



OAKLAND WORKFORCE DEVELOPMENT BOARD

SPECIAL MEETING

Tuesday, March 14, 2017

8:30 a.m. – 11:00 a.m.

**Hearing Room 3
Oakland City Hall
One Frank H. Ogawa Plaza**



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OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

SPECIAL MEETING NOTICE

City Hall, 1 Frank H. Ogawa Plaza
Oakland, CA

Hearing Room 3

Tuesday, March 14, 2017

8:30 a.m. – 11:00 a.m.

AGENDA

I. PROCEDURAL ITEMS	PAGE
a. Call to Order and Roll Call	
b. Chair Remarks	
c. Adoption of the Agenda	
 II. ACTION ITEMS	
a. Approve 2017-2020 Local and Regional Strategic Workforce Development Plans	
b. Accept Adult and Youth Performance Reports & Review Draft Report Templates	
 III. OWDB STAFF REPORTS	
 IV. PUBLIC FORUM	
The public wishing to address the Board on issues shall complete a Speakers Card. Members of the public who wish to address the Board on published issues should do so at the time the agenda item is being discussed.	
 V. ANNOUNCEMENTS	
 VI. CLOSING REMARKS	
 VII. ADJOURN	

NEXT OWDB MEETING IS THURSDAY, MAY 4, 2017, 8:30A-11:00A

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.



ITEM-II.a. ACTION



To: Oakland Workforce Development Board

From: OWDB Staff

Date: March 14, 2017

Re: Local & Regional Strategic Workforce Development Plans

RECOMMENDATION:

That the Oakland Workforce Development Board (OWDB) take action as follows:

- 1) Authorize the OWDB staff to submit the OWDB's 2017-2020 strategic workforce development plan to the California Workforce Development Board (CWDB)
- 2) Review and acknowledge comments submitted in response to the draft plan, as well as corresponding responses from OWDB staff.

BACKGROUND:

The Workforce Innovation Opportunity Act (WIOA) requires Local Workforce Development Boards to develop local and regional workforce plans for Program Year 2017-2021. Regional and local plans must be submitted to the California State Workforce Development Board no later than March 15, 2017.

The CWDB has developed a State Plan that specifies the manner in which American Job Centers of California (AJCCs), under the purview of local workforce boards, will continue to provide the full menu of One Stop services. In particular, the State Plan mandates a greater emphasis on treating AJCC's as an access point for education and training services for those who want and need them. In this vein, the function of local plan is to facilitate access to workforce services at the local level. Local plans and their accompanying Memoranda of Understanding (MOU) between providers in the AJCC system must provide more emphasis on coordinating and aligning program services across Workforce Innovation and Opportunity Act (WIOA) core programs to provide the best and most appropriate services relevant to the various client populations they serve.

The City Of Oakland local plan was posted on the OWDB website and was made available in other formats and locations during the 30-day public comment period that ran from February 3, 2017 through March 6, 2017. A total of five (5) different entities submitted comments around the plan, many of which were incorporated into various aspects of the final narrative. Because none of the comments received were to “disagree” with the local plan, OWDB staff has recorded all feedback received and is including it with this staff report

East Bay Regional Planning Unit (RPU) – Aggregating Local Plans in a Regional Context

The East Bay RPU consists of the following local workforce boards:

- Alameda County Workforce Development Board
- City of Oakland Workforce Development Board
- City of Richmond Workforce Development Board
- Workforce Development Board of Contra Costa County

Job seekers and workers access services primarily through local service delivery efforts, principally those of WIOA partners operating in AJCCs. At the same time, these local services are provided in the context of a regional training and education structure that aligns with regional economies and labor markets. The local workforce boards listed above all operate in the same regional economy and labor market and were thus designated into a single RPU by the CWDB.

The East Bay RPU developed a regional workforce development plan for the purposes of helping to align educational and training provider services with regional industry sectors. This plan was posted at www.eastbayworks.org and will be submitted to the CWDB in conjunction with the submittal of the City of Oakland’s local plan .A final copy of this plan is being provided to board members in conjunction with the local plan for informational purposes.

Attachments II.a.1. - Local Plan Comments

Local Board Record of Comments

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input and its impact on the narrative in the local plan.

Please provide these comments in the following format:

Local Plan Section	Comment/Response
Section: Vision, Goals, and Strategy of the Local Board and its Partners	Comment: In both the juvenile and adult sections, please explicitly incorporate how the WDSP will incorporate people with criminal records in their strategy.
	Local Board Response: OWDB staff has interpreted the acronym “WDSP” to refer to “workforce development service providers” in the absence of any other specific reference. The OWDB has identified justice-involved individuals as one of its priority populations and will work with its contracted service providers to link, align, and leverage services in conjunction with existing investments and initiatives already in place across both the City of Oakland and Alameda County. The OWDB has also been in conversations with the Alameda County Probation Department and partners in the Alameda County Community Corrections Partnership (CCP) about how to support the 1,400 jobs that are being sought for justice-involved individuals. One of the most critical element of this involves strategic outreach to businesses who are receptive to hiring individuals with criminal records and providing them with support as appropriate to help facilitate job placement and retention.

Local Board Record of Comments

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input and its impact on the narrative in the local plan.

