

**CITY OF OAKLAND** 2009 JUL -9 PM 7:16  
**AGENDA REPORT**

**To:** Office of the City Administrator  
**Attn:** Daniel Lindheim  
**From:** Office of the Mayor  
**Date:** July 14, 2009

**Re: A Supplemental Informational Report on the Job Training Performance Standards of Local Workforce Development Programs Funded through the Federal Workforce Investment Act of 1998 and through the City of Oakland, Including the Costs-per-Outcome of Adult Services**

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**SUMMARY**

This performance report on workforce development programs in Oakland covers the program year from July 1, 2008 through June 30, 2009 (PY 2008-09).

**FISCAL IMPACT**

This is an informational report only; as such, it does not include fiscal impacts. However, cost per program information is referenced in *Attachments A* and *B*. *Attachment D* provides "cost-per-outcome" (CPO) data.

**BACKGROUND**

The Job Training Performance Standards (JTPS) system is Oakland's established mechanism for determining the relative effectiveness of job training programs funded by the City. Programs vying for City funding must demonstrate their capacity to meet contracted performance measures. The JTPS system also reports on the performance outcomes of programs under the federal Workforce Investment Act of 1998 (WIA), providing data that allow for assessment and correction to maximize Oakland programs' performance, in the eyes of both State monitors and local oversight bodies.

**KEY ISSUES AND IMPACTS**

Outcomes and items of particular interest in this report include the following:

- Despite the economic downturn throughout PY 2008-09, Oakland's WIA-funded workforce development programs showed great success system-wide, across Adult and Dislocated Worker (DW) and Youth service categories. Overall, Oakland's Workforce

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Investment System has been meeting State-mandated Common Measures goals, and performance has improved in most areas since PY 2007-08 (*Attachment A*).

- Across WIA Adult and DW programs during PY 2008-09, total enrollment rates came to approximately 100 percent of State goals, and the success rate of job placement to program exit was slightly above 100 percent (109 percent). Overall hourly wage median and average across programs were considerably above the State of California's minimum wage of eight dollars per hour (at \$15.36 and \$14.13, respectively). Finally, as of the third quarter this program year, retention rates among placed workers exceeded 100 percent of State goals, reflecting a promising increase from PY 2007-08 (Tables 1, 2, and 3).
- Youth programs also showed great improvement since PY 2007-08. At the close of the previous program year, Youth enrollment did not meet State goals; as of June 10, 2009, enrollment was at 116 percent of goal. As is to be expected, Out-of-School Youth fared better than In-School Youth with their percentage of placements/post-secondary education to program exits, however numbers did increase significantly for In-School Youth. Attainment of a degree or credentials was the only category in which numbers fell, perhaps reflecting a client focus or interest on finding jobs versus educational attainment this program year (Tables 4, 5, and 6).
- System-wide CPO for WIA Adult and DW clients increased during PY 2008-09, from \$7,431.24 in PY 2007-08 to \$11,033.29. Although enrollment numbers across programs have remained relatively the same from the last program year, this rise can be attributed to fewer program exits and fewer program placements, reflecting a loss in jobs available, or suitable to Oakland's client population (*Attachment D*).
- All WIA program outcomes presented in this report are recent as of June 10, 2009 – there is room for changes/improvement of outcomes pending the close of PY 2008-09, on June 30, 2009. Current numbers as presented, however, are on target if not exceeding goals.

The PIC makes an annual request to all Adult and DW and Youth providers at the close of the program year for a narrative report on specific activities completed, successes achieved, and challenges encountered throughout the reporting period. These qualitative data are not yet available at the time of this report's submission, and may help to give further insight into some of the outcome numbers presented and analyses provided here.

- PY 2008-09 saw the appropriation of a total of \$6,336,628 in American Reinvestment and Recovery Act of 2009 (ARRA) funds, to be allocated in the current program year for distribution to subcontracted WIA service providers, as approved by the Mayor and the Oakland Workforce Investment Board (WIB). The amounts of each subcontract have not yet been finalized, and will be presented pending WIB approval. ARRA monies will be

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added retroactively to current (PY 2008-09) program budgets per federal mandate, but will be carried-over for use during PY 2009-10.

- City Agencies and Departments were contacted for a listing of their respective workforce program contracts, and program evaluation reports for PY 2008-09, and this information is anticipated pending the close of the reporting period (June 30, 2009; Attachment B). City workforce staff is looking at ways forward to better streamline the data collection process for both WIA- and City-funded programs, for future reports.

## **PROGRAM PERFORMANCE ANALYSIS**

The following attachments contain detailed performance data, program contacts, and other relevant information:

- Attachment A:** Outcomes from all of the programs managed and operated under WIA (also including past PYs from 2003-04).
- Attachment B:** Outcomes from other job training programs contracted by City of Oakland agencies (data not yet available for PY 2008-09 at time of report submission, and will be provided pending the close of the reporting period on June 30, 2009).
- Attachment C:** A breakdown of WIA program participant characteristics (data not yet available for PY 2008-09 at time of report submission, and will be provided pending the close of the reporting period on June 30, 2009).
- Attachment D:** Detailed information on CPO measures produced by the Oakland Private Industry Council (PIC), on WIA-contracted providers of services to Adults and Dislocated Workers.

## **WORKFORCE INVESTMENT ACT PROGRAMS**

As the contracted System Administrator to the Oakland Workforce Investment Board (WIB), the Oakland PIC is responsible for the oversight, accountability, and fiscal oversight of all WIA activities in Oakland. The PIC maintains client databases from which reports to the state and federal governments are produced, and from which many of the tables in this report are generated. The following nine job training programs were subcontracted through the PIC for Adults and DWs and Youth during PY 2008-2009 (a brief description of programs and services is included for each):

### **1. Oakland PIC One-Stop Career Center (Adult and DW)**

The One-Stop Career Center Operator manages the daily operations of the Comprehensive One-Stop Centers, provides core and intensive services to Adult and DW job seekers, and coordinates businesses services with the business vendors.

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**2. The English Center (Adult and DW)**

The English Center is an independent, non-profit 501(c)3 organization centrally located in Oakland's Jack London Square. Since its founding in 1977 it has provided Vocational English as a Second Language (VESL) instruction and employment services to refugees, immigrants, and asylees in the greater Bay Area. The Center maintains national accreditation through the Accrediting Council for Continuing Education and Training (ACCET), and also administers U.S. Department of Education Title IV Federal Financial Aid (PELL grants). Its staff of eleven full-time employees and fourteen part-time faculty members are fluent in over eight different languages. Through the PIC, The English Center is an East Bay Works One-Stop affiliate site, and its main functions include the provision of career counseling, case management, and job placement assistance to clients.

**3. The Unity Council (Adult and DW)**

The Unity Council provides all required WIA Core A (Universal) services to 750 new participants annually, and, where appropriate, enrolls 48 eligible WIA Adults and DWs into Core B and Intensive Services. As an Affiliate One Stop Center, the Unity Council maintains facilities and services to provide the full range of employment services to non-WIA clients as well. The Unity Council provides both Universal and Intensive services to eligible WIA Adults and DWs in collaboration with the College of Alameda and Laney and Merritt Colleges, in addition to five other community-based organizations.

**4. ASSETS Senior Employment Opportunities Program (Adult and DW)**

The Oakland Department of Human Services ASSETS Senior Employment Opportunities Program is a Senior Community Service Employment Program (SCSEP) national employment and training initiative funded by the federal Older Americans Act through grants from the U.S. Department of Labor. The purpose of SCSEP is to provide useful part-time subsidized community assistance for low-income people 55 years or older with poor employment prospects, while promoting transition to unsubsidized jobs. ASSETS prepares program participants for entry or re-entry into the competitive job market by offering vocational classroom training, such as computer literacy, general office skills, customer service conflict resolution, and early childhood education. Enrollees also receive job placement assistance, work experience, and support services. ASSETS is the only federal program in Oakland that specifically targets the training needs of low-income older workers.

**5. Lao Family Community Development, Inc. (Adult and DW and Youth)**

Provides programs and assistance for South East Asian refugee and immigrant communities, and other low-income communities, to adapt to life in the United States and to achieve social and economic self-sufficiency.

**6. Alameda County Health Care Foundation Model Neighborhood Program (Youth)**

The Model Neighborhood Program (MNP) seeks to make an impact on disparities in healthcare by increasing the number of under-represented minorities (URM) in the health professions in the San Francisco Bay Area by providing youth with the tools needed to

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successfully pursue a career in Health Care and to make healthy choices. Severe shortages remain in the numbers of URM in the health care resources, including nursing, radiology, and clinical laboratory. While many programs target high school youth, MNP begins at middle school because many URMs in inner city schools begin to lag significantly behind academically at this point, and start to drop out of school in the 9<sup>th</sup> grade. By maintaining a relationship with these youth through their transition to high school, MNP expands the overall pool of URMs that complete high school, college, and pursue a health profession.

#### **7. Pivotal Point Youth Services, Inc. (Youth)**

Pivotal Point aims to address the ten elements of WIA Youth services with the Community College Foundation (TCCF) and to provide services to at least eighteen Out-of-School Youth as follows:

- Tutoring services, study skills training, and instruction leading to secondary school completion, including dropout prevention. (TCCF's One-to-One Tutoring program emphasizes the tutor/mentor relationship to the youth, in order to facilitate the youth's hope and enthusiasm for learning, thus engaging the youth in the tutoring services. By building the basic literacy and numeracy skills for the youth, the requirements of the WIA common measures will also be most effectively met. At least 50% of the number of Out-of-School Youth enrolled will receive tutorial services).
- Alternative secondary school services/offerings.
- Paid or unpaid work experience (job shadowing/internships).
- Leadership development. (Through three TCCF seminars held throughout the year, each two hours long, once per week for twelve weeks, and serving a maximum of ten youth per seminar).
- Occupational skills training.
- Supportive services. (Including assistance with transportation – bus/BART passes – referrals to medical and mental health agencies, assistance with school supplies, work tools, uniform and work clothes, child-care linkages, housing, etc.).
- Adult mentoring.
- Comprehensive guidance and counseling.
- Summer employment opportunities.
- Follow-up services. (Pivotal Point provides follow-up with youth participants for twelve months through regular phone and in-person contact conducted by a Job Coach and Intake Specialist. Services also include career progression counseling and evaluations to ensure the youth are able to continually upgrade their skills and receive higher-paying jobs, and follow-up calls to employers to monitor on-the-job success, progression, and retention).

#### **8. George P. Scotlan Youth and Family Center (Youth)**

Scotlan Center aims to provide services to 40 Out-of-School Youth ages 14 to 21, as

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follows:

- Intake and assessment (enrollment documentation, certification, academic pre-testing, and development of individual service strategies).
- GED preparation and/or basic skills classwork (128 hours of in-class GED preparation, or in class Basic Skills education where GED is not appropriate).
- Pre-employment competencies (64 hours of workshops and training in basic computer skills, resume preparation, master application preparation, interview skills, and job search skills).
- Counseling or other mental health services (four to twelve sessions of mental health counseling, or, where appropriate, participation in parenting groups, domestic violence and child abuse prevention classes, and treatment for sexually exploited minors).
- Leadership training (optional, through Scotlan Center's Peer Tutoring Program and YMCA's Neighborhood Fellows Step Up Program).
- Job search and job development work.
- Internships (paid Scotlan internships for office skills or school based tutoring for deserving youth).
- Re-entry into education institutions (post secondary for older youth; secondary for younger youth, where so elected and appropriate).
- Vocational/occupational training (YMCA's Neighborhood Fellows Step Up Program or Dare 2 Dream Program – for Cosmetology, Entertainment Industry, Athletic Coaching, Culinary, Fashion Design – or other programs at the youth's election).
- Follow-up and adult mentoring.

