



**OAKLAND
WORKFORCE DEVELOPMENT BOARD
REGULAR FULL BOARD MEETING**

Thursday, November 6, 2025

9:00 a.m. – 11:00 a.m.

Hearing Room #3

Oakland City Hall





Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email hlindsay@oaklandca.gov. or call (510) 238-3474 or (510) 238-3254 for TDD/TTY five days in advance.

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OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

REGULAR FULL BOARD MEETING

November 6, 2025
9:00 a.m. – 11:00 a.m.

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

PUBLIC PARTICIPATION

The public may observe and/or participate in this meeting many ways.

OBSERVE: To observe the meeting by video conference, please click on this link: <https://us06web.zoom.us/j/89398087531?pwd=GvXgkyEubNnNUadltAoTPMX5T4tIEs.1> at the noticed meeting time. Instructions on how to join a meeting by video conference is available at: <https://support.zoom.us/hc/en-us/articles/201362193> –joining-a-Meeting

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COMMENT:

Public comment is not available for remote participation at this time. If you would like to comment on an item remotely, please submit written comments 24 hours in advance by email to owdb@oaklandca.gov or appear in person.

If you have any questions, please email: owdb@oaklandca.gov

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

REGULAR FULL BOARD MEETING

City Hall, 1 Frank H. Ogawa Plaza, Oakland, CA
Hearing Room 3

Thursday November 6, 2025
9:00 a.m. – 11:00 a.m.

AGENDA

Members of 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. Issues that the public wishes to address that are not published on the agenda will be heard during the Public Forum section. You will have 2-minutes to speak on the item.

I. PROCEDURAL ITEMS

- a. Call to Order and Roll Call
- b. Chair Remarks
- c. Approval of Minutes (Action) – August 7, 2025

II. ACTION ITEMS

- a. Approve OWDB FY 25-26 Budget Update

III. INFORMATIONAL ITEMS

- a. WIOA PY 24-25 Performance Report
- b. 2025 Mayor’s Summer Youth Employment Program Report/Presentation
- c. Center for Employment Opportunities (CEO) Presentation

IV. PUBLIC FORUM

For items that members of the public wish to address that are NOT on the agenda.

V. STAFF REPORTS

VI. ANNOUNCEMENTS

VII. CLOSING REMARKS & ADJOURN

**NEXT SCHEDULED FULL BOARD MEETING
THURSDAY, FEBRUARY 5, 2026
9:00 AM-11:00 AM**

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.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

**Regular Full Board Meeting
Thursday, August 7, 2025
8:30 AM – 11:00 AM**

MINUTES

The meeting was called to order by **Chair September Hargrove** at 8:44 a.m.

ROLL CALL

Tatiana Newman-Wade, September Hargrove, Monica Morris, Pete May, Aaron Johnson, Louis Quindlen, Kalpana Oberoi, Becky Opsata, Ching Wang, Jason Gumataotao, Kim Jones, Lee McMurtray, Megan Nazareno. (Quorum Established)

Excused: Della Randolph

Absent: Megan Nazareno

Members of the public who wish to address the board on items noticed on the agenda, should complete a speaker card before the agenda item is discussed. Each speaker will have two minutes to speak on the item. Staff will be keeping time and will notify you when your two minutes are complete. Public comment is not available for remote participation. The public may address, items not published on the agenda, during the Public Forum section at the end of the meeting.

APPROVAL OF MINUTES - ACTION

Chair September Hargrove requested a motion to approve the minutes for May 1, 2025.

Board Member Louis Quindlen moved **Board Member Aaron Johnson** second to accept minutes with corrections.

Motion Passed: Tatiana Newman-Wade, September Hargrove, Monica Morris, Aaron Johnson, Louis Quindlen, Kalpana Oberoi, Ching Wang, Jason Gumataotao, Kim Jones, Lee McMurtray.

Ayes: 10

Abstention: Pete May, Becky Opsata

Introduction of New Board Members

Becky Opsata - Laney College
Monica Morris Satterfield - Kaiser Permanente

III. ACTION ITEMS

a. Approve Updated Advance Payment Training Policy

Staff member Lindsey presented the Purpose, Scope & Policy: Purpose of this policy establishes the guidelines which service providers contracted by OWDB may request, manage and receive payment advances. Scope this policy applies to service providers who are contracted by the OWDB to manage WIOA funded training activities. Policy advances that align with federal and state requirements.

Sofia Navarro Executive Director of the Board added that the policy was first presented in November 2024, since then there have been revisions from EDD and the city Controller. The current edits reflect updates made after the version reviewed by the Executive Committee in June.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Public Comment: Richard de Jauregui Oakland Private Industry Council (OPIC)

Board Member Louis Quindlen inquired if this is a mandatory policy, can the language be changed to reflect that it is a mandatory statute.

***Sofia Navarro Executive Director of the Board** stated that the city Controller requires documentation and follow up on advance payments, despite prior amendments, delaying implementation, moving forward with the current language staff recommendation is to adopt, to avoid further delays in paying providers. Staff will monitor requests and updates and then revisit the policy with the disbursements provided.*

Chair September Hargrove asked how often will staff request are made updates how are we to track and monitor.

Board Member Tatianna Newman-Wade discussed challenges regarding the feasibility of accommodating providers payment. Concern was expressed that providers seeking faster payments may continue to experience delays due to the City's payment timelines.

***Sofia Navarro Executive Director of the Board** provided the process for providers payment and timing.*

Chair September Hargrove requested a motion.

Board Member Louis Quindlen moved **Board Member Ching Wang** second to accept the contract.

Motion Passed: Tatiana Newman-Wade, September Hargrove, Monica Morris, Pete May, Aaron Johnson, Louis Quindlen, Kalpana Oberoi, Becky Opsata, Ching Wang, Jason Gumataotao, Kim Jones, Lee McMurtray.

Ayes: 12

III. ACTION ITEMS

b. Approve Updating Bylaws – Time Change

RECOMMENDATION

Adopt a resolution amending Article VI, Section A and Article VII, Section A of the Oakland Workforce Development Board (OWDB) Bylaws to adjust the start time of the Regular Full Board meetings and the Executive Committee Meetings from 8:30 a.m. to 9:00 a.m. effective immediately.

***Sofia Navarro Executive Director of the Board** presented recommendation.*

Public Comment: None

Board Member Aaron Johnson asked whether the board is required to set meeting times in its charter or if scheduling could be left to the discretion of the executive director of the board?

Naree Chan Deputy City Attorney noted that the brown act requires one regular meeting, times can be adjusted through special meetings, raising the question of whether the board is constrained to a fixed schedule or has flexibility.

Chair September Hargrove requested a motion.

Board Member Aaron Johnson moved **Board Member Kalpana Oberoi** second to adopt amendment to change bylaws board meeting time from 8:30 to 9:00 a.m.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Motion Passed: Tatiana Newman-Wade, September Hargrove, Monica Morris, Pete May, Aaron Johnson, Louis Quindlen, Kalpana Oberoi, Becky Opsata, Ching Wang, Jason Gumataotao, Kim Jones, Lee McMurtray.

