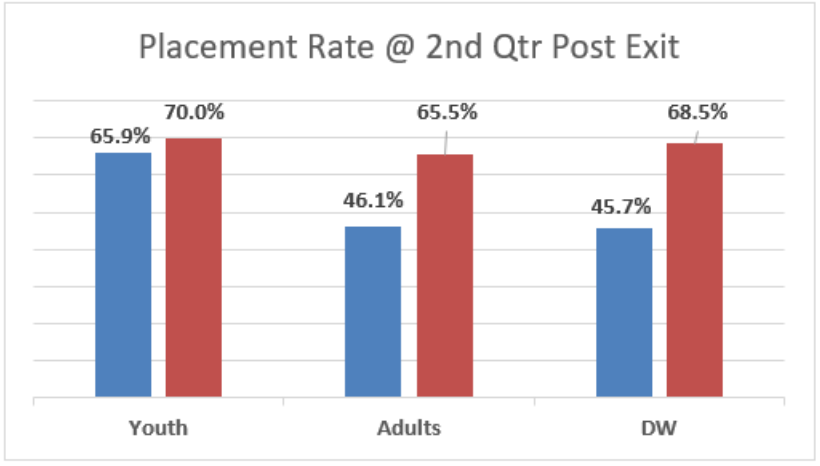
The charts on this attachment to the Local Area Performance report item represent performance attainments achieved by service providers on behalf of the Alameda County Workforce Development Board – and compares those attainments against the boards Local Area Performance goals as negotiated with the State of California. Review the attached narrative for a summary of Local Area Performance attainments for all three formula funding streams (Youth, Adults, and Dislocated Workers) for the rolling four-quarters ending September 30, 2026.

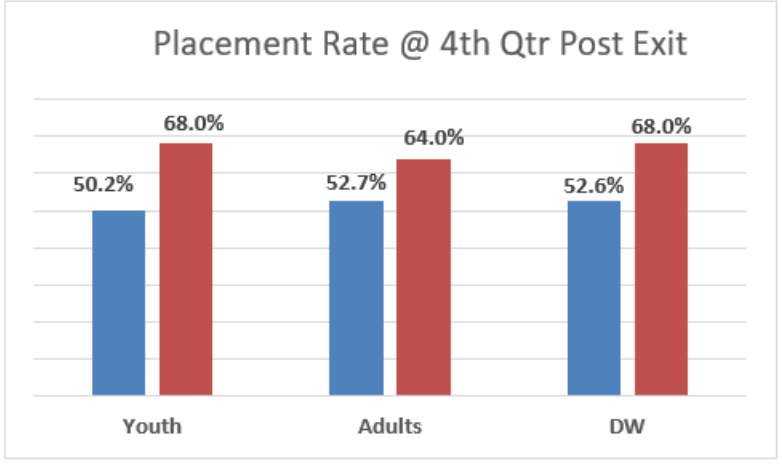

Median Earnings @ 2nd Qtr Post Exit
$5,286
$5,000
$10,374
$10,900
$11,492
$12,100
Youth
Adults
DW


Credential Rate by 4th Qtr Post Exit
66.6%
65.0%
69.3%
72.5%
71.9%
70.0%
Youth
Adults
DW


Measurable Skill Gains
65.1%
72.0%
61.1%
60.0%
63.5%
62.0%
Youth
Adults
DW


Is Anyone Better Off?
Actual
Goal


Placement Rate @ 2nd Qtr Post Exit
65.9%
70.0%
46.1%
65.5%
45.7%
68.5%
Youth
Adults
DW


Placement Rate @ 4th Qtr Post Exit
50.2%
68.0%
52.7%
64.0%
52.6%
68.0%
Youth
Adults
DW

ITEM VI.B. – REPORTS

CALJOBS℠ REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA
JUNE, JULY, AND AUGUST 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 (CalJOBS℠) 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 CalJOBS℠ system offers local boards the ability to report on the number of individuals who reside within their areas and who utilize the CalJOBS℠ 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 June, July, and August 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 CalJOBS℠ system.

Based on the monthly labor force data published by California's Employment Development Department Labor Market Division for June, July, and August of 2026, approximately 4.0% (on average) of the unemployed population residing within ACWDB's service area have engaged services or assistance as measured through the number of CalJOBS℠ 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@alamedacountyca.gov.

ATTACHMENT:

VI.B.1. – REPORTS CalJOBS Registration Rate PY 26-27 Q1

CALJOBS℠ REGISTRATION RATE
WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

EDD LMI + CalJOBS Registration Data; June, July, August 2026

Sub Regions:	Eden Area			North Cities Area			Tri-Cities Area			Valley Area		
Months:	Jun '26	Jul '26	Aug '26	Jun '26	Jul '26	Aug '26	Jun '26	Jul '26	Aug '26	Jun '26	Jul '26	Aug '26
Total Labor Force	196,600	196,800	197,900	125,200	125,200	126,000	176,300	176,200	177,200	117,000	117,100	117,600
# Unemployed	8,300	9,100	9,300	5,400	5,800	6,100	7,400	7,700	8,000	4,900	5,200	5,400
Unemployment Rate	4.2%	4.6%	4.7%	4.3%	4.6%	4.8%	4.2%	4.4%	4.5%	4.2%	4.4%	4.6%
CalJOBS Registrations	370	400	336	196	231	184	331	348	291	205	186	209
% Engagement	4.5%	4.4%	3.6%	3.6%	4.0%	3.0%	4.5%	4.5%	3.6%	4.2%	3.6%	3.9%

DATA for April, May, June 2026 (Entire Region)			
Month:	June 2026	July 2026	August 2026
Total Labor Force	615,100	615,300	618,700
# Unemployed	26,000	27,800	28,800
Unemployment Rate	4.2%	4.5%	4.7%
CalJOBS Registrations	1,102	1,165	1,020
% Engagement	4.2%	4.2%	3.5%

3 Month Avg
616,367
27,533
4.5%
1096
4.0%

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℠ system during the designated month by sub-region.*
% Engagement	*The percentage of individuals who have engaged in services or registered in the CalJOBS℠ 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℠	*CalJOBS℠ 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 April, May, and June 2026. This labor market data is then compared against the number of individuals who registered in the CalJOBS℠ 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 CalJOBS℠ system in pursuit of career or training services.