Scotlan Center also provide the following additional services to seventeen In-School Youth ages 16 to 21:

- Academic tutoring (up to 64 hours of out-of-school tutoring as needed with a trained tutor – in Math, English, Reading and Comprehension, and Basic Writing Skills).
- Post academic assessment and support (to determine fitness and schedule for acquisition of high school diploma, and interest in and education career paths in post secondary education. Also, post secondary guidance counseling, and assistance and support in application processes for post-secondary education).
- Job placement and job shadowing (acquisition of full or part time employment).

#### **9. The Youth Employment Partnership, Inc. (Youth)**

YEP provides 92 In-School Youth (ages 14 to 18) with job readiness pre-training sessions, ongoing weekly job readiness training sessions, weekly case management visits, referral to support services, individual service strategy (ISS), work experience (between 100 and 250 hours), and follow-up services. At least 20 percent of youth receive

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vocational skills training, such as construction and computers.

YEP also offers 40 Out-of-School Youth (ages 18 to 21) with job readiness pre-training sessions, ongoing weekly job readiness training sessions, weekly case management visits, referral to support services, ISS, work experience (between 100 and 250 hours), and follow-up services. A minimum of 80% (32) will receive vocational skills training, such as construction and computers.

Data presented in this section summarize the outcomes/results achieved by the nine programs under WIA grants, followed by comments from City of Oakland Workforce Development staff.

## **WIA PERFORMANCE RESULTS**

The performance of local Workforce Investment Areas in California is monitored by the State's Employment Development Department (EDD). State-determined Common Measures assess program performance using six specific measures regarding services to different populations as follows: Adult and Dislocated Workers measures include Entered Employment, Employment Retention, and Average Earnings; for Youth program measures include Placement in Employment or Education, Attainment of a Degree or Certificate, and, for Out-of-School youth who are basic-skills deficient only, Numeracy and Literacy Gains. The State uses the Unemployment Insurance Base Wage Record of earnings to calculate performance on employment and earnings. (Please see Attachment A for details on how Common Measures are calculated).

### WIA ADULT AND DISLOCATED WORKER OUTCOMES

Tables 1 and 2 present preliminary WIA performance results as of September 30, 2008 and March 31, 2009, respectively:<sup>1</sup>

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<sup>1</sup> Tables 1 and 2 are not the most recently updated outcomes information for PY 2008-2009, but include data that was presented to the State of California EDD for oversight purposes through the third quarter. Final "entered-employment," "wages," and "retention" information will not be available until the close of the current PY, after June 30, 2009. Charts presented here are useful to understanding and predicting trends throughout the PY, and to comparing final outcomes to initial/preliminary numbers.

"Actual average earnings" in Table 2 will not be available until the close of the PY.

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**TABLE 1: Preliminary Performance for PY 2008-09 – Enter Employment Rate, Adults and Dislocated Workers (through First Quarter)****Preliminary Performance Calculations for PY 2008-09**

Last UI Wage release: April 8, 2009

**2008-09 PY Performance Period - October 1, 2008 to September 30, 2009**

WIA Exited - Not working at Enrollment		Exited in perf. Period	Employment Rate (not employed at enrollment)					1st Qtr Success Rate
			Employed at Exit	% Employed at Exit	With UI Wages on 1st Qtr	% With Wages on 1st Qtr	Should be At (state measures)	
Oakland PIC	Adult	97	75	77.3%	75	77.3%	73.0%	105.9%
	DW	135	113	83.7%	116	85.9%	79.0%	108.8%
The English Center	Adult	15	12	80.0%	12	80.0%	73.0%	109.6%
	DW	4	3	75.0%	3	75.0%	79.0%	94.9%
Lao Family	Adult	41	35	85.4%	37	90.2%	73.0%	123.6%
	DW	7	5	71.4%	6	85.7%	79.0%	108.5%
Unity Council	Adult	40	31	77.5%	31	77.5%	73.0%	106.2%
	DW	3	3	100.0%	2	66.7%	79.0%	84.4%
City of Oakland DHS	Adult	27	22	81.5%	21	77.8%	73.0%	106.5%
	DW							
TOTALS	Adult	220	175	79.5%	176	80.0%	73.0%	109.6%
	DW	149	124	83.2%	127	85.2%	79.0%	107.9%

Note: All contractors had 34 additional individuals who were employed at the date of enrollment. Oakland PIC had 23 incumbent workers, Unity Council 6, English Center 2 and Lao Family 3. None of these already-employed individuals were counted on the table above.



**TABLE 2: Preliminary Performance for PY 2008-09 – Retention for those with Wages on First Quarter, plus Average Earnings (through Third Quarter)**

Adult/Disl Wkr		Retention (Second and Third Quarter) for those with wages on First Qtr, plus Average Earnings - Calculation 4/1/08 - 3/31/09						
WIA Exited		With UI Wages on 1st Qtr	Wages on 2nd + 3rd Qtr	% Retention	Should be At (state measures)	Retention Success Rate	Average Earnings Goal	Actual Average Earnings
Oakland PIC	Adult	113	97	85.8%	75.0%	114.5%	\$11,000	-
	DW	120	106	88.3%	85.0%	103.9%	\$13,000	-
The English Center	Adult	17	13	76.5%	75.0%	102.0%	\$11,000	-
	DW	3	3	100.0%	85.0%	117.6%	\$13,000	-
Lao Family	Adult	38	32	84.2%	75.0%	112.3%	\$11,000	-
	DW	5	5	100.0%	85.0%	117.6%	\$13,000	-
Unity Council	Adult	47	36	76.6%	75.0%	102.1%	\$11,000	-
	DW	10	9	90.0%	85.0%	105.9%	\$13,000	-
City of Oakland DHS	Adult	22	19	86.4%	75.0%	115.2%	\$11,000	-
	DW	138	123	89.1%	85.0%	104.9%	\$13,000	-
<b>TOTALS</b>								
	Adult	237	197	83.1%	75.0%	110.8%	\$11,000	-
	DW	138	123	89.1%	85.0%	104.9%	\$13,000	-

Table 3 includes the most recently updated outcomes of WIA Adult and DW programs, as of June 10, 2009:

**TABLE 3: Adult and Dislocated Worker Performance, Program Year 2008-2009**

**Participants in WIA Programs Active as of July 1, 2008, or enrolled since. Report Through June 30, 2009**

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Service Provider	Category	Carried Over From Previous Years	Enrolled this Program Year	Enrlmt Goal this Program Year	% of this PY Enrlmnt Goal	Overall Results						Wage at Placement	
						Total Active or Enrolled this PY	Total Exited this PY	Placed this PY	% of Plmmts to Exits	State Goals	Success Rate	Avg. Hourly Wage	Median Hourly Wage
PIC	Adult	113	120	108	111.11%	233	81	69	85.19%	73.00%	116.69%	\$15.57	\$13.00
	DWs	141	127	136	93.38%	268	86	72	83.72%	79.00%	105.98%	\$18.20	\$16.00
English Center	Adult	48	44	30	146.67%	92	15	12	80.00%	73.00%	109.59%	\$11.91	\$11.54
	DWs	4	6	10	60.00%	10	3	3	100.00%	79.00%	126.58%	\$21.33	\$17.00
Lao Family	Adult	25	29	27	107.41%	54	34	30	88.24%	73.00%	120.87%	\$10.90	\$10.00
	DWs	3	7	5	140.00%	10	7	7	100.00%	79.00%	126.58%	\$9.88	\$10.00
Unity Council	Adult	42	36	40	90.00%	78	35	27	77.14%	73.00%	105.68%	\$14.05	\$14.13
	DWs	6	10	8	125.00%	16	7	5	71.43%	79.00%	90.42%	\$16.75	\$10.83
ASSETS	Adult	19	34	33	100.00%	52	14	10	71.43%	73.00%	97.85%	\$13.87	\$14.13
	DWs	0	0	0	0.00%	0	0	0	0.00%	0.00%	0.00%		
<b>Totals</b>		<b>401</b>	<b>389</b>	<b>397</b>	<b>97.98%</b>	<b>790</b>	<b>273</b>	<b>229</b>	<b>83.88%</b>	<b>77.00%</b>	<b>108.23%</b>	<b>\$15.27</b>	<b>\$13.00</b>
<b>Adults</b>		<b>247</b>	<b>253</b>	<b>238</b>	<b>106.30%</b>	<b>500</b>	<b>176</b>	<b>147</b>	<b>83.52%</b>	<b>73.00%</b>	<b>113.26%</b>	<b>\$13.93</b>	
<b>Dislocated Workers</b>		<b>154</b>	<b>136</b>	<b>159</b>	<b>85.53%</b>	<b>290</b>	<b>97</b>	<b>82</b>	<b>84.54%</b>	<b>79.00%</b>	<b>106.92%</b>	<b>\$17.56</b>	

**How to read this table:**

**Active Individuals during the program year:** Column C refers to clients enrolled in previous years who were not exited as of June 30, 2008 and reported prior to 7/22/08. Column D are those enrolled since July 1, 2008. Column E represent the goals established for the program year 2008-09. Column F is the percentage of actual enrollments in relation to the goals established.

**Exits and Placements:** Column H represents the total number of individuals exited during PY 2008-09; column I are those who were employed at the point of exit; column J is the percentage of employed in relation to exit; column K are the goals as established/negotiated with the state. Column L is the success rate of column J in relation to column K.

**Average and Median wage at the point of exit/placement:** Comparison of Columns M and N provide a good measure of where most worker wages are.

## STAFF ANALYSIS AND COMMENTS ON WIA ADULT AND DW SERVICES FOR CURRENT AND PREVIOUS YEARS:

- Despite the economic downturn, overall performance across Adult and DW programs has been extremely strong this program year.<sup>b</sup> Total client enrollment rates across programs came to approximately 100 percent of State goals, and the success rate of job placement to program exit was slightly above 100 percent (109 percent). Overall hourly wage median and average across programs were considerably above the State of California's minimum wage of eight dollars per hour (at \$13.93 and \$17.56, respectively).
- Enrollment numbers this program year were comparable to those at the end of PY 2007-08. Total enrollment in both years fell close to 800 clients (including those carried-over), although the number of enrolled DWs fell from 325 to 290. This decrease is surprising given the economy and rate of job loss in Oakland (and the nation), and possibly indicates that DWs are seeking employment assistance through other resources or in other communities. Under-enrollment of DWs is attributable to the One-Stop Career Center and to the English Center (at 80 percent and 60 percent of their respective goals); it is important to note that both programs continued to serve a number of carried-over clients this program year, and slightly or greatly exceeded their enrollment goals for Adult workers at (147 percent for the English Center).
- Less surprising this program year is that actual job placements fell from 340 total to 229. This may be attributable in part to fewer available jobs suitable to the client population. Also, last program year's job placement numbers were "higher than in past program years, which may [have been] attributable in part to customized training services targeting worker retention and 'layoff avoidance.'" Upon a breakdown of individual program performance, however, this year's decrease in placements does not significantly affect Oakland's WIA performance in serving local Adults and DWs – it is important to note that the drop in total placements was due to the Unity Council's DW population. Four clients exited the program over the course of the year, and of these only two were placed, bringing Unity Council's percentage program exit to job placement down to 50 percent. This is not a great number of clients exited without placement, and Unity Council has time still to place clients pending the end of the program year. All other individual program percentage placements to exits exceeded State goals, bringing the total to 109 percent of goal.
- As of the third quarter of PY 2008-09, placed-employee retention rates across all programs exceeded 100 percent of State goals, for both Adults and DWs. This shows a promising increase from the previous program year's overall final retention rate (82 percent), although final numbers will not be available until the close of the current program year.
- Total average hourly wage remained close to that of PY 2007-08, at \$15.36 and \$15.55 respectively. Average hourly wage for Adults fell from \$14.57 to \$13.93, however, while

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<sup>b</sup> When referencing numbers "across programs," staff is referring to the Totals Column of outcomes charts. This gives insight as to Oakland's overall Workforce Investment System performance (versus the performance of individual programs).

that for DWs rose from \$16.99 to \$17.56. The English Center had a high average of \$21.33 for DWs, indicating that those clients that do exit the program into placements enter into quality, sustainable jobs.