Ayes: 12

Noes: 0

IV. INFORMATIONAL ITEMS

a. FY 2025–26 OWDB Budget Update and Request for Recommendations

RECOMMENDATION

That the Oakland Workforce Development Board (OWDB) receive the updated FY 2025–26 OWDB Budget Report and provide recommendations on how to allocate increased Workforce Innovation and Opportunity Act (WIOA) Title I formula and California Volunteers funds.

Staff Member Lindsay provided an update on the 2025 – 26 budget report and requested recommendations from board on the allocation of additional WIOA Title 1 funds a increase of \$1.4 million. Adult \$419,842, Dislocated Worker \$361,718, Rapid Response \$228,469, Youth \$386,654.

Options presented to the board. **Option 1:** Increase allocations to existing service providers, **Option 2:** Set aside funds to support the upcoming RFP, **Option 3:** Maintain a contingency reserve. Staff recommends Option 3, maintaining a contingency reserve by setting aside additional funds for the upcoming RFP. Under WIOA, 80% of funds must be allocated in the program year, with up to 20% available for discretionary reserve.

Public Comment: Michele Clark Youth Employment Partnership (YEP)
Richard de Jauregui Oakland Private Industry Council (OPIC)

Board Members had questions regarding whether unallocated funds could be held for future use? noting that many government funds are use-it-lose it. A question was asked if funds could be distributed across multiple options? Members shared that they would be interested in the new RFPs especially as board consider new service models. How are COLAs handled in providers contracts, do providers typically include COLAs in their proposals? Is it possible to use a 40/40 split between youth and adult providers.

Staff clarified that funding can't be held beyond the designated allocation period. Staff noted that multiple funding options could be considered based on the board's preference. Staff also stated that COLA adjustments could be applied across all providers and that invoices are received that the standard processing procedures are followed.

Naree Chan Deputy City Attorney shared that Council resolutions generally allow for such provisions; staff could review the possibility of incorporating COLA into the provider contract.

Sofia Navarro Executive Director of the Board explained in detail the contract with Golden State Works Grant and their provider, Center for Employment Opportunities Inc. (CEO) since 2011 to present.

Board Member Kim Jones emphasized that the key concern is not whether funding will be available, but how it can be used and who may be served how are you serving with potential federal restrictions on serving undocumented students, our focus moving forward must be on ensuring equity, access and compliance.

IV. INFORMATIONAL ITEMS

b. Key Features and Elements of FY 26-28 OWDB Request for Proposals (RFP)

David Snider Contractor explained that the OWDB staff is in the process of developing a RFP to procure service providers for the contract period that begins July 1, 2026 – July 2028. WIOA title

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1, is the jurisdiction where the OWDB has authority for the City of Oakland. these programs and services will be sought through the RFP. Adult Program and Dislocated Worker Program Career Services, Youth Program Services, One-Stop Operator Services system coordination and operational oversight, Business Intermediary Services system liaison with business and industry. Priorities include stronger collaboration with partners, flexible and diverse funding, better business engagement, and reliable data systems. A timeline draft was shared for the RFP release and steps toward selecting and contracting providers. The OWDB will operate a high performing workforce system focused on strong results. Effective coordination, skilled participants, and targeted investment in industry aligned training are essential. OWDB programs will collaborate closely with system partners and maintain full compliance with federal, state, and local regulations

IV. INFORMATIONAL ITEMS

c. Ad-Hoc Committee Updates

Cristy Limon Johnston Deputy Director of EWDD manages the Business Development division, shared that ongoing city efforts to engage industry leadership through the Economic Development Action Plan and the General Plan update collaboration with employers is underway to identify key job centers and strengthen business attraction, retention, and investment particularly in the healthcare sector. Staff emphasized coordination among departments and committees to ensure alignment and noted the importance of individualized employer engagement. Efforts will align with the mayor's ongoing work with the nonprofit community.

Public Comment: None

V. PUBLIC FORUM:

For items that members of the public wish to address that are NOT on the agenda.

Michelle Clark Youth Employment Partnership and Richard de Jauregui Oakland Private Industry Council.

VI. STAFF REPORTS: The Oakland Forward Progress Report will be presented at the next meeting November 6th.

VII. ANNOUNCEMENTS: None

VIII. CLOSING REMARKS & ADJOURNMENT

Chair September Hargrove adjourned meeting at 11:02

NEXT SCHEDULED REGULAR FULL BOARD MEETING

Thursday, November 6, 2025

Hearing Room #3

9:00 a.m. – 11:00 a.m.



ITEM. IIa. - ACTION

To: Oakland Workforce Development Board
From: OWDB Staff
Date: November 6, 2025
Re: Funding Recommendations for 2025-26 WIOA Program

RECOMMENDATION

That Board accepts the Executive Committee’s recommendation to allocate the FY 2025–26 WIOA funding increase of approximately \$1.4 million as follows:

- 50% (\$698,352) of the increase, of which, \$584,109 (Adult, DW and Youth) is distributed to service providers and \$114,243 (Rapid Response) is retained in-house;
- 35% (\$488,419) reserved for new contracts in the next Request for Proposal (RFP) cycle FY 2026-2029;
- 15% (\$209,552) for contingency and system capacity-building

EXECUTIVE SUMMARY

The State of California released planning estimates for FY 2025–26, resulting in a net increase of approximately \$1.4 million to the City of Oakland’s WIOA allocation (from \$3.45M to \$4.85M). This increase includes:

- Adult: +\$419,842
- Dislocated Worker: +\$361,718
- Youth: +\$386,654
- Rapid Response: +\$228,469 (retained in-house)

This report provides options for allocating these increases, including adjustments to service provider contracts, a set-aside for new contracts, and contingency for system capacity building.

ANALYSIS AND POLICY ALTERNATIVES

Staff recommends the following approach:

1. Apply 50% of the increase in Adult, Dislocated Worker and Youth funds as proportional inflationary adjustments to existing service provider contracts to cover increased costs such as staffing costs, rent, insurance, and other without reducing participant services. Be advised that the Rapid Response portion of these funds are retained in-house to support employer engagement, WARN response, layoff aversion, worker orientations, and required reporting/coordination activities. (\$698,352)

Table 1: Proposed Increases to Service Provider Contracts

WIOA Adult			
Service Provider	FY25-26 Contract	Proportional Increase (50%)	Proportional %
Lao Family	\$153,741	\$28,398	13.53%
Mandela Partners	\$135,000	\$24,936	11.88%
OPIC (Comprehensive + Affiliate AJCC)	\$579,586	\$107,056	51.00%
Swords to Plowshares	\$114,410	\$21,133	10.07%
Unity Council	\$153,741	\$28,398	13.53%
TOTAL	\$1,136,478	\$209,921	100%
WIOA Dislocated Worker			
Service Provider	FY25-26 Contract	Proportional Increase (50%)	Proportional %
Lao Family	\$147,941	\$27,572	15.24%
OPIC (Comprehensive + Affiliate AJCC)	\$564,391	\$105,186	58.16%
Swords to Plowshares	\$110,157	\$20,530	11.35%
Unity Council	\$147,941	\$27,572	15.24%
TOTAL	\$970,430	\$180,860	100%
WIOA Youth			
Service Provider	FY25-26 Contract	Proportional Increase (50%)	Proportional %
Genesys Works	\$178,550	\$29,292	15.15%
Lao Family	\$249,970	\$41,009	21.21%
Unity Council	\$249,970	\$41,009	21.21%
YEP	\$249,970	\$41,009	21.21%
Youth Uprising	\$249,970	\$41,009	21.21%
TOTAL	\$1,178,430	\$193,328	\$1