ITEM VI.C. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS
ADULTS AND DISLOCATED WORKERS
PY 2026/2027; QUARTER 1 (7/1/2026 THROUGH 9/30/2026)

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. Contract performance goals are written in each of the service provider contracts and include measures in the following categories:

- Number of New Enrollments
- Training Fund Obligations
- On-the-Job Training Enrollments
- Training Enrollments within ACWDB's Industry Sector and Occupational Framework (ISOF)
- Outcomes:
    - Credential Attainment Rate
    - Entered Employment Rate
    - Employment within ACWDB's ISOF
    - Measurable Skill Gains

Program Year (PY) 2026/2027 is the second year of the four-year procurement cycle that will span PY 2025/2026 through PY 2028/2029. During PY 2025/2026 ACWDB launched a pilot program contracting with International Rescue Committee (IRC) to target services toward underserved populations within Alameda County. This pilot has been extended through December 31, 2026. While IRC's performance is not reflected in the attached reports, an additional report will be generated to reflect their performance for duration of the pilot through quarter-ending 9/30/2026 (from 7/1/2025 through 9/30/2026). This new report sheet will be included in the reports section of the ACWDB packet for the December meeting.

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 Community Development was awarded the contract to be the service provider within the North Cities area for the remainder of the procurement cycle.
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)	Chabot/Las Positas Community College returns to the status of a directly contracted service provider for the Tri-Valley area.

ANALYSIS OF REPORTS:

Reports attached to this item represent service provider's contract performance attainments for the first quarter of PY 2026/2027 (July 1, 2026, through September 30, 2026). Some providers are already close to meeting their enrollment goals for the program year, (Ohlone College has achieved 75% of their annual enrollment goal for Dislocated Workers, and Tri-Valley Career Center has achieved 81.5% of their enrollment goal for Adults); while other providers are inching toward their goals, (Lao Family has achieved 16.3% of their enrollment goal for Dislocated Workers and Rubicon Programs has achieved 19.7% of their enrollment goal for Adults) with all other service providers falling somewhere between those two extremes. Staff have every confidence that enrollment goals will be met by the end of the program year as there has been an anticipated increase in program interest stemming from HR-1 enforcement for individuals receiving public assistance benefits and an uptick in layoff activity that is expected based on Worker Adjustment and Retraining Notification (WARN) notice filings with the Employment Development Department (EDD).

Training fund obligations are low for both of Lao Family's fund streams (at 2.8% of goal for Adults and 15.4% of goal for Dislocated Workers). However, Ohlone has already encumbered 70% of their Dislocated Worker training funds. The remaining service providers are all making progress toward their goals in both fund streams with obligations ranging from 24% to 41%.

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

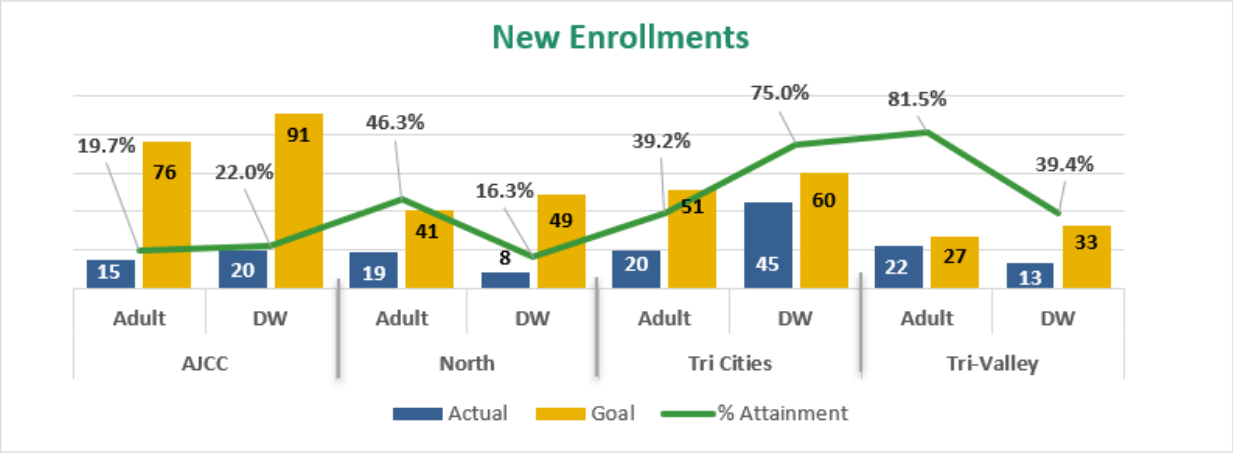
To obtain further information about this report, you may contact Michele G. Garcia, Workforce Board System Administrator. Michele may be reached through email at mggarcia@alamedacountyca.gov or by phone at (510) 259-3802.

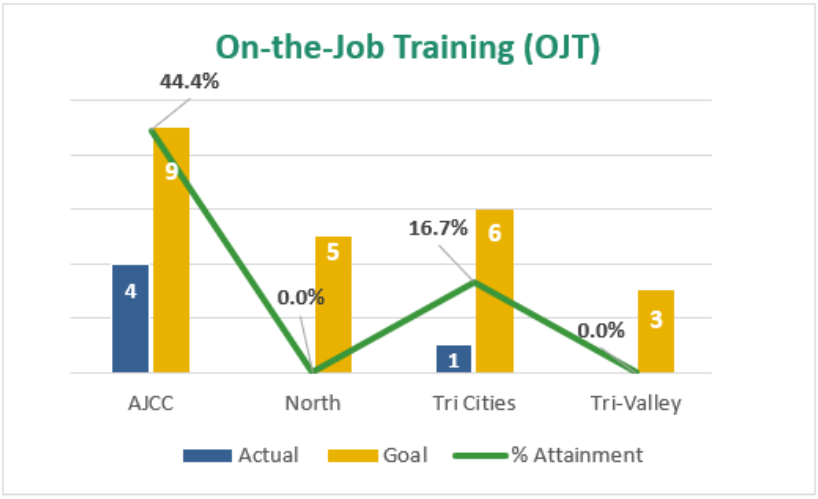
ATTACHMENT:

VI.C.1. – Ad DW CPIR PY26-27 Q1 (3 pages)

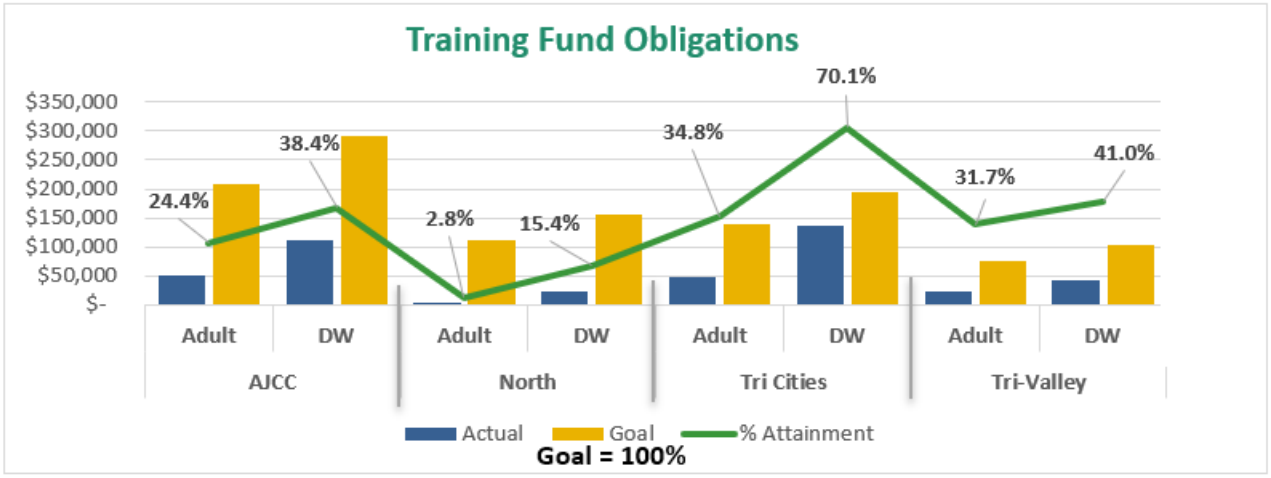
CONTRACT PERFORMANCE INDICATORS REPORT
ADULT AND DISLOCATED WORKER PROGRAMS
PROGRAM YEAR 2026/2027; QUARTER 1 (7/1/2026 – 9/30/2026)

How Much Did We Do?