Please provide these comments in the following format:

Local Plan Section	Comment/Response
Section: Quality Jobs, Page 4	<p>Comment: Specify the terminology describing “quality jobs with good wages and benefits</p> <ul style="list-style-type: none">• Page 4 of the draft plan states the Oakland Workforce Development Board’s (OWDB) commitment to expanding access to high quality jobs. We urge OWDB to specify what comprises good jobs specifically, wages and benefits. Specifically, OWDB should ensure that Oakland residents benefit from jobs that provide living wage and comprehensive benefits, such as health and dental coverage. OWDB should also outline how they will engage employers in adopting new and equitable hiring policies; examples include:<ul style="list-style-type: none">○ A description of how OWDB will prioritize working with employers who offer quality jobs with good wages and benefits○ Encourages employers to adopt hiring policies that build a diverse workforce. Furthermore, OWDB should specify how it will serve WIOA target populations -- such as boys and men of color, women, and disconnected youth -- who are disproportionately affected by discrimination and unemployment.
	<p>Local Board Response: The OWDB appreciates the comments and suggestions around defining quality jobs and expects to do this as it goes through the process of further refining annual objectives, activities, timelines, and metrics that support the broader plan framework.</p>

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<p>Section: Support Services, Page 12</p>	<p>Comment: Guarantee comprehensive support services (i.e., trauma-informed care, transportation stipends, etc.) that promote successful participation of individuals facing barriers to employment and disconnected youth</p> <ul style="list-style-type: none"> • Page 12 of the strategic plan refers to providing service as a policy priority from the state draft plan. In addition, OWDB should support the success of the most vulnerable populations including, but not limited to, formerly incarcerated individuals, disconnected youth, immigrants, foster care youth and young people who have cycled through the justice system, and limited English proficient individuals. Support services should also be trauma-informed, such that they ensure healing, mentorship, life-coaching, and other vital services. These types of services are critical to low income individuals' ability to participate, complete workforce training programs, and secure and retain employment. <p>Local Board Response: The OWDB believes in the value of trauma-informed services for many of the priority populations that it serves. The OWDB will be developing annual work plans using the framework of its 4-year plan and will be taking this into consideration as it develops objectives, activities, and supporting efforts to meet the needs of vulnerable populations in the City of Oakland.</p>
<p>Section: Growing environmental factors, Page 10</p>	<p>Comment: Align high demand sector job growth with efforts to reduce employment disparities among disadvantaged populations</p> <ul style="list-style-type: none"> • As outlined on page 10, health care and the growing environmental sectors are one of the top five industries in the City of Oakland. Page 1 refers to the total unemployment rate at 4.7 percent, and presents a unique opportunity to outreach to our most vulnerable communities, such as out-of-school youth, and integrate them into workforce development programming such as career pathways. By integrated out-of-school youth into job trainings and into high demand sectors such as health care, health and racial disparities will decrease and contribute to a stronger regional

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	<p>economy.</p> <ul style="list-style-type: none"> ○ By 2020, the health sector in California is projected to create 450,000 new jobs ○ One third of these jobs provide an annual salary of at least \$35,000 <p>Local Board Response: The OWDB has identified healthcare as a priority industry sector and is working at the local and regional levels to help support both supply-side and demand-side efforts to increase the pipeline of qualified local talent into jobs related to healthcare. At the same time, the OWDB is compelled to offer a word of caution about the near-term uncertainty of the healthcare sector given that a substantial portion of its (recent) growth has been tied to the infusion of resources flowing from the Affordable Care Act (ACA), which is now facing the prospect of being replaced or repealed. That being said, the fundamentals in the healthcare industry – including both an aging population and existing healthcare workforce – augur well for additional opportunities for people to pursue careers in healthcare.</p>
<p>Section: Youth workforce development, Page 25</p>	<p>Comment: Track, disaggregate, and share youth outcome data in a publicly accessible form</p> <ul style="list-style-type: none"> • On page 25, the strategic plan highlights youth workforce development activities. Outcome data on youth must be disaggregated to include various demographic markers such race, ethnicity, gender, age, income and educational level. By doing so, we will have a clearer understanding of which groups are having specific challenges and needs. <ul style="list-style-type: none"> ○ Local plan should include analysis of disaggregated data. This analysis should be publically accessible. If the analysis has yet to happen, we urge the plan to include the methodology of how OWDB will gather disaggregated data, and its proposed data analysis. ○ For Asian American, Native Hawaiian, and Pacific Islanders (AANHPI), the disaggregated groups should be reflective of the growing diversity of California’s AANHPI population: accounting for each major Asian group including but not limited to Chinese, Japanese, Filipino, Korean, Vietnamese,

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	<p>Asian Indian, Laotian, Hmong, Bangladeshi, Indonesian, Malaysian, Pakistani, Sri Lankan, Taiwanese, Thai, and Cambodian; and each major Pacific Islander group, including but not limited to, Hawaiian, Guamanian, Fijian, Tongan, and Samoan.</p> <p>Local Board Response: As part of its efforts around plan implementation, the OWDB will be digging deeper into priority populations that it can serve; more refined/granular analytics – particularly around demographic attributes of the populations being served – will help to improve this work.</p>
<p>Section: Page 26, Page 3</p>	<p>Comment: Include and specify supportive services for immigrant workers such as legal services and cultural competent care</p> <ul style="list-style-type: none"> • Oakland: Immigrants are the backbone of California’s economy and make up 18 percent of youth from the ages of 16 to 24. Page 26 mentions the demographic population of Oakland: 26 percent identify as foreign born and 27 percent speak a language other than English. We applaud the bilingual services under the Equal Access Office to increase participation of underrepresented groups such as immigrants and limited English speaking individuals. It is also critical to provide legal services, cultural competent care and dual language training into supportive services in workforce development strategies. <p>Local Board Response: The OWDB added additional language to the final plan to further explain how it will be using it as a platform to further develop a series of annual work plans that will further delineate measurable objectives, activities, timelines, and corresponding process and outcome measures. The aforementioned suggestions will be helpful as the OWDB begins to go through this process and has a better sense of the kinds of resources at its disposal to support them.</p>