- The PIC makes an annual request to providers at the close of the program year for a narrative report on specific activities completed, successes achieved, and challenges encountered throughout the reporting period. These qualitative data are not yet available at the time of this report's submission, and may help to give further insight into some of the outcome numbers presented and analyses provided here.

**RAPID RESPONSE ACTIVITIES**

Services under WIA's Rapid Response funding stream are tailored to meet the needs of specific companies and workers facing potential layoffs. Services delivered by the Oakland One-Stop system can include orientations to the use of the One Stop Career Centers, job fairs, job clubs, skills assessments, and workshops. In addition, staff from the local Employment Development Department (EDD) office, an active partner of the Oakland Workforce Investment Board (WIB), participates in each Rapid Response visit, conveying information to workers about unemployment benefits and job search resources available through EDD.

The Oakland's Rapid Response network saw significant numbers during PY 2008-09, given the economy and layoffs, a preliminary breakdown of specific services to clients and local businesses is provided pending the close of the program year's reporting period, as of June 30, 2009.

During the current program year, the Rapid Response team has served the following employers:

**TABLE 3: RAPID RESPONSE SERVICES DURING PROGRAM YEAR 2008-09**

<b>COMPANY NAME</b>	<b>WARN* Notice</b>	<b>Potential Layoffs</b>	<b>Service Provided</b>
Alaska Airlines	Yes	10	Orientation to employer
APL limited			Employee Orientation
BlueLinx	Yes	10	Information meeting
City of Oakland	No	100	Employee Orientation
Claremont Hotel	Yes	77	Employee Orientation
Cleveland Steel	Yes	31	Orientation to employer
DHL Express	Yes	143	Planning meeting with employer and union
East Bay Restaurant Supply	No	25	Orientation to employer
Home Depot/Expo	Yes	99	Employee Orientation
Lockheed Martin	Yes	30	Orientation and coordination of workshops
Media News Group	No	29	Employee Orientation
Metro Furniture	Yes	190	Orientation, job fair
Oakland Adult ED	No	80	Employee Orientation
Port of Oakland	Yes	70	Information meeting,

			various workshops
Sconza Candy	Yes	82	Employee Orientation
Superior Toyota	Yes	100	Orientation to employer
<b>TOTALS</b>		<b>1,228</b>	

\* Worker Adjustment and Retraining Notifications, often required by federal law.

**Notes:** It generally takes more than one meeting with management, labor (in some instances) for the actual rapid response orientation for affected employees.

Despite the harshness of the economy over the past year there were nearly a thousand fewer potential layoffs than there were in the program year 2007-08.

SERVICES TO JOB SEEKERS THROUGH THE ONE-STOP SYSTEM

Both staff-assisted and self-help resources are available to jobseekers through the Oakland One-Stop system. Services available at One-Stop centers include the use of equipment for job search activities, job search workshops, customized workshops, typing certification, Steps to Success, basic computer classes and basic skills assessment. These and other services are offered in conjunction with a number of partners, including the Oakland offices of EDD, the Department of Rehabilitation, the City of Oakland's ASSETS Senior Employment Program, the Berkeley Adult Schools, the Peralta Community College District, the Alameda County Social Services Agency, Oakland Adult and Career Education, Job Corps, and others.

Assistance in accessing services is also provided in many languages, at either the Comprehensive One-Stop Centers or at the Affiliate One-Stop sites. The two main Centers, Downtown and EDD's East Oakland, also offer a series of specialized equipment for people with disabilities.

A more significant level of staff-assisted services, named "intensive," are offered to individuals who may need additional assistance beyond self-help services to achieve their employment goals. These individuals are enrolled in WIA Adult or DW services. Among the Intensive Services available are one-on-one case management, pre-vocational training, job development, job retention, and follow-up services. Enrolled clients may also qualify for additional supportive services such as childcare and transportation subsidies, and for occupational training programs.

PY 2007-08 saw the greatest number of visits in a single year since the One-Stop tracking system was implemented, and the second highest number of new registrants in Oakland's One-Stop system, perhaps indicating the greater need for services under the current economic conditions. It is anticipated that these numbers continued into PY 2008-09, however specific data will be available pending the close of the program year's reporting period, as of June 10, 2009.

Table 4 below provides a preliminary summary of the number of new individuals registered or enrolled during the current program year; the number of visits to the One Stop system, and the number of individuals who visited, regardless of when or where they registered (an EASTBAY Works card containing a bar code is given to each individual at any of the One Stops in Alameda and Contra Costa counties. That card is scanned for every visit at any of the One Stops). The summary

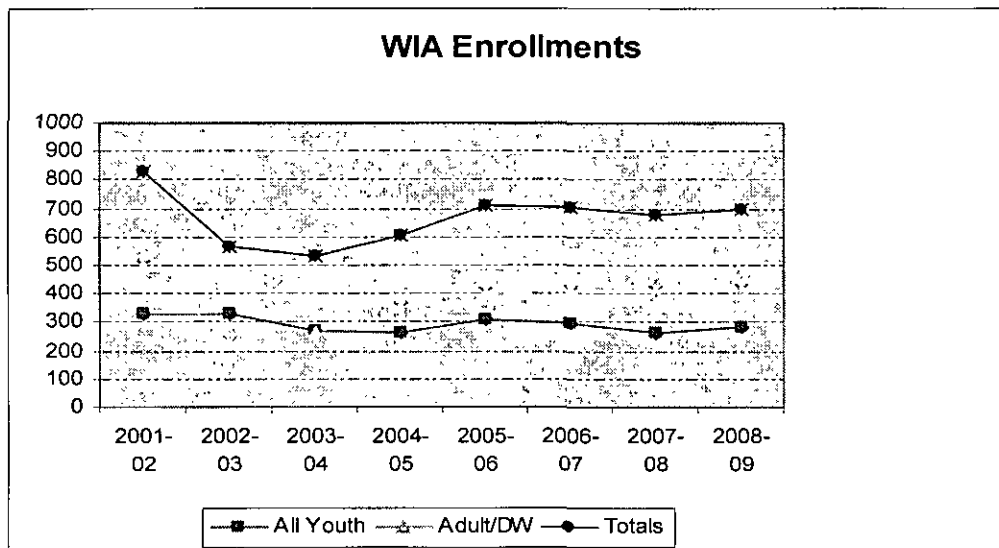
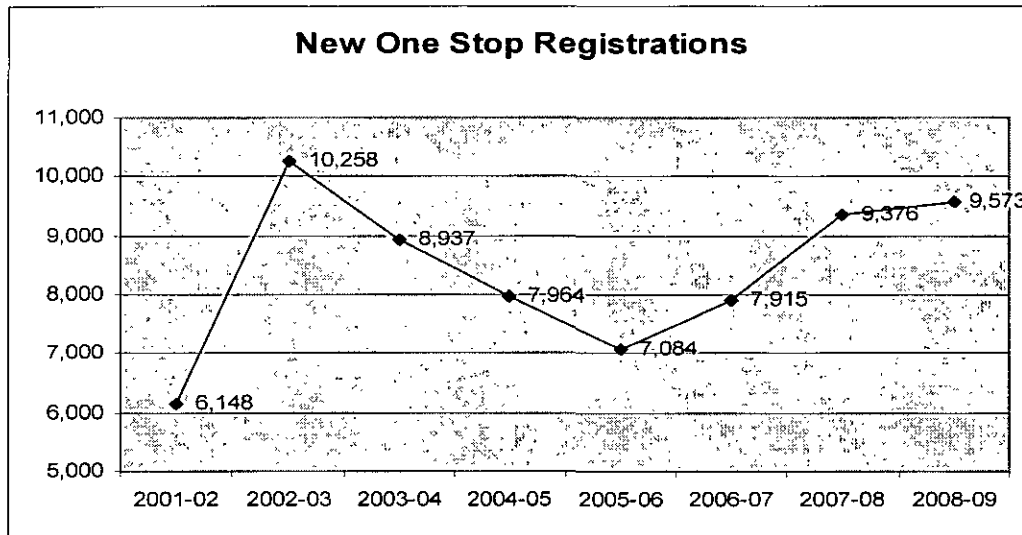
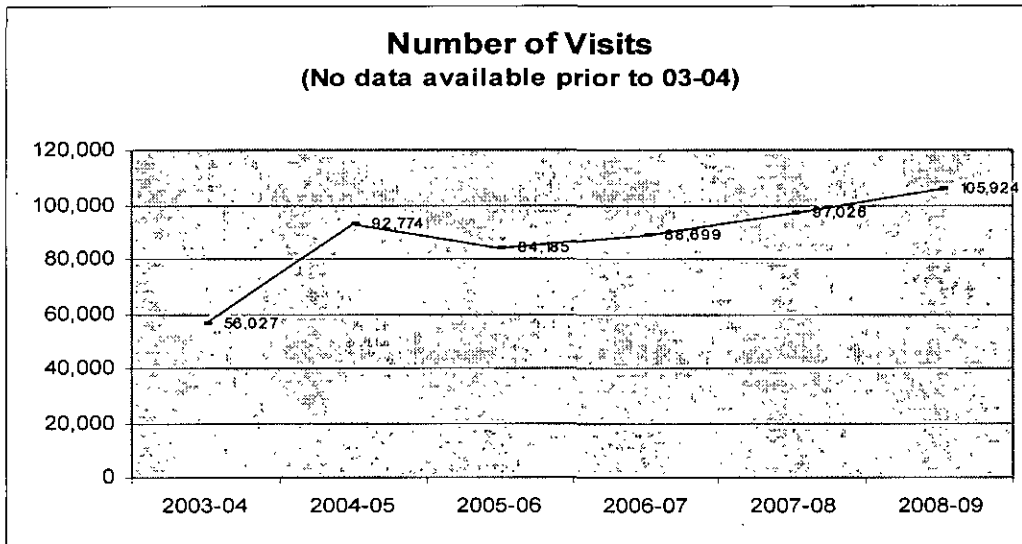
also includes the number of those individuals enrolled in “intensive” services (or the yellow shaded area of “WIA-Enrolled Clients”), who form the cohort on which the State’s performance measures are calculated.