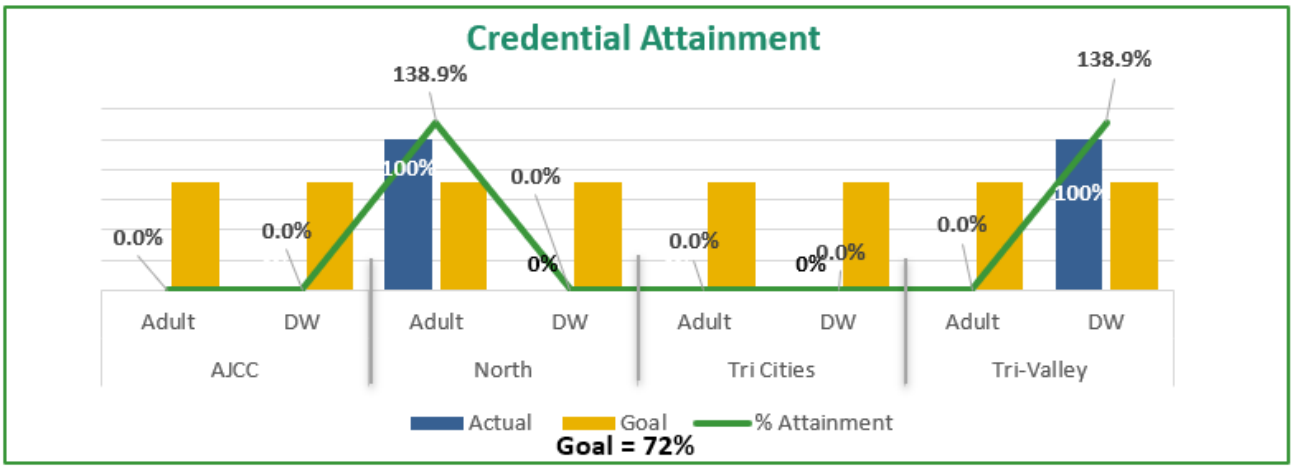


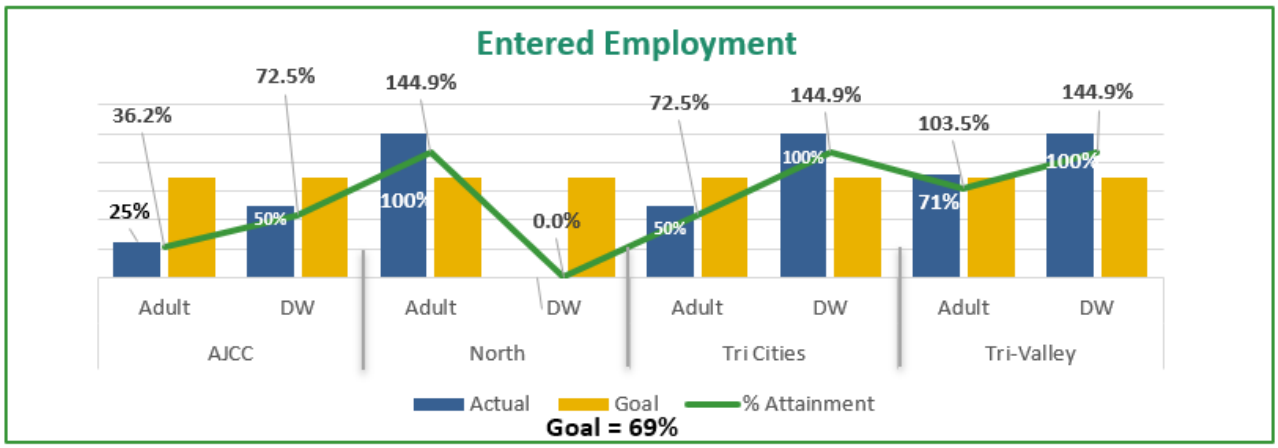


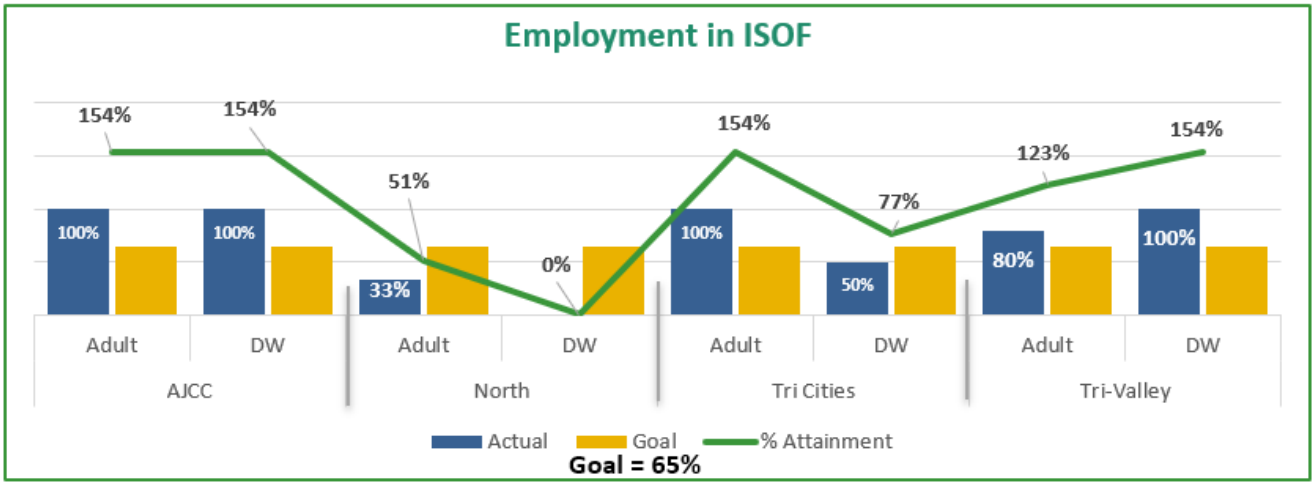
AJCC *= Rubicon Programs/Eden*
North *= Lao Family/North Cities*
Tri *= Ohlone / Tri-Cities*
Tri-Valley *= Chabot/Las Positas*



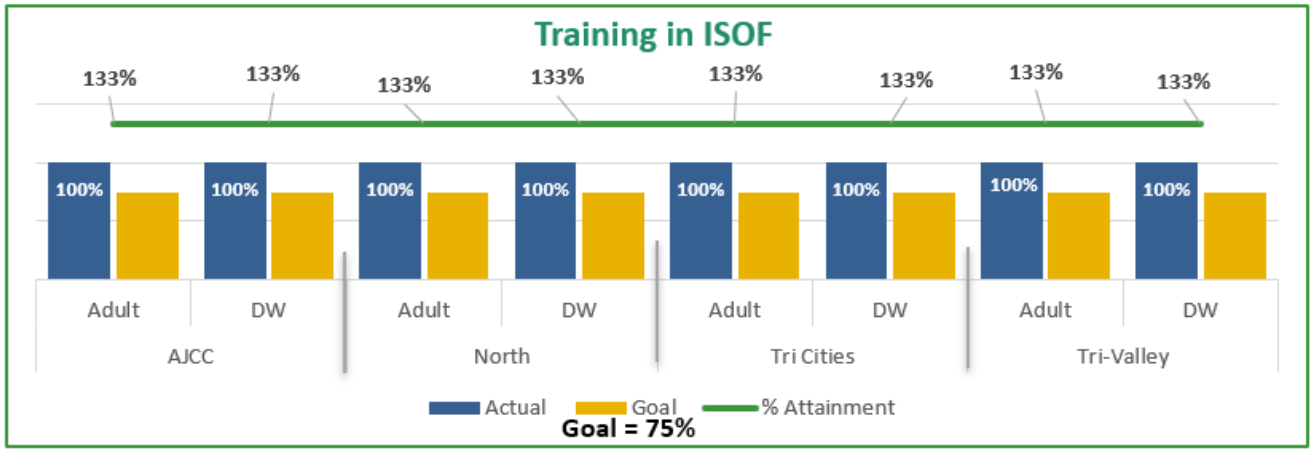
Is Anyone Better Off?