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<p>Section: California Department of Rehabilitation, Page 19</p>	<p>Comment: Realign funds from corrections to rehabilitation.</p> <ul style="list-style-type: none"> On page 19, the strategic plan has identified the California Department of Rehabilitation as a partner. OWDB must allocate WIOA funding to current individuals, such as the reentry population, and individuals on parole. By aligning priorities and funding resources from corrections to rehabilitation, OWDB can play a leadership role in combating the stigma of hiring individuals with records and ensure that everyone has the opportunity to gain employment. In addition, expand the definition of reentry population to include individuals under state parole and require CBOs to be a part of reentry workforce development training programs. <p>Local Board Response: While the OWDB supports the principles espoused in this comment, the substance of it would indicate that the commenter has confused the California Department of Rehabilitation (www.dor.ca.gov), which serves as an employment and independent living resource for people with disabilities, with the California Department of Corrections and Rehabilitation (www.cdcr.ca.gov), which provides incarceration, supervision, and rehabilitation services to justice-involved individuals. The OWDB will prioritize services to both people with disabilities as well as justice-involved individuals.</p>
<p>Section: Page 5</p>	<p>Comment: Expand partnerships with community-based organizations to provide workforce development and training.</p> <ul style="list-style-type: none"> On page 5, youth services goals included partnerships between public, private, and community-based organizations. CBOs have direct, grassroots networks with the most vulnerable populations. Uplifting the work of CBOs will advance an equitable workforce development system and provide best practices for other organizations and employers when engaging with limited English individuals and the reentry populations. <p>Local Board Response: The OWDB currently contracts with community-based organizations (CBOs) across Oakland to provide services for youth and adults residing in the City of</p>

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	<p>Oakland. This is indeed done because it is well-understood that CBOs have the most direct connection with some of the most vulnerable populations and therefore are in the best position to provide appropriate services and support. The OWDB concurs with the premise that helping to communicate the value proposition and aggregate impact of this work is an important role to play, which is one of the reasons for the inclusion of a communications strategy that can support the workforce system goal for the City of Oakland.</p>
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Local Board Record of Comments

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input and its impact on the narrative in the local plan.

Local Plan Section	Comment/Response
Section: Vision, Goals, and Strategy of the Local Board and its Partners	Comment: Under Adult Services Goal: Given the high number of individuals in Oakland with criminal backgrounds, I will like to see more information about this population who is not just underserved, but one of the hardest to serve.
	Local Board Response: As described in the final version of the plan, the OWDB will be developing annual work plans that will delineate objectives, activities, timelines, and outcomes associated with each of the four (4) goal areas (including Adult Services). Additionally, there has been further refinement of the language in the final plan around priority populations, including justice-involved individuals.
Section: Required Information Pertaining to Specific Programs, Populations, and Partners	Comment: One of the most difficult populations are those with criminal records and there should be a specific focus for this population
	Local Board Response: The OWDB agrees that justice-involved populations have significant workforce development needs. The annual work plan and other processes, including increased coordination and engagement between the OWDB and the Alameda County Probation Department and Alameda County Community Corrections Partnership, will help to develop more specific objectives, activities, and supports to meet the employment needs of this population.

Local Board Record of Comments

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input and its impact on the narrative in the local plan.

Please provide these comments in the following format:

Local Plan Section	Comment/Response
Section: Local program alignment to implement State Plan policy strategies	<p>Comment: VACCEB suggests that within "ii. Support around Seven (7) Policies Identified in the State Plan", under Policy 5) Providing Supportive Services (page 12 of the draft) that the "vulnerable residents" in the first sentence are described so that they can be targeted for services. VACCEB suggests the addition of the following text: "(e.g., individuals with disabilities, formerly incarcerated individuals, single parents, limited English proficient (LEP) individuals, older individuals, homeless and other low-income individuals, long-term unemployed individuals, and former foster youth)" Additionally, VACCEB suggests that the words "seek to" are eliminated from the last sentence under Policy 5) Providing Supportive Services (page 12 of the draft). This will clarify that the OWDB will not just try to, but will actually expand the network of public, nonprofit, and other organizations in the City Of Oakland who can help to further strengthen the ecosystem of supportive services in the city.</p>
	<p>Local Board Response: The OWDB appreciates the input offered in these comments and has made various changes to the text in the final plan that includes more specificity around priority populations and the way in which it intends to expand and strengthen the network of organizations doing workforce development in the City of Oakland.</p>
Section: Required Information	Comment: Under requirement viii. "Coordination of WIOA Title I Activities with Adult

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<p>Pertaining to Specific Programs, Populations, and Partners</p>	<p>Education and Literacy Activities", VACCEB suggests that under the final bullet point of "WIOA Planning & WIOA Title II Applications", (on pages 28-29 of the draft) a description of Oakland's most vulnerable residents is provided. VACCEB suggests that the following text be added to the final sentence "(e.g., individuals with disabilities, formerly incarcerated individuals, single parents, limited English proficient (LEP) individuals, older individuals, homeless and other low-income individuals, long-term unemployed individuals, and former foster youth). Additionally, VACCEB suggests that the last sentence of the first paragraph under ix. "Services that Will Be Provided to Limited English Proficient Individuals" (page 29 of the draft) be modified to expand the languages spoken other than English. VACCEB suggests the end of the sentence be replaced with "15.9% speak Spanish, 5.9% speak an Asian-based language and more than 5.1% speak other languages."</p> <p>Local Board Response: The OWDB has made some modifications to language around priority populations at various points in the plan. The final version of the plan also incorporates the suggestion around more granular identification of languages as described above.</p>
<p>Section: Required Information Pertaining to Specific Programs, Populations, and Partners</p>	<p>Comment: VACCEB suggests that the words "fund and" are added to the first sentence of the third paragraph under ix. "Services that Will Be Provided to Limited English Proficient Individuals". This addition will highlight that the OWDB is aware that support also includes funding support to services providers who help meet the needs of the local population. The first sentence would read: "Against this backdrop, the OWDB is both sensitive and mindful to help fund and support the efforts of its contracted service providers to be equipped to meet the diverse linguistic and other needs that the local population requires."</p> <p>Local Board Response: The OWDB appreciates the suggestion about prioritizing the need of Limited English Proficient (LEP) populations, which is also a requirement and expectation of the California Workforce Development Board (CWDB). As the OWDB makes funding decisions on at least an annual basis through its budgeting process, recommendations around actual</p>

