

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)
ORGANIZATIONAL EFFECTIVENESS (OE) COMMITTEE**

**MEETING NOTICE
Wednesday, April 11, 2018
9:30 – 11:30 A.M.
Eden Area Multi-Service Center
24100 Amador Street, 2nd Floor
California Poppy Rooms A/B (#225/226)
Hayward, CA**

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PUBLIC FORUM The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
III. ACTION ITEMS / PUBLIC HEARING	
A. Business Services Unit Performance Measures PY 2018/2019	1
B. Industry Sector and Occupational Framework Extension	7
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C. Youth Career Readiness Program – Contract Performance Indicators Report (CPIR) – PY 2017/2018, Quarter 3; 7/1/2017 through 3/31/2018	19
D. Financial Indicators Report – PY 2017/2018	20
E. Rapid Response Report - PY 2017/2018	23
VI. MATTERS INITIATED BY COMMITTEE MEMBERS	
VII. ANNOUNCEMENTS	

COMMITTEE MEMBERS: Bram Briggance (Committee Chair); Brian Salem (Committee Vice-Chair); Tyler Abbott; Brad Frazier; Jennifer Ong; James Paxson.

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 Josephine Zaraspe at (510) 259-3836 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 Josephine Zaraspe at least 72 hours in advance.

NEXT OE COMMITTEE MEETING IS WEDNESDAY, AUGUST 1, 2018

ITEM III.A. – ACTION / PUBLIC HEARING

BUSINESS SERVICES UNIT PERFORMANCE MEASURES PY 2018/2019

RECOMMENDATION:

That the Organizational Effectiveness (OE) Committee reviews and approves the following in regards to Business Services Unit (BSU) performance goals for PY 2018/2019:

- 1) Collecting baseline data from steering committee and other partners coordinating employer services under the new Business Engagement Plan to determine BSU performance measures;
- 2) Modifying the current BSU Performance Measures to include the five (5) general performance measures for PY 2018/2019 that are outlined in the item.

BACKGROUND:

At the December 14, 2017 Workforce Development Board (WDB) Committee meeting, the Workforce Board approved the adoption of a new business engagement model to be implemented by the BSU starting in PY 2018/2019. In the new model, the BSU will continue to provide services such as customized training and rapid response activities to employers while also assuming the role of “intermediary” to internal and external partners to better coordinate employer-focused services throughout the County. The new model will allow the BSU to leverage employer resources and ensure stronger coordination and relationships with mandated Workforce Innovation and Opportunity Act Memorandum of Understanding (MOU) partners as well as service providers, and industry partnerships.

Transitioning to this model will require assessing the type of data the BSU will want to collect to measure performance. To maximize the work of the BSU and ensure staff is establishing metrics that best reflect outcomes in the new model, staff will focus PY 2018/2019 on collecting baseline data from employer-facing partner organizations (e.g. Employment Development Departments, East Bay Economic Development Alliance and Alameda County Social Services Agency, etc.). Collecting data at the outset will also help avoid duplicative efforts across agencies and will help BSU identify gaps in collecting information that could potentially be filled by ACWDB.

Data to be collected in PY 2018/2019 will include:

- Types of performance measures partner agencies have for interfacing with businesses
- Systems or technology partners use to track data to assess alignment
- Use of the CalJOBS system and benefit to partners
- Assessment of partner capacity and area of special focus

At the same time, the BSU will continue to report on business engagement activities to the OE Committee and WDB Committee annually as reported in the BSU Performance Indicator Report (See attachment III.A.1. Alameda County Workforce Development Board’s Business Services Unit Performance Indicator Report PY 2017/2018).

For PY 2018/2019, staff recommends that the performance measures be slightly modified to more accurately reflect the BSU's activities. The five (5) measures below include:

Serve 15 new businesses
Provide services to 12 small businesses
Enhance Rapid Response/Layoff aversion services to generate 5 additional business relationships through the use of the EconoVue research tool, business assistance to employers, and training support to employers
Build local and regional collaboration with industry, trade, economic development and other business-oriented partners
75% of events align with the Industry Sector and Occupational Framework (ISOF)

For further information, contact Samantha Miller, Program Financial Specialist at (510) 259-3832 or email samiller@acgov.org.