Program Performance Summary

Over the past three program years, OWDB-funded providers served more than 1,100 participants across Adult, Dislocated Worker, and Youth programs. Training participation rose by 12%, employment outcomes increased by 10%, and median wages grew from \$24.50/hour to \$26.90/hour. The overall cost per employment remained below \$5,000, demonstrating strong cost-efficiency and return on investment despite flat funding levels.

Table 2: Adult Program Outcomes

Provider	Funding	Served			Training			Employed			FY 24–25		
		FY 22–23	FY 23–24	FY 24–25	FY 22–23	FY 23–24	FY 24–25	FY 22–23	FY 23–24	FY 24–25	Median Wage	Cost / Participant	Cost / Employment
Lao Family Community Development	\$153,741	67	72	75	31	34	38	29	31	32	\$26.40	\$2,050	\$4,804
Oakland Private Industry Council	\$185,000	80	85	92	35	39	44	33	36	40	\$27.10	\$2,011	\$4,625
Spanish Speaking Unity Council	\$153,741	61	66	70	28	31	34	26	29	30	\$25.95	\$2,196	\$5,125
Mandela Partners	\$135,000	49	52	55	22	24	27	19	21	23	\$26.75	\$2,455	\$5,870

Table 3: Trend Summary Adult Program (FY 2022–25)

Provider	% Change Served	% Change Training	% Change Employment	% Change Wage	Overall Trend
Lao Family Community Development	12%	23%	10%	4%	↑ Steady growth
Oakland Private Industry Council	15%	26%	21%	3%	↑ Consistent improvement
Unity Council	14%	21%	15%	→ 0%	→ Stable performance
Mandela Partners	12%	23%	21%	2%	↑ Moderate gains

Adult providers show sustained growth in participant and training volume, with stable employment outcomes and modest wage increases.

Table 4: Dislocated Worker Program Outcomes

Provider	Funding	Served			Training			Employed			FY 24-25		
		FY 22-23	FY 23-24	FY 24-25	FY 22-23	FY 23-24	FY 24-25	FY 22-23	FY 23-24	FY 24-25	Median Wage	Cost / Participant	Cost / Employment
Lao Family Community Development	\$147,941	42	46	48	19	21	23	18	20	21	\$28.25	\$3,082	\$7,045
Oakland Private Industry Council	\$182,000	59	62	67	25	27	29	23	26	28	\$29.10	\$2,716	\$6,500
Spanish Speaking Unity Council	\$147,941	41	44	46	18	20	22	16	18	19	\$27.80	\$3,215	\$7,786
Swords to Plowshares	\$110,157	33	35	37	14	15	17	13	14	15	\$30.40	\$2,977	\$7,344

Table 5: Trend Summary Dislocated Worker Program (FY 2022-25)

Provider	% Change Served	% Change Training	% Change Employment	% Change Wage	Overall Trend
Lao Family Community Development	14%	21%	17%	3%	↑ Moderate growth
Oakland Private Industry Council	13%	18%	22%	2%	↑ Strong placement trend
Spanish Speaking Unity Council	12%	20%	19%	2%	↑ Consistent outcomes
Swords to Plowshares	10%	21%	15%	5%	↑ Strong wage gains

Dislocated Worker providers continue serving fewer but higher-barrier participants with consistent wage improvements.

Table 6: Youth Program Outcomes

Provider	Funding	Served			Training			Employed			24-25		
		FY 22-23	FY 23-24	FY 24-25	FY 22-23	FY 23-24	FY 24-25	FY 22-23	FY 23-24	FY 24-25	Median Wage	Cost / Participant	Cost / Employment
Lao Family Community Development	\$249,970	93	98	102	51	54	58	45	47	50	\$21.10	\$2,450	\$4,999
Spanish Speaking Unity Council	\$249,970	91	95	100	50	52	55	43	45	48	\$20.85	\$2,499	\$5,208
Youth Employment Partnership	\$249,970	120	125	130	70	73	78	63	66	69	\$21.45	\$1,923	\$3,623
Genesys Works Bay Area	\$178,550	78	82	87	46	49	52	40	42	45	\$22.10	\$2,052	\$3,968
Youth Uprising	\$249,970	89	93	97	48	51	54	42	44	47	\$20.60	\$2,577	\$5,318

Table 7 : Trend Summary Youth Program (FY 2022–25)

Provider	% Change Served	% Change Training	% Change Employment	% Change Wage	Overall Trend
Lao Family Community Development	10%	14%	11%	4%	↑ Steady improvement
Spanish Speaking Unity Council	10%	10%	12%	3%	↑ Consistent progress
Youth Employment Partnership	8%	11%	9%	6%	↑ Sustained gains
Genesys Works	11%	13%	12%	4%	↑ Balanced growth
Youth Uprising	9%	11%	12%	→ 0%	→ Steady performance

Youth providers achieved steady growth in participation, training, and employment with rising median wages (from \$19/hr to \$21/hr). Cost-efficiency remained strong across all subgrantees.

Across all WIOA programs, providers demonstrated consistent or improving outcomes from FY 2022 through FY 2025. Median wages rose across program years while cost-per-participant stayed below \$5,000 across most programs. Flat funding levels continue to stretch provider capacity. Staff is recommending proportional increases to maintain service quality and equity.