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	investments will be further delineated in annual work plans and other business processes that are part of the OWDB's regular operations. Also, because the word "support" includes the possibility of also providing funding, no change was made to the plan language.
Section: Required Information Pertaining to Specific Programs, Populations, and Partners	<p>Comment: VACCEB suggests the insertion of the following two paragraphs just before the last paragraph of section ix. "Services that Will Be Provided to Limited English Proficient Individuals": "In order to be more precise in helping the LEP community, we need to identify and be more precise in "counting" the different LEP communities (e.g., recent immigrants, permanent residents, refugees, asylees, etc.) in the City of Oakland and County of Alameda. Each LEP community has unique cultural characteristics that require different strategies to move them towards gainful employment. By counting these communities and have more refined breakouts of who they are, we can create specific solutions for their respective employment challenges. Given the influx of refugees and immigrants within the City of Oakland, more attention will be given to provide funding and support to this very vulnerable population so their preparation for employment can be expedited and their options for employment improved. Specifically, greater effort will be made to work with community-based organizations that serve underserved and hard to reach communities to assure information about services and benefits are reaching them and that they are availing themselves of these services and benefits proportionate to their respective population."</p> <p>Local Board Response: The OWDB agrees with many of the elements of the suggestions above and has incorporated some of this into the final version of its plan. As a four-year plan, the OWDB will be further delineating operational priorities and objectives in annual work plans that may potentially further inform and refine efforts around how it supports the different needs of various LEP populations in the City of Oakland.</p>

Local Board Record of Comments

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Local Plan Section	Comment/Response
Section: Vision, Goals, and Strategy of the Local Board and its Partners	<p>Comment: Goal statements are quite long with repetitive word use and repetitive themes. Goals are also very broad without any metrics set up that highlight specific priorities or approaches under each. Leaves little room to track progress towards goals. City of Oakland Economic Development plan lays out specific priorities and action items up front -- would recommend this document do the same. Goals don't give the reader a clear sense of where the need is/pain points are and what needs to be prioritized by the City under each categories. It's not enough to say "we must strengthen and organize x, y, z" -- why? how? For example, what is the current state of youth service delivery in Oakland? How is the City responding with concrete actions? Just in a few sentences. Bullets are easier to read than long paragraphs. Also, what does "meaningful" employment opportunities mean? Define.</p>
	<p>Local Board Response: The goals and strategies set forth in the OWDB strategic plan were clearly delineated across the four (4) domains that it is funded to do its work, including providing business services, investing in services for adult job seekers and workers, investing in services for youth and young adults, and enhancing local service coordination/system alignment. (It is worth noting that this latter activity is a particularly challenging one in Oakland for a variety of reasons, with language to this effect being added to the final plan given the release of a recent analysis of more than thirty interrelated organizations, initiatives, or other endeavors across the city.)</p> <p>Goal statements were established for each of four domains listed above, which in turn are supported by a set of strategies that were intentionally developed and written to serve as a</p>

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	<p>platform for the strategic work of the OWDB over the next four years. These statements are written in bullet-point format in Section A.ii of the local plan. To further clarify this point, the OWDB added additional language to this section of the plan to further explain how it will be using these goals and strategies as a platform to further develop a series of annual work plans that will further delineate measurable objectives, activities, timelines, and corresponding process and outcome measures that include – but also go well beyond – the required federally mandated Workforce Innovation and Opportunity Act (WIOA) performance measures to which it is ultimately held accountable and ensures that such funds continue to be allocated to support workforce development in the City of Oakland.</p>
Section: Local program alignment to implement State Plan policy strategies	<p>Comment: There is no connection between section A & B. This document is very easy to get lost in without referring back to what your top 5 or however many priorities are repeatedly. What is the theory of change connecting everything? Seems like a lot has been cut and paste without thinking of connecting content. There are state goals and local priorities and the connection/alignment to the goals in section A is not clear. A visual would help. How is OWDB strengthening West Oakland Job Resource Centers + Day Labor Centers? What is the need here and the specific, planned action in a sentence or two? How is KRA aligning with /supporting regional, sector specific employer engagement efforts such as SlingShot? p.9? These efforts seem fragmented.</p> <p>Local Board Response: Section A of the City of Oakland strategic workforce development plan outlines the strategic vision of the board and how it will support economic growth, as well as strategies that will align resources to achieve it. Section B of the plan addresses how the local plan aligns to statewide strategies and priorities in the context of the local workforce system. Accordingly, local (“top 5 or however many”) priorities are outlined in section A.ii. of the plan (refer to the response in the previous comment about the organization across four domains), while Section B connects these to the state plan.</p> <p>The OWDB concurs with the comment regarding visual aids to help facilitate communication around plan priorities and will be endeavoring to make these enhancements as the plan goes</p>

