



**OAKLAND  
WORKFORCE DEVELOPMENT BOARD  
MEETING**

**Thursday, May 1, 2025**

8:30 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](mailto: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 NOTICE

**Thursday, May 1, 2025**

8:30 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/88481487242>

Meeting ID: 884 8148 7242

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One tap mobile

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- Meeting ID: 884 8148 7242

Find your local number: <https://us06web.zoom.us/u/kbyB4Jt61R>

### **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](mailto:owdb@oaklandca.gov) or appear in person.**

If you have any questions, please email: [owdb@oaklandca.gov](mailto:owdb@oaklandca.gov)

**OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)**

**REGULAR FULL BOARD MEETING NOTICE**

City Hall  
1 Frank H. Ogawa Plaza, Oakland, CA  
Hearing Room 3  
Thursday, May 1, 2025  
8:30 – 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) – February 6, 2025

**II. ACTION ITEMS**

- A. Authorize a Golden State Works Grant to Center for Employment Opportunities, Inc. In An Amount Not To Exceed Three Million Seven Hundred Fifty-Eight Thousand Six Hundred Thirty Dollars (\$3,758,630) For The Term Of July 1, 2025, to June 30, 2026, To Provide Transitional Employment and Supportive Employment Services to Oakland Residents on Parole
- b. Adopt FY 25-26 OWDB Budget and Contracts
- c. Approving Formation of OWDB Strategic Priorities Ad-Hoc Committees

**III. INFORMATIONAL ITEMS**

- a. Economic Development Action Plan
- b. Director’s Report

**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 REGULAR FULL BOARD MEETING  
THURSDAY, AUGUST 7, 2025  
8:30 -11:00 a.m.**

*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, February 6, 2025 8:30 AM – 11:00 AM MINUTES

The meeting was called to order by Chair September Hargrove at 8:46 a.m.

### ROLL CALL

September Hargrove, Lee McMurtray, Jason Gumataotao, Omar Sabah, Della Randolph, Kalpana Oberoi, Ching Wang, Pete May, Aaron Johnson, Louis Quindlen, Kim Jones, Tatiana Newman-Wade, Rudy Besikof, Peter Gamez, (Quorum Established.)

**Excused:** Peter Gamez, Megan Nazareno

**Absent:** Kalpana Oberoi, Kim Jones, Omar Sabeh, Aaron Johnson, Tatiana Newman-Wade.

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.

Board Member Louis Quindlen approved the adoption of the agenda.

### APPROVAL OF MINUTES - ACTION

Chair September Hargrove requested a motion to approve November 7, 2024, minutes.

Board Member Louis Quindlen moved Board Member Jason Gumataotao seconded.

**Motion Passed:** September Hargrove, Lee McMurtray, Jason Gumataotao, Della Randolph, Ching Wang, Louis Quindlen, Rudy Besikof, Pete May.

### ITEM II a. ACTION

#### Approve One-Year Contract Extension for WIOA and Summer Youth Program Providers for FY 2025-26

*Sofia Navarro Executive Director of the Workforce Development Board presented the background for Item II a & II b, she requested that the OWDB approve a one-year contract extension for all existing Workforce Innovation and Opportunity Act (WIOA). She presented the background and recommendation for Summer Youth Employment Program (SYEP) service providers for an additional year. July 1, 2025, through June 30, 2026. A total funding amount of \$3,642,810.00.*

#### Public Comment:

## OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Michele Clark Director of Youth Employment Partnership (YEP), Richard de Jauregui Oakland Private Industry Council (OPIC) and Su Dung Lao Family Community Development (LAO) are in favor of staff recommendation.

**Board Member Louis Quindlen** inquired if the request is to approve the 25-26 funding, if it is based on local or federal funding? The status of WIOA funding and clarification on the footnotes listed at bottom of spreadsheet, he inquired if participants from previous years are included in the report or if the report reflects current year only.

*Sofia Navarro Executive Director stated that currently, WIOA is okay and not impacted.*

*The board members discussed the impact of budget cuts in the workforce division, the board emphasized the importance of maintaining stability while focusing on performance outcomes*

**Chair September Hargrove** requested a motion to approve recommendation.

**Board Member Louis Quindlen** moved **Board Member Ching Wang** seconded.

**Motion Passed:** September Hargrove, Lee McMurtray, Jason Gumataotao, Della Randolph, Ching Wang, Pete May, Louis Quindlen, Rudy Besikof.

*Sofia Navarro Executive Director presented the recommendation and overview she introduced Consultant, David Shinder.*

### **ITEM II b. ACTION- Approve FY 25-27 Workforce Development Board Strategic Priorities**

David Shinder stated that additional insight from the OWDB is needed to fully represent the boards views and preferences, as well as to identify partnerships, collaboration offering the greatest opportunities, determine where collaborations is most accessible and target specific improvement with other systems. David's presentation included: Strategies and Focus, Improved Engagement and Relationships with Businesses, Funding Agility through a diversified Base of Resources, Improved Coordination, Collaboration, and Alignment with other Systems and Programs, Approach, Priorities and Key Strategies, Objectives, Promise for Adoption of strategic Priorities,

**Chair September Hargrove** requested a motion to approve the strategic plan presented.

**Board Member Louis Quindlen** moved **Board Member Jason Gumataotao** seconded

**Motion Passed:** September Hargrove, Lee McMurtray, Jason Gumataotao, Della Randolph, Ching Wang, Pete May, Louis Quindlen, Rudy Besikof

## OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

### III. INFORMATIONAL ITEMS a. Directors Report

*Sofia Navarro, Executive Director shared Oakland Workforce Development Board updates: Workforce Development Budget, Grant Opportunities, Workforce Initiatives, Local and Regional Plan and Good News in Oakland.*

### III. INFORMATIONAL ITEM b. Performance Report

#### IV. PUBLIC FORUM:

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

Michele Clark, YEP.

#### V. STAFF REPORTS: None

#### VI. ANNOUNCEMENTS:

**Board Member Ching Wang** announced that Samuel Merritt University starting a Bachelor of Science in Cal Sciences, and the program is a Certified Register Nurse CNRA program.

#### VIII. CLOSING REMARKS & ADJOURNMENT

*Sofia Navarro, Executive Director, thanked David for the strategic priorities update and presentation.*

Meeting was adjourned at 11:00 a.m.

#### NEXT SCHEDULED FULL BOARD MEETING

**Thursday, May 1, 2025**

**Hearing Room #3**

**8:30 AM-11:00 AM**



**ITEM. II.a. - ACTION**

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 1, 2025**

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**Re: Authorize Golden State Works Grant to Center for Employment Opportunities, Inc.**

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**RECOMMENDATION**

Authorize a Golden State Works Grant to Center for Employment Opportunities, Inc. In An Amount Not To Exceed Three Million Seven Hundred Fifty-Eight Thousand Six Hundred Thirty Dollars (\$3,758,630) For The Term Of July 1, 2025, to June 30, 2026, To Provide Transitional Employment and Supportive Employment Services to Oakland Residents on Parole.

**EXECUTIVE SUMMARY**

This resolution will authorize the Oakland Workforce Development Board (OWDB) to enter an agreement with the California Department of Corrections and Rehabilitation (CDCR) to provide transitional employment and supportive employment services to Oakland residents who are on parole from July 1, 2025, to June 30, 2026, in the amount of \$3,942,840. The OWDB will contract with Center for Employment Opportunities, Inc. (CEO) to provide these services for a total cost of up to \$3,758,630. This work will be performed as part of the Golden State Works Program, which is administered by CDCR in partnership with the California Department of Transportation (Caltrans) and requires program participants to be placed on daily work crews with Caltrans.

**BACKGROUND / LEGISLATIVE HISTORY**

The City of Oakland has contracted with CDCR since 2011 to provide transitional employment services to Oakland residents who are on parole through the Golden State Works Program. The Golden State Works Program awards Caltrans funding to cities that can employ individuals on parole to perform litter abatement and beautification activities on freeways, highways, and expressways as part of Caltrans work crews. From 2011 to 2025, Caltrans has invested a total of \$43,647,112 in Oakland through CDCR as part of this program.

**Table 1** identifies resolution numbers, award amounts, and City of Oakland departments and subcontractors receiving funds for each of the seven awards the City has received since 2011. From 2011 to 2020, the Human Services Department received Golden State Works Program funding on behalf of its Oakland Unite division, which funded and implemented services related to violence prevention and intervention. When Oakland Unite transitioned to the DVP in 2020, administration of the Golden State Works contract and program transferred to the DVP.



**Table 1. Awards received by the City of Oakland through the Golden State Works Program from 2011 to 2025.**

Time Period	Resolution Number	Funding Amount	City of Oakland Department	Subcontractor
January 1, 2011 – June 30, 2013	<a href="#">83133 C.M.S.</a>	\$2,350,000	Human Services	Volunteers of America
July 1, 2013 – June 30, 2014	<a href="#">84437 C.M.S.</a>	\$2,808,895	Human Services	Volunteers of America
July 1, 2014 – June 30, 2016	<a href="#">84837 C.M.S.</a>	\$5,869,339	Human Services	Center for Employment Opportunities
July 1, 2016 – June 30, 2017	<a href="#">86212 C.M.S.</a>	\$3,236,720	Human Services	Center for Employment Opportunities
July 1, 2017 – June 30, 2019	<a href="#">86615 C.M.S.</a>	\$6,537,440	Human Services	Center for Employment Opportunities
July 1, 2019 – June 30, 2022	<a href="#">87665 C.M.S.</a>	\$10,975,152	Human Services & Violence Prevention	Center for Employment Opportunities
July 1, 2022 – June 30, 2025	<a href="#">89097 C.M.S.</a>	\$11,869,566	Violence Prevention	Center for Employment Opportunities

The City of Oakland has partnered with Center for Employment Opportunities, Inc. (CEO) to implement Golden State Works Program services since 2014. CEO was selected to provide this service through requests for proposals issued by the Human Services Department in 2014 (RFP # unknown), 2017 (RFP #28375), and 2019 (RFP #135636). CEO is uniquely positioned to provide the required services given their established partnership with Caltrans to staff highway work crews and their exclusive service of individuals on probation or parole. The Golden State Works Program was originally modeled after CEO’s national program model, which provides daily employment and pay to individuals on probation or parole through transitional work crews that perform maintenance and beautification activities.