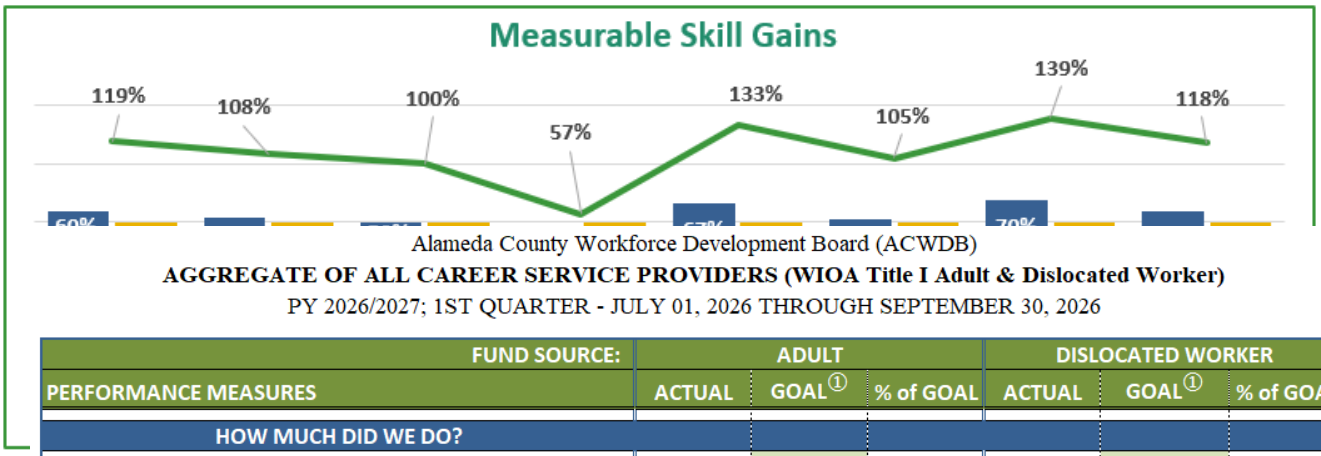






How Well Did We Do?





Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL CAREER SERVICE PROVIDERS (WIOA Title I Adult & Dislocated Worker)

PY 2026/2027; 1ST QUARTER - JULY 01, 2026 THROUGH SEPTEMBER 30, 2026

FUND SOURCE:	ADULT			DISLOCATED WORKER		
PERFORMANCE MEASURES	ACTUAL	GOAL①	% of GOAL	ACTUAL	GOAL①	% of GOAL
HOW MUCH DID WE DO?						
# OF CARRY-IN ENROLLMENTS	0	0	100.0%	0	0	100.0%
# OF NEW ENROLLMENTS	76	195	39.0%	86	233	36.9%
TOTAL ENROLLMENTS	76	195	39.0%	86	233	36.9%
$ TRAINING OBLIGATIONS (ITAs & OJTs)	$126,345	$535,572	23.6%	$315,147	$747,424	42.2%
# OJT ENROLLMENTS (Ad & DW) ②	5	18	27.8%			
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	50.0%	75.0%	66.7%			
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	61.5%	50.0%	122.9%	48.5%	50.0%	96.9%
IS ANYONE BETTER OFF?						
# ENTERED EMPLOYMENT (of closed cases)	61.6%	69.0%	89.3%	62.5%	69.0%	90.6%
# OF JOB PLACEMENTS WITHIN ISOF*	78.3%	65.0%	120.5%	62.5%	65.0%	96.2%
% THAT ATTAINED CREDENTIAL (of participants in training)	25.0%	72.0%	34.7%	25.0%	72.0%	34.7%

The data contained on this three-page attachment represents the contract performance attainments of the Adult and Dislocated Worker Career Service Providers through the 1st quarter of PY 2026/2027 (7/1/26 – 9/30/26). ACWDB funds 4 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 VI.D. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS
YOUTH AND YOUNG ADULTS
PROGRAM YEAR 2026/2027; QUARTER 1
(JULY 1, 2026 THROUGH SEPTEMBER 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

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 2026/2027.

Sub-Region	Cities	In-School	Out-of-School
Eden	Castro Valley, Hayward, San Leandro, San Lorenzo, Unincorporated areas (Cherryland, Ashland, Fairview, Hayward Acres, etc.)	Eden Area Regional Occupational Program (Eden ROP)	La Familia Counseling Services
North Cities	Alameda, Albany Berkeley, Emeryville, Piedmont	International Rescue Committee (IRC)	
Tri-Cities	Fremont, Newark, Union City	Ohlone Community College	
Tri-Valley	Dublin, Livermore, Pleasanton, Sunol		Tri-Valley Regional Occupational Program (TVROP)

ANALYSIS OF REPORTS:

Attainment of new enrollments for all five of ACWDB's Youth Service Providers are at expected levels after the first quarter of this program year. Attainments range from 14.1% to 54.2% of goal. Outreach activities for the two In-School Youth Service Providers, (Eden ROP and Tri-Valley ROP) are proving beneficial as they generally don't see as much first quarter activity as has been experienced this program year.

Outcome-based performance measures (Youth Placement into employment and education; Credential Attainment; and Measurable Skill Gains) for In-School Youth Service Providers are traditionally low for the first quarter. However, Out-of-School Youth Service Providers are on track to meet and/or exceed their goals in these areas for this program year.

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@alamedacountyca.gov.

ATTACHMENT:

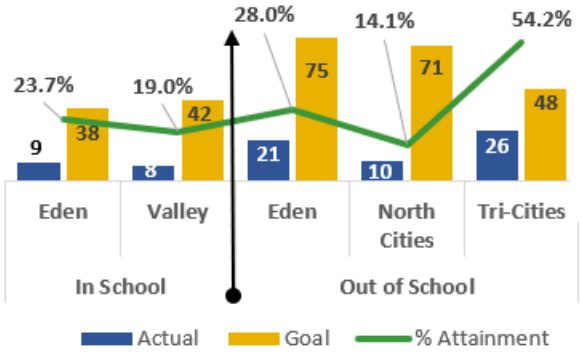
VI.D.1. – REPORTS Youth CPIR PY26-27 Q1 (2 pages)

YOUTH CONTRACT PERFORMANCE INDICATORS REPORTS

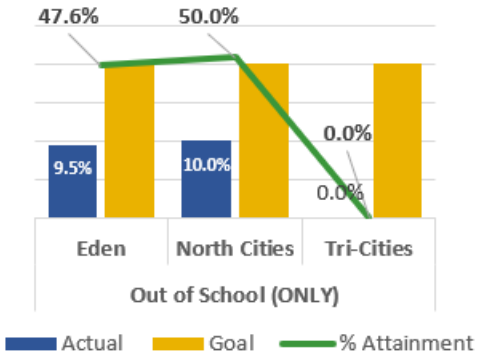
PY 2026/2027 1st QUARTER (7/1/2026 – 9/30/2026)

How Much Did We Do?