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	<p>through the review and approval process. This exercise should be especially helpful in light of the fact that the local workforce system in Oakland is both complex and robust (the OWDB's investments in it are arguably among the smallest and most targeted), underscoring the need for enhanced coordination and alignment of these investments to maximize their impact on both businesses and residents.</p> <p>The OWDB is fortunate to operate in one of the largest and most robust Metropolitan Statistical Areas (MSAs) in the United States. Understanding that employers operate in regional economies and labor markets, WIOA calls for regional planning efforts (and actual plans) to address the needs of businesses and employers in regions. To this end, much of the industry sector work is regional in nature, supported by local service delivery. The OWDB is cognizant of the need to bring these two pieces into greater alignment and will be doing so as it develops work plans that support the business services goal and strategies set forth in the plan.</p>
<p>Section: Detail on specified services and service delivery strategies</p>	<p>Comment: Section C starting on p.13 serves what purpose? Informational? Seems to hold a lot of repetitive information that has been copied and pasted without connection to goals/priorities. I don't leave this document with a clear sense of what needs/gaps the OWDB will address in the next 3 years or how. Specific actions. Refer to City of Oakland's Economic Development Plan.</p> <p>Local Board Response: The OWDB has structured its plan in accordance with the guidance and framework provided by the California Workforce Development Board (CWDB) and California Employment Development Department (EDD), the specifics of which can be found here: http://www.edd.ca.gov/Jobs_and_Training/pubs/wsd16-07.pdf. Section C of the framework includes several specific questions about how the local board will work with statutorily mandated "core programs", co-enrollment into career pathways programs, and</p> <p>As of the time of this writing, the "City of Oakland's Economic Development Plan" remains in draft form. Having had access to draft versions of this plan, the OWDB carefully took into</p>

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	account various elements and priorities outlined in the Economic Development Plan – as well as the larger Oakland landscape – in developing goals and strategies for its four year workforce development strategic plan. As the OWDB will be developing annual work plans that specify objectives, activities, etc., the commenter should expect to see more details around this as it moves forward with its work.
Section: America's Job Centers of California (AJCC) information	Comment: D. Having these info sections, is great...for info. But how do they connect to the strategy and planned actions of City of Oakland? Really hard to read through long paragraphs of information without understanding how it connects or what the takeaways should be.
	Local Board Response: As stated in the response to the previous comment, the OWDB has structured its plan in accordance with the guidance and framework provided by the California Workforce Development Board (CWDB) and California Employment Development Department (EDD). Section D of the framework has eight (8) required sub-sections, including statutorily required elements related to compliance with the Americans with Disabilities Act (ADA), agreements related to resource-sharing and service delivery between WIOA-required partners, and array of other issues. Accordingly, they were given less than three (3) pages of ink (pages 18-21 in the draft) in plan framework that stipulated a maximum of thirty-five (35) pages, for the OWDB agrees that the connectivity of these elements to the larger vision, mission, goals, and strategies can be a difficult thread to follow.



ITEM-II.b. ACTION

To: Oakland Workforce Development Board

From: OWDB Staff

Date: March 14, 2017

Re: Adult and Youth Performance Reports

RECOMMENDATION:

That the WDB continue to convene the *Ad-Hoc* Performance Committee to develop a formalized dashboard that will track key metrics about program results and help facilitate resource allocation to service providers. A final tool will be presented for adoption by May 2017.

BACKGROUND:

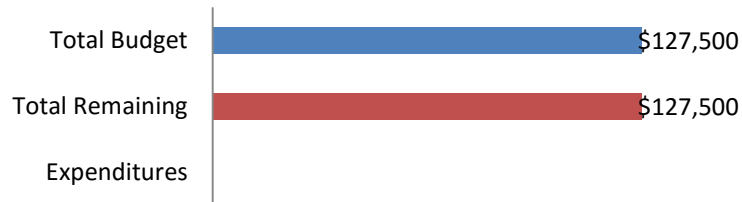
On March 2, 2017 the ad-hoc performance committee met to review system-wide and individual provider program performance and made recommendations for a preliminary reporting format.

The following page includes data sets that were discussed and will be included in the final dashboard tool. Fiscal data was gathered from Oracle, the City's financial management database on March 7, 2017 and performance data was gathered from CalJOBS on February 17, 2017.

MERRITT COLLEGE

Budget

FY 2016-17 budget through 3/7/17



Enrollments

FY 2016-17 enrollments to-date

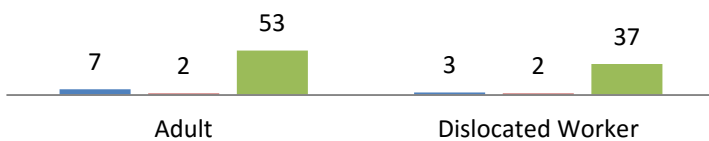
■ Goal ■ New Enrollments ■ Carryover



Employment

FY 2016-17 placements to-date

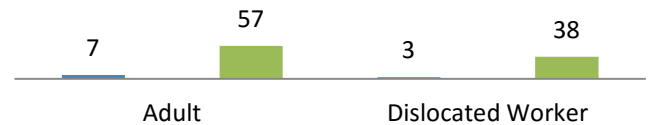
■ Exited ■ Employed ■ Goal



Attainment

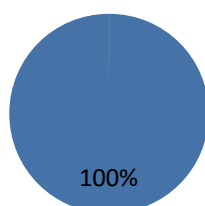
FY 2016-17 credentials to-date

■ Exited ■ Credentialed ■ Goal



Length of time in program

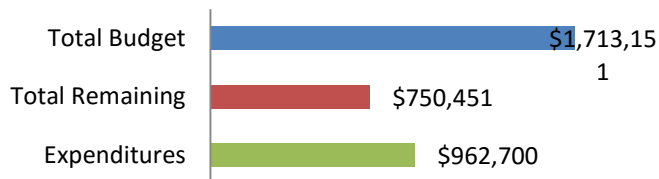
■ 0-6 months ■ 6-12 months ■ 1 year
■ 2 years ■ 3 years ■ 4+ years