The City of Oakland authorized a three-year agreement for the term of July 1, 2022 through June 30, 2025 between the City and CDCR in an annual amount of \$3,956,522 and between the City and CEO in an annual amount of \$3,781,572, with a one-year renewal for a fourth year of funding for FY 2025-2026 pending available funds in an amount not to exceed \$4,500,000, pursuant to Resolution No. 89097 C.M.S. adopted on March 15, 2022.

In March 2025, CDCR communicated with DVP staff regarding their intention to continue funding the Golden State Works Program in Oakland from July 1, 2025, to June 30, 2026, as authorized pursuant to Resolution No. 89097 C.M.S. Following discussions between leadership within the DVP, OWDB, and the City Administrator’s Office, the City of Oakland has decided to accept and administer this award through OWDB due to OWDB’s expertise in employment programming. Furthermore, many clients served by the DVP are not currently on parole and therefore cannot access services funded through the Golden State Works Program.

### **ANALYSIS AND POLICY ALTERNATIVES**

This resolution will allow OWDB to enter an agreement with CDCR to receive up to \$3,942,840 to continue operation of the Golden State Works Program in Oakland from July 1, 2025, to June 30, 2026. This resolution will also allow OWDB to enter an agreement with Center for Employment Opportunities, Inc. to provide transitional employment and supportive employment services during this period as a requirement of the grant. Lastly, this resolution will add one (1) FTE Program Analyst II position to

OWDB for the duration of the contract term to manage implementation of the Golden State Works Program in Oakland and prepare reports on program activities and expenditures for CDCR.

**PAST PERFORMANCE, EVALUATION AND FOLLOW-UP**

CEO continues to meet or exceed all required deliverables and reporting requirements, and maintains strong, positive relationships with Caltrans field supervisors.

**Fiscal Year 2022-2023: July 1, 2022 – June 30, 2023**

Milestone	Enrolled	Worked Transitional Jobs	Placed in Permanent Jobs	90 Day Retention	180 Day Retention	365 Day Retention
<b>Deliverable</b>	Minimum: 150	Minimum: 150	Minimum: 60	Minimum: 40	Minimum: 35	Minimum: 20
	Target: 270	Target: 257	Target: 120	Target: 75	Target: 62	Target: 30
<b>Actual</b>	249	220	93	65	58	45

**Fiscal Year 2023-2024: July 1, 2023 – June 30, 2024**

Milestone	Enrolled	Worked Transitional Jobs	Placed in Permanent Jobs	90 Day Retention	180 Day Retention	365 Day Retention
<b>Deliverable</b>	Minimum: 150	Minimum: 150	Minimum: 60	Minimum: 40	Minimum: 35	Minimum: 20
	Target: 270	Target: 257	Target: 120	Target: 75	Target: 62	Target: 30
<b>Actual</b>	252	242	70	47	49	43

**Fiscal Year 2024-2025: July 1, 2024 – February 28, 2025**

Milestone Date	Enrolled	Worked Transitional Jobs	Placed in Permanent Jobs	90 Day Retention	180 Day Retention	365 Day Retention
<b>Deliverable (through 6/30/25)</b>	Minimum: 150	Minimum: 150	Minimum: 60	Minimum: 40	Minimum: 35	Minimum: 20
	Target: 270	Target: 257	Target: 120	Target: 75	Target: 62	Target: 30
<b>Actual (as of 2/28/25)</b>	136	131	51	33	30	22

# OAKLAND WORKFORCE DEVELOPMENT BOARD

## RESOLUTION NO. \_\_\_\_

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**A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD (BOARD) AUTHORIZING A GRANT AGREEMENT TO CENTER FOR EMPLOYMENT OPPORTUNITIES, INC. IN AN AMOUNT NOT TO EXCEED THREE MILLION SEVEN HUNDRED FIFTY-EIGHT THOUSAND SIX HUNDRED THIRTY DOLLARS (\$3,758,630) FOR THE TERM OF JULY 1, 2025, TO JUNE 30, 2026, TO PROVIDE TRANSITIONAL EMPLOYMENT AND SUPPORTIVE EMPLOYMENT SERVICES TO OAKLAND RESIDENTS ON PAROLE**

**WHEREAS**, in partnership with the California Department of Transportation (Caltrans), the California Department of Corrections and Rehabilitation (CDCR) operates the Golden State Works Program to provide transitional employment through Caltrans work crews and supportive employment services to individuals on parole in California; and

**WHEREAS**, the City of Oakland authorized a three-year agreement for the term of July 1, 2022 through June 30, 2025 between the City and CDCR in an annual amount of Three Million Nine Hundred Fifty-Six Thousand Five Hundred Twenty-Two Dollars (\$3,956,522) and between the City and Center for Employment Opportunities, Inc. in an annual amount of Three Million Seven Hundred Eighty-One Thousand Five Hundred Seventy-Two Dollars (\$3,781,572), with a one-year renewal for a fourth year of funding for FY 2025-2026 pending available funds in an amount not to exceed Four Million Five Hundred Thousand Dollars (\$4,500,000), pursuant to City Council Resolution No. 89097 C.M.S. adopted on March 15, 2022; and

**WHEREAS**, on October 19, 2022, the City of Oakland's Department of Violence Prevention (DVP) entered into an agreement with CDCR to receive Eleven Million Eight Hundred Forty-Two Thousand Three Hundred Forty-Seven Dollars (\$11,842,347) to provide Golden State Works Program services from July 1, 2022, to June 30, 2025; and

**WHEREAS**, the DVP subcontracted with the Center for Employment Opportunities, Inc. to deliver the transitional employment and supportive employment services required by the Golden State Works Program from July 1, 2022, to June 30, 2025, in the amount of Eleven Million Three Hundred Forty-Four Thousand Seven Hundred Sixteen Dollars (\$11,344,716); and

**WHEREAS**, CDCR desires to fund the City of Oakland to operate the Golden State Works Program for an additional year, from July 1, 2025, to June 30, 2026, in an amount not to exceed Three Million Nine Hundred Forty-Two Thousand Eight Hundred Forty Dollars (\$3,942,840); and

**WHEREAS**, the DVP and the Oakland Workforce Development Board (OWDB or Board) have mutually agreed that the Golden State Works Program would be better implemented by OWDB due to their expertise in employment services; and

**WHEREAS**, OWDB supports the proposed grant agreement between the City and Center for Employment Opportunities, Inc. to deliver the transitional employment and supportive employment services required by the Golden State Works Program from July 1, 2025, to June 30, 2026, in an amount not to exceed Three Million Seven Hundred Fifty Eight Thousand Six Hundred Thirty Dollars (\$3,758,630) due to their ability to place individuals on parole on Caltrans work crews, as required by the program; now, therefore be it

**RESOLVED:** That the Oakland Workforce Development Board hereby approves entering into an agreement with CDCR for an amount not to exceed Four Million Five Hundred Thousand Dollars (\$4,500,000) to operate the Golden State Works Program for the term of July 1, 2025, to June 30, 2026; and be it

**FURTHER RESOLVED:** That the Oakland Workforce Development Board hereby approves entering into an agreement with Center for Employment Opportunities, Inc. for an amount not to exceed Three Million Seven Hundred Fifty-Eight Thousand Six Hundred Thirty Dollars (\$3,758,630) for the term of July 1, 2025, to June 30, 2026, to deliver the transitional employment and supportive employment services required by the Golden State Works Program.

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –



ITEM. Iib - ACTION



**To:** Oakland Workforce Development Board  
**From:** OWDB Staff  
**Date:** May 1, 2025  
**Re:** Approve FY 2025-26 OWDB Budget and Contracts

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**RECOMMENDATION**

**A Resolution Of The Oakland Workforce Development Board (Board) Authorizing The Following Actions:**

- 1. Adopting The Fiscal Year 2025-26 Workforce Development Budget; And**
- 2. Accepting And Appropriating Workforce Innovation And Opportunity (WIOA) Title I Formula Funds For Adult, Dislocated Worker, Youth And Rapid Response Services In The Estimated Amount Of Three Million Four Hundred Fifty Thousand Six Hundred Ninety Six Dollars (\$3,450,696); And**
- 3. Accepting And Appropriating Two Million Four Hundred Seventy-Eight Thousand One Hundred Fourteen Dollars (\$2,478,114) From California Volunteers To Increase Youth And Young Adult Employment And Develop Pathways Into Careers In Public Service; And**
- 4. Appropriating Five Million Four Hundred Thousand Two Hundred Fifty Dollars (\$5,400,250) From Other Funds For Workforce Development; And**
- 5. Authorizing The Carryover Of Unallocated Fiscal Year 2024-2025 WIOA And Other Funds In The Estimated Amount Of Five Hundred Thirty-Three Thousand Four Hundred Seventy-Five Dollars (\$769,119) To Fiscal Year 2025-2026; And**
- 6. Authorizing and Extending Grant Agreements With Service Providers Competitively Selected To Provide Comprehensive, Specialized, Business Engagement And Youth Services From WIOA Title I Formula Funds And Other Funds For Fiscal Year 2025-2026**

**EXECUTIVE SUMMARY**

Staff recommends that the Board adopt the Fiscal Year (FY) 2025-26 Workforce Development budget and amend grant agreements with service providers competitively selected by the Board as outlined in **(Attachment A)** of this report. The budget reflects federal funding through WIOA and State of California, support from the City of Oakland, and miscellaneous grants that support summer youth activities, including philanthropic support from Oakland Fund for Public Innovation.

Additionally, staff is recommending an extension of service provider contracts for an additional one-year period, from July 1, 2025, to June 30, 2026, at current funding levels and based on providers delivering on performance. This extension will allow staff to focus on designing and executing a comprehensive Request for Proposals (RFP) process for the next contract cycle for 2027-2029, ensuring alignment with OWDB's strategic priorities, equity goals, expanded access, and performance accountability.

By approving these recommendations, the Board can ensure that it continues to provide programs that promote economic stability and equitable access to Oakland's most vulnerable communities. Additionally, staff recommends that any FY 2024-25 contracted funds not fully utilized by service providers by June 30, 2025, be carried over to FY 2025-26.