**TABLE 4: SERVICES TO JOB SEEKERS THROUGH ONE-STOP SYSTEM**

One-Stop Site	One Stop Universal Services			WIA-Enrolled Clients		
	New Universal Clients	Number of Visits	Number of Clients Visiting	Annual Planned New Users	Annual Actual New Users	Actual % Of Goal
PIC, Downtown	2,225	56,159	9,095	244	247	101.2%
EDD, East Oakland	4,805	33,383	7,203	n/a		
The English Center	240	3,079	307	40	50	125.0%
Lao Family	1,576	8,283	1,963	32	36	112.5%
Unity Council	694	4,981	993	48	46	95.8%
ASSETS				33	34	103.0%
Merritt College	33	39	20	n/a		
<b>TOTALS</b>	<b>9,573</b>	<b>105,924</b>	<b>19,581</b>	<b>397</b>	<b>413</b>	<b>104.0%</b>

- In addition to the agencies above, the Oakland PIC-administered Career Centers at the Alameda County Social Services Agency locations at 2000 San Pablo Avenue and Eastmont Town Mall at 7200 Bancroft in Oakland had 5,362 new clients and 30,972 visits during this program year.

The following charts show the number of individuals served by Oakland providers throughout the years.



WIA YOUTH OUTCOMES

Youth programming among the five providers subcontracted during PY 2008-2009 is broken-down into services for out-of-school and youth and for in-school youth.

Tables 4 and 5 present preliminary WIA performance results as of September 30, 2008:<sup>3</sup>

**TABLE 4: All Youth – PY 2008-09 Enter Employment or Education (through First Quarter)**

**All Youth - Enter Employment or Education - Exited October 08 - September 09**

WIA Enrolled		Exited in perf. Period	Employed at Exit	Enter Post-Sec. Ed by 1st qtr	With UI Wages on 1st Qtr	% With Wages or Ed. on 1st Qtr	Should be At (state measures)	1st Qtr Success Rate.
AlCo HlthCare	All Youth	2	0	2	0	100.0%	67.0%	149.3%
Lao Family	All Youth	36	13	23	13	100.0%	67.0%	149.3%
Pivotal Point	All Youth	15	9	0	7	46.7%	67.0%	69.7%
Scotlan	All Youth	59	21	14	29	72.9%	67.0%	108.8%
YEP	All Youth	87	11	25	32	65.5%	67.0%	97.8%
<b>TOTALS</b>		<b>All Youth 199</b>	<b>54</b>	<b>64</b>	<b>81</b>	<b>72.9%</b>	<b>67.0%</b>	<b>108.8%</b>

**TABLE 5: All Youth – PY 2008-09 Attained Degree or Certificate (through First Quarter)**

WIA Enrolled		Exited in perf. Period	Received Degree or Certificate	% with Credential at Exit	Should be At (state measures)	Success Rate
AlCo HlthCare	All Youth	2	2	100.0%	50.0%	200.0%
Lao Family	All Youth	36	22	61.1%	50.0%	122.2%
Pivotal Point	All Youth	15	5	33.3%	50.0%	66.7%
Scotlan	All Youth	59	27	45.8%	50.0%	91.5%
YEP	All Youth	87	53	60.9%	50.0%	121.8%
<b>TOTALS</b>		<b>All Youth 199</b>	<b>109</b>	<b>54.8%</b>	<b>50.0%</b>	<b>109.5%</b>

<sup>3</sup> Tables 4 and 5 are not the most recently updated outcomes information for PY 2008-2009, but include data that was presented to the State of California EDD for oversight purposes through the first quarter. Final “entered-employment or education” and “attained degree or certificate” information will not be available until the close of the current PY, after June 30, 2009. Charts presented here are useful to understanding and predicting trends throughout the PY, and to comparing final outcomes to initial/preliminary numbers.



Table 6 includes the most recently updated outcomes of WIA Youth programs, as of June 10, 2009:<sup>4</sup>

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<sup>4</sup> Regarding TABLE 6: **Active individuals during the program year** – Column B refers to clients enrolled in previous years who were not exited as of June 30, 2008. Column C are those enrolled since July 1, 2008. Column D represents the goals established for PY 2008-09. Column E is the percentage of actual enrollments in relation to the goals established. **Exits and placements** – Column G represents the total number of individuals exited during PY 2008-09; column H are those who were employed, or who entered college or advanced training or the military at the point of exit; column I is the percentage of employed/college/training in relation to exits; column J are the goals as established with the State. Column K is the number of Youth who obtained a certificate or degree. Column L is the success rate of column J in relation to exits. Column M is the goal as negotiated by the State.

**TABLE 6: Program Year 2008-09 - Youth Program Common Measures Performance Through 6/10/09  
Out-Of-School Participants in Youth WIA Programs Active as of July 1, 2008, or enrolled since.**

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Service Provider	Carried Over From Previous Years	Enrolled this Program Year	Enrlmt Goal this Program Year	% of This PY Enrlmnt Goal	Overall Results								
					Total Active or Enrolled this PY	Total Exited this PY	Emplmt or PostSec this PY	% of Plmnts/PostSec to Exits	Emp or PostSec State Goals	Degree or Certif. this PY	% Degree or Crdntials this PY	Degree or Certif. State Goal	Lit/Num Rate
Lao Family	3	10	10	100.00%	13	7	4	67.00%	67.00%	0	0.00%	50.00%	0.00%
Pivotal Point	15	18	18	111.11%	33	7	3	42.86%	67.00%	3	50.00%	50.00%	0.00%
Scotlan Center	22	40	40	102.50%	62	12	11	91.67%	67.00%	0	0.00%	50.00%	0.00%
YEP	74	54	50	108.00%	128	18	17	94.44%	67.00%	3	16.67%	50.00%	0.00%
<b>Totals</b>	<b>114</b>	<b>122</b>	<b>118</b>	<b>103.39%</b>	<b>236</b>	<b>44</b>	<b>35</b>	<b>79.55%</b>	<b>67.00%</b>	<b>6</b>	<b>13.64%</b>	<b>50.00%</b>	<b>0.00%</b>

**In-School Participants in Youth WIA Programs Active as of July 1, 2008, or enrolled since.**

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Service Provider	Carried Over From Previous Years	Enrolled this Program Year	Enrlmt Goal this Program Year	% of this PY Enrlmnt Goal	Overall Results								
					Total Active or Enrolled this PY	Total Exited this PY	Emplmt or PostSec this PY	% of Plmnts/PostSec to Exits	Emp or PostSec State Goals	Degree or Certif. this PY	% Degree or Crdntials this PY	Degree or Certif. State Goal	Lit/Num Rate
AICo Health C	25	18	13	138.46%	43	1	1	100.00%	67.00%	1	100.00%	50.00%	n/a
Lao Family	12	39	35	111.43%	51	16	15	93.75%	67.00%	12	75.00%	50.00%	n/a
Scotlan Center	8	15	17	88.24%	23	7	3	42.86%	67.00%	3	57.14%	50.00%	n/a
YEP	170	91	75	121.33%	261	60	29	48.33%	67.00%	38	63.33%	50.00%	n/a
<b>Totals</b>	<b>215</b>	<b>163</b>	<b>140</b>	<b>116.43%</b>	<b>378</b>	<b>84</b>	<b>48</b>	<b>57.14%</b>	<b>67.00%</b>	<b>55</b>	<b>65.48%</b>	<b>50.00%</b>	<b>n/a</b>

**STAFF ANALYSIS AND COMMENTS ON YOUTH SERVICES FOR CURRENT AND PREVIOUS YEARS:**

1. During PY 2007-08, Oakland's WIA Youth program did not quite reach enrollment goal level for in-school participants; during PY 2008-09, Youth programs reached 116 percent of State enrollment goals (enrollment for out-of-school participants continued to meet State goals, as well).

In past years, service providers were allowed to exit In-School Youth with a "return to school" code at the end of their participation, even though they simply continued in school. Since PY 2007-08, under the Common Measures, that exit code option is no longer available. Numbers of youth participants carried-over from previous program years are significant, as younger In-School Youth might stay as active participants in the program until they graduate from High School. That is the case with the Alameda County Healthcare Foundation, which has a long-term participation project to see youth through High School graduation and enrollment into post-secondary education.

2. Out-of-School Youth fared better than In-School Youth with percentage of placements/post-secondary education to exits (84 percent and 50 percent respectively, both groups aiming for a 67 percent goal). Although In-School Youth placements did not meet State mandate, this category showed great improvement from PY 2007-08 (percentage of placements/post-secondary education to exits increased from 43 percent to fifty percent). The percentage for Out-of-School youth increased as well, from 56 percent to 84 percent. This led to an overall success rate of 67 percent, meeting State goals overall (this measure had been of concern during PY 2007-08).
1. Attainment of a degree or credentials fell this year for both In- and Out-of-School Youth, from 60 percent combined of those exited in PY 2007-08 (In-School Youth degree/credentials attainment decreased from 82 percent to 58 percent, although still remaining above State goals; Out-of-School Youth degree/credentials attainment decreased significantly as well, from 38 percent to 16 percent). These numbers are less than the success that would have been predicted after the first quarter or PY 2008-09, and although youth service providers are still placing an emphasis on educational attainment through their programming, it is possible that youth themselves have been more focused on finding jobs this program year.
4. As mentioned for WIA Adult and DW subcontracts, the PIC makes an annual request to providers at the close of the program year for a narrative report on specific activities completed, successes achieved, and challenges encountered throughout the reporting

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period. These qualitative data are not yet available at the time of this report's submission, and may help to give further insight into some of the Youth outcome numbers presented and analyses provided here.

### **CITY OF OAKLAND ADMINISTERED PROGRAMS**

Programs funded by the City of Oakland, through general fund allocation, direct grant, or fiscal agency award, which carries the specific purpose of enhancing the employability or employment status of its targeted clients, are required to comply with established Job Training Performance Standards (JTSPS) reporting procedures. Examples of activities which fall under JTSPS auspices include (but are not limited to) the following: job readiness training, On-the-Job training, vocational skills training and education, subsidized work experience, unsubsidized job placement, and job placement follow-up services. City grantor and program administration agencies are required to notify Workforce Development staff upon the award of funding to any program which includes goals potentially related to such a job training or placement activity. Workforce Development staff make a final determination of JTSPS inclusion, and work with staff of each funded program to manage the semi-annual data reporting protocols.

Data on City-funded programs is not yet available for PY 2008-09, and is anticipated pending the close of the program year's reporting period, as of June 30, 2009.

## **SUSTAINABLE DEVELOPMENT**

***Economic:*** Job training efforts funded by the City of Oakland are intended to improve clients' employability through education, training, and support services, towards attaining the Oakland Workforce Investment Board's goal of economic self-sufficiency for all clients. The workforce development system also promotes business development through placement services, customized training subsidies, and technical services for employers.

***Environmental:*** Programs that use environmental improvement as a means to promote employment include the East Bay Conservation Corps' Recycling Services program and several programs of the Youth Employment Partnership. Projects include recycling, neighborhood beautification, fire fuel reduction and materials re-use through building deconstruction.

***Social Equity:*** These programs promote social equity by improving client earning power, both immediately through job placements and for the long-term through education and training.

## **DISABILITY AND SENIOR CITIZEN ACCESS**

The ASSETS Senior Employment Program, operated by the City of Oakland's Department of Human Services, is specifically designed to provide employment and training opportunities for low-income residents aged 55 and older.

## **RECOMMENDATION AND RATIONALE**

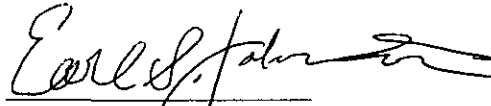
Staff recommends that the City Council accept this report, pending the addition of information not yet available at the time of submission.