Total Enrollments



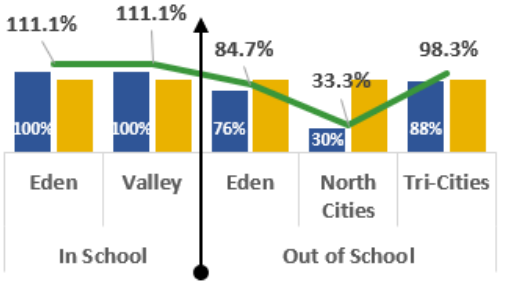
Training Leading to Credential



Goal = 20%

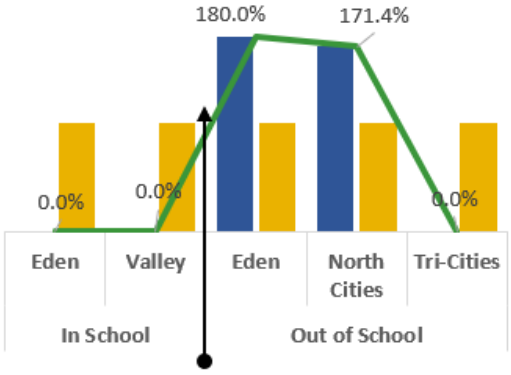
How Well Did We Do?

Core Skills / Leadership



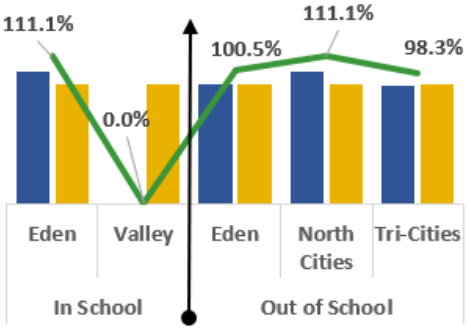
Goal = 90%

Work Experience in ISOF



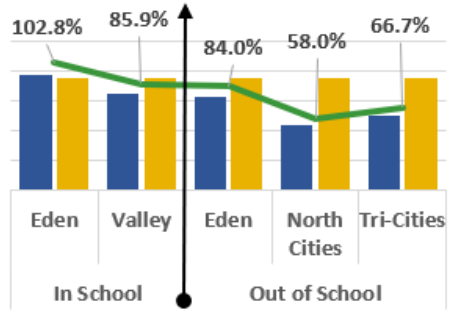
Goal = 50%

Work Based Learning

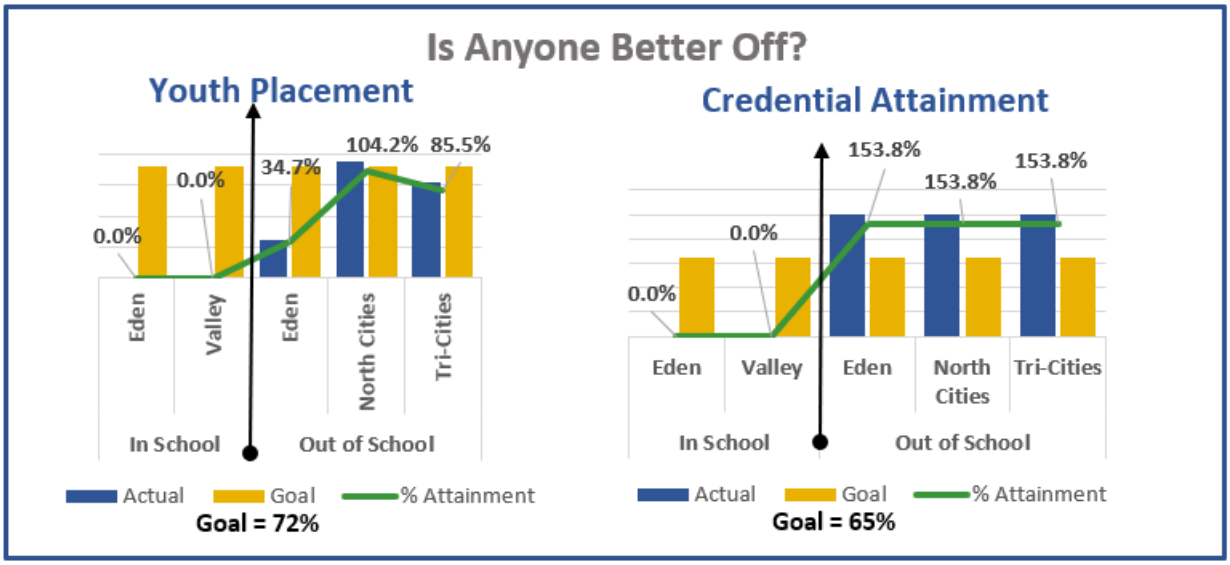


Goal = 90%

Measurable Skill Gains



Goal = 75%



Alameda County Workforce Development Board (ACWDB)

AGGREGATE OF ALL ACWDB YOUTH PROVIDERS

PY 2026/2027; QUARTER 1 - JULY 01, 2026 THROUGH SEPTEMBER 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	17	80	21.3%	57	194	29.4%
TOTAL ENROLLMENTS	17	80	21.3%	57	194	29.4%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	N/A	N/A	N/A	6.5%	20.0%	32.5%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES	50.0%	90.0%	55.6%	93.0%	90.0%	103.3%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES	100.0%	90.0%	111.1%	64.9%	90.0%	72.1%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	70.8%	75.0%	94.4%	52.1%	75.0%	69.5%
WORK EXPERIENCE WITHIN ACWDB'S ISOF	38.5%	50.0%	77.1%	35.5%	50.0%	71.0%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ① (of closed cases)	0.0%	72.0%	0.0%	53.8%	72.0%	74.8%
% OF CREDENTIALS ATTAINED (of those enrolled in training)	0.0%	65.0%	0.0%	153.8%	65.0%	236.7%

This two-page attachment to the Youth Contract Performance Indicators Report item represents performance attainments achieved by the Board's Youth and Young Adult Service Providers for the first quarter of Program Year 2026/2027 (7/1/2026 – 9/30/2026). Please review the attached narrative item for a description of the achievements reflected in these charts.