### **CITY'S BUDGET OVERVIEW:**

Every two years, the City of Oakland (City) undergoes a comprehensive planning process to develop its biennial budget. The City is currently preparing the FY 2025–2027 Biennial Budget, which must be adopted by the City Council by June 30, 2025. While the full extent of the City's General Purpose Fund (GPF) gap has not yet been finalized, departments have been asked to prepare for significant reductions.

### **BOARD'S BUDGET OVERVIEW:**

The overall goals of the Board's investments are to help adults and youth develop the necessary skills, obtain the requisite knowledge, and access the resources needed to thrive in careers, and to provide employers with the skilled workforces needed to sustain and competitively grow their businesses. The Board seeks to provide a coordinated set of relationships among providers and partners in the workforce system that can connect residents, particularly those with barriers to employment, to career pathways leading to family-sustaining jobs in growing industries.

### **FUNDING SOURCES:**

The Board's budget is made up of multiple funding streams that support workforce development activities including federal funding through WIOA, grant contributions from the State, funding support from the City, and miscellaneous grants from private businesses and philanthropic support.

### **Estimated Carry Forwards from FY 2024-25 into FY 2025-26 - \$769,119**

Estimated carry forward balances are reallocated into the FY 2025-26 Board budget and include any unobligated and de-obligated funds and salary savings from vacant City staff positions.

### **Estimated FY 2025-26 WIOA - \$ 3,450,696**

The Board's WIOA Title I Formula revenues consist of four separate funding streams which include:

- **Adult Program** - Serves individuals 18 and older by providing them with job search assistance and training opportunities and to help meet employer workforce needs.
- **Dislocated Worker Program** - Designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result 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.
- **Youth Program** - Comprehensive youth employment program serving eligible youth, ages 14-24, who face barriers to education, training, and employment.
- **Rapid Response Program** – Provides strategies and activities necessary to plan for and respond to announcements of a business closure, layoff, or mass job dislocations due to natural or other disasters, and to deliver services to enable dislocated workers to transition to new employment as quickly as possible.

As of this writing, the State of California Employment Development Department (EDD) has not yet released its planning budget estimates for the FY 2025-26 WIOA Adult, Dislocated Worker, Youth and Rapid Response programs. Therefore, for planning purposes, the FY 2024-25 allocations are used as baseline.

**California Volunteers – \$2,478,114**

The City was awarded a third round of funding from Office of the Governor’s California Volunteers. These funds are to support year-round youth and young adult employment programs that promote climate resilience and improve neighborhood conditions. Program participants will have the opportunity for meaningful, long-term employment, either within the City or with our network of neighborhood partner organizations competitively selected through an RFP process.

**Golden State Works Grant - \$3,942,840**

This work will be performed as part of the Golden State Works Program, which is administered by CDCR in partnership with the California Department of Transportation (Caltrans) and requires program participants to be placed on daily work crews with Caltrans.

**City General Fund - \$256,783**

A total of \$256,783 has been allocated in the FY 2025-26 Biennial Budget. This amount reflects funds to support City operations including internal services fees charged to departments.

**Measure HH - \$577,162**

Supports Summer Youth Employment Program operations and programming, serving Oakland youth ages 16 to 24. The City will enter into grant agreements with recommended service providers previously approved by the Board.

**Army Base Billboard - \$540,759**

Oakland Army Base billboard revenue is budgeted for oversight and support of the West Oakland Job Resource Center (WOJRC). The FY 2025-26 budget appropriates \$345,615 directly to the WOJRC to support the ongoing operations of the Center that focus on helping local residents learn about and prepare for careers in the building trades and to fulfill job creation, hiring targets and workforce development polices of the City. The remaining \$195,144 will support City personnel.

**Miscellaneous Donations - \$75,000**

Miscellaneous private grant donations are allocated to service providers in partnership with OFCY to increase summer opportunities for youth for summer 2025.

**EXPENDITURE CATEGORIES:**

There are two main expenditure categories in the Board budget:

**Service Provider Contracts:** The City and the Board contract with experienced 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. These funds include participant training, wages, and support to enable an individual to participate in workforce development activities.

**City Operations:** The Board and City workforce staff, as the system administrator, are responsible under WIOA Section 107(d) for a range of functions as listed below, including directing funds to be used for industry or sector partnerships (Sec. 134(c)(1)(A)(v)). Below are some of the primary Board and City staff functions:

- Development of the local plan
- Workforce research and regional labor market analysis
- Convening, brokering, leveraging workforce system partners
- Employer engagement
- Career pathways development
- Identifying and promoting proven and promising best practices
- Technology and data systems
- Program oversight, including oversight of more than a dozen service providers and contracts
- Negotiation of local performance
- Selection of one-stop operators, and providers through a competitive RFP process
- Coordination with education partners
- Budget and administration
- Accessibility for individuals with disabilities

**PROCUREMENT AND GRANT AWARDS:**

An RFP to procure contract service providers to provide citywide workforce development services for Fiscal Years (FYs) 2022-2025 was issued on March 11, 2022, by EWDD and the Board. Through this procurement, the Board entered into grant agreements with local nonprofit organizations to provide workforce development services for recently displaced and long-term unemployed adults and low-income youth and young adults. This is the last year of the 3-year procurement cycle. Staff is recommending extending the contracts of all existing service providers for an additional one-year period, from July 1, 2025, to June 30, 2026, at current funding levels. Staff also recommends that the Board authorize the carryover of any unspent FY 2024–2025 funds to contracted service providers in FY 2025–2026.



## ATTACHMENT A – FY 2025-26 OWBD BUDGET AND CONTRACTS

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1		WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)													
2		Fund 2195					Fund 2159		Fund 1010	Fund 1030	Fund 5671	Fund 7999			
3		Adult	Dislocated Worker	Rapid Response	Youth	WIOA Subtotal	CA Dept of Corrections				Misc Donations	Other Revenue Subtotal	GRAND TOTAL		
4	<b>ESTIMATED REVENUES</b>						CA Volunteers	General Fund	Measure HH	Billboard					
5	Estimated Carryover Revenue for Reallocation	219,105	221,458		328,556	769,119						0	769,119		
6	Estimated FY 2025-26 Revenue (Baseline)	1,143,021	1,010,837	202,243	1,094,595	3,450,696	2,478,114	3,942,840	256,783	584,868	540,759	75,000	7,878,364	11,329,060	
7	<b>TOTAL REVENUE</b>	<b>1,362,126</b>	<b>1,232,295</b>	<b>202,243</b>	<b>1,423,151</b>	<b>4,219,815</b>	<b>2,478,114</b>	<b>3,942,840</b>	<b>256,783</b>	<b>584,868</b>	<b>540,759</b>	<b>75,000</b>	<b>7,878,364</b>	<b>12,098,179</b>	
8	<b>EXPENDITURES</b>														
9	<b>SERVICE PROVIDER CONTRACTS</b>														
10	Center for Employment Opportunities					0		3,758,630					3,758,630	3,758,630	
11	Civicorps					0	246,344						246,344	246,344	
12	Genesys Works				178,550	178,550							0	178,550	
13	Lao Family Community Development, Inc.	153,741	147,941		249,970	551,652	250,000		125,000				375,000	926,652	
14	Mandela Partners	135,000				135,000							0	135,000	
15	Oakland Private Industry Council, Inc.	579,586	564,391			1,143,977							0	1,143,977	
16	Oakland Public Works					0	284,000						284,000	284,000	
17	Rising Sun Center for Opportunity					0	34,940						34,940	34,940	
18	Safe Passages					0	223,539						223,539	223,539	
19	Swords to Plowshares: Veterans Rights Org	114,410	110,157			224,567							0	224,567	
20	Spanish Speaking Unity Council of Alameda Co., Inc.	153,741	147,941		249,970	551,652	250,000						250,000	801,652	
21	Trybe Inc.								12,572				12,572	12,572	
22	The Youth Employment Partnership Inc.				249,970	249,970	250,000		125,000				375,000	624,970	
23	Youth Uprising				249,970	249,970							0	249,970	
24	West Oakland Job Resource Center					0				345,615			345,615	345,615	
25	EASTBAY Works (OPIC)	7,830	7,827		7,823	23,480							0	23,480	
26	Professional Service Agreements					0	50,000						50,000	50,000	
27	<b>Service Provider Subtotal</b>	<b>1,144,308</b>	<b>978,257</b>	<b>0</b>	<b>1,186,253</b>	<b>3,308,818</b>	<b>1,588,822</b>	<b>3,758,630</b>	<b>0</b>	<b>262,572</b>	<b>345,615</b>	<b>0</b>	<b>5,955,639</b>	<b>9,264,457</b>	
28	<b>CITY OPERATIONS</b>														
29	EWD Admin/Finance					0							0	0	
30	Internal Service Fees					0			178,353	8,150			186,503	186,503	
31	Program Staff	217,818	254,038	202,243	236,898	910,997	406,095	184,210	78,430	176,718	195,144		1,040,597	1,951,594	
32	O&M					0	50,000						50,000	50,000	
33	<b>City Operations Subtotal</b>	<b>217,818</b>	<b>254,038</b>	<b>202,243</b>	<b>236,898</b>	<b>910,997</b>	<b>456,095</b>	<b>184,210</b>	<b>256,783</b>	<b>184,868</b>	<b>195,144</b>	<b>0</b>	<b>1,277,100</b>	<b>2,188,097</b>	
34	<b>TOTAL EXPENDITURES</b>	<b>1,362,126</b>	<b>1,232,295</b>	<b>202,243</b>	<b>1,423,151</b>	<b>4,219,815</b>	<b>2,044,917</b>	<b>3,942,840</b>	<b>256,783</b>	<b>447,440</b>	<b>540,759</b>	<b>0</b>	<b>7,232,739</b>	<b>11,452,554</b>	
35	<b>Available Balance</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>433,197</b>	<b>0</b>	<b>0</b>	<b>137,428</b>	<b>0</b>	<b>75,000</b>	<b>645,625</b>	<b>645,625</b>	