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**ACTION REQUESTED OF THE CITY COUNCIL**

Staff recommends that the City Council accept this report.

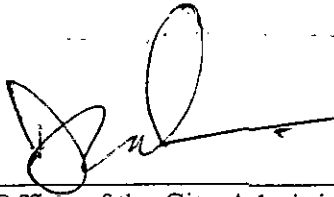
Respectfully submitted,



Earl Johnson  
Office of the Mayor

Prepared by:  
Earl Johnson  
Senior Policy Advisor  
Office of the Mayor

APPROVED AND FORWARDED TO THE  
COMMUNITY AND ECONOMIC  
DEVELOPMENT COMMITTEE:



Office of the City Administrator

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## WIA PROGRAM OUTCOMES SUMMARY

The following pages provide a summary spreadsheet of outcomes from all programs managed and operated under the federal Workforce Investment Act, per Program Year (PY 2003-04 through 2008-09). Beginning in PY 2007-08 (and carried on through the current PY) outcome charts are formatted in line with new State Common Measures, incorporating clients' "carried-over" from previous years into information related to client enrollments, employment, and exits, as opposed to presenting information on a year-to-year basis.<sup>5</sup>

Per the U.S. Department of Labor, Common Measures for Adults and Youth are calculated as follows:<sup>6</sup>

- ADULT MEASURES

- Entered Employment (of those who are not employed at the date of participation):
  - $(\text{Number of adult participants who are employed in the first quarter after the exit quarter}) / (\text{Number of adult participants who exit during the quarter})$
- Employment Retention (of those who are employed in the first quarter after the exit quarter):
  - $(\text{Number of adult participants who are employed in both the second and third quarters after the exit quarter}) / (\text{Number of adult participants who exit during the quarter})$
- Average Earnings (of those adult participants who are employed in the first, second, and third quarters after the exit quarter):
  - $(\text{Total earnings in the second plus the total earnings in the third quarters after the exit quarter}) / (\text{Number of adult participants who exit during the quarter})$

- YOUTH MEASURES

- Placement in Employment or Education (of those who are not in post-secondary education or employment – including the military) at the date of participation):
  - (Number of youth participants who are in employment – including in the military – or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit

<sup>5</sup> The State of California obtained a waiver to implement "Common Measures" dating retroactively to July 1, 2007 (start of PY 2007-08).

<sup>6</sup> United States Department of Labor, Employment and Training Administration. (5 May 2009). *Attachment A: Common Measures at-a-Glance*. Accessed 27 June 2009, from [http://wdr.doleta.gov/directives/attach/TEGL17-05\\_AttachA.pdf](http://wdr.doleta.gov/directives/attach/TEGL17-05_AttachA.pdf)

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- quarter)/(Number of youth participants who exit during the quarter).
- Attainment of a Degree or Certificate (of those enrolled in education – at the date of participation or at any point during the program):
  - (Number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter)/(Number of youth participants who exit during the quarter)
- Literacy and Numeracy Gains (of those out-of-school youth who are basic skills deficient):
  - (Number of youth participants who increase one or more educational functioning levels)/(Number of youth participants who have completed a year in the program – i.e. one year from the date of first youth program service – plus the number of youth participants who exit before completing a year in the youth program)

Overall, the current outcomes format intends to approximate Oakland's reporting to the way the State calculates performance measures (i.e. based on date of exit, regardless of date of enrollment), tracking the outcomes of program clients who were *active* as of July 1, 2008, or enrolled since.



**WIA Adult and Dislocated Worker Services  
As of June 10, 2009**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Amount drawn down through current period	Total Enrollment Plan	Actual Enrollment	Total Active/Enrolled this PY (including carried over)	Exited this PY	Placements this PY	% Placements to Exits	State Placement Goals (Placements to Exits)	Success Rate	Average Wage (hourly)	Benefits	% Retention (PY)	State Retention Goal	Retention Success Rate
<b>PROGRAM YEAR 2008-09</b>																	
PIC One Stop Downtown/East Oakland	Adult	7/08 - 6/09	\$1,686,623		108	111	224	80	69	86.25%	73.00%	118.15%	\$15.57		85.8%	75%	114.5%
	DW				136	113	254	83	70	84.34%	79.00%	106.76%	\$18.31	88.3%	85%	103.9%	
Eng. Center: WIA One-Stop Affiliate	Adult	7/08 - 6/09	\$200,000		30	44	92	15	12	80.00%	73.00%	109.59%	\$11.91		76.5%	75%	102%
	DW				10	6	10	3	3	100.00%	79.00%	126.58%	\$21.33	100%	85%	117.6%	
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult	7/08 - 6/09	\$200,000		27	29	54	34	30	88.24%	73.00%	120.87%	\$10.90		84.2%	75%	112.3%
	DW				5	7	10	7	7	100.00%	79.00%	126.58%	\$9.88	100%	85%	117.6%	
Unity Council: WIA One-Stop Affiliate	Adult	7/08 - 6/09	\$300,000		40	36	78	34	26	76.47%	73.00%	104.75%	\$14.17		76.6%	75%	102.1%
	DW				8	10	16	4	2	50.00%	79.00%	63.29%	\$25.63	90%	85%	105.9%	
ASSETS	Adult	7/08 - 6/09	\$140,000		33	33	52	13	10	76.92%	73.00%	105.37%	\$13.87		86.4%	75%	107.85%
<b>PY 2008-09 Adult/DW TOTALS:</b>			<b>\$2,526,623</b>		<b>397</b>	<b>389</b>	<b>790</b>	<b>273</b>	<b>229</b>	<b>83.88%</b>	<b>77.00%</b>	<b>108.94%</b>	<b>\$15.36</b>		<b>86.1%</b>	<b>80%</b>	<b>110.8%</b>
<b>Adult subtotal</b>					<b>238</b>	<b>253</b>	<b>500</b>	<b>176</b>	<b>147</b>	<b>83.52%</b>	<b>73.00%</b>	<b>114.41%</b>	<b>\$13.95</b>		<b>83.1%</b>	<b>75%</b>	<b>104.9%</b>
<b>Dislocated Worker subtotal</b>					<b>159</b>	<b>136</b>	<b>290</b>	<b>97</b>	<b>82</b>	<b>84.54%</b>	<b>79.00%</b>	<b>107.01%</b>	<b>\$17.88</b>		<b>89.1%</b>	<b>85%</b>	<b>75%</b>

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**WIA Adult and Dislocated Worker Services  
As of June 30, 2008**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Amount drawn down through current period	Total Enrollment Plan	Actual Enrollment	Total Active/Enrolled this PY (including carried over)	Exited this PY	Placements this PY	% Placements to Exits	State Placement Goals (Placements to Exits)	Success Rate	Average Wage (hourly)	Benefits	% Retention (PY)	State Retention Goal	Retention Success Rate
<b>PROGRAM YEAR 2007-08</b>																	
PIC One Stop Downtown/East Oakland	Adult	7/07 - 6/08	\$1,686,623		108	117	234	120	94	78.33%	73.00%	107.31%	\$17.44		69%	75%	92%
	DW				136	127	296	153	124	81.05%	79.00%	102.59%	\$17.63	63%	85%	74%	
Eng. Center: WIA One-Stop Affiliate	Adult	7/07 - 6/08	\$200,000		30	35	68	20	18	90.00%	73.00%	123.29%	\$13.49		78%	75%	104%
	DW				10	5	9	5	4	80.00%	79.00%	101.27%	\$12.37	34%	85%	40%	
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult	7/07 - 6/08	\$200,000		27	32	68	42	36	85.71%	73.00%	117.42%	\$10.39		52%	75%	70%
	DW				5	5	10	7	5	71.43%	79.00%	90.42%	\$9.42	75%	85%	89%	
Unity Council: WIA One-Stop Affiliate	Adult	7/07 - 6/08	\$300,000		40	51	83	41	34	82.93%	73.00%	113.60%	\$12.05		63%	75%	84%
	DW				8	6	10	4	4	100.00%	79.00%	126.58%	\$11.28	80%	85%	95%	
ASSETS	Adult	7/07 - 6/08	\$140,000		33	33	48	29	21	72.41%	73.00%	99.20%	\$13.92		58%	75%	78%
<b>PY 2007-08 Adult/DW TOTALS:</b>			<b>\$2,526,623</b>		<b>397</b>	<b>411</b>	<b>826</b>	<b>421</b>	<b>340</b>	<b>80.76%</b>	<b>77.00%</b>	<b>106.26%</b>	<b>\$15.55</b>		<b>65%</b>	<b>80%</b>	<b>82%</b>
<b>Adult subtotal</b>					<b>238</b>	<b>268</b>	<b>501</b>	<b>252</b>	<b>203</b>	<b>80.56%</b>	<b>73.00%</b>	<b>110.35%</b>	<b>\$14.57</b>		<b>66%</b>	<b>75%</b>	<b>88%</b>
<b>Dislocated Worker subtotal</b>					<b>159</b>	<b>143</b>	<b>325</b>	<b>169</b>	<b>137</b>	<b>81.07%</b>	<b>79.00%</b>	<b>102.61%</b>	<b>\$16.99</b>		<b>64%</b>	<b>85%</b>	<b>75%</b>

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**WIA Adult and Dislocated Worker Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Exited w/o Placement	Annual Placement Plan	Placements to Date	Placement % of Goal	Average Wage (hourly)	Benefits	Retention - 3 Month	Retention - 6 Month	Retention - 9 Month
<b>PROGRAM YEAR 2006-07</b>																
Universal Client services through all One-Stop Centers	Core	7/06 - 6/07	-	-	7,050	3,450	49%									
PIC One Stop Downtown/East Oakland	Adult	7/06 - 6/08	\$1,775,947	\$869,996	111	55	50%	0	39	1	3%	\$18.50	1			
	DW	7/06 - 6/08			133	43	32%	0	33	2	6%	\$12.00	-			
Eng. Center: WIA One-Stop Affiliate	Adult/DW	7/06 - 6/08	\$100,000	\$71,534	40	19	48%	0	14	3	21%	\$16.67	1			
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult/DW	7/06 - 6/08	\$200,000	\$73,075	32	23	72%	0	16	0	0%	-	-			
Unity Council: WIA One-Stop Affiliate	Adult/DW	7/06 - 6/08	\$300,000	\$146,608	48	20	42%	0	14	6	43%	\$10.65	2			
Allen Temple: WIA Satellite	Adult/DW	7/06 - 6/08	\$25,000	\$10,080	n/a											
City of Oakland DHS	Adult/DW	7/06 - 6/08	\$140,000	\$70,000	33	33	100%	0	23	0	0%	-	-			
<b>PY 2007-08 Adult/DW TOTALS:</b>			\$2,540,947	\$1,241,293	397	193	49%	0	139	12	9%	\$13.03	4			
<b>Adult subtotal</b>					241	142	59%	0	100	9	9%	\$13.63	4			
<b>Dislocated Worker subtotal</b>					156	51	33%	0	39	3	8%	\$11.25	0			