OAKLAND PRIVATE INDUSTRY COUNCIL

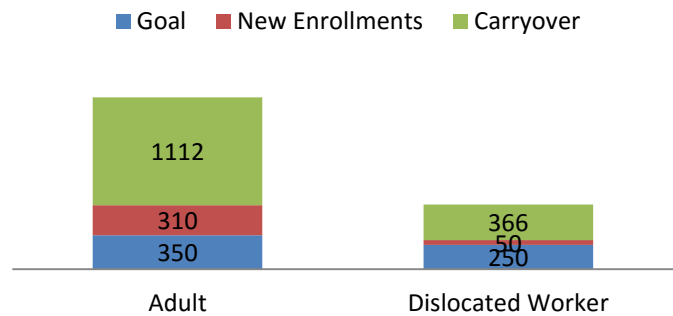
Budget

FY 2016-17 budget through 3/7/17



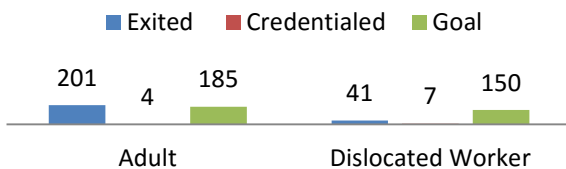
Enrollments

FY 2016-17 enrollments to-date



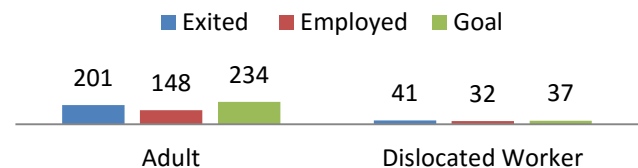
Attainment

FY 2016-17 credentials to-date



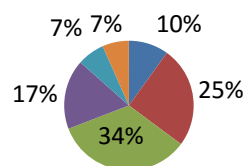
Employment

FY 2016-17 placements to-date



Length of time in program

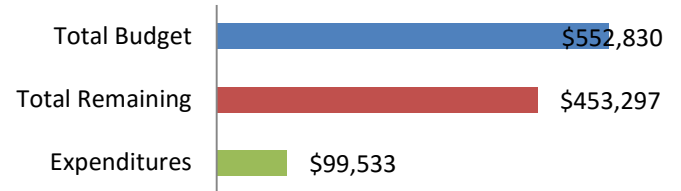
0-6 months 6-12 months 1 year
2 years 3 years 4+ years



UNITY COUNCIL

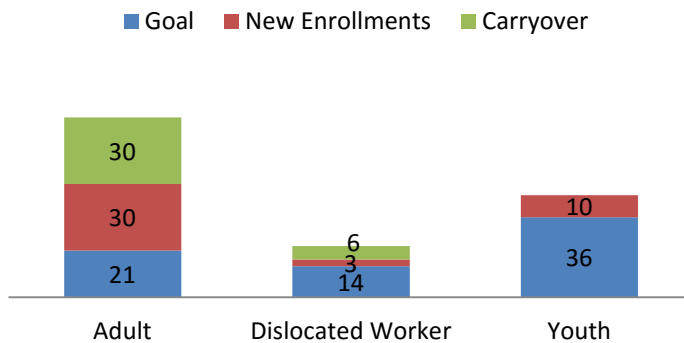
Budget

FY 2016-17 budget through 3/7/17



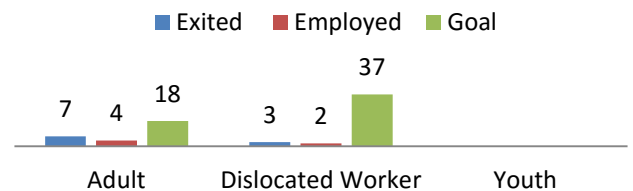
Enrollments

FY 2016-17 enrollments to-date



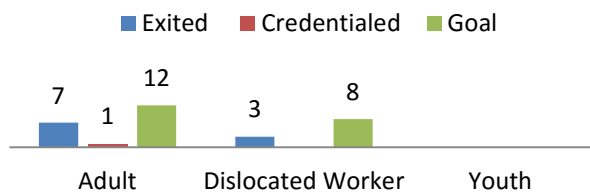
Employment

FY 2016-17 placements to-date



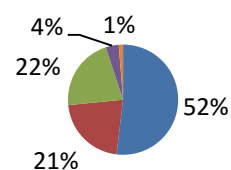
Attainment

FY 2016-17 credentials to-date



Length of time in program

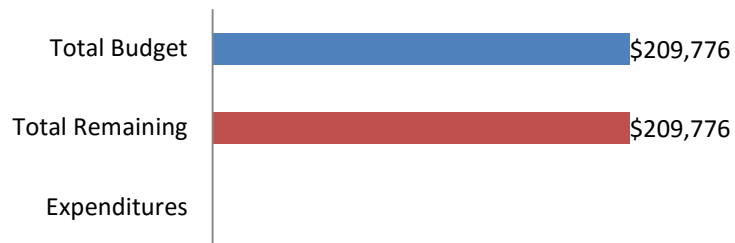
0-6 months 6-12 months 1 year 2 years 3 years 4+ years



BAY AREA COMMUNITY RESOURCES

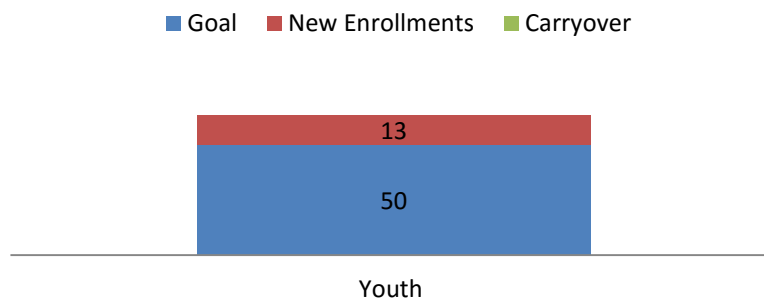
Budget

FY 2016-17 budget through 3/7/17



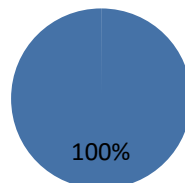
Enrollments

FY 2016-17 enrollments to-date



Length of time in program

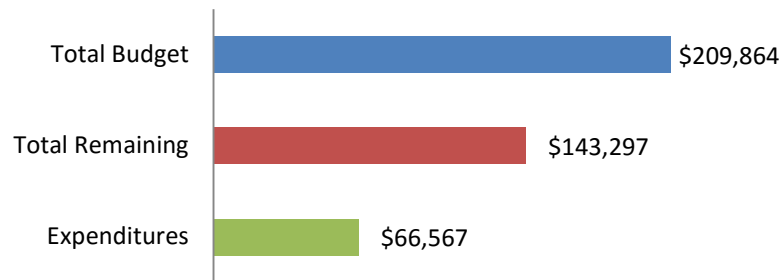
■ 0-6 months ■ 6-12 months ■ 1 year
■ 2 years ■ 3 years ■ 4+ years