# OAKLAND WORKFORCE DEVELOPMENT BOARD

## RESOLUTION NO. 25-

**A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD (BOARD) AUTHORIZING THE FOLLOWING ACTIONS:**

- 1. ADOPTING THE FISCAL YEAR 2025-26 WORKFORCE DEVELOPMENT BUDGET; AND**
- 2. ACCEPTING AND APPROPRIATING WORKFORCE INNOVATION AND OPPORTUNITY (WIOA) TITLE I FORMULA FUNDS FOR ADULT, DISLOCATED WORKER, YOUTH AND RAPID RESPONSE SERVICES IN THE ESTIMATED AMOUNT OF THREE MILLION FOUR HUNDRED FIFTY THOUSAND SIX HUNDRED NINETY-SIX DOLLARS (\$3,450,696); AND**
- 3. ACCEPTING AND APPROPRIATING TWO MILLION FOUR HUNDRED SEVENTY-EIGHT THOUSAND ONE HUNDRED FOURTEEN DOLLARS (\$2,478,114) FROM CALIFORNIA VOLUNTEERS TO INCREASE YOUTH AND YOUNG ADULT EMPLOYMENT AND DEVELOP PATHWAYS INTO CAREERS IN PUBLIC SERVICE; AND**
- 4. APPROPRIATING FIVE MILLION FOUR HUNDRED THOUSAND TWO HUNDRED FIFTY DOLLARS (\$5,400,250) FROM THE OTHER FUNDS FOR WORKFORCE DEVELOPMENT; AND**
- 5. AUTHORIZING THE CARRYOVER OF UNALLOCATED FISCAL YEAR 2024-2025 WIOA AND OTHER FUNDS IN THE ESTIMATED AMOUNT OF FIVE HUNDRED THIRTY-THREE THOUSAND FOUR HUNDRED SEVENTY-FIVE DOLLARS (\$769,119) IN FISCAL YEAR 2025-2026; AND**
- 6. AUTHORIZING AND EXTENDING GRANT AGREEMENTS WITH SERVICE PROVIDERS COMPETITIVELY SELECTED TO PROVIDE COMPREHENSIVE, SPECIALIZED, BUSINESS ENGAGEMENT AND YOUTH SERVICES FROM WIOA TITLE I FORMULA FUNDS AND OTHER FUNDS FOR FISCAL YEAR 2025-2026**

**WHEREAS**, the Oakland Workforce Development Board (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 Board is committed to supporting workforce development strategies that align with the City’s strategic goals around equity, performance, and economic opportunity, and to helping residents overcome barriers to employment and connect with career pathways in high-demand sectors; and

**WHEREAS**, the Board intends to continue its partnerships with existing service providers who were competitively procured through the 2022-2025 Request for Proposals process, and who are currently delivering adult, dislocated worker, youth, and business engagement services citywide; and

**WHEREAS**, the City of Oakland is undergoing a biennial budget process for FY 2025-2027, and the Board must plan within this fiscal context to continue providing critical services through June 30, 2026; now, therefore, be it

**RESOLVED:** That the Board hereby adopts the following Fiscal Year 2025-26 Workforce Development budget and is authorized to enter into agreements pertaining to acceptance of such funds outlined in the budget below:

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1		WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)													
2		Fund 2195					Fund 2159	Fund 1010	Fund 1030	Fund 5671	Fund 7999				
3		Adult	Dislocated Worker	Rapid Response	Youth	WIOA Subtotal	CA Volunteers	CA Dept of Corrections	General Fund	Measure HH	Billboard	Misc Donations	Other Revenue Subtotal	GRAND TOTAL	
4		<b>ESTIMATED REVENUES</b>													
5	Estimated Carryover Revenue for Reallocation	219,105	221,458		328,556	769,119							0	769,119	
6	Estimated FY 2025-26 Revenue (Baseline)	1,143,021	1,010,837	202,243	1,094,595	3,450,696	2,478,114	3,942,840	256,783	584,868	540,759	75,000	7,878,364	11,329,060	
7	<b>TOTAL REVENUE</b>	<b>1,362,126</b>	<b>1,232,295</b>	<b>202,243</b>	<b>1,423,151</b>	<b>4,219,815</b>	<b>2,478,114</b>	<b>3,942,840</b>	<b>256,783</b>	<b>584,868</b>	<b>540,759</b>	<b>75,000</b>	<b>7,878,364</b>	<b>12,098,179</b>	
8	<b>EXPENDITURES</b>														
9	<b>SERVICE PROVIDER CONTRACTS</b>														
10	Center for Employment Opportunities					0		3,758,630					3,758,630	3,758,630	
11	Civicorps					0	246,344						246,344	246,344	
12	Genesys Works				178,550	178,550							0	178,550	
13	Lao Family Community Development, Inc.	153,741	147,941		249,970	551,652	250,000			125,000			375,000	926,652	
14	Mandela Partners	135,000				135,000							0	135,000	
15	Oakland Private Industry Council, Inc.	579,586	564,391			1,143,977							0	1,143,977	
16	Oakland Public Works					0	284,000						284,000	284,000	
17	Rising Sun Center for Opportunity					0	34,940						34,940	34,940	
18	Safe Passages					0	223,539						223,539	223,539	
19	Swords to Plowshares: Veterans Rights Org	114,410	110,157			224,567							0	224,567	
20	Spanish Speaking Unity Council of Alameda Co, Inc.	153,741	147,941		249,970	551,652	250,000						250,000	801,652	
21	Trybe Inc.									12,572			12,572	12,572	
22	The Youth Employment Partnership Inc.				249,970	249,970	250,000			125,000			375,000	624,970	
23	Youth Uprising				249,970	249,970							0	249,970	
24	West Oakland Job Resource Center					0					345,615		345,615	345,615	
25	EASTBAY Works (OPIC)	7,830	7,827		7,823	23,480							0	23,480	
26	Professional Service Agreements					0	50,000						50,000	50,000	
27	<b>Service Provider Subtotal</b>	<b>1,144,308</b>	<b>978,257</b>	<b>0</b>	<b>1,186,253</b>	<b>3,308,818</b>	<b>1,588,822</b>	<b>3,758,630</b>	<b>0</b>	<b>262,572</b>	<b>345,615</b>	<b>0</b>	<b>5,955,639</b>	<b>9,264,457</b>	
28	<b>CITY OPERATIONS</b>														
29	EWD Admin/Finance					0							0	0	
30	Internal Service Fees					0			178,353	8,150			186,503	186,503	
31	Program Staff	217,818	254,038	202,243	236,898	910,997	406,095	184,210	78,430	176,718	195,144		1,040,597	1,951,594	
32	O&M					0	50,000						50,000	50,000	
33	<b>City Operations Subtotal</b>	<b>217,818</b>	<b>254,038</b>	<b>202,243</b>	<b>236,898</b>	<b>910,997</b>	<b>456,095</b>	<b>184,210</b>	<b>256,783</b>	<b>184,868</b>	<b>195,144</b>	<b>0</b>	<b>1,277,100</b>	<b>2,188,097</b>	
34	<b>TOTAL EXPENDITURES</b>	<b>1,362,126</b>	<b>1,232,295</b>	<b>202,243</b>	<b>1,423,151</b>	<b>4,219,815</b>	<b>2,044,917</b>	<b>3,942,840</b>	<b>256,783</b>	<b>447,440</b>	<b>540,759</b>	<b>0</b>	<b>7,232,739</b>	<b>11,452,554</b>	
35	<b>Available Balance</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>433,197</b>	<b>0</b>	<b>0</b>	<b>137,428</b>	<b>0</b>	<b>75,000</b>	<b>645,625</b>	<b>645,625</b>	

;and be it

**FURTHER RESOLVED:** That the Board hereby accepts and appropriates the Fiscal Year 2024-2025 WIOA Title I formula funding for Adult, Dislocated Worker, Youth and Rapid Response services in the estimated amount of Three Million Four Hundred Fifty Thousand Six Hundred Ninety-Six Dollars (\$3,450,696); and is authorized to enter into agreements pertaining to the acceptance of such funds; and be it

**FURTHER RESOLVED:** That given possible variances in WIOA allocations from the U.S Department of Labor and the State EDD, the Board is authorized to accept additional WIOA funding allocations for Fiscal Year 205-26 above Three Million Four Hundred Fifty Thousand Six Hundred Ninety-Six Dollars (\$3,450,696); and be it

**FURTHER RESOLVED:** That the Board hereby accepts and appropriates the State of California Office of the Governor's California Volunteers in the amount of Two Million Four Hundred Seventy-Eight Thousand One Hundred Fourteen Dollars (\$2,478,114) for youth and young adult employment programs and is authorized to enter into agreements pertaining to the acceptance of such funds; and be it

**FURTHER RESOLVED:** That the Board hereby accepts and appropriates Five Million Four Hundred Thousand Two Hundred Fifty Dollars (\$5,400,250) in other funds, including Three Million Nine Hundred Forty-Two Thousand Eight Hundred Forty Dollars (\$3,942,840) from the California Department of Corrections; and is authorized to enter into agreements pertaining to the acceptance of such funds; and be it

**FURTHER RESOLVED:** That the Board authorizes an estimated total of Five Hundred Thirty-Three Thousand Four Hundred Seventy-Five Dollars (\$769,119) in unspent or unobligated WIOA Title I formula funds from FY 2024-25, to be carried over and reallocated into Fiscal Year 2025-26; and be it

**FURTHER RESOLVED:** That Board also authorizes any carryover of unspent FY 2024-2025 funds to contracted service providers in FY 2024-2025; and be it

**FURTHER RESOLVED:** That each contract for workforce development activities funded with WIOA Title I formula funds and other funds shall have specific performance benchmarks consistent with WIOA and program regulations, and that the City shall terminate the contract of a service provider that materially fails to meet contract performance, with funds reallocated to existing service providers or an on-call pool; and be it

**FURTHER RESOLVED:** That the Board hereby authorizes contracts for Fiscal Year 2025-2026 workforce development funds through June 30, 2025; and be it

**FURTHER RESOLVED:** That the Board is hereby authorized to spend such funds in Fiscal Year 2024-2025 and take 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 –



## ITEM. II.c. - ACTION

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 1, 2025**  
**Re: Approve OWDB Strategic Priorities Ad-Hoc Committees**

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### **RECOMMENDATION**

Request for Approval to Establish Ad-Hoc Committees Focused on The Following Strategic Priorities:

1. Improved Collaboration, Coordination, and Alignment
2. Funding Agility
3. Business Engagement
4. Data Integrity

### **EXECUTIVE SUMMARY**

On February 6, 2025, the Oakland Workforce Development Board (OWDB) adopted four key strategic priorities. To advance the mission and effectively respond to the evolving workforce needs of our community, it is proposed that the OWDB now approve the formation of four ad-hoc committees. These committees will be dedicated to specific strategic priorities that align with our commitment to a more integrated, responsive, and data-informed workforce development system. The proposed committees will focus on:

1. Improved Collaboration, Coordination, and Alignment
2. Funding Agility
3. Business Engagement
4. Data Integrity

### **PURPOSE AND JUSTIFICATION**

The establishment of these committees is intended to drive targeted progress in key operational and strategic areas where focused expertise and stakeholder input can produce significant outcomes. Each committee will serve in an advisory and exploratory capacity, bringing together board members, staff, community partners, and subject matter experts to formulate actionable recommendations.