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**WIA Adult and Dislocated Worker Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Exited w/o Placement	Annual Placement Plan	Placements to Date	Placement % of Goal	Average Wage (hourly)	Benefits	Retention - 3 Month	Retention - 6 Month	Retention - 9 Month
<b>PROGRAM YEAR 2005-06</b>																
Universal Client services through all One-Stop Centers	Core	7/05 - 6/06	-	-	8,000	7,115	89%									
PIC One Stop Downtown/East Oakland	Adult	7/05 - 6/06	\$1,900,000	\$1,838,113	87	91	105%	4	42	29	69%	\$13.20	10	71%	54%	40%
	DW				138	142	103%	1	110	46	42%	\$16.80	24	63%	47%	33%
Eng. Center: WIA One-Stop Affiliate	Adult/DW	7/05 - 6/06	\$100,000	\$100,000	40	46	115%	1	33	25	76%	\$10.23	6	70%	37%	38%
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult/DW	7/05 - 6/06	\$200,000	\$200,000	32	40	125%	3	29	21	72%	\$9.41	15	70%	33%	40%
Unity Council: WIA One-Stop Affiliate	Adult/DW	7/05 - 6/06	\$300,000	\$300,000	48	50	104%	0	36	18	50%	\$11.96	7	55%	44%	50%
Regional Technical Training Center: WIA Satellite		7/05 - 6/06	\$25,000	\$25,000	n/a											
Allen Temple: WIA Satellite	Adult/DW	7/05 - 6/06	\$25,000	\$11,564	n/a											
City of Oakland DHS	Adult/DW	7/05 - 6/06	\$150,000	\$150,000	35	35	100%	4	25	26	104%	\$11.50	5	78%	26%	9%
<b>PY 2007-08 Adult/DW TOTALS:</b>			\$2,700,000	\$2,624,677	380	404	106%	13	275	165	60%	\$12.87	67	69%	40%	34%
<b>Adult subtotal</b>					216	251	116%	11	156	112	72%	\$11.42	41	70%	40%	34%
<b>Dislocated Worker subtotal</b>					164	153	93%	2	119	53	45%	\$15.92	26	65%	40%	33%

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**WIA Adult and Dislocated Worker Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Exited w/o Placement	Annual Placement Plan	Placements to Date	Placement % of Goal	Average Wage (hourly)	Benefits	Retention - 3 Month	Retention - 6 Month	Retention - 9 Month
<b>PROGRAM YEAR 2004-05</b>																
Universal Client services through all One-Stop Centers	Core	7/04 - 6/05	-	-	7,500	7,964	106%									
PIC One Stop Downtown/East Oakland	Adult	7/04 - 6/05	\$2,323,978	\$2,323,978	90	115	128%	16	58	54	93%	\$15.97	20	80%	75%	69%
	DW				115	114	99%	14	87	78	90%	\$17.01	37	85%	78%	75%
Eng. Center: WIA One-Stop Affiliate	Adult/DW	7/04 - 6/05	\$75,000	\$75,000	20	30	150%	5	22	22	100%	\$10.24	10	67%	63%	59%
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult/DW	7/04 - 6/05	\$75,000	\$75,000	20	24	120%	2	17	22	129%	\$9.85	16	92%	88%	88%
Unity Council: WIA One-Stop Affiliate	Adult/DW	7/04 - 6/05	\$75,000	\$75,000	20	30	150%	8	21	18	86%	\$12.51	7	64%	64%	76%
City of Oakland DHS	Adult/DW	7/04 - 6/05	\$150,000	\$150,000	35	36	103%	7	25	26	104%	\$12.76	4	57%	50%	48%
<b>PY 2007-08 Adult/DW TOTALS:</b>			<b>\$2,698,978</b>	<b>\$2,698,978</b>	<b>380</b>	<b>349</b>	<b>116%</b>	<b>52</b>	<b>230</b>	<b>220</b>	<b>96%</b>	<b>\$14.49</b>	<b>94</b>	<b>78%</b>	<b>72%</b>	<b>70%</b>
<b>Adult subtotal</b>					<b>216</b>	<b>218</b>	<b>128%</b>	<b>36</b>	<b>130</b>	<b>128</b>	<b>98%</b>	<b>\$13.35</b>	<b>50</b>	<b>75%</b>	<b>70%</b>	<b>67%</b>
<b>Dislocated Worker subtotal</b>					<b>164</b>	<b>131</b>	<b>101%</b>	<b>16</b>	<b>100</b>	<b>92</b>	<b>92%</b>	<b>\$16.08</b>	<b>44</b>	<b>82%</b>	<b>77%</b>	<b>75%</b>

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**WIA Adult and Dislocated Worker Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Exited w/o Placement	Annual Placement Plan	Placements to Date	Placement % of Goal	Average Wage (hourly)	Benefits	Retention - 3 Month	Retention - 6 Month	Retention - 9 Month
<b>PROGRAM YEAR 2003-04</b>																
Universal Client services through all One-Stop Centers	Core	7/03 - 6/04	-	-	8,000	8,937	112%									
PIC One Stop Downtown/East Oakland	Adult DW	7/03 - 6/04	\$2,020,231	\$2,020,231	87 125	73 93	84% 74%	16 19	51 71	55 71	108% 100%	\$14.01 \$15.85	30 20	87% 79%	85% 74%	70% 75%
Eng. Center: WIA One-Stop Affiliate	Adult/DW	7/03 - 6/04	\$60,000	\$60,000	20	20	100%	2	14	14	100%	\$8.40	6	76%	76%	75%
Lao Family Comm. Dev.: WIA One-Stop Affiliate	Adult/DW	7/03 - 6/04	\$60,000	\$60,000	20	29	145%	5	20	24	120%	\$11.12	13	55%	55%	54%
Unity Council: WIA One-Stop Affiliate	Adult/DW	7/03 - 6/04	\$60,000	\$60,000	20	17	85%	3	13	14	108%	\$8.71	2	82%	94%	94%
City of Oakland DHS	Adult/DW	7/03 - 6/04	\$135,000	\$135,000	38	33	87%	7	23	26	113%	\$11.69	5	73%	64%	61%
<b>PY 2007-08 Adult/DW TOTALS:</b>			\$2,335,231	\$2,335,231	250	265	106%	52	192	204	106%	\$13.27	76	78%	75%	71%
<b>Adult subtotal</b>					125	154	123%	32	107	117	109%	\$12.27	49	77%	74%	66%
<b>Dislocated Worker subtotal</b>					125	111	89%	20	85	87	102%	\$14.49	27	80%	77%	78%

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**WIA Youth Services  
As of June 10, 2009**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Total Active/Enrolled this PY (including carried over)	Enrollment % of Plan	Exited this PY	Placements this PY (employment or postsecondary ed.)	% Placements/PostSec to Exits	State Placement Goal (placements to exits)	Average Wage (hourly)	Degree or Credentials this PY	% Degree or Credentials this PY	Degree or Credentials State Goal
<b>PROGRAM YEAR 2008-09</b>																
Alameda County Health Care Foundation	In School	7/08 - 6/09	\$30,860		13	18	43	138.46%	1	1	100%	67%	-	1	100%	50%
Lao Family Community Dev.	Out of School	7/08 - 6/09	\$137,500		10	10	13	100%	4	3	75%	67%	-	0	0%	50%
	In School				35	39	51	111.43%	4	3	75%	67%	-	0	0%	50%
Pivotal Point	Out of School	7/08 - 6/09	\$86,060		18	18	33	100%	6	3	50%	67%	-	3	50%	50%
Scotlan Youth Development Center	Out of School	7/08 - 6/09	\$177,800		40	40	62	100%	12	11	91.67%	67%	-	0	0%	50%
	In School				17	15	23	88.24%	7	3	42.86%	67%	-	3	42.86%	50%
Youth Employment Partnership	Out of School	7/08 - 6/09	\$367,780		50	54	128	108%	16	15	93.75%	67%	-	3	18.75%	50%
	In School				75	91	261	121.33%	60	29	48.33%	67%	-	38	63.33%	50%
<b>PY 2008-09 Youth TOTALS</b>			\$800,000		258	285	614	109.91%	110	68	67.105%	67%	-	48	37.06%	50%
<b>Out of School Youth subtotal:</b>					118	122	236	103.39%	38	32	84.21%	67%	-	6	15.79%	50%
<b>In School Youth subtotal:</b>					140	163	378	116.43%	72	36	50%	67%	-	42	58.33%	50%

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**WIA Youth Services  
As of June 30, 2008**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Total Active/Enrolled this PY (including carried over)	Enrollment % of Plan	Exited this PY	Placements this PY (employment or postsecondary ed.)	% Placements/PostSec to Exits	State Placement Goal (placements to exits)	Average Wage (hourly)	Degree or Credentials this PY	% Degree or Credentials this PY	Degree or Credentials State Goal				
<b>PROGRAM YEAR 2007-08</b>																				
Alameda County Health Care Foundation	In School	7/07 - 6/08	\$30,860		13	15	26	116%	1	1	100%	67%	n/a	1	100%	50%				
Lao Family Community Dev.	Out of School	7/07 - 6/08	\$137,500		10	10	11	100%	9	8	89%	67%	\$10.93	0	0%	50%				
	In School				35	35	37	100%	25	23	92%	67%	\$8.00	22	88%	50%				
Pivotal Point	Out of School	7/07 - 6/08	\$86,060		18	18	27	100%	14	9	65%	67%	\$8.66	3	22%	50%				
Scotlan Youth Development Center	Out of School	7/07 - 6/08	\$177,800		40	41	57	100%	35	22	63%	67%	\$8.54	13	38%	50%				
	In School				17	17	24	100%	16	4	25%	67%	\$8.80	15	94%	50%				
Youth Employment Partnership	Out of School	7/07 - 6/08	\$367,780		40	52	90	130%	16	2	13%	67%	\$10.75	12	75%	50%				
	In School				92	76	204	83%	34	4	12%	67%	\$8.10	24	71%	50%				
<b>PY 2007-08 Youth TOTALS</b>					\$800,000				265	264	476	103%	150	73	50%	67%	\$9.01	90	60%	50%
<b>Out of School Youth subtotal:</b>									108	121	185	113%	74	41	56%	67%	\$9.72	28	38%	50%
<b>In School Youth subtotal:</b>									157	143	291	92%	76	32	43%	67%	\$8.30	62	82%	50%

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**WIA Youth Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Placement Goal	Placements to Date	Placement % of Goal	Average Wage	Basic Skills	Occupation Skills	Work Readiness Skills	Diplomas and Credentials	Return to School or College	
<b>PROGRAM YEAR 2006-07</b>																	
Alameda County Health Care Foundation	In School	7/06 - 6/08	\$30,860	\$2,967	13	6	46%		0		n/a	-			-	-	
Lao Family Community Dev.	Out of School	7/06 - 6/08	\$137,500		\$66,906	10	10	100%	7	4	57%	\$10.13	20	-	9	-	-
	In School			35		31	89%		0			28	-	32	-	-	
Pivotal Point	Out of School	7/06 - 6/08	\$86,060	\$18,335	18	13	72%	9	0	0%	n/a	n/a	-	5	-	-	
Scotlan Youth Development Center	Out of School	7/06 - 6/08	\$177,800		\$78,372	40	24	60%	16	8	50%	\$8.27	66	-	44	-	1
	In School			17		2	12%		0			4	-	2	-	-	
Youth Employment Partnership	Out of School	7/06 - 6/08	\$367,780	\$97,413	40	30	75%	18	0	0%	n/a	8	-	24	-	-	
	In School				92	69	75%		0			56	-	41	-	-	
<b>PY 2006-07 Youth TOTALS</b>					<b>\$800,000</b>	<b>\$263,993</b>	<b>265</b>	<b>185</b>	<b>70%</b>	<b>50</b>	<b>12</b>	<b>\$8.89</b>	<b>182</b>	<b>0</b>	<b>157</b>	<b>0</b>	<b>1</b>
<b>Out of School Youth subtotal:</b>					<b>108</b>	<b>77</b>	<b>71%</b>	<b>50</b>	<b>12</b>	<b>24%</b>	<b>-</b>	<b>94</b>	<b>-</b>	<b>82</b>	<b>-</b>	<b>1</b>	
<b>In School Youth subtotal:</b>					<b>157</b>	<b>108</b>	<b>69%</b>		<b>0</b>		<b>-</b>	<b>88</b>	<b>-</b>	<b>75</b>	<b>-</b>	<b>-</b>	