ITEM VI.E. - REPORTS

RAPID RESPONSE REPORT FOR JULY 1, 2025, THROUGH SEPTEMBER 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 2025/2026, the Rapid Response team held 58 layoff/closure events and served 3,657 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 September 30, 2026, which includes company closures, mass layoffs, and furloughs. Please refer to Attachment VI.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 (RROs).

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

Clarmil Manufacturing Corporation will permanently close its doors to its Hayward location. The layoff will affect 108 workers and will begin on October 30, 2026. Clarmil Manufacturing Corporation produces Goldilocks baked goods and selected meat products in Hayward. Clarmil filed a California WARN Act notice on August 28, 2026, announcing a permanent facility closure. The WARN documentation confirms the shutdown as permanent closure, but no specific public reason (such as financial issues, loss of contracts, or restructuring) was provided in the filings. The Rapid Response team held three onsite RROs one in Spanish and two in English. There was a total of 100 workers who attended.

Flagship Facility Services LLC will permanently close its doors to its Fremont location. The layoff will affect 35 workers and will begin on October 30, 2026. Flagship's Fremont operations, branded as Flagship Culinary Services**,** focus on in-house food programs for businesses, especially high-tech companies and commercial kitchens. The Rapid Response team held two onsite RROs providing two separate sessions, one in Spanish and one in English. A total of 22 workers attended the orientations. All participating employees received an ACWDB outplacement folder containing the required materials.

During the reporting period, the Coordinator also worked with the Oakland Workforce Development Board in supporting their three RROs for Plank, the International Rescue Committee, and the East Bay Asian Local Development Corporation.

Open Rapid Response Orientations

The Coordinator facilitates 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.

Open Orientation participation increased from 60 in the prior program year to 106 in the current program year through the end of the third quarter. 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:

VI.E.1. - Board Layoff and Closure 7/1/2026- 9/30/2026

ACWDB Rapid Response Monthly Report July 1, 2026 – September30, 2026
Month Ending: September 30, 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, 2026 - September 30, 2026

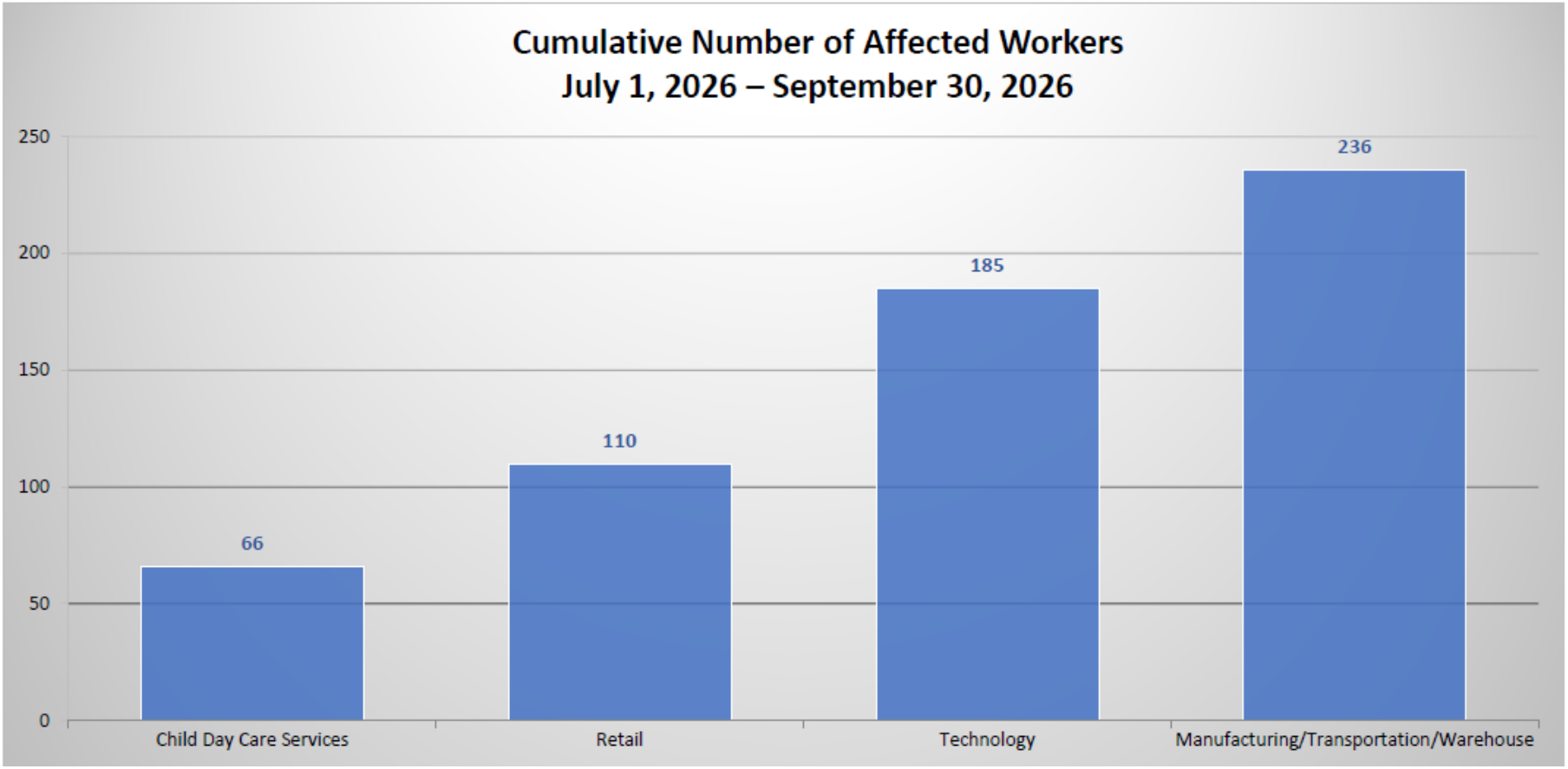
EDEN RAPID RESPONSE	Total Employers	3	Total Workers	107
NORTH CITIES RAPID RESPONSE	Total Employers	1	Total Workers	104
TRI-CITIES RAPID RESPONSE	Total Employers	4	Total Workers	386
TRI-VALLEY RAPID RESPONSE	Total Employers	0	Total Workers	0
	TOTAL	8	TOTAL	597