Pursuant to the Board's Bylaws, the Board Chair may form ad hoc committees on an as-needed basis. An ad hoc committee shall be composed of at least one Board member and may include other interested members of the community. The purpose of ad hoc committees will be to address specific issues of immediate concern, and report back to the Board with its recommendations.

Each committee is proposed to be led by a member of the OWDB Executive Committee as listed below.

**A. Improved Collaboration, Coordination, and Alignment**

*(Vice Chair Lee McMurtray)*

This committee will explore mechanisms to better integrate services across workforce, education, economic development, and community-based organizations. Objectives include identifying service redundancies, improving referral systems, and enhancing strategic alignment across partners.

**B. Funding Agility**

*(Sofia Navarro and Board Chair September Hargrove)*

This committee will assess the OWDB’s current funding landscape and recommend strategies to diversify funding streams, streamline grant application processes, and maximize the impact and flexibility of available resources.

**C. Business Engagement**

*(Board Member Jason Gumataotao and Board Chair September Hargrove)*

The Business Engagement Committee will focus on strengthening partnerships with local employers, industry groups, and chambers of commerce. The aim is to better align training programs with market needs, facilitate work-based learning opportunities, and ensure that employer voices are embedded in workforce planning.

**D. Data Integrity**

*(Board Member Louis Quindlen)*

To support evidence-based decision-making, this committee will review current data collection and reporting practices, scan available reliable data sources, and develop recommendations to improve data accuracy, consistency, and usability.

**PROPOSED STRUCTURE AND OPERATION**

Each ad-hoc committee will:

- Be composed of two to four members, including at least one board member but no more than three.
- Meet monthly or as needed for a period of six to nine months.
- Be supported by OWDB staff for coordination and logistics.
- Develop OWDB Strategic Priority Timeline with action items to be shared with the full board. See **Attachment A** as an example.
- Present findings and recommendations to the full board quarterly and upon completion of their work.

By authorizing the formation of these ad-hoc committees, the OWDB positions itself to take a proactive, inclusive, and strategic approach to addressing pressing workforce development challenges. These efforts will help build a more agile, connected, and impactful workforce system for the City of Oakland. Board members will be invited to express interest in joining committees aligned with their expertise and interests.



**DRAFT Strategic Priority Plan Timeline 2025  
Attachment A**

Strategic Priority	Strategy/Focus Area	Action	Timeline	Staff Responsible	Partners	Resources Needed	Outcome/Measure of Success
Improved Coordination, Collaboration, and Alignment (Team lead: Lee McMurtray)	Improve Awareness/Community Value	[Phase 1] Develop Asset Mapping, industry partnerships, existing relationships, have data around current access of who is taking advantage of services, collaborative partnerships, existing employer roundtables.		Vice Chair McMurtray and OWDB Staff			
	Improve Awareness/Community Value	Annual Report (include outcomes, testimonies, etc, welcome packet for businesses)	Q4				
	Increase Awareness	Develop a marketing and outreach strategy (consider rebranding, logo, etc.)	Q4				
	Increase Access	conduct accessibility audit					
	Improve Awareness/Comm Value	Create value messaging campaign for businesses and job seekers					
	Strengthen Impact	1. Develop metrics to report on for providers. 2. Provide capacity and training for providers to ensure they know how to use the systems to report on.					
	Expanded Resources				Partner Orgs, faith based community	Data Analysts	Improved outcomes reporting
Funding Agility (Team leads: Sofia Navarro and September Hargrove)	Increase Capacity	Apply for capacity-building grants	Ongoing	OWDB Team	City Government	Grant Writing Tools	Grant funding secured
	Expand Range of Services	Identify private funders and submit proposals		OWDB Team/Funding Agility Ad-hoc committee	Foundations, private partners	Proposal Templates	Increased service diversity
	Saturate Communities-move to communications/improved awareness	Create community outreach resource strategy	Q3 2025	Community Engagement Lead	City Council Community Events/Communications	Community Feedback Tools	Resources deployed per district
	Secure Joint Funding	Collaborate on joint funding applications, how do we have joint funding collaboration meetings before going for funding	Ongoing	Executive Director	Stakeholders	Joint Funding Framework	Successful collaborative grants
Business Engagement (Team leads: Jason Gumataotao and September Hargrove)	Become First Choice for Business	[Phase 1] 1. Leverage existing business engagement surveys from Chamber and other sources. 2. Review data in Caljobs and identify industries/businesses that have hired WIOA clients. 3. Identify regional information and engage with East EDA and EastbayWorks.	Q2/Q3	BM Gumataotao, OWDB staff, EWD Business Development team	Chambers of Commerce	Survey Tools	Business satisfaction increase, utilization of workforce services
	Prioritize Key Sectors	Map and analyze top employment sectors		Business Development Team	Industry Experts	Labor Market Tools	Identified priority sectors
	Local Focus	Organize local business roundtables	Quarterly	Exec. Director/OWDB Staff	Local Businesses	Event Budget	Roundtable participation rates
	Customized Services	1. Develop business needs assessment toolkit 2. Promote On-Job-Training opportunities to employers. 3. Incumbent worker training	Q4 2025	Business Liaisons from AJCC's, OWDB Team, Biz Dev.	Employers, Chambers of Commerce	Toolkit Development	Toolkit usage rate
Data Integrity (Team lead: Louis Quindlen)	Source Reliable Data	[Phase 1] 1. Conduct data source inventory and review 2. Identify other data sources to leverage.		BM Quindlen, OWDB Team	Academic Partners/UC Berkeley, Community Colleges, Center of Excellence Bay Area	Database Access	List of verified sources
	Implement Review Processes	Develop policy on data governance, sharing and review protocols	Q3 2025	OWDB Team		Governance Framework	Protocol adoption rate
	Utilize Trusted Data	Integrate data use into board decision-making	Q4 2025	Board Chair/ED	Board Members	Dashboard Tools, consistency on performance table template	Informed decision tracking

# OAKLAND WORKFORCE DEVELOPMENT BOARD

## RESOLUTION NO. \_\_\_\_

---

**A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD (BOARD) AUTHORIZING APPROVAL TO ESTABLISH AD-HOC COMMITTEES FOCUSED ON THE OWDB STRATEGIC PRIORITIES:**

- (1) IMPROVED COLLABORATION, COORDINATION, AND ALIGNMENT;**
- (2) FUNDING AGILITY;**
- (3) BUSINESS ENGAGEMENT; AND**
- (4) DATA INTEGRITY**

**WHEREAS**, on February 6, 2025 the Board adopted four key strategic priorities: (1) To improved collaboration, coordination, and alignment; (2) Increase funding agility; (3) Prioritize business engagement; and (4) Data integrity; and

**WHEREAS**, these strategic priorities will allow board staff to move forward with the planning and development of the 2025-2026 Board staff work plan and will ensure alignment with the next Request for Proposal; and

**WHEREAS**, to advance the mission of the Board and effectively respond to the evolving workforce needs of our community, it is proposed that the Board approve the formation of four ad-hoc committees; and

**WHEREAS**, these committees will be dedicated to each specific strategic priorities that aligns with our commitment to a more integrated, responsive, and data-informed workforce development system; and

**WHEREAS**, each committee will serve in an advisory and exploratory capacity, bringing together board members, staff, community partners, and subject matter experts to formulate actionable recommendations; and

**WHEREAS**, pursuant to the Board's Bylaws, the Board Chair may form ad hoc committees on an as-needed basis. An ad hoc committee shall be composed of at least one Board member and may include other interested members of the community. The purpose of ad hoc committees will be to address specific issues of immediate concern, and report back to the Board with its recommendations; and

**WHEREAS**, each committee will also be led by a member of the OWDB Executive Committee; now, therefore be it

**RESOLVED:** That board establish ad-hoc committees focused on the following strategic priorities: (1) Improved Collaboration, Coordination, and Alignment chaired by Vice Chair Lee McMurtray; (2) Funding Agility chaired by Board Chair September Hargrove; (3) Business

Engagement with Board Member Jason Gumataotao and Board Chair September Hargrove; and (4) Data Integrity chaired by Board Member Louis Quindlen; and be it

**FURTHER RESOLVED:** That each ad-hoc committee will be composed of two to four members, including at least one board member but no more than three; and be it

**FURTHER RESOLVED:** That the ad-hoc committee will meet monthly or as needed for a period of six to nine months; and be it

**FURTHER RESOLVED:** That the ad-hoc committees will be supported by Board staff for coordination and logistics; and be it

**FURTHER RESOLVED:** That the ad-hoc committees will develop a Strategic Priority Timeline with action items to be shared with the full board; and be it

**FURTHER RESOLVED:** That the ad-hoc committees will Present findings and recommendations to the full board quarterly and upon completion of their work; and be it

**FURTHER RESOLVED:** That the Board is hereby authorized to take any other action with respect to 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 –

# AN ECONOMIC DEVELOPMENT ACTION PLAN FRAMEWORK FOR OAKLAND

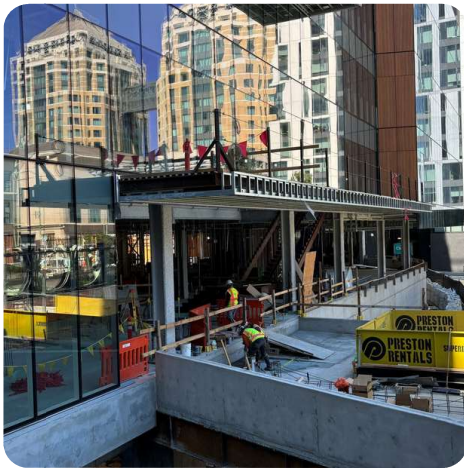


**CITY OF  
OAKLAND**

**DRAFT April 2025**

**ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT**





**Samuel Merritt University  
Downtown Campus**

# **ROLE OF EWDD**

**Sustain, attract and grow businesses to increase investment in Oakland**

**Connect businesses with City, community, and other resources**

**Build relationships with businesses and leaders**

**Manage and dispose of City owned surplus land through Public Private Partnerships**

**Manage City's real property assets through licensing and leasing**

**Administer Workforce Development Board**

**Attract and administer grants and funding**

**Permit Events, Film, Cannabis and Mobile Vendors and Markets**

**Guide Mayor, Council and City departments on economic policy and business relations**

# STAKEHOLDERS

- **Businesses and Employers**
- **Entrepreneurs**
- **Land and Property Owners**
- **Real Estate Partners**
- **Investors and Lenders**
- **Economic Development Organizations**
  - **BIDs, Chambers, Merchant Groups, East Bay EDA**
- **Workforce Partners**
- **Education and Training Partners**
- **Arts, Culture and Creative Industries**



# **INCLUSIVE ENGAGEMENT PLAN**

**Data Led**

**Citywide Economic Assessment  
City Council District Assessment  
Corridor Economic Assessments**

**Community  
Verified**

**Local Businesses and Employers  
Neighborhood Business Associations  
Real Estate Developers & Investors  
Business Support Organizations and Finance**

**Responsive  
Policy**

**EWDD Divisions  
City Departments  
City Administrator's Office  
Council and Mayor**



# Economic Development Action Plan Framework

## VISION

Oakland's thriving economy provides equitable opportunities to live, work, learn and play in sustainable neighborhoods.