ATTACHMENT:

III.A.1. Alameda County Workforce Development Board's Business Services Unit Performance Indicator Report PY 2017/2018

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD'S BUSINESS SERVICES UNIT
PERFORMANCE INDICATOR REPORT
PY 2017-2018

GOALS/INDICATORS	ISOF SECTORS	SERVICES PROVIDED	STATUS	
1. Serve 16 new businesses				
	Advanced Manufacturing/Transportation & Warehousing Industry Cluster	# 29	<input checked="" type="checkbox"/> Business Assistance Program/Manex <input checked="" type="checkbox"/> Customized Training <input type="checkbox"/> Labor Market Information <input checked="" type="checkbox"/> Rapid Response Service	<u>BAP + Program/Layoff Aversion:</u> 8 Assessments and Core Values Assessments completed. New businesses included: PCC Structurals, Compactor Mgmt., Steri-Tek, Surplus Services, and GM Associates.
	Healthcare and Social Assistance	10	<input checked="" type="checkbox"/> Layoff Aversion <input checked="" type="checkbox"/> Partner Referrals	
	Construction	1	<input checked="" type="checkbox"/> Others	
	Professional Scientific Technical Services	6	<input checked="" type="checkbox"/> Work Based Learning Coordination <input type="checkbox"/> Resource Referrals	<u>Rapid Response:</u> 34 businesses served; total affected workers - 1859 (all completed) including ATPA, Jamba Juice, Morton Salt, Nidec, US Cold Storage, Epicor Software, and American Food Equipment Co.
	Other Non-Priority Industry Total	18 64	<input checked="" type="checkbox"/> Employment Training Panel (ETP)	<u>Partner Referrals:</u> 25 businesses referred to partners for additional services, including Rexel Holdings, SOS Security, Masonic Homes, School Foodies, Packers Sanitation Services, ASD Treatments, Alpi International, and Inphenix. <u>Customized Training:</u> Columbus Foods <u>Work-Based Learning (WBL) Coordination:</u> Business meetings with Mango Materials and Singulex with education partners to arrange WBL activities.
2. 25% of Businesses served are fully engaged with the system	Advanced Manufacturing/Transportation & Warehousing Industry Cluster Healthcare and Social Assistance	<input type="checkbox"/> Business Assistance Program/Manex <input checked="" type="checkbox"/> Customized Training <input type="checkbox"/> Labor Market Information <input checked="" type="checkbox"/> Rapid Response Service <input checked="" type="checkbox"/> Layoff Aversion <input type="checkbox"/> Partner Referrals <input checked="" type="checkbox"/> Other Engagement	<ul style="list-style-type: none"> • Columbus Foods completed Incumbent Worker Training in May 2017. • Businesses engaged in WBL activities with Albany USD and were consulted for customized training opportunities. • Harvest Foods, Surplus Service and PCC Structurals from 2106-2017 Business Assistance Program. • Mastec North American was able to relocate the majority of their workers to a 	

Attachment III.A.1.

			<p>competitor only six miles away. Layoff Aversion for 120 people.</p> <ul style="list-style-type: none"> • Meadowbrook Meat was able to relocate many of their workers to their Central Valley Locations or find placements with their local competitor. Layoff Aversion of 92 people. 	
3. Provide Services to 12 Small Businesses (<100 employees)		#	<input checked="" type="checkbox"/> Business Assistance Program/Manex <input type="checkbox"/> Customized Training <input type="checkbox"/> Labor Market Information <input type="checkbox"/> Rapid Response Service <input checked="" type="checkbox"/> Layoff Aversion <input type="checkbox"/> Others	<ul style="list-style-type: none"> • BAP + Program (ACWDB/Manex) with Core Value Business Assessment/Layoff Aversion: Harvest Foods, Borden Lighting, PCC Structurals, Compactor Mgmt., Steri-Tek, Surplus Services, GM Associates and Vintage 99. • ACWDB will continue the ACWDB/Manex BAP Program for PY 2017-2018. • Outreach and referral to businesses for ACWDB's Small Business Workforce Development Symposium (Dec. 2016) with California Small Business Association, Manex, Go-Biz, KRA, EDD/ETP, Small Business Development Center, WBA, EBEDA, local Economic Development, Chabot Las Positas, Santini Foods and Boy Scouts of America. • Rapid Response filed and received approval for 4 Trade Act Adjustment applications all for small businesses.
	Advanced Manufacturing/Transportation & Warehousing Industry Cluster	7		
	Healthcare and Social Assistance	4		
	Construction			
	Professional Scientific Technical Services	3		
Total	14			
4. Enhance Rapid Response/Layoff Aversion services to generate additional business relationships	Business Engagement to increase number of new employers engaging in participation of rapid re-employment, job fairs, and referrals for business services	<input type="checkbox"/> Business Assistance Program/Manex <input type="checkbox"/> Customized Training <input type="checkbox"/> Incumbent Worker Training <input type="checkbox"/> Work-sharing Program <input checked="" type="checkbox"/> Layoff Aversion referrals (EBEDA, SBDC, etc.) <input checked="" type="checkbox"/> Rapid Reemployment <input checked="" type="checkbox"/> Others Services	<ul style="list-style-type: none"> • Comprehensive Rapid Response Activities for ATPA; Jamba Juice; Morton Salt; Nidec; US Cold Storage; Epicor Software; American Food Equipment Co., including TAA and job fairs in which companies participate for the companies' soon-to be dislocated workers. Job fairs produced opportunities for rapid re-employment or possible opportunities in the near future for some of the workers which would minimize time on UI. • Internal meeting to use CalJobs to search for information on Dislocated Workers resulting from Rapid Response events. 	
5. Build Local & Regional Collaboration with Industry,	Educational Institutions: Ohlone College College of Alameda	<input checked="" type="checkbox"/> Local Colleges/Universities <input checked="" type="checkbox"/> Labor Union <input checked="" type="checkbox"/> Community Based Organizations	<ul style="list-style-type: none"> • Convened monthly Business Services Partnership meeting with staff from SSA, KRA, EDD and ACWDB BSU Dept. 	