CIVICORPS

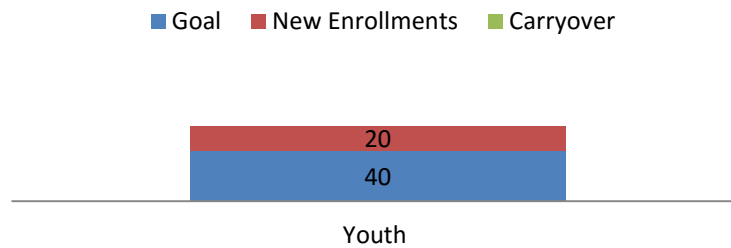
Budget

FY 2016-17 budget through 3/7/17



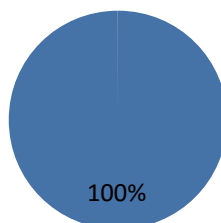
Enrollments

FY 2016-17 enrollments to-date



Length of time in program

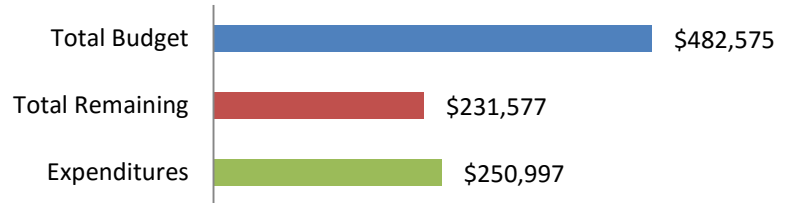
Legend: 0-6 months (Blue), 6-12 months (Red), 1 year (Green), 2 years (Purple), 3 years (Teal), 4+ years (Orange)



LAO FAMILY

Budget

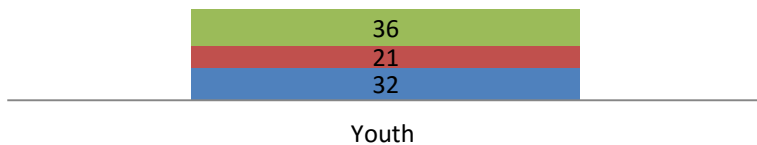
FY 2016-17 budget through 3/7/17



Enrollments

FY 2016-17 enrollments to-date

■ Goal ■ New Enrollments ■ Carryover



Attainment

FY 2016-17 credentials to-date

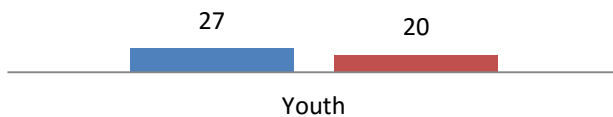
■ Exited ■ Credentialed



Placement

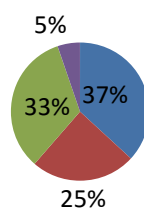
FY 2016-17 placements to-date

■ Exited ■ Placed



Length of time in program

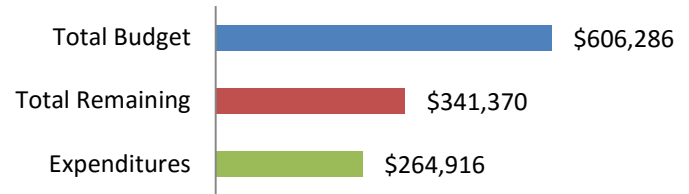
■ 0-6 months ■ 6-12 months ■ 1 year
■ 2 years ■ 3 years ■ 4+ years