## MISSION

To ensure Oakland's economy is strong, equitable, and benefits all Oaklanders, the Economic & Workforce Development Department works to close equity gaps in access to jobs, business ownership, housing, and goods and services. EWDD works to increase investment in Oakland to help grow the City's revenue base to support vital government services.

## GOALS

**1. Attract, Grow, and Retain Key Sectors**

**2. Support Businesses**

**3. Build Oakland's Workforce**

**4. Invest In and Implement Place Based Strategies**

**5. Amplify Oakland's Social and Cultural Activities**

## PRINCIPLES

Advance a Just and Equitable Economy

Be Responsive, Accountable and Transparent

Use Data, Informed by Community Experience

Cultivate Community Partnerships

Support Oakland's Climate Transition Policies





# Strategic Actions

## 1. Attract, Grow, and Retain Key Sectors

- A. Support a clean, safe, and inviting place to do business
- B. Develop a marketing plan and promote Oakland’s assets and place in the regional economy
- C. Pursue sector specific strategies to catalyze investment and support growth
- D. Build employer partnerships in key sectors

## 2. Support Businesses

- A. Assist businesses to navigate City services
- B. Provide regular opportunities for business engagement with government
- C. Assist with site identification and business location services
- D. Connect businesses with capital and financial assistance

## 3. Build Oakland’s Workforce

- A. Deliver job training and employment services for adults and youth
- B. Enhance business and industry engagement
- C. Establish equity-focused partnerships
- D. Advance special workforce initiatives and innovation

## 4. Invest In and Implement Place-Based Strategies

- A. Enable the conditions for private sector development
- B. Pursue public/private real estate development projects
- C. Manage the City’s real property assets
- D. Advance business corridor development strategies

## 5. Amplify Oakland’s Social and Cultural Activities

- A. Invest in culture, arts, and creative industries
- B. Facilitate spaces for community connection and celebration
- C. Support local business and vendor participation in cultural and social activities
- D. Increase economic development through activation of parks, streets, and vacant spaces



## 3. Build Oakland's Workforce

### A. Deliver job training and employment services for adults and youth

1. Expand promotion of Oakland's American Job Centers of California (AJCC) in all workforce development-related programs in the City. AJCC's provide job training and employment services for unemployed or underemployed Oakland residents
2. Support youth programs, including summer and year-round job placements, career exploration, and financial literacy education
3. Enhance job training programs and employment services by leveraging partnerships with workforce development providers, educational institutions, labor organizations, and employers to address skills gaps and create equitable, high-quality job opportunities for Oakland residents

### B. Enhance business and employer engagement

1. Build partnerships and host business roundtables in key sectors such as clean energy, healthcare, transportation, logistics, and technology
2. Collaborate with employers to identify workforce needs and create demand-driven training programs, develop and expand apprenticeship programs, internships, and career pathways for advancement
3. Promote and expand on-the-job training incentives and other hiring tax credits
4. Deliver services that respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers

### C. Establish equity-focused partnerships

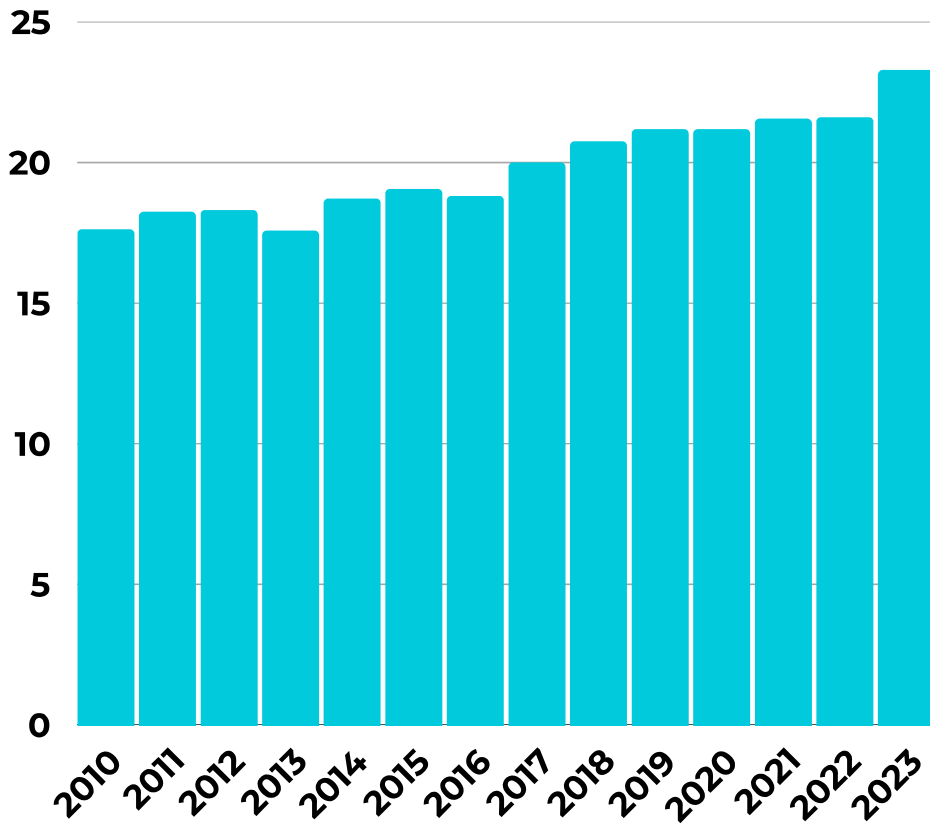
1. Prioritize services for historically underrepresented communities
2. Leverage interdepartmental collaborations and resources to align and scale workforce programming across service providers and neighborhoods
3. Facilitate access to resources for youth and adults facing systemic barriers to employment in partnership with other public agencies including Alameda County Social Services Agency, Oakland Housing Authority, and others

### D. Advance special workforce initiatives and innovation

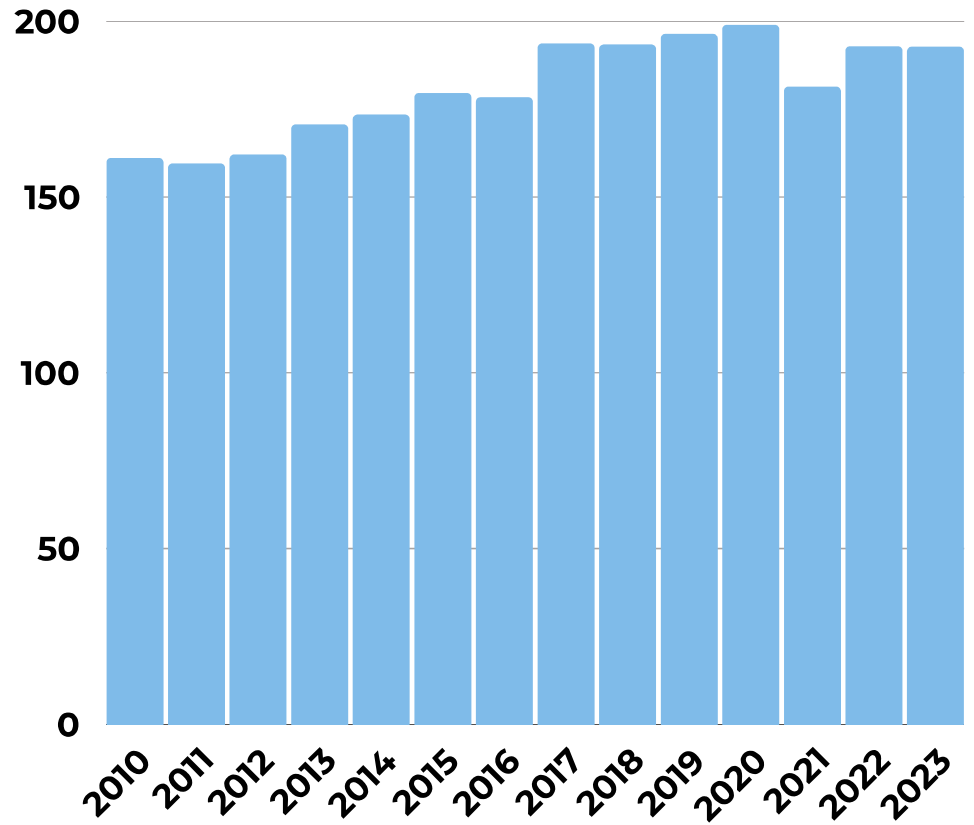
1. Fund and administer Summer Youth Employment Program
2. Fund and administer CA Volunteers Job Corps program, Oakland Forward, serving 16–30-year-olds.
3. Fund and administer Marine Trade and Water Transportation Career Initiative
4. Fund and administer BayTech Career Initiative
5. Fund and administer Day Laborer Program