**Trade, Education and other
Business oriented partners**

Laney College
 Chabot College
 Castro Valley Adult School
 Hayward Adult School
 Eden Area ROP

Career Pathway Trust Grant
 (CPT 1 & CPT 2)

Unified School Districts in North Cities
 Peralta District & Al. Co. Office of Education (ACOE)
Sectors include: Healthcare and Social Assistance
 Professional Scientific Technical Services
 Advanced Manufacturing/Transportation and
 Warehousing Industry Cluster

East Bay *Works* (EBW)

East Bay Manufacturing Partnership (EBMP)
 Transportation & Logistics Partnership

Hayward Chamber of Commerce

- Workforce Development Boards
- Business Associations
- Others

- *Manufacturing Strikes Back!* 7 person employer and education panel (Oct. 2016) for parent, educators and youth. Committee included reps from Hayward USD, PilotCity, East Bay Advanced Manufacturing Partnership, Hayward High School, Manex and City of Hayward.
- CPT II panel on Workforce Development Boards relationships with Community Colleges
- CPT II convenings with Urban Strategies, five continuation schools in Alameda County, ACOE,OWDB, CCWDB.
- STEM Core Discussion with ACOE, Growth Sector, Oakland Chamber, ACWDB staff.
- Columbus Foods, The English Center collaboration for employees and ESL .
- Participation in new Bay Area Pre-Apprentice Pathway (EB TAP) Consortia partnership with OPIC; Rising Sun; Alameda BTC; CCC BTC; and their affiliates.
- Storm Grant Partnership with East Bay Regional Park District and Alameda Public Works Agency – received \$800K from the state to place 60 Dislocated Workers who will provide assistance to these two Public Agencies to help clean-up public lands from the winter storms of 2016/17.
- Participated in Contra Costa Veteran’s Job Fair w/CCWDB, EDD, ACWDB.
- Participated in Eden Area ROP WBL Committee Meetings.
- Attended EBW Coordination Team Meetings and Business Services convenings.
- Referred businesses and volunteered at *Make It. Move It. Advanced Manufacturing & Transportation & Logistics Summit* (Sept. 2016) – more than 230 companies attended.
- East Bay Transportation & Logistics Partnership quarterly meetings and tour of Patterson High School Supply Chain and Logistics Program and Amazon.

Attachment III.A.1.

			<ul style="list-style-type: none"> • Manufacturing Lunch at Type A Machines: Filling the Talent Pipeline (EBMP). • Alignment East Bay: Education & Workforce Alliance meeting with Peralta Community Colleges. • Attended Biomedical Emergence in East Bay Presentation at Hayward City Hall.
<p>6. Expansion of WDB’s Business Network with local Economic Development</p>	<p>N/A</p>	<p>Local Economic Development Agencies:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Alameda <input type="checkbox"/> Alameda County Unincorporated (Ashland/Cherryland) <input checked="" type="checkbox"/> Berkeley <input type="checkbox"/> Dublin <input checked="" type="checkbox"/> Emeryville <input checked="" type="checkbox"/> Fremont <input checked="" type="checkbox"/> Hayward <input checked="" type="checkbox"/> Livermore <input type="checkbox"/> Pleasanton <input type="checkbox"/> Newark <input type="checkbox"/> Union City <input checked="" type="checkbox"/> Others 	<ul style="list-style-type: none"> • Collaboration with City of Livermore Economic Development on Manufacturing Careers Hiring Event, featuring Draexlmaier, Lawrence Livermore National Lab, SolarCity and BakeFresh. • Orientation meetings with ED staff from City of Hayward for new businesses. • City of Berkeley ED staff spoke at quarterly North Cities Partnership meeting. • City of Emeryville collaboration with Emery H.S. for Career Pathways Trust activities. • City of Alameda collaboration with Alameda USD for Career Pathways Trust activities.

ITEM III.B. – ACTION / PUBLIC HEARING

INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK EXTENSION

RECOMMENDATION:

That the Organizational Effectiveness (OE) Committee approves extending the Industry Sector Occupational Framework (ISOF) until June 30, 2019.

BACKGROUND:

The Industry Sector and Occupational Framework (ISOF) was developed by staff and serves a dual purpose, as it was incorporated into the Alameda County Workforce Development Board's (ACWDB) Four-Year Local Plan (Local Plan) and also drives programmatic and planning decisions.