Region	Employer	Location	Industry	Closure/Layoff/ Temporary	Layoff Date	Affected Workers
Eden	Kidango, Inc. - Peixoto Center	Hayward	Child Day Care Services	Layoff	7/1/2026	6
Eden	Kidango, Inc. - Peixoto Center	San Leandro	Child Day Care Services	Layoff	7/1/2026	1
Eden	Morgan Advanced Ceramics Inc	Hayward	Manufacturing	Closure	8/8/2026	96
Eden	Yerba Mate Co., LLC	San Leandro	Manufacturing	Layoff	9/1/2026	4
North Cities	Pixar	Emeryville	Technology	Layoff	9/26/2026	104
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-Cities	Lucid USA, Inc.	Newark	Manufacturing	Layoff	8/21/2026	136

ACWDB Rapid Response Monthly Report
July 1, 2026 – September 30, 2026
Month Ending: September 30, 2026

All employers and workers impacted: July 1, 2026 – September 30, 2026

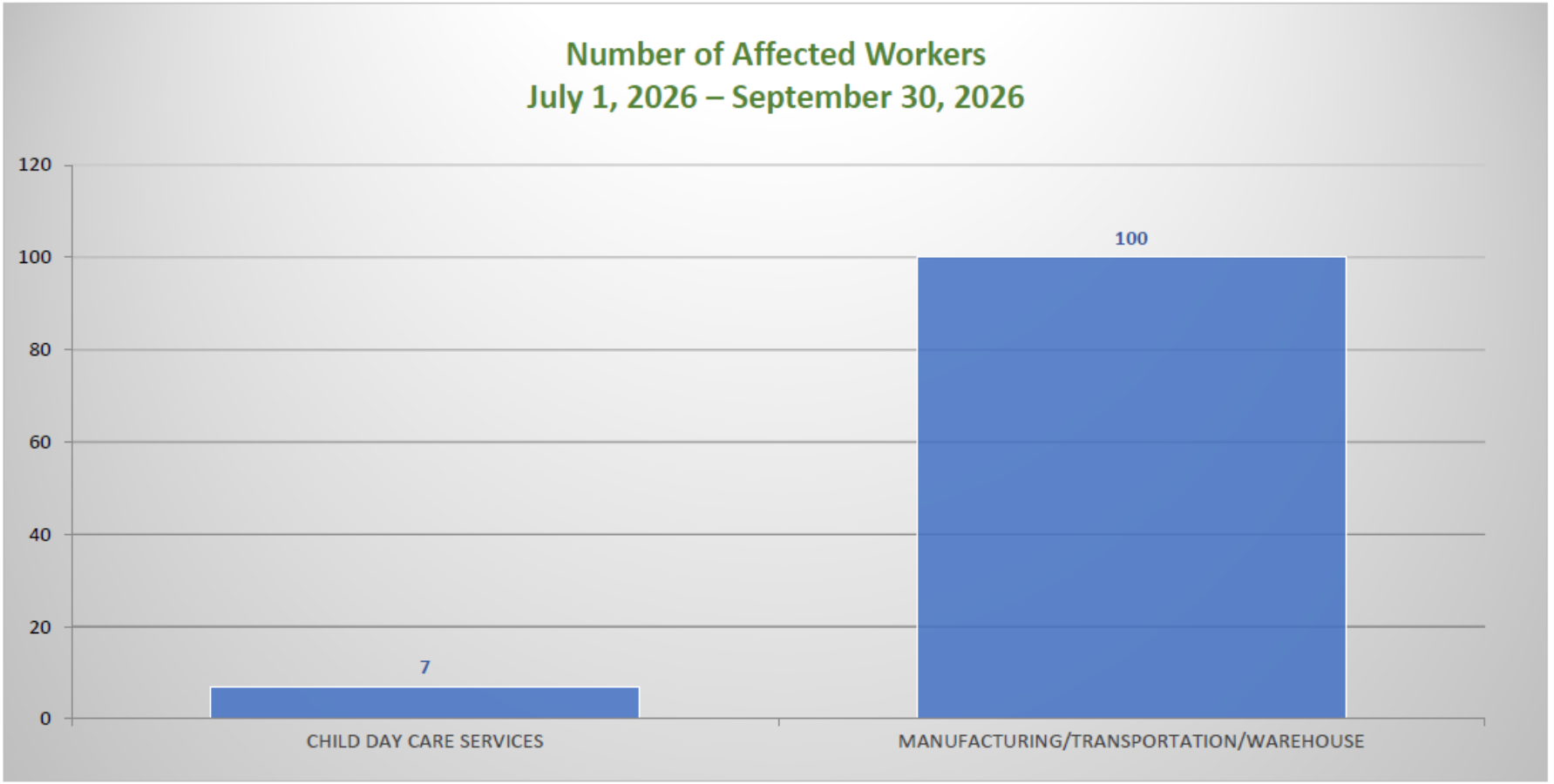
Industry	Affected Workers
Child Day Care Services	66
Retail	110
Technology	185
Manufacturing/Transportation/Warehouse	236
Grand Total	**597**



ACWDB Rapid Response Monthly
Report July 1, 2026 – September 30, 2026
Month Ending: September 30, 2026

EDEN RAPID RESPONSE

Industry	Affected Workers
Child Day Care Services	7
Manufacturing/Transportation/Warehouse	100
Grand Total	**107**



ACWDB Rapid Response Monthly
Report July 1, 2026 – September 30, 2026
Month Ending: September 30, 2026

NORTH CITIES RAPID RESPONSE

Industry	Affected Workers
Technology	104
Grand Total	**104**



ACWDB Rapid Response Monthly
Report July 1, 2026 – September 30, 2026
Month Ending: September 30, 2026

Tri - CITIES RAPID RESPONSE

Industry	Affected Workers
Child Day Care Services	59
Technology	81
Retail	110
Manufacturing/Transportation/Warehouse	136
Grand Total	**386**