# EMPLOYMENT 2010-2023

## NUMBER OF EMPLOYERS 2010-2023

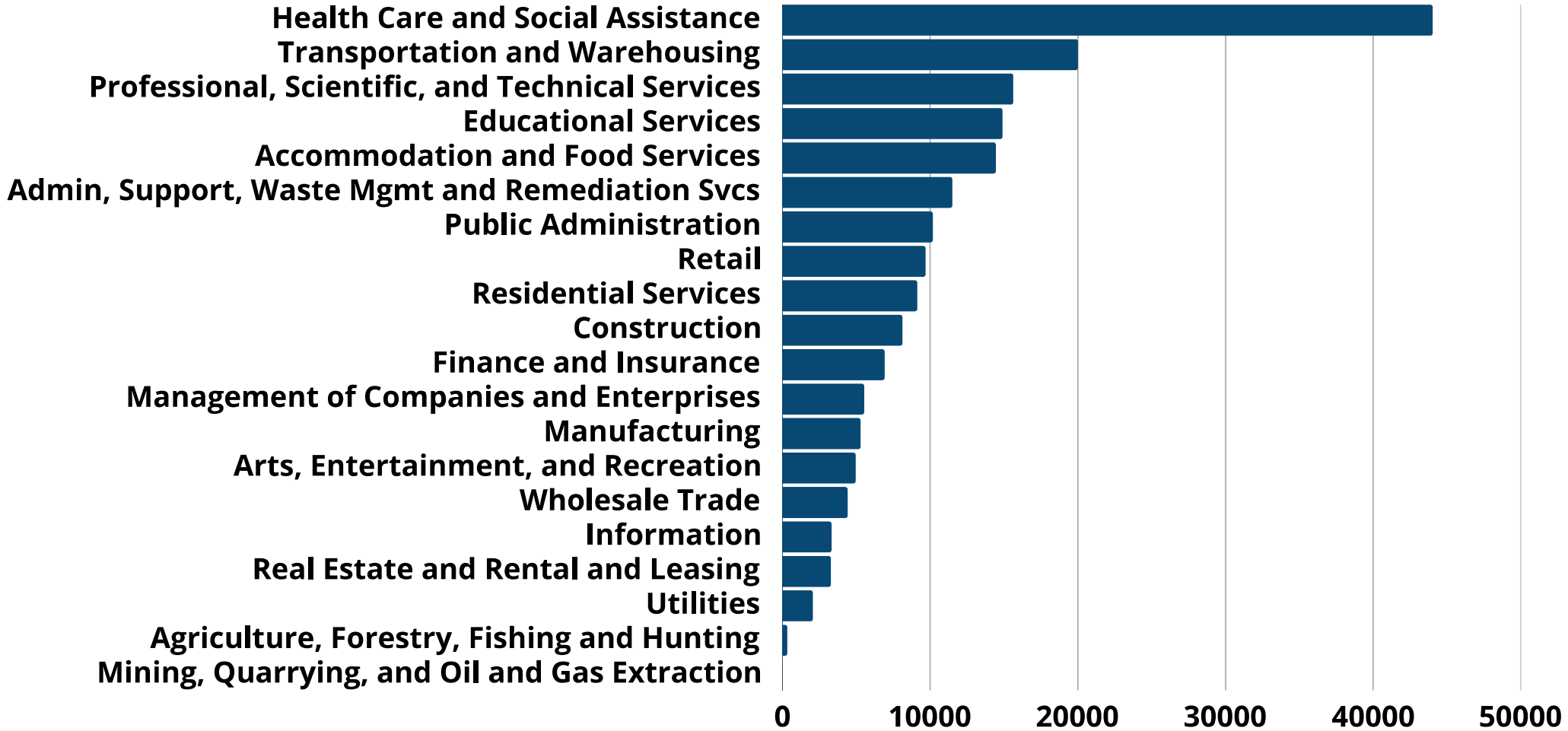


## NUMBER OF EMPLOYEES 2010-2023



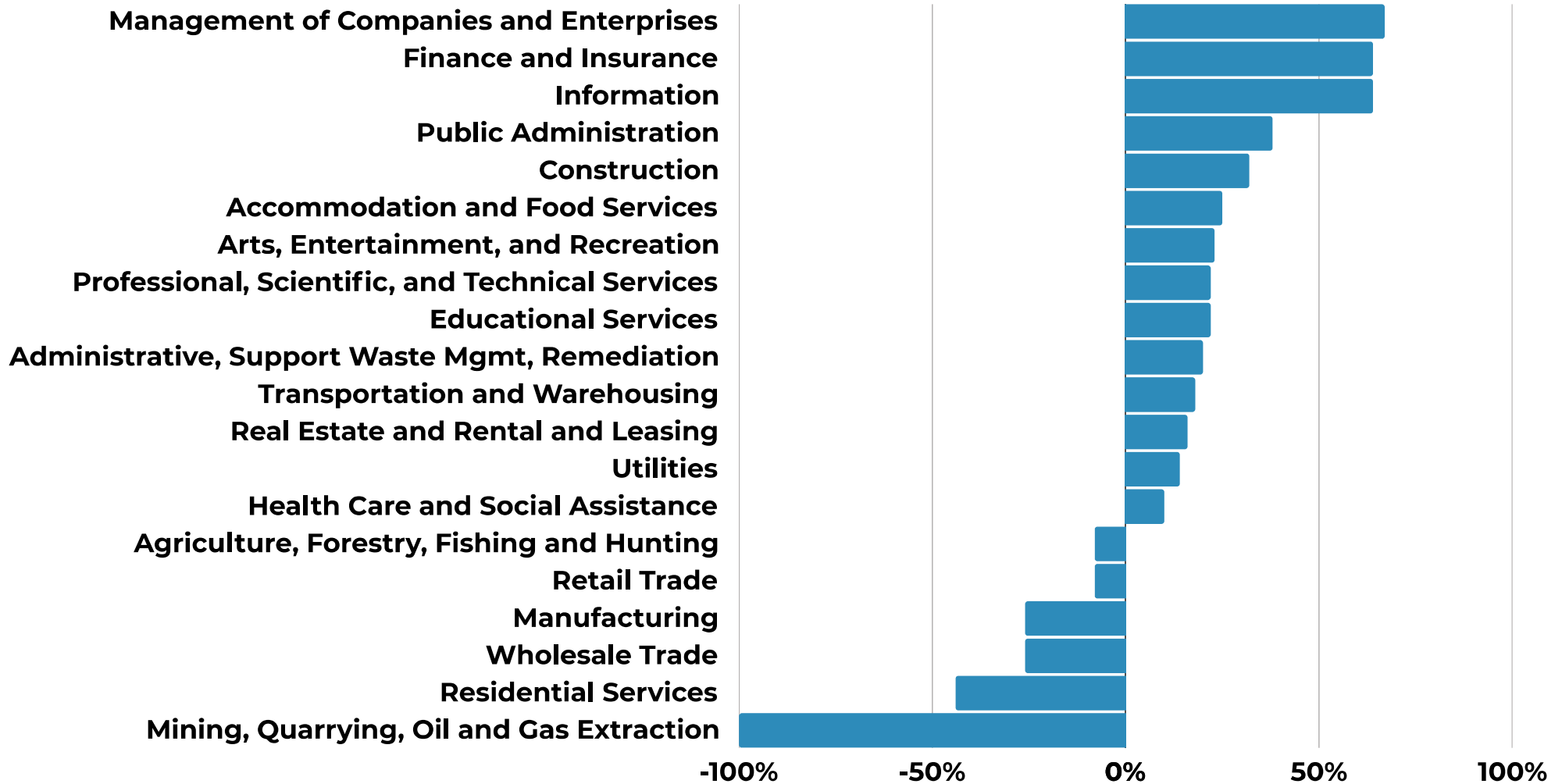
CA Employment Development Department 2023, Oakland

# EMPLOYMENT SECTORS 2023



CA Employment Development Department 2023, Oakland

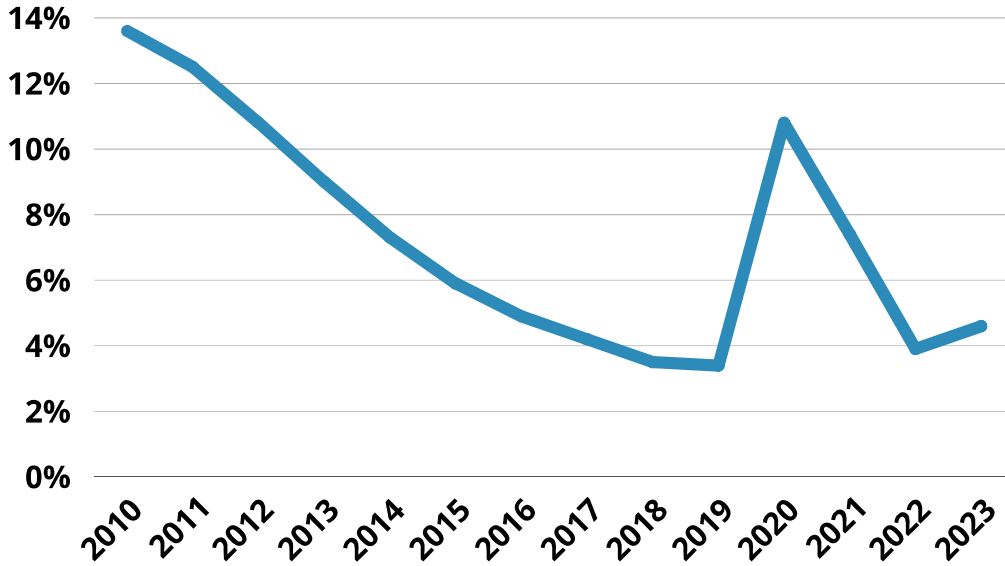
# EMPLOYMENT SECTORS 2010-2023



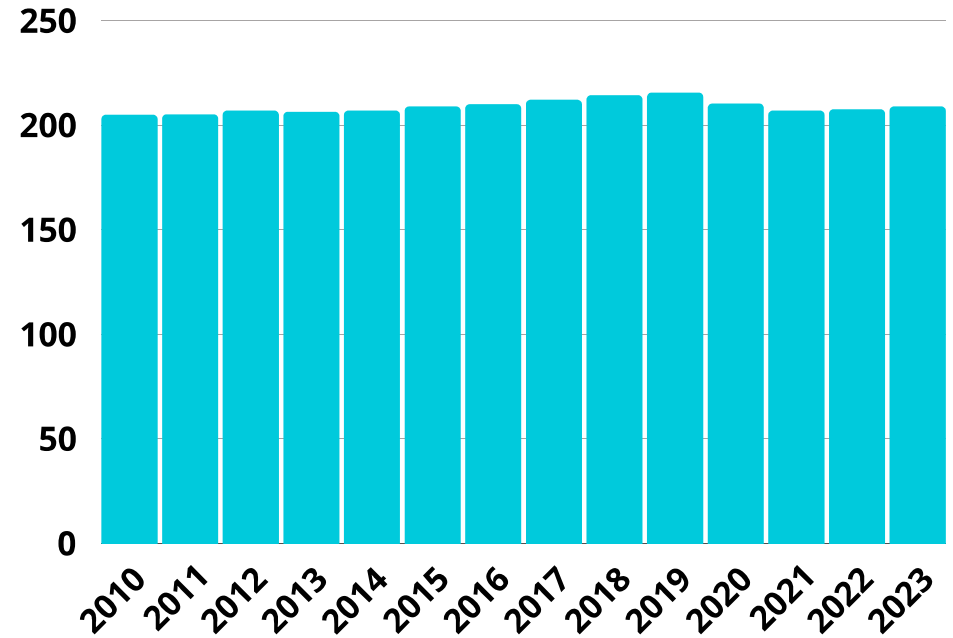
CA Employment Development Department 2023, Oakland