2. Reserve 35% for new contracts in the next RFP cycle. The Board is provided the flexibility to fund eligible providers under the upcoming RFP, expanding the range of services available to jobseekers and employers. This set-aside ensures that the Board has the resources to bring on service providers through the competitive procurement process and ensuring that the majority of the new funds remain dedicated to direct services. (\$488,419)

3. Dedicate 15% to contingency and system capacity building. EDD allows this flexibility in WSD16-16 (Allowable Uses of WIOA Funds) - confirms that system-building activities such as staff development and coordination are allowable; WSD19-06 (Financial Reporting Requirements) - permits local boards to establish contingency or reserve accounts if expenditures remain tied to WIOA objectives; and WSD24-09 (Local Area Designation and Board Certification for PY 2025–27) - outlines the responsibility of boards to oversee and invest in system capacity. This set-aside provides a small cushion against future reductions, audit findings, or compliance issues, while also investing in professional development, technical assistance, financial management improvements, and convening. This reserve also positions the OWDB to respond to emerging federal priorities under WIOA reauthorization, while maintaining local flexibility. (\$209,552)

OAKLAND WORKFORCE DEVELOPMENT BOARD

RESOLUTION NO. 25-

A RESOLUTION AUTHORIZING THE FY 2025–26 WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) FUNDING INCREASE IN AN AMOUNT NOT TO EXCEED ONE MILLION THREE HUNDRED NINETY-SIX THOUSAND AND SIXTY-FIVE DOLLARS (\$1,396,065) AND APPROVING THE PROPORTIONAL DISTRIBUTION TO SERVICE PROVIDERS, NEW CONTRACTS, AND SYSTEM CAPACITY

WHEREAS, the Oakland Workforce Development Board (OWDB or Board) is mandated to oversee the expenditure of federal Workforce Innovation and Opportunity Act of 2014 (WIOA) funding in partnership with the Mayor as local chief elected official in a designated workforce development area such as the City of Oakland (City), and the Mayor has designated the City Administrator to act on the Mayor’s behalf on all WIOA administrative matters; and

WHEREAS, the Board’s budget is made up of multiple funding streams that support the City’s workforce development efforts; and

WHEREAS, the State of California Employment Development Department (EDD) released its FY 2025–26 planning estimates resulting in a net increase of One Million Three Hundred Ninety-Six Thousand and Sixty-Five Dollars (\$1,396,065) in WIOA formula funds to the City; and

WHEREAS, the increases specifically include Four Hundred Nineteen Thousand Eight Hundred Forty Two Dollars (\$419,842) in Adult, Three Hundred Sixty-One Thousand Seven Hundred Eighteen Dollars (\$361,718) in Dislocated Worker, Three Hundred Eight-Six Thousand Six Hundred Fifty-Four Dollars (\$386,654) in Youth, and Two Hundred Twenty-Eight Thousand Four Hundred Sixty-Nine Dollars (\$228,469) in Rapid Response funds; and

WHEREAS, the Board supports the proportional allocation of the FY 2025–26 increase as follows:

- 50% (\$698,352) to service provider contracts for inflationary adjustments and cost stabilization across Adult, Dislocated Worker, and Youth programs (including \$584,109 to providers (as described in **Attachment A**) and \$114,243 retained for Rapid Response operations);
- 35% (\$488,419) reserved for new contracts under the upcoming FY 2026–2029 Request for Proposals (RFP) cycle to expand services and respond to emerging workforce priorities; and
- 15% (\$209,552) for contingency and system capacity-building consistent with EDD policy guidance (WSD16-16, WSD19-06, and WSD24-09); and

WHEREAS, these allocations are consistent with the Board’s Strategic and Local Plans and align with federal and state directives to ensure equitable, data-driven investment of WIOA funds; now, therefore, be it

RESOLVED: That the Board authorizes the allocation of the FY 2025–26 WIOA funding increase as described above and in **Attachment A**; and be it

FURTHER RESOLVED: That the Board authorizes staff to implement proportional provider adjustments, reserve funds for the upcoming RFP cycle, and maintain a contingency for system capacity building and compliance; and be it

FURTHER RESOLVED: That the Board is hereby authorized to take any other action with respect to the authorized contracts consistent with the Resolution and its basic purposes, subject to review and approval by the City Attorney’s Office as counsel to the Board.

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTACHMENT A

Table 1: Proposed Increases to Service Provider Contracts

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YEP	\$249,970	\$41,009	21.21%
Youth Uprising	\$249,970	\$41,009	21.21%
TOTAL	\$1,178,430	\$193,328	100%



ITEM III.a. INFORMATIONAL

To: Oakland Workforce Development Board
From: OWDB Staff
Date: November 6, 2025
Re: 2024-2025 WIOA Program Summary Final Report
2024-2025 Local Area Performance
2024-2025 Service Provider Performance

2024-2025 WIOA PROGRAM SUMMARY FINAL REPORT

The Workforce Innovation and Opportunity Act (WIOA) establishes the framework for workforce development programs designed to strengthen the nation’s public workforce system. Under WIOA, the Adult, Dislocated Worker, and Youth programs are guided by core performance measures that evaluate the effectiveness, efficiency, and continuous improvement of local service delivery systems.

Each contracting agency is required to collect and report participant data through CalJOBS, ensuring compliance with federal and state performance standards. These performance measures are periodically updated by the U.S. Department of Labor (DOL) and the California Workforce Development Board (CWDB) to align with evolving workforce priorities. The CWDB mandates that each local area must meet at least 90% of its performance goals.

Locally, the Oakland Workforce Development Board (OWDB) may also establish customized benchmarks or additional metrics to address community needs and local labor market trends.

The OWDB’s WIOA Title I Services provided throughout the city include the following programs:

- Adult Program - Serves individuals aged 18 and older by providing job search assistance, career counseling, and occupational training to support their entry or re-entry into the workforce. The program also helps employers meet critical talent needs by connecting them with skilled, job-ready candidates. Priority of service is given to recipients of public assistance, low-income individuals, those who are basic skills deficient, and veterans and eligible spouses.
- Dislocated Worker Program - Designed to help individuals who have been laid off or have received notice of lay-off to get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers because of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce through career transition and additional training services to upskill.
- Youth Program - Comprehensive youth employment program for serving primarily out-of-school eligible youth, ages 16-24, who face barriers to education, training, and employment.

Guided by the Race and Equity Indicators, the City prioritizes workforce services to individuals residing in the areas of East, West and Central Oakland who have a high percentage of multiple barriers.

This report is incorporated as a primary local area workforce development board (LWDB) guide when determining local policies.

The summary below provides the final overview of the total number of enrollments, exits and outcomes in Fiscal Year 2024-2025 for WIOA Adult, Dislocated Worker and Youth participants.

HIGHLIGHTS:

- 522 New participants served
- 41% increase in total participants served from PY 23-24
- Average hourly wage: \$23.63

TABLE 1- PARTICIPANT SUMMARY**HIGHLIGHTS:**

- 54% of placements are Oakland-based employers

I.	Participation Summary	Enrolled	Exited
A.	Total Participants	739	546
	Participants Carried In	217	190
	New Participants	522	356
C.	In School / Out Of School Youth (Funding Definition)		
	In School Youth	82	41
	Out Of School Youth	134	98
D.	Program Exit Information		
	Entered Unsubsidized Employment		137
	Training Related Employment		23
	Entered Military Service		1
	Entered Qualified Apprenticeship		1
	Entered Post-Secondary Education		17
	Entered Advanced Training		0
	Individuals Attained Recognized Certificate/Diploma/Degree		79
	Individuals Attained High School Diploma/GED		27
	Returned to Secondary School		1
	Exits Excluded from Performance		3
	Other Exits		391

HIGHLIGHTS:

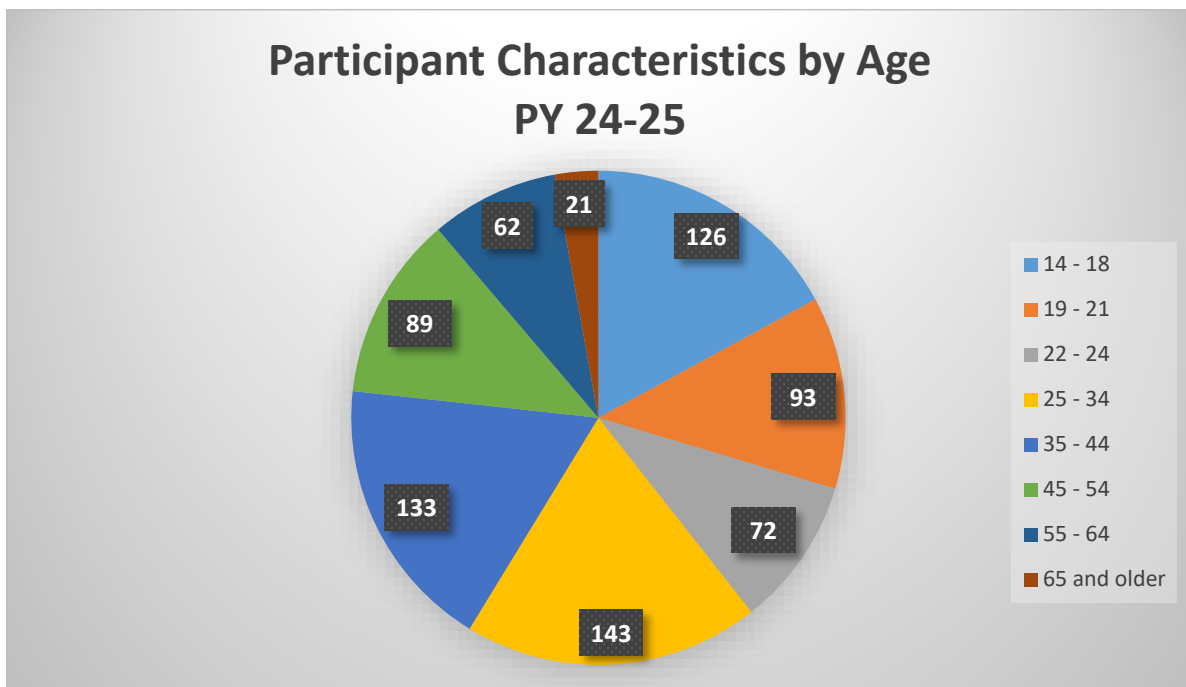
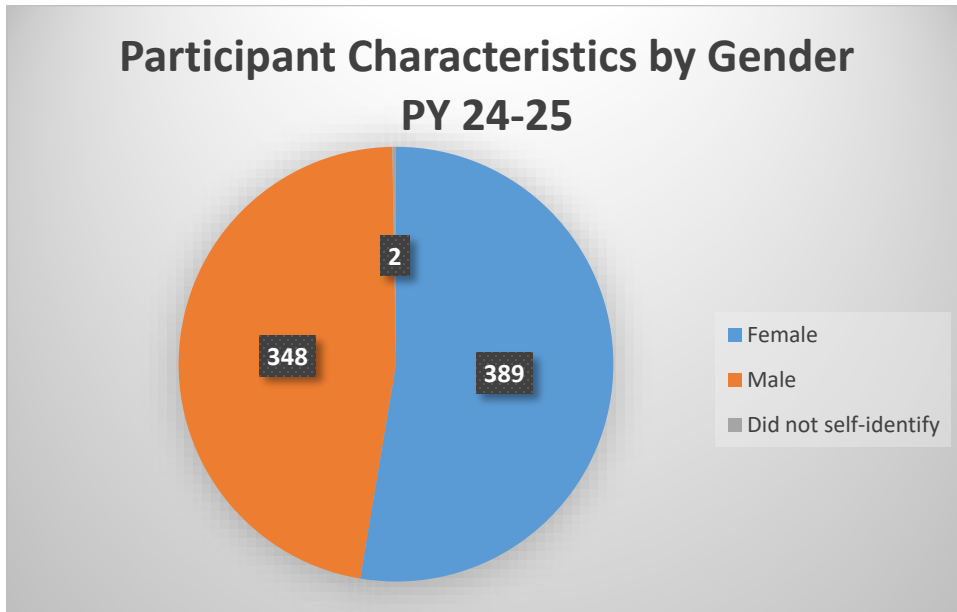
- Highest enrollments are Black, Latino & Asian
- Greatest barriers to employment: basic skills deficient & English language learner

TABLE 2 - PARTICIPANT CHARACTERISTICS

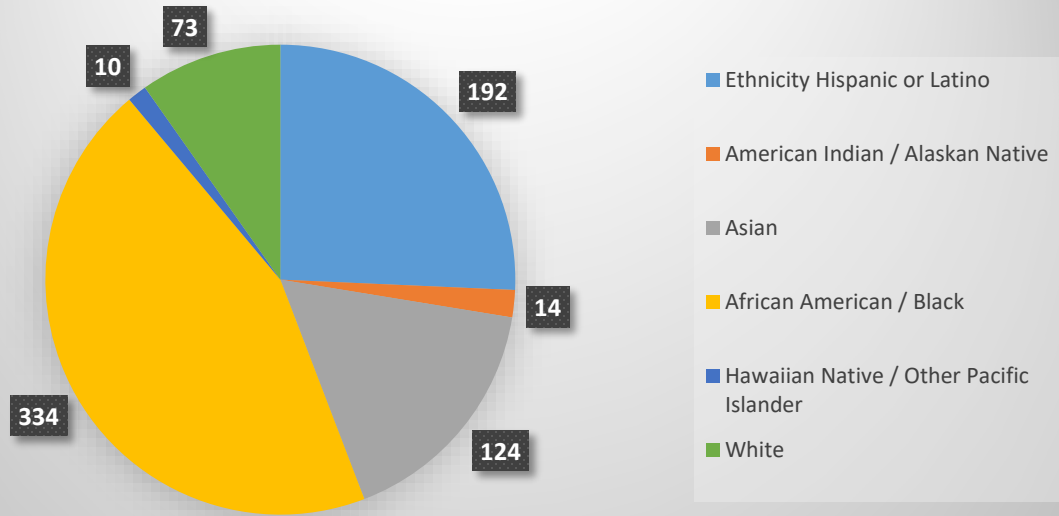
II.	Participation Characteristics Summary	Enrolled	Exited
A.	Gender		
	Female	389	290
	Male	348	254
	Did not self-identify	2	2
B.	Age		
	14 - 18	126	72
	19 - 21	93	70
	22 - 24	72	56
	25 - 34	143	107
	35 - 44	133	100
	45 - 54	89	72
	55 - 64	62	55
	65 and older	21	14
C.	Race/Ethnicity		
	Ethnicity Hispanic or Latino	192	140
	American Indian / Alaskan Native	14	13
	Asian	124	91
	African American / Black	334	247
	Hawaiian Native / Other Pacific Islander	10	9
	White	73	49
	Other	0	0
D.	Veteran Status		
	Total Veterans	40	37
	Served Less than 181 Days	0	0
	Eligible Veteran	40	37
	Other Eligible Person	0	0
	Campaign Veteran	14	14
	Disabled Veteran	7	6
	Special Disabled Veteran	8	8
	Recently Separated Veteran	6	6
	Transitioning Service Member	0	0
E.	Labor Force Status		
	Employed	94	66
	Employed, but received notice of layoff or termination	2	2
	Unemployed	643	478
F.	School Status at Participation		
	In School, High School or Less	70	31
	In School, Alternative School	16	13
	In School Attending Post High School	35	28
	Out-of-School, High School Dropout	83	68