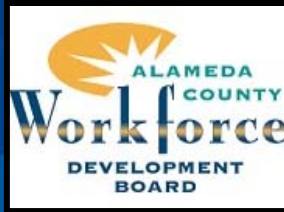
The ISOF was adopted by the Alameda County Workforce Development Board (ACWDB) in 2016 and elevated priority to new groups of high-growth sectors and occupations, projected to grow in Alameda County between 2017 and 2022. It also puts into place-wage criteria.

The ISOF was effective for one year (July 1, 2016 to June 30, 2017), but was also written into ACWDB's Local Plan, giving it relevance. Since the ISOF is tied to the Local Plan, which is subject to a mid-point review driven by the state, it needs to align with the state's guidance. However, guidance has not yet been issued, and updating the ISOF any sooner could possibly be premature and result in duplication. Therefore, staff recommends that the ISOF be extended to June 30, 2019, allowing for sufficient time to modify the ISOF in alignment with the state's guidance.

For more information, please contact Latoya Reed, Management Analyst at (510) 259-3833 or by email at, latoya.reed@acgov.org.

ATTACHMENT:

III.B.1. ISOF Tiered Diagram



Industry Sector & Occupational Framework (ISOF)

Tier I ACWDB's Industry Sector Priorities

- Health Care/Social Assistance
- Professional Scientific Technical Services
- Construction
- Advanced Manufacturing/Transportation/Warehousing

Tier II ACWDB's Occupational Priorities

Occupations in Tier II exceed \$19.20/hr, demonstrate growth, and are based on the ISOF Framework

- Secretaries/Admin Asst
- Gen'l Oper Managers
- Teachers
- Customer Service Reps
- 1st Line Supv of Food Prep Wkrs
- Management Analysts

Tier III Participant Choice

Tier III includes:

Occupations or industries that are outside of Tiers I and II, but are supported with acceptable evidence of wage exceeding \$19.20/hr and that industry/occupation is growing or projected to grow. Evidence may come from various LMI sources.

ITEM III.C. – ACTION / PUBLIC HEARING

MODIFICATION OF THE FOLLOW-UP PERFORMANCE MEASURE

RECOMMENDATION:

That the Organizational Effectiveness (OE) Committee consider and approve:

1. Elimination of the Follow-Up Contract Performance Measure for Adults, Dislocated Workers, and Youth beginning in PY 2018/2019; and
2. Replace the measure with a requirement for monthly monitoring to ensure contract service providers are engaging in follow-up contact and services with formerly enrolled individuals.

BACKGROUND:

At their April 5, 2017 meeting, the OE Committee approved a recommendation from staff to include the Follow-Up Performance Measure as part of the Contract Performance for Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth providers.

The Follow-Up Performance Measure was intended to ensure that WIOA service providers were engaging in follow-up contact and services with formerly enrolled individuals. The Alameda County Workforce Development Board (ACWDB) staff believed that this measure would increase the number of credential attainments reported and encourage provider staff to enter increases in literacy and numeracy scores thereby improving ACWDB's local area performance in these areas.

ACTUAL OUTCOMES

ACWDB staff found that the CalJOBS system did not encourage timely entry of follow-up data. CalJOBS protocols prohibit the follow-up table from being accessible for enrolled individuals who continue participation in other programs – even if their WIOA cases have been closed. Therefore, service provider staff were not able to enter follow-up data into CalJOBS for any individuals being served through Wagner-Peyser [through the California Employment Development Department (EDD)], Trade Adjustment Assistance (also through EDD), other local areas, or any other discretionary programs tracked through CalJOBS.

Additionally, due to the timing of follow-up, a minimum of six (6) months would lapse between the actual WIOA case closure and the appearance of relevant data in the system. This results in data only being available in the final quarter of the program year. The lapse in time between the case closure and the data being available rendered this measure as an ineffective method for continuous, real-time tracking of performance measures.

PROPOSED REPLACEMENT FOR THE FOLLOW-UP PERFORMANCE MEASURE:

ACWDB staff feel it would be more appropriate and effective to begin a program of continuous, monthly monitoring of participant records. This proposed monthly case-file review would provide greater assurance that program staff are effectively engaging in follow up contact and services with formerly enrolled participants.

ACWDB's technical support staff are currently maintaining a regular calendar of program visits and case-file reviews. It would be a simple matter to add the follow-up element to this ongoing practice.

Upon approval, the Workforce Services Support Team (WSST) will develop a standard format for monitoring case-files that includes the review of closed cases to ensure that follow contact and services are being provided in a timely manner, being recorded in participant case-files, and in the CalJOBS system when appropriate. Additionally, WSST staff can monitor that credential attainment and increase in literacy and numeracy scores are entered into the CalJOBS system – thereby improving ACWDB's local area performance.