# OAKLAND RESIDENTIAL PROFILE 2023

## Unemployment Rate



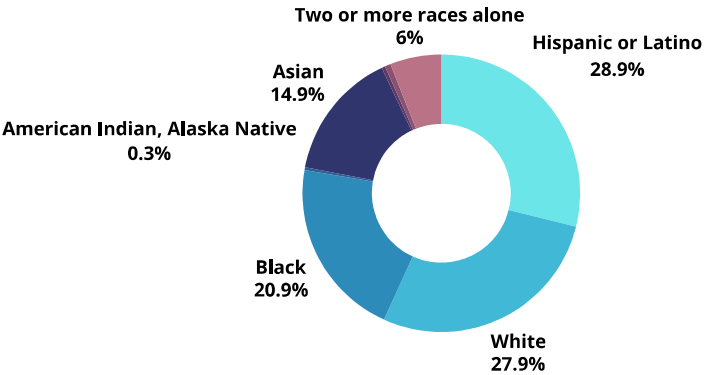
## Labor Force



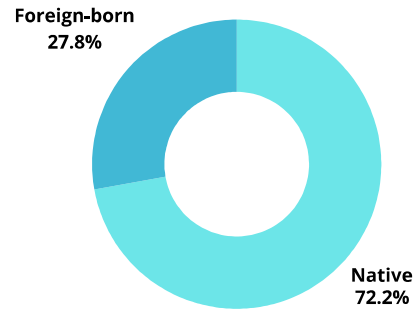
CA Employment Development Department 2023

# RESIDENTIAL PROFILE 2023

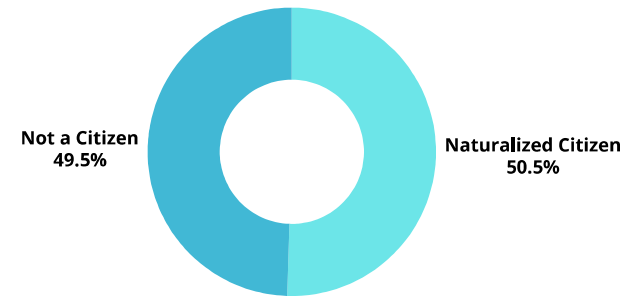
## Race Distribution



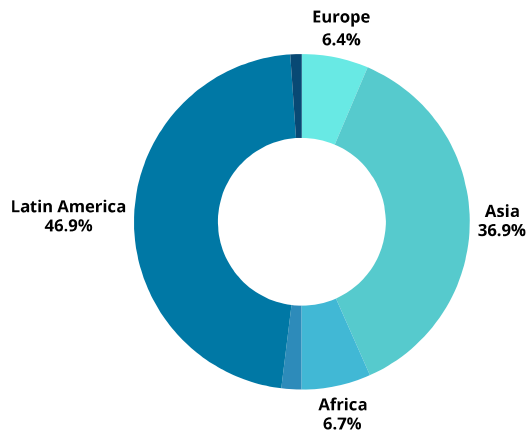
## Foreign Born Residents



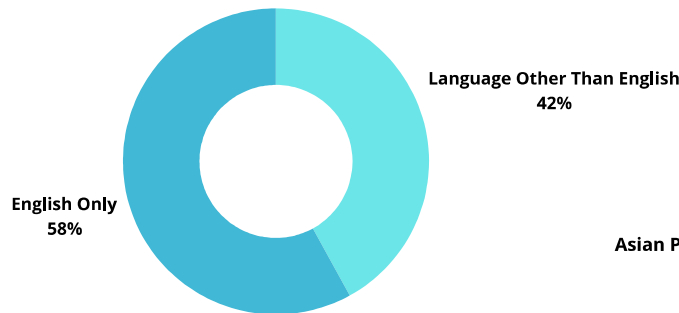
## Foreign Born Citizenship



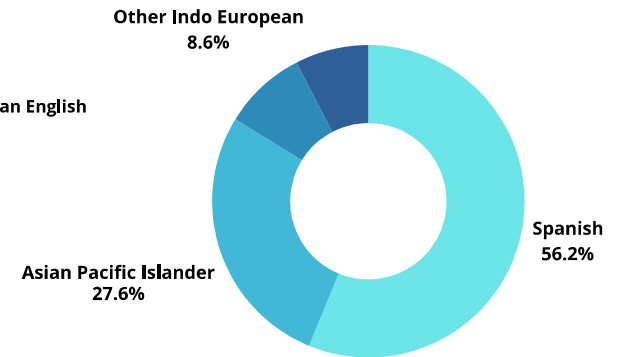
## Country of Origin



## Language Spoken at Home



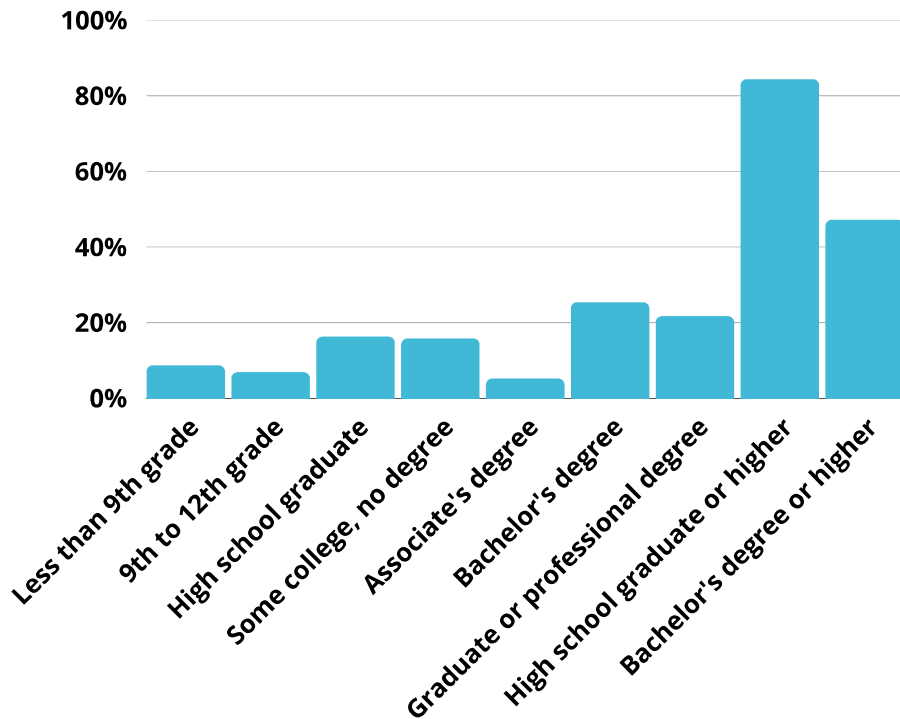
## Languages Spoken at Home



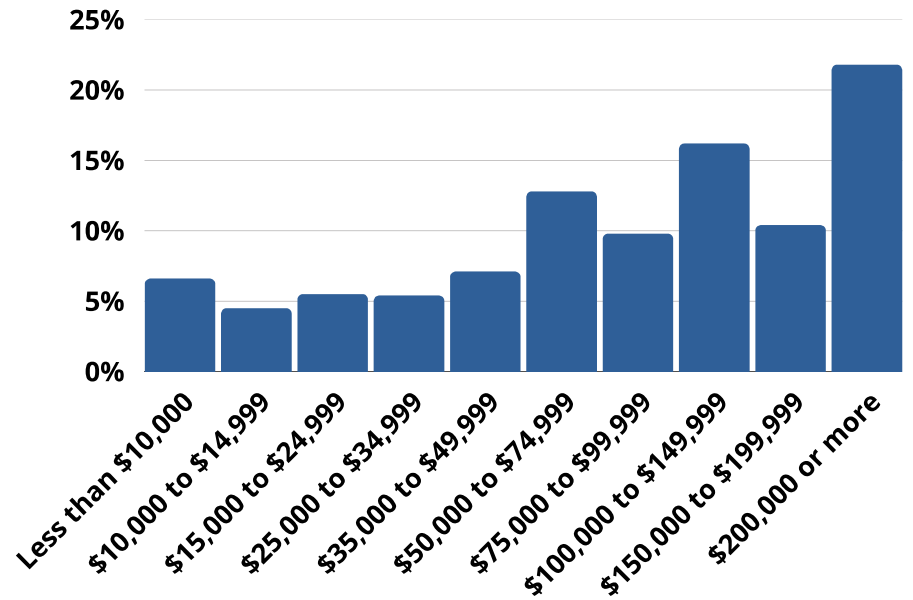
Source: American Community Survey 2023

# RESIDENTIAL PROFILE 2023

## Educational Attainment



## Household Income



Source: American Community Survey 2023





**THANK YOU**

**OAKLAND WORKFORCE DEVELOPMENT BOARD  
2025  
MEETING CALENDAR**

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