	Out-of-School, High School Grad	531	402
	Not Attending School, Within Age of Compulsory School Attendance	4	4
G.	Unemployment Insurance Status		
	Eligible Claimant, Referred by WPRS	0	0
	Eligible Claimant, referred by REA/RESEA	1	0
	Eligible Claimant, not referred by WPRS/RESEA	82	64
	Exhaustee	22	19
H.	Barriers		
	Disabled	40	32
	English Language Learner	165	114
	Single Parent (including single pregnant women)	27	26
	Displaced Homemaker	11	11
	Offenders	13	12
	Homeless	64	50
	Runaway Youth	0	0
	Pregnant / Parenting Youth	4	3
	Youth Requires Additional Assistance	112	65
	Youth Serious Barriers to Employment (WIA legacy)	0	0
	Basic Literacy Skills Deficient	259	209
	Youth in, or aged out of, Foster Care	3	3
	Out of Home Placement	0	0
	Eligible under Section 477 of the Social Security Act	0	0
	American Indian/Alaskan Native	0	0
	Hawaiian Native	1	1
	Within 2 years of exhausting TANF lifetime eligibility	1	1
	Facing Substantial Cultural Barriers	12	10
	Eligible Migrant Seasonal Farmworkers as defined in WIOA Sec 167 (i)	1	1
	Meets Governor's special barriers to employment	5	4
I.	Income / Public Assistance		
	Low Income	599	465
	TANF	17	14
	SSI	15	12
	Receiving Social Security Disability Insurance Income (SSDI)	4	4
	State or Local Income-Based Public Assistance (General Assistance)	31	24
	Supplemental Nutrition Assistance Program (SNAP)	248	198
	Foster Child (State or Local Payments are Made)	6	6
	Youth living in the High-poverty Area	50	42
	Youth Receives or is Eligible to Receive Free or Reduced Lunch	62	24

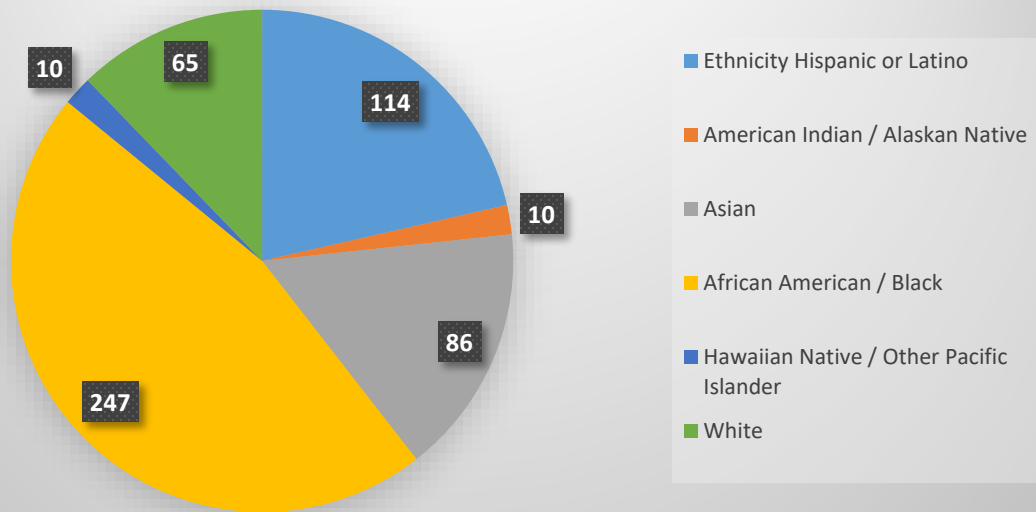
Table 2 Participant Summary Reference Charts