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

ITEM III.D. – ACTION / PUBLIC HEARING

CERTIFICATION FOR THE EDEN AREA COMPREHENSIVE AMERICA'S JOB CENTER OF CALIFORNIA

RECOMMENDATION:

That the Organizational Effectiveness Committee:

1. Approve the Certification of the Eden Area Comprehensive America's Job Center of California (AJCC).
2. Authorize the Chair of the Board to sign the Comprehensive AJCC Certification Matrix – Hallmarks of Excellence.

BACKGROUND:

Under the Workforce Innovation and Opportunity Act (WIOA), Local Boards are required to certify the Comprehensive AJCC, every three years, by conducting an independent and objective evaluation in accordance with the State Board's criteria and procedures. The goals of certification process are to: 1) seek alignment of the AJCC operations with the California's WIOA State Plan and the Department of Labor's vision for an effective AJCC; 2) set standards for consistent high-quality services for customers; and 3) commit to a process of continuous improvement. An in-depth overview of the certification process was provided at the Joint Committee meeting on February 21, 2018.

There are two levels of certification – Baseline and Hallmarks of Excellence. The Baseline AJCC Certification, which focused on compliance with WIOA statutes and regulations was successfully completed by the Alameda County Workforce Development Board (ACWDB) staff and submitted to the State in December 2017. The second level – Hallmarks of Excellence, a total of eight, are concentrated on continuous improvement through identifying the AJCC's strengths and areas of improvement and developing continuous improvement goals. For successful certification, the AJCC must receive a ranking of three (3) or better in each hallmark.

A consultant was retained on the behalf of the ACWDB to conduct the evaluation and develop the continuous improvement plan. The consultant has toured the Comprehensive AJCC, interviewed AJCC staff and partners, and reviewed customer feedback reports, system collateral and operational documentation to evaluate and rank each Hallmark of Excellence.

A handout of the certification results will be made available at the meeting.

For more information please contact, Rhonda Boykin, Assistant Director at 510-259-3844 or through email at rboykin@acgov.org.

ITEM IV.A. – INFORMATION

LINKING EMPLOYMENT ACTIVITIES PRE-RELEASE BEYOND THE GATES PROJECT

BACKGROUND:

In June 2015, Alameda County Workforce Development Board (ACWDB) was awarded \$500,000 by the U.S. Department of Labor’s Employment and Training Administration. The grant was funded by the “Linking to Employment Activities Pre-Release” or “LEAP” Initiative. LEAP provided the funding needed by the ACWDB to develop and implement a specialized career center at Santa Rita Jail (SRJ). The project is called **Beyond the Gates**. The Project builds on the expertise and nationally recognized existing collaborations among ACWDB, Alameda County Sheriff’s Office (ACSO), and other key partners. The collaboration of partners has built a system that delivers comprehensive approaches that support sustainable employment, economic mobility, and pro-social choices for those re-entering the community from incarceration.

During the period of May 2016 through December 2017, the American Job Center (AJC) at SRJ served 172 inmates in the transition center formally known as the gym. The AJC provider delivered targeted pre-release and post-release components that includes job readiness, education and training. In addition the Re-entry Services Coordinator engaged employers that matched the skills and interests of transitioning participants. There were 69 program participants placed in pre-release education and training activities. Class selections included: adult basic education which enables individuals to prepare for the high school equivalency exam; job readiness and employability; computers and computer coding; soft skills such as substance abuse and anger management. Among the post-release participants an additional 18 people took advantage of training, such as pre-apprenticeships, post-secondary education and apprenticeships. There were 27 participants placed in employment.

The funding from the Department of Labor ended in December 2017 however, there is a 2-year sustainability period for the project. At the beginning of the program year (July 2017) as the grant funding was coming to an end, Workforce Innovation and Opportunity Act adult program funding was leveraged to sustain the program, and will continue until September 30, 2018. As of October 1, 2018 ACWDB will sustain and increase capacity of the AJC with the U.S. Department of Justice, Office of Justice Programs Bureau of Justice Assistance, Second Chance Act Smart Reentry Program funding awarded in October 2017.

ACSO is the lead agency in partnership with and ACWDB and Alameda County Probation Department (PD) Second Chance Funding. The new project is called “Operation My Home Town Expanded” (OMHTX) and it will build on the existing efforts by continuing to work closely with PD and ACWDB analyzing gaps and bottlenecks in pre-/post-release services through the AJC inside SRJ.

For information and inquiries, please contact Tamia Brown, Program Financial Specialist, at 510-259-3884 or by email at Tamia.Brown@acgov.org.

ITEM IV.B. – INFORMATION

CAREER PATHWAYS TRUST I **PERFORMANCE SUMMARY**

BACKGROUND:

Since 2014, Alameda County Workforce Development Board (ACWDB) staff has served as an intermediary for Work-Based Learning (WBL) activities with unified school districts (USDs) in Emeryville, Alameda, Albany, Berkeley, and Piedmont under the Career Pathways Trust I grant (CPT I) managed by Peralta Community College District. In this role, ACWDB has facilitated the engagement of Alameda County businesses in priority industry sectors to interact with K-12 students through activities such as job shadowing, worksite visits, and career fairs to educate students about career opportunities in high-growth areas. In January 2017, ACWDB hired a WBL Coordinator to build capacity for the WBL system-wide and to work directly with KRA in their role as engaging businesses they regularly serve through the Workforce Innovation and Opportunity Act (WIOA).