YOUTH EMPLOYMENT PARTNERSHIP

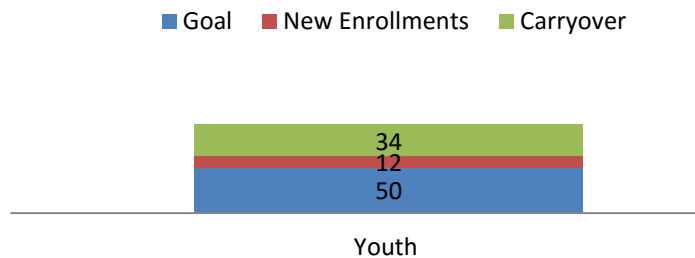
Budget

FY 2016-17 budget through 3/7/17



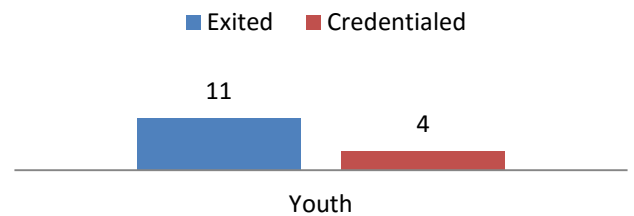
Enrollments

FY 2016-17 enrollments to-date



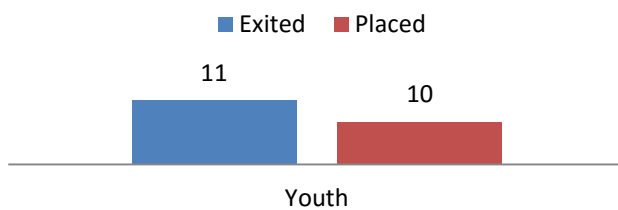
Attainment

FY 2016-17 credentials to-date



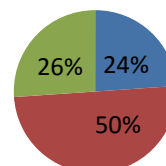
Placements

FY 2016-17 placements to-date



Length of time in program

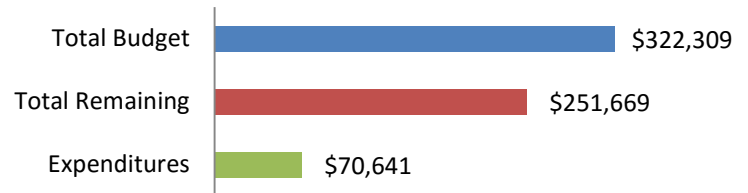
Legend: 0-6 months (Blue), 6-12 months (Red), 1 year (Green), 2 years (Purple), 3 years (Teal), 4+ years (Orange)



YOUTH RADIO

Budget

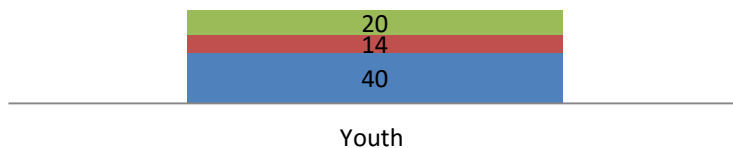
FY 2016-17 budget through 3/7/17



Enrollments

FY 2016-17 enrollments to-date

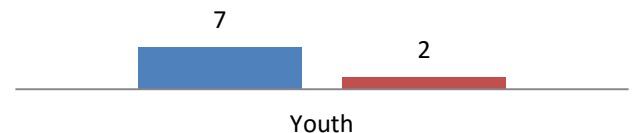
■ Goal ■ New Enrollments ■ Carryover



Placements

FY 2016-17 placements to-date

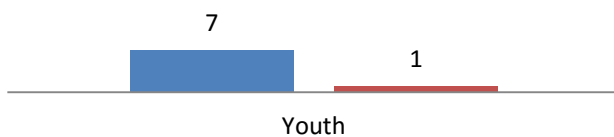
■ Exited ■ Placed



Attainment

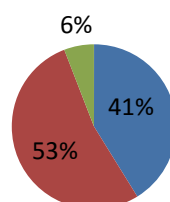
FY 2016-17 credentials to-date

■ Exited ■ Credentialed



Length of time in program

■ 0-6 months ■ 6-12 months ■ 1 year
■ 2 years ■ 3 years ■ 4+ years

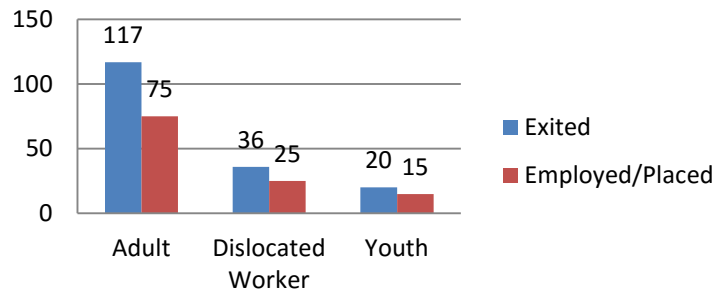


Second Quarter WIOA performance is not yet available. The tables below are as presented at the February 2, 2017 meeting of the Oakland Workforce Development Board.

**First Quarter (July – September)
FY 2016-17 WIOA Performance**

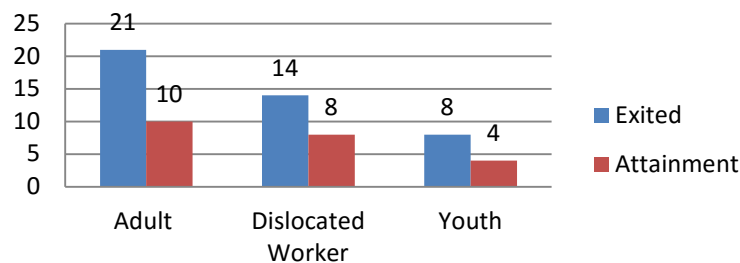
*Note: Median earnings are not yet available

**Employment or Education
(2nd Quarter after Exit)**



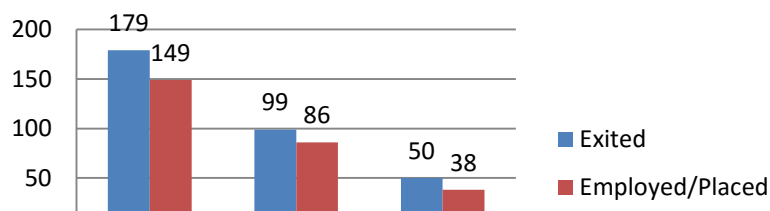
% of Employed Adult: 64% | Success Rate: 91.6%
% of Employed Dislocated Worker: 69% | Success Rate: 96.5%
% of Employed/Placed Youth: 75% | Success Rate: 113.6%

Credential Attainment



% of Attainment Adult: 48% | Success Rate: 85.0%
% of Attainment Dislocated Worker: 57% | Success Rate: 81.6%
% of Attainment Youth: 50% | Success Rate: 86.2%

**Employment or Education
(4th Quarter after Exit)**



% of Employed Adult: 83% | Success Rate: 126.1%
% of Employed Dislocated Worker: 87% | Success Rate: 124.1%
% of Employed/Placed Youth: 76% | Success Rate: 131.0%

Oakland Workforce Development Board

2017 Meeting Calendar

Per the Bylaws:	1 st Thursday, February, May, August, and November (8:30-11:00am)
February 2017	Thursday November 2, 2017
May 2017	Thursday May 4, 2017
August 2017	Thursday August 3, 2017
November 2017	Thursday November 2, 2017