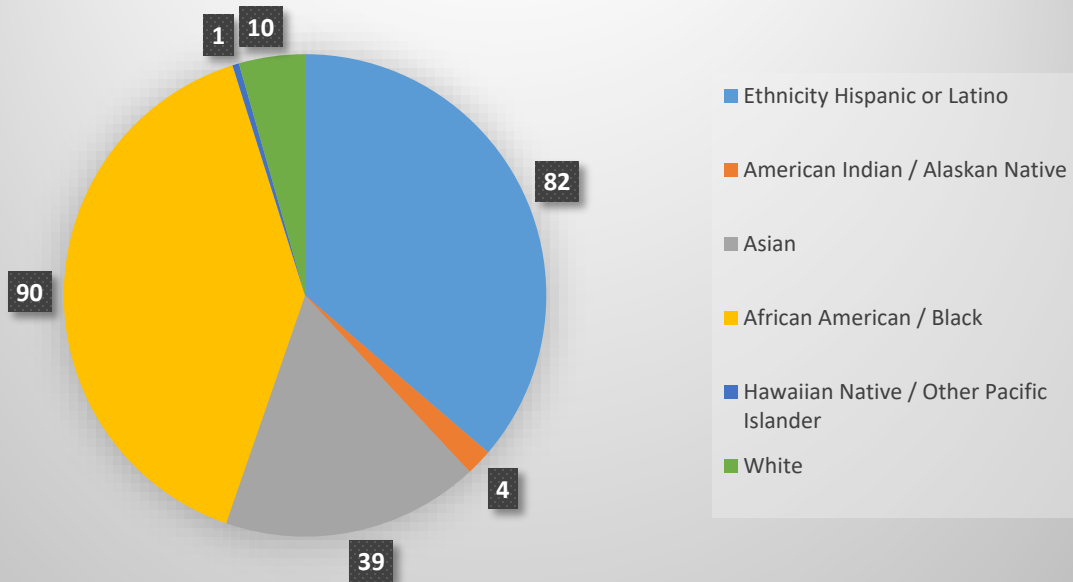
All Participants by Race PY 24-25



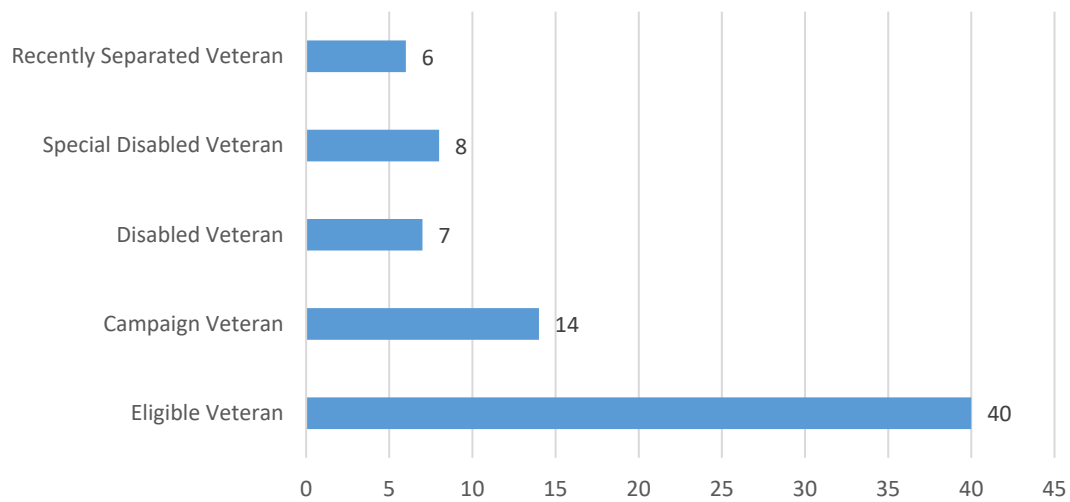
Adult and DW Participants by Race PY 24-25



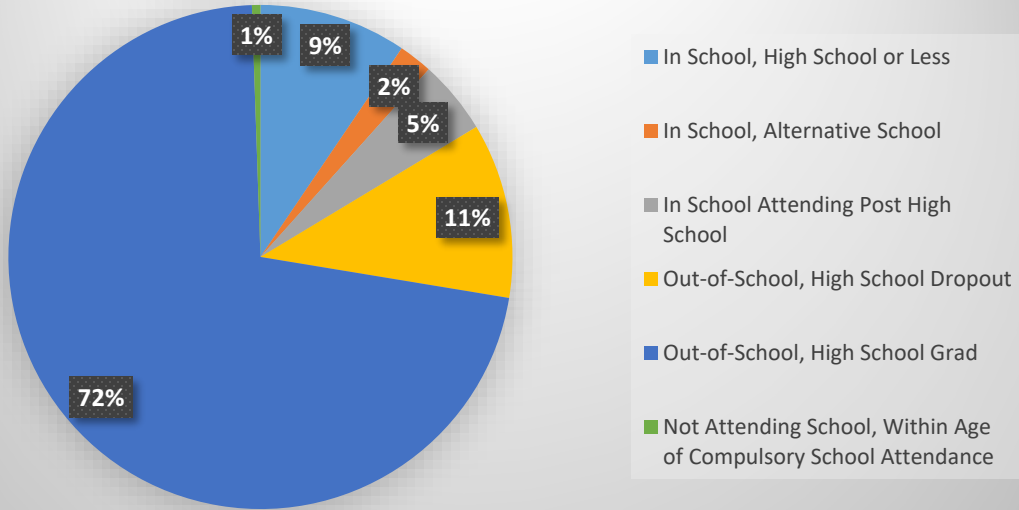
Youth Participants by Race PY 24-25



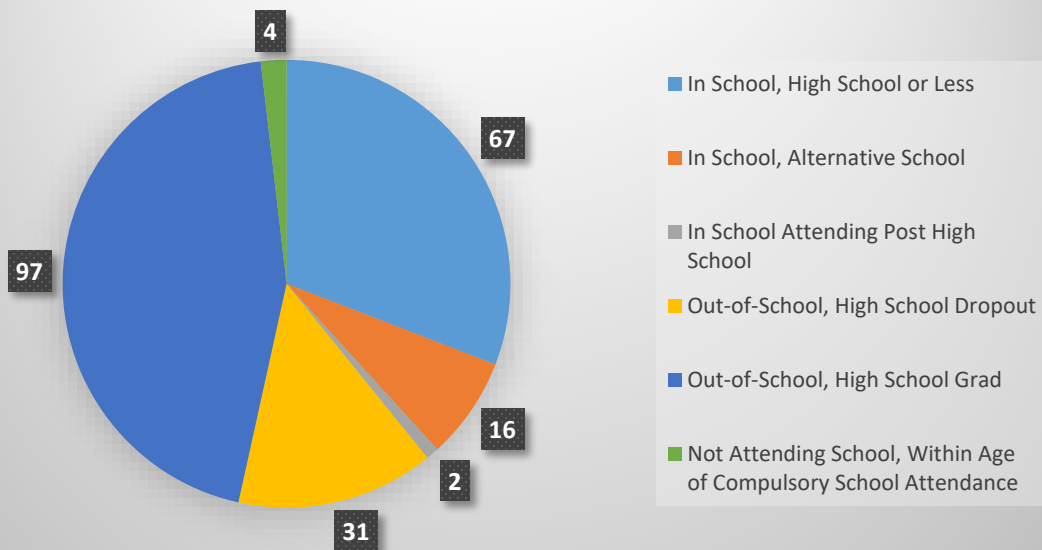
Participant Characteristics by Veteran Status PY 24-25



Participation by School Status PY 24-25



Youth Participants by School Status PY 24-25



2024-2025 LOCAL AREA PERFORMANCE

The Workforce Innovation and Opportunity Act (WIOA) Section 116(c) requires the state to reach an agreement with the Local Workforce Development Boards (LWDBs) on local-level performance goals for the WIOA Title IB Adult, Dislocated Worker, and Youth programs.

Per State Level Performance Goals and Local Area Negotiations ([WSD19-11](#)) LWDBs negotiate with the state and reach an agreement on local levels of performance. Negotiations take place every two years, and are negotiated two Program Years (PY) at a time. Once negotiations are completed, the goals are final and second year goals cannot be renegotiated.

In September 2024, the state negotiated the attached performance goals with OWDB for PYs 24 and 25 (PY 23-24 & PY 24-25).

PY 23-24 Performance Measures (Goals & Actuals)	ADULT		DW		YOUTH	
	Goal	Actual	Goal	Actual	Goal	Actual
Employment Rate 2nd Quarter After Exit	63.00%	64.00%	70.00%	66.50%	73.00%	74.40%
Employment Rate 4th Quarter After Exit	56.40%	60.40%	66.50%	61.80%	70.00%	61.80%
Median Earnings 2nd Quarter After Exit	\$8,000	\$8,321	\$ 9,900	\$10,244	\$ 4,000	\$3,321
Credential Attainment	65.50%	51.8%	73.40%	67.70%	51.10%	31.30%
Measurable Skill Gains	50.90%	10.30%	52.60%	28.60%	63.00%	37.90%

PY 24-25 Performance Measures	ADULT	DW	YOUTH
Employment Rate 2nd Quarter After Exit	65.0%	66.5%	72.0%
Employment Rate 4th Quarter After Exit	62.0%	65.0%	65.2%
Median Earnings 2nd Quarter After Exit	\$8,500	\$ 10,400	\$ 4,418
Credential Attainment	57.2%	65.0%	54.0%
Measurable Skill Gains	50.0%	50.0%	61.0%

PRIMARY INDICATORS OF PERFORMANCE DEFINITIONS:

Employment Rate – 2nd/4th Quarter After Exit

The percentage of participants who are in unsubsidized employment during the second/fourth quarter after exit from all programs.