The CPT I grant will end in June 2018, and over the course of the grant ACWDB staff has achieved multiple goals on both a system-wide coordination scale, and a smaller operational scale for WBL activities. Major accomplishments for the grant term include:

- Built a strong network of partners between dedicated USD and community college staff, fellow intermediaries Eden Area Regional Occupation Program (EAROP) and the Oakland Workforce Development Board, Chambers of Commerce and City staff to enhance career pathway programs.
- Created a communication system for USD partners to make requests for WBL activities and track business recruitment and engagement in activities.
- Strengthened relationships between USD and local community college partners through Career Technical Education (CTE) tours, informational sessions and career fairs to increase pathway knowledge.
- Introduced the East Bay Earn & Learn program and toolset to CPT partners to provide a consistent approach for integrating WBL into education.
- Facilitated training of specially-designed Salesforce application, the Earn and Learn Employer Network Activated (ELENA) to CPT partners to engage and manage employers beyond the term of the grant.
- Facilitated the participation of CPT partner schools in numerous sub-regional WBL events including:
 - ✓ Hayward STEM Career Awareness Day and East Bay STEM Career Day with Cal State University East Bay's STEM Institute (2016-2018)
 - ✓ EAROP's Manufacturing Day at Chabot College (2016 & 2017)
 - ✓ Tours of Laney College CTE facilities
 - ✓ Alameda USD's Youth Career Pathway Fair (2016-2018)

Overall, ACWDB and KRA staff has secured interest from more than 70 Alameda County businesses who have expressed interest in participating in a WBL experience. More than 30 WBL activities have taken place with several more scheduled through the end of the grant.

Finally, ACWDB has worked closely with WIOA Youth Providers to place more than 20 students at Alameda and Emeryville USDs in short-term summer internships funded through WIOA. This partnership leverages WIOA and CPT resources and builds sustainable relationships between WIOA Youth Providers and USDs in Alameda County. KRA assists in identifying host businesses for students in career pathways.

Although fulfilling the role of intermediary for the grant has had challenges, such as staff capacity constraints within the USDs, ACWDB has succeeded in creating WBL opportunities for K-12 students who never had them before. The success of the project can be measured by the increased motivation of some school staff to establish their own WBL activities with businesses, strengthened relationships with agencies working closely with businesses, and access to youth services across Alameda County, which ACWDB has been able to coordinate.

For further information, please contact Nancy Soto, WBL Coordinator, at (510) 259-3839 or Nancy.Soto@acgov.org or Samantha Miller, Program Financial Specialist, at (510) 259-3832 or samiller@acgov.org.

ITEM V.A. – REPORTS

LOCAL AREA PERFORMANCE REPORTS **ADULTS, DISLOCATED WORKERS & YOUTH** **PY 2017/2018; Quarter3; (7/1/2017 through 3/31/2018)**

BACKGROUND:

Under the previous legislation, Workforce Investment Act (WIA), Local Areas were measured in the following areas to determine Local Area Performance:

For Adults and Dislocated Workers:

1. Entered Employment Rate
2. Employment Retention Rate
3. Average Earnings

For Youth:

1. Placement in Employment/Education/Advanced Training
2. Attainment of a Certificate or Degree
3. Literacy/Numeracy Gains

UNDER WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA):

WIOA is now fully implemented, so Local Area Performance Measures have been modified and now include:

For all WIOA Formula populations (Adults and Dislocated Workers and Youth):

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

NOTE: “Placement” for Youth performance (specifically as referenced in items 1 and 2 above), is defined as placement in Employment, Advanced Training, Post-Secondary Education; or the Military.

Local Area Performance reports published through the State of California’s CalJOBS system still reflect WIA performance measures and goals.

FULL WIOA IMPLEMENTATION:

Effective PY 2017/2018 and beginning on July 1, 2017, The Alameda County Workforce Development Board (ACWDB) has fully implemented WIOA throughout all Adult, Dislocated Worker and Youth programs.

The Common Measures are not evaluated in “real time”. There is a minimum nine-month look back at participants who completed WIA/WIOA funded services.

AVAILABILITY OF REPORTS:

At the time the information for this packet was being assembled, quarterly reports were not yet available. Therefore, Local Area Performance Reports and analysis will be provided to committee members at the meeting.

Please contact Michele G. Garcia, MIS Administrator if you have any questions regarding Local Area Performance Reports. You can reach Michele at (510) 259-3802 or by email at mggarcia@acgov.org.