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**WIA Youth Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Placement Goal	Placements to Date	Placement % of Goal	Average Wage	Basic Skills	Occupation Skills	Work Readiness Skills	Diplomas and Credentials	Return to School or College
<b>PROGRAM YEAR 2005-06</b>																
Lao Family Community Dev.	Older Youth	7/05 - 6/07	\$120,000	\$120,000	8	9	113%	6	5	83%	\$10.53	20	-	28	1	-
	Younger youth				32	32	100%		0		-	81	-	139	3	29
Scotlan Youth Development Center	Older Youth	7/05 - 6/07	\$130,000	\$130,000	15	17	113%	11	8	73%	\$9.38	33	-	18	6	1
	Younger youth				22	25	114%		2		\$7.38	48	-	24	2	21
Spanish Speaking Citizens Foundation	Older Youth	7/05 - 6/07	\$75,000	\$75,000	3	3	100%	2	3	150%	\$10.92	4	-	6	3	3
	Younger youth				24	24	100%		0		-	45	-	39	2	23
Youth Employment Partnership	Older Youth	7/05 - 6/07	\$475,000	\$473,750	40	45	113%	29	29	100%	\$9.61	37	-	85	19	3
	Younger youth				110	122	111%		9		\$7.70	110	1	211	4	86
<b>PY 2005-06 Youth TOTALS</b>			<b>\$800,000</b>	<b>\$798,750</b>	<b>254</b>	<b>277</b>	<b>109%</b>	<b>48</b>	<b>56</b>	<b>94%</b>	<b>\$9.34</b>	<b>378</b>	<b>1</b>	<b>550</b>	<b>40</b>	<b>165</b>
<b>Older Youth subtotal:</b>					<b>66</b>	<b>74</b>	<b>112%</b>	<b>48</b>	<b>45</b>	<b>94%</b>	<b>\$9.76</b>	<b>94</b>	<b>-</b>	<b>137</b>	<b>29</b>	<b>6</b>
<b>Younger Youth subtotal:</b>					<b>188</b>	<b>203</b>	<b>108%</b>		<b>11</b>		<b>\$7.64</b>	<b>284</b>	<b>1</b>	<b>413</b>	<b>11</b>	<b>159</b>

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**WIA Youth Services  
As of December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	Contract Amount	Expenditures as of 12/31/06	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Placement Goal	Placements to Date	Placement % of Goal	Average Wage	Basic Skills	Occupation Skills	Work Readiness Skills	Diplomas and Credentials	Return to School or College
<b>PROGRAM YEAR 2004-05</b>																
Lao Family Community Dev.	Older Youth	7/04 - 6/06	\$120,000	\$118,240	8	10	125%	6	9	150%	\$9.68	13	-	20	-	1
	Younger youth				32	34	106%		0		-	76	-	96	3	33
Scotlan Youth Development Center	Older Youth	7/04 - 6/06	\$130,000	\$130,000	15	15	100%	9	10	111%	\$7.51	22	-	18	8	-
	Younger youth				22	22	100%		10		\$6.75	40	-	22	12	10
Spanish Speaking Citizens Foundation	Older Youth	7/04 - 6/06	\$75,000	\$75,000	3	3	100%	2	2	100%	\$8.88	2	-	3	2	2
	Younger youth				24	24	100%		3		\$7.50	24	-	46	1	24
Youth Employment Partnership	Older Youth	7/04 - 6/06	\$475,000	\$475,000	30	33	110%	20	23	115%	\$9.17	17	1	37	2	1
	Younger youth				150	157	105%		18		\$7.47	133	13	206	-	140
<b>PY 2004-05 Youth TOTALS</b>			<b>\$800,000</b>	<b>\$798,240</b>	<b>284</b>	<b>298</b>	<b>105%</b>	<b>37</b>	<b>75</b>	<b></b>	<b>\$8.20</b>	<b>327</b>	<b>14</b>	<b>448</b>	<b>28</b>	<b>211</b>
<b>Older Youth subtotal:</b>					<b>56</b>	<b>61</b>	<b>109%</b>	<b>37</b>	<b>44</b>	<b>119%</b>	<b>\$8.88</b>	<b>54</b>	<b>1</b>	<b>78</b>	<b>12</b>	<b>4</b>
<b>Younger Youth subtotal:</b>					<b>228</b>	<b>237</b>	<b>104%</b>	<b></b>	<b>31</b>	<b></b>	<b>\$7.24</b>	<b>273</b>	<b>13</b>	<b>370</b>	<b>16</b>	<b>207</b>

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**CITY PROGRAM OUTCOMES SUMMARY**

City-funded workforce program information was not yet available at the time of this report's submission. The following pages provide a summary spreadsheet of outcomes from all programs managed and operated under the City of Oakland, since PY 2006-2007. Outcomes of current City programs will be provided following completion of PY 2008-2009 (ending June 30, 2009).

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**City of Oakland  
Adult Programs  
Through June 30, 2008**

Agency and Program Name	Enrollees	Contract Period	2007-08 Contract Amount	Cost Draw Downs as of 6/30/08	Annual Enrollment Plan	Actual Enrollment	Enrollment % of Plan	Annual Placement Goal	Actual Placements	Placement % of Goal	Average Wage	Job w/Benefits
ATHEDCO: Dr. J. Alfred Smith Sr. Training Academy - Measure Y Program	Adult	7/07 - 6/08	\$280,000	*	74	203	274%	36	42	117%	*	*
DHS: America Works (Workfirst) - Measure Y Program	Adult	7/07 - 6/08	\$390,000	*	101	103	102%	101	103	102%	*	n/a
DHS: ASSETS Senior Employment Program	Adult	7/07 - 6/08	\$1,294,896	*	239	239	100%	44	44	100%	\$12.84	17
DHS: Oakland Community Action Partnership, Oakland Army Base Workforce Development Collaborative - CSBG Program	Adult	7/07 - 6/08	\$46,000	*	62	62	100%	62	27	44%	\$11.00	16
TIW: Oakland Museum Project	Adult	7/07 - 6/08	\$60,960	*	4	4	100%	4	4	100%	\$8.00	0
VOA: Crew Based Sheltered Employment Program - Measure Y program	Adult	7/07 - 6/08	\$273,742	*	16	10	62.50%	16	0	0%	n/a	n/a
VOA: Day Labor Program	Adult	7/07 - 6/08	\$194,000	Data not yet available at time of report								
<b>Totals:</b>			\$2,539,598	*	497	617	128%	259	216	73%	\$11.92	33

\* Data not yet available at time of Report submission.

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**City of Oakland  
Adult Programs  
Through December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	2006-07 Contract Amount	Cost Draw Downs as of 12/31/06	Annual Enrollment - Plan	Actual Enrollment	Enrollment % of Plan	Annual Placement Goal	Actual Placements	Placement % of Goal	Average Wage	Job w/Benefits
ATHEDCO: Dr. J. Alfred Smith Sr. Training Academy - Measure Y Program	Adult	1/06 - 6/07	\$25,000	\$4,250	40	165	206%	15	74	164%	\$10.35	23
ATHEDCO: Dr. J. Alfred Smith Sr. Training Academy - Measure Y Program	Adult	7/06 - 6/07	\$833,738		40			30				
DHS: ASSETS Senior Employment Program	Adult	10/06 - 6/07	\$802,660	\$267,552	171	152	89%	35	18	51%	\$12.43	8
Int'l Inst. For the East Bay: New Immigrants Employment Proj.	Adult	7/06 - 6/07	\$13,775	\$7,210	15	4	27%	8	0	0%	-	-
TIW: Oakland Museum Project	Adult	7/06 - 6/07	\$60,960	\$30,480	4	4	100%	4	4	100%	\$6.75	0
Volunteers of America, Bay Area: Crew Based Sheltered Employment Program - Measure Y program	Adult	7/06 - 6/07	\$273,742	\$109,497	16	8	50%	16	1	6%	\$15.00	1
Volunteers of America, Bay Area: Carpentry Job Dev't Project	Adult	7/06 - 6/07	\$30,420	\$22,776	15	15	100%	15	10	67%	\$12.00	0
<b>Totals:</b>			\$2,040,295	\$441,765	301	348	116%	123	107	87%	\$10.76	32

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**City of Oakland  
Adult Programs  
Through December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	2006-07 Contract Amount	Cost Draw Downs as of 12/31/06	Annual Day Client Visit Plan	Total Day Client Visits (YTD, Actual)	Actual % of Annual Visit Goal	Total Placement Goal	Total Actual Placements	Placement % of Goal	Average Wage	Of all Placements, # of Extended Duration	Of all placements, # of Short Term Duration
Volunteers of America, Bay Area: Oakland Day Labor Program	Adult	7/05 - 6/07	\$194,000	\$84,474	19,200	29,670	155%	3,360	3,923	117%	\$12.50	1,916	2,007

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**City of Oakland  
Youth Programs  
Through June 30, 2008**

Agency and Program Name	Enrollees	Contract Period	2007-08 Contract Amount	Cost Draw Downs as of 6/30/08	Annual Enrollment Plan	Actual Enrollments	Enrollment % of Plan	Annual Placement Goal	Actual Placements	Placement % of Goal	Average Wage
ACHCF: Model Neighborhood Program	Youth	7/07 - 6/08	\$100,000	*	114	154	135%	114	154	135%	n/a
YEP: Career Tryout, After-School Jobs Program	Youth	7/07 - 6/08	\$190,000	*	*	*	*	*	140	*	*
YEP: Re-entry Program	Youth	7/07 - 6/08	\$280,000	*	25	32	128%	25	32	128%	*
YEP: Team Oakland	Youth	Summer 2007	\$249,000	*	100	142	142%	100	142	142%	*
Youth Radio: Community Action Program	Youth	7/07 - 6/08	\$152,250	*	37	21	57%	3	0	0%	n/a
Youth Uprising: Corners Café Employment and Training Program	Youth	7/07 - 6/08	PY 2007-08 data not yet available at time of report								
OUSD Career Academics Program	Youth	7/07 - 6/08	PY 2007-08 data not yet available at time of report								

\* Data not available at time of Report submission.