For Youth Participants, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second/fourth quarter after exit.

Median Earnings

The median earnings of participants who are in unsubsidized employment during the second quarter after exit from all programs. A median calculation involves sorting the values in increasing order and picking the middle value. This value is the median.

Credential Attainment

The percentage of those participants enrolled in education or training (excluding those in On-the-Job Training [OJT] and customized training) who attain one of the following during participation or within one year after exit:

- a recognized postsecondary credential
- a secondary school diploma or its recognized equivalent or certificate

A participant who has attained a secondary school diploma or its recognized equivalent is counted as a positive outcome only if the participant also meets one of the following criteria during participation or within one year after exit:

- employed
- enrolled in an education or training program leading to a recognized postsecondary credential

Measurable Skill Gains

The percentage of program participants who, during a program year, are enrolled in education or training that leads to a recognized postsecondary credential or employment AND have also achieved one or more measurable skill gains. A measurable skill gain is defined as documented academic, technical, occupational, or other forms of progress that lead to a credential or employment. Depending on the type of education or training program, progress must be documented using one of the following:

- Achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level
- Attainment of a secondary school diploma or its recognized equivalent
- Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting academic standards
- Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training
- Successful passage of an exam that is required for an occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams

2024-2025 WIOA SERVICE PROVIDER PERFORMANCE

The City and the Oakland Workforce Development Board (OWDB) contracts with nine (9) organizations to provide workforce development services to Oakland. The overall goals of these workforce organizations are to help Oakland residents develop the skills to attain the knowledge, and access the resources needed to thrive in a career; and provide employers with the skilled workers needed to sustain and competitively grow their businesses.

WIOA Service Provider Enrollments and Total Served Report

Each Service Provider (SP) proposed and negotiated enrollment goals with OWDB for FY 2024-2025. The report attached reflects the updated enrollments within FY 2024-25 (July 1, 2024 – June 30, 2025) for the following:

1. Enrollment Goals for each WIOA program
2. Actual number of enrollments
3. Percentage of each enrollment goal
4. Total participants served (all active participants in PY 24-25)

These numbers were generated by reports within CalJOBS and are cross-referenced with service providers. Staff identified reporting discrepancies which both OWDB Staff and SP staff are working together to fix in CalJOBS.

WIOA Participants by Zip Code

- Highlights: 48% of participants were served who reside within OWDB's Priority Zip Codes
(Highlighted rows represent priority zip codes within West, East and Central Oakland)

Zip Code	Adult	DW	Youth	TOTAL	Total %
94601	63	4	45	112	14.80%
Alameda County (outside of Oakland)	79	15	12	106	14.00%
94606	44	5	26	75	9.90%
94621	41	6	28	75	9.90%
94605	35	6	26	67	8.90%
94603	29	4	23	56	7.40%
94607	27	10	16	53	7.00%
Outside Alameda County	36	9	6	51	6.70%
94612	19	6	9	34	4.50%
94610	27	1	3	31	4.10%
94609	20	3	7	30	4.00%
94602	11	2	9	22	2.90%
94619	9	2	5	16	2.10%
94611	8	3	2	13	1.70%
94608	10	2	0	12	1.60%
94618	1	1	0	2	0.30%
94623	1	0	0	1	0.10%
94661	1	0	0	1	0.10%
94604	0	0	0	0	0.00%
94614	0	0	0	0	0.00%
Total	461	79	217	757	100.00%

CITY OF OAKLAND - WORKFORCE DEVELOPMENT BOARD
WIOA ADULT AND DISLOCATED WORKER SERVICE PROVIDER ENROLLMENTS & TOTAL SERVED REPORT
 PY 2024-2025 (7/1/2024 through 06/30/2025)

WIOA Providers	NEW ENROLLMENTS						TOTAL SERVED ¹	
	Adult			Dislocated Worker			Adult	DW
	Goal	Actual	% of Goal	Goal	Actual	% of Goal	Actual	Actual
Oakland Private Industry Council (Comprehensive) ^{2 3}	174	193	111%	43	32	74%	281	55
Oakland Private Industry Council (Affiliate) ^{2 3}	32	32	100%	8	7	88%	27	9
Lao Family Community Development ²	30	38	127%	10	8	80%	82	11
Mandela Partners	25	13	52%				32	
Swords to Plowshares	15	29	193%	15	6	40%	32	6
The Unity Council ²	32	22	69%	8	3	38%	59	4
TOTALS:	308	327	106%	84	56	67%	513	85

¹ Total Served includes total active participants from prior program year(s) carry-forward.

² Goal reflects 80/20 split for Adults/Dislocated Workers

³ Includes sub-contracted Lao Family Community Development and Unity Council participants

**CITY OF OAKLAND - WORKFORCE DEVELOPMENT BOARD WIOA YOUTH
SERVICE PROVIDER ENROLLMENTS & TOTAL SERVED REPORT**

PY 2024-2025 (7/1/2024 through 06/30/2025)

WIOA Providers	NEW ENROLLMENTS			TOTAL SERVED ¹
	Goal	Actual	% of Goal	Actual
Black Cultural Zone	10	11	110%	11
Genesys Works Bay Area	25	21	84%	49
Lao Family Community Development	24	24	100%	29
The Unity Council	35	29	83%	50
Youth Employment Partnership	35	26	74%	41
Youth UpRising	35	36	103%	41
TOTALS:	164	147	90%	221

¹ Total Served includes total active participants from prior program year(s) carry-forward.

**OAKLAND WORKFORCE DEVELOPMENT BOARD
2025
MEETING CALENDAR**

Regular Full Board Meeting	Thursday - February 6, 2025
Executive	Friday - March 21, 2025
Regular Full Board Meeting	Thursday - May 1, 2025
Executive	Friday - June 20, 2025
Regular Full Board Meeting	Thursday - August 7, 2025
Executive	Friday - September 19, 2025
Regular Full Board Meeting	Thursday - November 6, 2025
Executive	Friday - December 19, 2025

**OAKLAND WORKFORCE DEVELOPMENT BOARD
2026
MEETING CALENDAR**

<i>Regular Full Board Meeting</i>	<i>Thursday - February 5, 2026</i>
<i>Executive Committee Meeting</i>	<i>Friday - March 20, 2026</i>
<i>Regular Full Board Meeting</i>	<i>Thursday - May 7, 2026</i>
<i>Executive Committee Meeting</i>	<i>Friday - June 19, 2026</i>
<i>Regular Full Board Meeting</i>	<i>Thursday - August 6, 2026</i>
<i>Executive Committee Meeting</i>	<i>Friday - September 18, 2026</i>
<i>Regular Full Board Meeting</i>	<i>Thursday - November 5, 2026</i>
<i>Executive Committee Meeting</i>	<i>Friday - December 18, 2026</i>