V.B.1. - REPORTS

SERVICES TO UNEMPLOYED RELATIVE TO THE LABOR FORCE PARTICIPATION WITHIN THE LOCAL WORKFORCE AREA (LWA) FEBRUARY 2018 STATISTICS

BACKGROUND:

At the time the information for this packet was being assembled, quarterly data was not yet available for the February 2018 Services to the Unemployed – Labor Force Participation in the Local Workforce Area (LWA) Report. Therefore, Services to Unemployed Reports and analysis will be presented to the Organizational Effectiveness Committee members in the form of a handout at the committee meeting.

It will reflect data from the first three quarters of Program Year (PY) 2017/2018, (7/1/2017 through 3/31/2018), and will show the number of individuals registered in the CalJOBS system within Alameda County Workforce Development Board's (ACWDB) Local Area.

The handout will provide statistics on:

- The total workforce in Alameda County;
- The number of unemployed individuals in Alameda County;
- The unemployment rate in Alameda County; and
- The total number of unemployed individuals who are served through our workforce development system.

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

ITEM V.B.2. – REPORTS

CONTRACT PERFORMANCE INDICATORS REPORTS FOR ADULTS AND DISLOCATED WORKERS PY 2017/2018; Quarter 3; (7/1/2017 through 3/31/2018)

BACKGROUND:

Effective July 1, 2017, Contract Performance measures for Program Year (PY) 2017/2018 were modified to reflect full compliance with the Workforce Innovation and Opportunity Act (WIOA). Alameda County Workforce Development Board (ACWDB) staff received Board approval at the September 14, 2017 meeting to move forward with implementation of the new measures and goals for PY 2017/2018.

For PY 2017/2018, ACWDB continues to utilize the Industry Sector and Occupational Framework (ISOF) to measure effectiveness of vocational training and sustainable employment opportunities relevant to this region of California. Effective July 1, 2017, ACWDB opted to include a requirement that all ISOF Tier I job placements pay a wage at or above the current minimum wage for the State of California.

AVAILABILITY OF REPORTS:

At the time the information for this packet was being assembled, quarterly reports were not yet available. Therefore, the Adult and Dislocated Worker Contract Performance Reports and analysis will be presented to committee members in the form of a hand-out at the committee meeting.

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

ITEM V.C. - REPORT

YOUTH CAREER READINESS PROGRAM **CONTRACT PERFORMANCE INDICATORS REPORT (CPIR)** **PY 2017/2018; Quarter 3; (7/1/2017 through 3/31/2018)**

BACKGROUND:

The Program Year (PY) 2017/2018 represents the final period of a four-year cycle for the Career Readiness Program (CRP) design. The program year begins July 1st. The CRP funding is allotted as follows:

1. Ninety percent (90%) of the funds are allocated for Out-of-School Youth (not enrolled in school) to provide opportunities to reconnect with education, gain employment, improve basic skills in reading and math, and improve job skills by participation in career readiness, work experience, and internship activities depending on the assessment of need and the individual employment plan.
2. Ten percent (10%) of the funds are allocated for In-School Youth (attending any secondary or post-secondary school) to provide opportunities to remain in school and achieve their educational goals.

The attached report reflects contract performance through the third quarter of PY 2017/2018, (7/1/2017 through 3/31/2018). This report provides the Alameda County Workforce Development Board (ACWDB), its committees and the youth program operators a way of looking at the contractual goals during the period (July 1st to June 30th). The report is based on actual counts of customer enrollments and exit outcomes. This data is real time and not measured from the State's Base Wage File data system.

AVAILABILITY OF REPORTS:

At the time the information for this packet was being assembled, quarterly reports were not yet available. Therefore, the Youth Contract Performance Reports and analysis will be presented to committee members in the form of a handout at the committee meeting.

Please contact Michele G. Garcia, MIS Administrator if you have any questions at (510) 259-3802 or by email at mggarcia@acgov.org.

ITEM V.D. – REPORTS

FINANCIAL INDICATOR REPORTS – Q3 FOR PY 2017/2018

BACKGROUND:

This item presents the Financial Indicator Reports for Alameda County Workforce Development Board (ACWDB) service providers for PY 2017/2018. The reports include actual expenditures for One-Stop Providers, Employer Services, and Youth Providers as of February 28, 2018.

Objectives of the Financial Indicator Report are to:

- ensure the timely expenditure of available funds;
- assist operators in making changes to service delivery approaches;
- identify potential program and/or financial problem areas;
- identify under-expenditures that may be directed to more effective activities; and
- be an indicator of the potential for the recapture of funds.

Analysis and review will lead to adjustments in the contractor's plan for future months, changes in expenditure activities, and/or a combination of the two. These adjustments will be particular to each provider and/or service strategy.

One-Stop Services and Employer Services -- Status of Invoices & Expenditures:

Invoices submitted by Rubicon Programs, Inc., Ohlone Community College District, Chabot-Las Positas Community College District, Peralta Community College District, and KRA indicate compliance with the contract budget expenditure plans for PY 2017/2018. Please refer to Attachment V.D.1.