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**City of Oakland  
Youth Programs  
Through December 31, 2006**

Agency and Program Name	Enrollees	Contract Period	2006-07 Contract Amount	Cost Draw Downs as of 12/31/06	Annual Enrollment Plan	Actual Enrollments	Enrollment % of Plan	Annual Placement Goal	Actual Placements	Placement % of Goal	Average Wage
Alameda County Health Care Foundation: Model Neighborhood Program	Youth	7/06 - 6/07	\$100,000	\$49,200	114	68	60%	114	68	60%	n/a
EBCC: Recycling Program	Youth	8/03 - 7/07	\$170,000	\$85,000	22	21	95%	22	21	95%	\$9.00
EBCC/OCCUR: Burbank School Community Garden Project	Youth	10/05 - 6/07	\$27,000	-	5	5	100%	5	5	100%	\$7.51
Global Education Partnership: Corners Café Employment and Training Program	Youth	10/05 - 6/07	\$50,000	\$22,990	10	10	100%	10	10	100%	\$8.00
Global Education Partnership: Entrepreneurship and Employment Training	Youth	7/06 - 6/07	\$150,000	\$57,750	46	31	67%	46	31	67%	\$7.00
Youth Employment Partnership: Anti-Litter	Youth	7/06 - 6/07	\$235,000	\$29,253	25	35	140%	25	35	140%	\$8.00
Youth Employment Partnership: Team Oakland	Youth	7/06 - 6/07	\$249,000	\$249,000	100	104	104%	100	104	104%	\$7.00
Youth Employment Partnership: Career Tryout (OFCY, Summer 2006)	Youth	7/06 - 6/07	\$174,919	\$153,001	147	143	97%	147	143	97%	\$7.00
Youth Employment Partnership: Career Tryout (Measure Y, After School)	Youth	7/06 - 6/07	\$395,848	\$37,600	100	61	61%	100	61	61%	\$7.00
Youth Employment Partnership: Re-entry Program	Youth	7/06 - 6/07	\$430,000	\$56,400	25	25	100%	50	27	54%	\$10.00
Youth Radio	Youth	7/06 - 6/07	\$75,000	\$37,500	22	11	50%	22	11	50%	n/a
Youth Sounds	Youth	7/06 - 6/07	\$75,000	\$18,026	30	16	53%	n/a	n/a	n/a	n/a
<b>Totals:</b>			\$2,131,767	\$795,720	646	530	82%	641	516	80%	\$7.39

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**City of Oakland  
Youth Programs  
Through December 31, 2006**

<b>Program Name</b>	<b>Contract Duration</b>	<b>Contract Amount</b>	<b>Cost Draw Downs as of 12/31/06</b>	<b>School Year</b>	<b>Placement Goal</b>	<b>Total Placements</b>	<b>Placement % of Goal</b>	<b>Post Program Employment Goal</b>	<b>Portion of Eligible Youth Employed</b>	<b>Post Program Employment % of Goal</b>
<b>OUSD Career Academy</b>	7/05 - 6/07	\$600,000	\$498,607	2005 - 06	320	330	103%	50%	54%	108%
				2006 - 07	320	211	66%			

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## **PARTICIPANT CHARACTERISTICS**

The below table provides information on some characteristics of the newly enrolled clients for Program Year 2007-08 served at the One-Stop (mostly self-help services), and the WIA-enrolled clients. Client characteristics are not yet available for PY 2008-09.

In comparing the clients registered for services at the One Stops with the clients selected for enrollment in WIA (i.e., intensive services), it appears that more females than males are receiving intensive services than the percentage who registered for One-Stop services. It also appears that the percentage of those without a High School diploma registering with the One-Stop is much higher than those enrolled for intensive services.

The Oakland PIC enrolled the greatest number of formerly incarcerated individuals in the WIA program; more than double the percentage of individuals who self-reported "offender" status in the application for One Stop services.

In terms of ethnicity, there seems to be an over-representation of Asians enrolled to receive WIA intensive services as compared to those who registered with the One Stop system, and an under-representation of Hispanics. The same appears to be true when considering the breakdown of ethnicity estimates for 2006 as reported in quickfacts at [www.census.gov](http://www.census.gov) (Asian 15.2%; African American 35.7%, Hispanic 21.9% and White 31.3% -these estimates add to more than 100%, perhaps due to the Census' data gathering that allows for more than one group).

### **Breakdown of Selected Participant Characteristics - Adults**

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### Breakdown of Selected Participant Characteristics - Youth

	PIC		English Center		Lao Family		Unity Council		ASSETS	EDD	San Pablo
	One Stop	WIA Enrl	One Stop	WIA Enrl	One Stop	WIA Enrl	One Stop	WIA Enrl	WIA Enrl	One Stop	One Stop
<b>Total #</b>	<b>2,007</b>	<b>244</b>	<b>203</b>	<b>40</b>	<b>898</b>	<b>37</b>	<b>448</b>	<b>57</b>	<b>33</b>	<b>4,439</b>	<b>1,351</b>
Male	54%	42%	40%	32%	45%	29%	50%	26%	30%	49%	44%
Female	46%	58%	60%	68%	55%	71%	50%	74%	70%	51%	56%
No HS Diploma	21%	16%	39%	5%	30%	0%	33%	26%	0%	12%	19%
Offender	4%	11%	0%	2%	2%	2%	2%	0%	3%	4%	7%
Low Income	52%	49%	41%	58%	30%	71%	33%	79%	91%	17%	100%
Limited English	15%	22%	68%	100%	46%	56%	43%	16%	0%	6%	1%

#### Ethnicity

Native American	1%	0%	0%		0%	0%	1%	3%	0%	1%	2%
Asian	27%	32%	22%	30%	49%	79%	8%	47%	9%	11%	6%
African American	48%	48%	3%	2%	12%	6%	13%	16%	76%	47%	71%
Hispanic	9%	9%	48%	48%	26%	15%	73%	32%	3%	15%	4%
White	11%	11%	8%	20%	1%	0%	1%	2%	12%	21%	9%
Other/NA	4%	0%	17%	0%	12%	0%	5%	0%	0%	5%	8%

	AICo Healthcare Foundation		Lao Family		Pivotal Point		Scotlan		YEP		Totals
	In-Sch	Out-Sch	In-Sch	Out-Sch	In-Sch	Out-Sch	In-Sch	Out-Sch	In-Sch	Out-Sch	
<b>Total #</b>	<b>15</b>	<b>n/a</b>	<b>35</b>	<b>10</b>	<b>n/a</b>	<b>18</b>	<b>17</b>	<b>40</b>	<b>76</b>	<b>52</b>	<b>264</b>
Male	2		18	5		15	11	20	21	19	111
Female	13		17	5		3	6	21	55	33	153
No HS Diploma	15		35	4		8	17	39	76	19	213
Offender	0		0	0		1	0	1	2	0	4
Low Income	15		32	9		17	16	38	71	52	250
Limited English	0		0	0		3	0	0	0	1	4

#### Ethnicity

Native American	0		0	0		0	0	0	0	0	0
Asian	2		33	10		0	2	9	13	3	72
African American	11		2	0		18	13	26	59	47	176
Hispanic	2		0	0		0	2	5	4	2	15
White	0		0	0		0	0	1	0	0	1
Other/NA	0		0	0		0	0	0	0	0	0

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### COSTS PER WIA ADULT SERVICE OUTCOME

Section 121 of the Workforce Investment Act of 1998 (WIA) describes the establishment of the One-Stop delivery system for all local areas with emphasis on services by partner agencies such as the Employment Development Department, Adult Education, Social Services Agency, and others. The one-stops must be open to all individuals seeking employment assistance and to provide reasonable access to individuals with disabilities.

This open model of services is one of the tenets of WIA that has caused a good deal of confusion when attempting to calculate the cost of those services, particularly because the federally-imposed performance measures only look at the results of a very small fraction of all those individuals served through the One-Stop system. As documented by David Campbell and others in an evaluation of California's Workforce Development System, published by UC Davis titled **"WIA Implementation in California: Findings and Recommendations"** (November 2006):

"When comparing WIA with the Job Training Partnership Act (JTPA), stakeholders are grateful for the universal eligibility provision that allows them to serve any adult who walks in the door of a One-Stop, but lament that federal performance measures do not reflect their intense universal services efforts and the very high number of customers they serve."

Column B shows the budgeted amounts received by all the Adult service providers in Oakland during the program year July 1, 2008 to June 30, 2009. Columns C, D and E show the traffic for the "universal" services (services to anyone who sought services at any of the one-stops in Oakland) provided to a total of 21,288 individuals (bottom of column E). Columns F through J show the very small fraction of "WIA-Enrolled" clients used to calculate the performance of the entire system.

Following the same rationale of looking only at that small fraction of individuals served, column K shows the "Cost Per Placement" calculated as the division of the budgeted amount (column B) by the number of individuals who were employed at the time of leaving the program (column J). It is important to note that the federally mandated performance outcomes only look at the results at the time a participant completes the employment plan developed in conjunction with his/her career counselor or employment advisor and/or leaves the program for other reasons. It is also important to note that Oakland has exceeded the state-mandated "Entered Employment Rate" performance measure for adult programs since 2003.

The employment plan might include training, internships, support services, etc., and it may last more than one year. That is the reason why the number of exits (column I) is larger than the actual new enrollments (column G). Not included in this table, but available in Table 8, column C of the Agenda Report (page 13), is the number of individuals per one-stop who were enrolled in previous years but remained active participants at the start of PY 2008-09. This "carried over" number (415) combined with those enrolled during the year constitutes the cohort used by the State in the calculation of the performance measures.

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**Oakland One-Stop System summary table & Cost-per-Outcome for PY 2008-09**

A	B	C	D	E	F	G	H	I	J	K
One-Stop/Affiliate Site	Budget Amount	One Stop Universal Services			WIA-Enrolled Clients					
		New Universal Clients	Number of Visits	Number of Clients Visiting	Annual Planned Enrollments	Annual Actual New Enrollments	Actual % Of Enriment Goal	Exits this Program Year	Exited and Placed	"Cost Per" (Budget Amt/ Placed)
PIC, Downtown	\$1,686,623	*	*	*	244	224	91.80%	163	139	\$12,133.98
The English Center	\$200,000	*	*	*	40	50	125.00%	18	15	\$13,333.33
Lao Family	\$200,000	*	*	*	32	36	112.50%	41	37	\$5,405
Unity Council	\$300,000	*	*	*	48	46	95.83%	38	28	\$10,714.29
ASSETS	\$140,000	*	*	*	33	33	100.00%	13	10	\$14,000.00
<b>TOTALS</b>	<b>\$2,526,623</b>	*	*	*	<b>397</b>	<b>389</b>	<b>97.98%</b>	<b>273</b>	<b>229</b>	<b>\$11,033.29</b>

\* Data not available at time of Report submission.

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**Oakland One-Stop System summary table & Cost-per-Outcome for PY 2007-08**

A	B	C	D	E	F	G	H	I	J	K
One-Stop/Affiliate Site	Budget Amount	One Stop Universal Services			WIA-Enrolled Clients					
		New Universal Clients	Number of Visits	Number of Clients Visiting	Annual Planned Enrollments	Annual Actual New Enrollments	Actual % Of Enrlment Goal	Exits this Program Year	Exited and Placed	"Cost Per" (Budget Amt/ Placed)
PIC, Downtown	\$1,686,623	2,007	49,234	7,668	244	244	100.00%	273	218	\$7,736.80
The English Center	\$200,000	203	4,682	367	40	40	100.00%	25	22	\$9,090.91
Lao Family	\$200,000	898	2,034	915	32	37	115.63%	49	41	\$4,878.05
Unity Council	\$300,000	448	2,853	745	48	57	118.75%	45	38	\$7,894.74
ASSETS	\$140,000	n/a	*	*	33	33	100.00%	29	21	\$6,666.67
<b>TOTALS</b>	<b>\$2,526,623</b>	<b>9,376</b>	<b>97,026</b>	<b>21,288</b>	<b>397</b>	<b>411</b>	<b>103.53%</b>	<b>421</b>	<b>340</b>	<b>\$7,431.24</b>

\* Data not available at time of Report submission.