Youth Program Providers -- Status of Invoices & Expenditures:

Expenditures for Berkeley Youth Alternatives and East Bay Community Services indicate compliance with the contract budget expenditure plans for PY 2017/2018, and estimated expenditures through December 2017 for Hayward Adult School indicate compliance with budget plans and expenditure rates for this period. Please refer to Attachment V.D.2.

Staff will bring updated reports to the ACWDB at its meeting on May 10, 2018. Updated reports will include invoice and expenditure information for all ACWDB service providers through April 2018.

Please contact Jennifer Mitchell, Program Financial Specialist, at (510) 259-3829 or by email at jennifer.mitchell@acgov.org if you have any questions.

ATTACHMENTS:

V.D.1. - Financial Indicator Report – One-Stop Operators & Employer Services PY 2017/18 Report

V.D.2. - Financial Indicator Report – Youth Providers PY 2017/18 Report

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD
FINANCIAL INDICATOR REPORT -
ONE-STOP OPERATORS & EMPLOYER SERVICES
REPORT DATES: 7-1-17 thru 2-28-18

PROGRAM YEAR 17-18 Formula Funds	TOTAL CONTRACT	Latest Invoice date	Expends at Date of Invoice	Expends % of Annual	WIOA Balance
Providers	\$1,897,211		\$1,141,009	60.1%	\$756,201.74
Peralta CCD	\$435,643	12/31/17	\$298,536	68.5%	\$137,107.00
Rubicon Programs	\$567,671	1/31/18	\$350,909	61.8%	\$216,761.61
Ohlone CCD	\$519,700	12/31/17	\$232,430	44.7%	\$287,270.25
Chabot Las Positas CCD	\$374,197	12/31/17	\$259,134	69.3%	\$115,062.88
KRA	\$354,197	1/31/18	\$194,704	55.0%	\$159,493.08

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD

**FINANCIAL INDICATOR REPORT - PY 17-18 YOUTH PROVIDERS
REPORT DATES: 7-1-17 thru 2-28-18**

Youth Providers		TOTAL WIOA CONTRACT	Latest Invoice date	WIOA Expends at Date of Invoice	Expends % of Annual	WIOA Balance
1	BYA / Berkeley Youth Alternatives	\$332,528	12/31/17	\$144,221	43.4%	\$188,306.54
2	East Bay Community Services	\$533,277	1/31/18	\$338,690	63.5%	\$194,586.91
3	Hayward Adult School / Eden Area	\$365,781	12/31/17	\$162,037	44.3%	\$203,743.65
4	WIOA Youth Overall / PY 17-18:	\$1,231,586		\$644,949	52.4%	\$586,637.10
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ITEM V.E. – REPORT

RAPID RESPONSE REPORT - PY 2017/18

BACKGROUND:

As of March 15, 2018 the Alameda County Workforce Development Board's (ACWDB) Rapid Response Team has documented 13 layoff/closure events affecting 1,735 laid off workers since July 1, 2017. Rapid Response activity is recorded based on the Program Year (PY) from July 1, 2017 through June 30, 2018. Please refer to Attachment V.E.1. for employer data.

Rapid Response Activities

TESLA reportedly terminated 700 employees but no WARN was issued. Multiple news outlets covered the story but lacked specification as to which, or how many, locations terminations took place. Outreach to reporters went unanswered. The Career Centers did not notice large number of former TESLA workers coming in for assistance. Many TESLA employees are hired through Placement Agencies so they may have returned there for new work assignments. One Rapid Response Orientation was held offsite with only five (5) people in attendance.

Pacific Steel Casting pushed its December 2017 closure out to April 2, 2018 after attempts to keep their Berkeley location open failed to yield favorable results. Wargaming, Inc. is a video gaming company that promotes online gaming communities and activity. They will relocate to their Chicago Headquarters and Austin Texas. Employees offered transfers but most declined so the company provided a 90-day severance package. Average age of personnel is 28 years.

Depomed Inc. is a pharmaceutical company whose products treat neurology, pain, & the central nervous system is moving to a new Chicago location. They issued a WARN for 328 people but in fact 208 of those workers are sales representatives who live all across the country. Less than 100 workers will lose their jobs here in Alameda County as others elected to transfer with the company. Rapid Response Orientations are scheduled for March, April, May and June.

Esscendent Distribution Center is planning on closing by the end of July dislocating 40 workers. Rapid Response has been planned for mid-April. Daiso California LLC shut its warehouse operations in Hayward dislocating 98 Mandarin Language people.

For further information, contact Sandy McMullan, Rapid Response Coordinator at (510) 259-3828 or by email at smcmulla@acgov.org.

ATTACHMENT:

V.E.1. ACWDB Layoff and Closure PY 2017/2018