



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Lee Wilcox

**SUBJECT:** See Below

**DATE:** May 19, 2025

Approved

Date:

5/30/25

**COUNCIL DISTRICT:** Citywide

**SUBJECT: Annual Authorization for Workforce Innovation and Opportunity Act Program and Projects for Fiscal Year 2025-2026**

## **RECOMMENDATION**

Adopt an annual resolution authorizing the City Manager or her designee to negotiate and execute the following agreements relating to the Workforce Innovation and Opportunity Act Program and projects:

- (a) All contracts, amendments, agreements, leases, subleases, and memorandums of understanding with contractors, consultants, vendors, and partners providing services to the Workforce Innovation and Opportunity Act Program and workforce programs funded by other sources, including, but not limited to, novation or assignments, case management contracts, and consultant contracts, for the period July 1, 2025 to June 30, 2026, in accordance with procurement procedures and requirements mandated by the State and Federal governments for Workforce Innovation and Opportunity Act grant recipients and with established City procurement procedures and requirements, that have been reviewed and approved, as required, by the work2future Workforce Development Board, so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement;
- (b) All memorandums of understanding with Required and Additional One-Stop Partners for the period July 1, 2022 to June 30, 2026, in accordance with Section 121 of the Workforce Innovation and Opportunity Act, including, but not limited to, memorandums of understanding with other workforce development boards, regional memorandums of understanding, partnership agreements, cost-sharing agreements,

regional consultant agreements, and memorandums of understanding with cities and the unincorporated area of Santa Clara County whose residents receive services from the work2future One Stops, a partner of the America's Job Center of California<sup>SM</sup>, so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses, if any, of the agreement;

- (c) All amendments to City Council-approved agreements that have been reviewed and approved, as required, by the work2future Board, so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement;
- (d) All grant applications, grant agreements, subgrant agreements, and any documents necessary to accept the grant for discretionary funding applied for and approved by the work2future Board, for multi-year periods, so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement;
- (e) All Eligible Training Provider List, Youth Career Technical Training, Youth Workshops, Adult Workshops, and Adult Cohort agreements, and multiple-scope agreements that combine two or more of the above agreements that have been reviewed and approved, as required, by the work2future Board, for the period from July 1, 2025, to June 30, 2026, subject to annual appropriation of funds by the Workforce Development Board;
- (f) All agreements specified in sections (a) through (e) above with a term end date beyond the fiscal year in which the contract begins (an end date beyond June 30, 2026), so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement; and
- (g) All agreements specified in sections (a) through (e) above that do not involve a disbursement of funds (no-fund agreement) with an end term beyond the fiscal year in which the agreement begins (beyond June 30, 2026).

## **SUMMARY AND OUTCOME**

Approval of this action ensures that the workforce development services provided to the community through the funding and contractual partnerships under the management of the work2future program will be delivered in a timely and efficient manner to meet the immediate needs of individuals seeking employment assistance. City Council has approved the omnibus resolution annually since 2000.

work2future, the federally authorized Workforce Development Board administered by the City of San José, provides workforce development services to the City of San José as well as seven other Santa Clara County cities and the County's unincorporated areas. In addition, work2future is certified by the State of California as a High Performing Board. work2future has a Board of Directors to oversee and ensure that it is in compliance with federal regulations and that it approves its annual budget.

work2future is on track to meet all federally mandated performance outcomes, including the number of adult and dislocated worker clients that enter employment, are retained in employment, and have average earnings of a specific amount mandated by the State of California (see Attachment - work2future WIOA Performance Summary for WIOA Clients: Fiscal Years 2023-2024 and 2024-2025).

work2future also provides workforce services to San José youth through the San José Works program. The San José Works program places underserved youth into employment that is either subsidized using City of San José General Funds or unsubsidized, with the employer paying the youth. The San José Works program also provides the youth with wrap-around services, such as career counseling, supportive services, mentoring, entrepreneurship training, wage theft, anti-harassment, and youth rights training. work2future has begun conducting outreach for the upcoming San José Works 11.0 program which will begin in the summer of 2025. The program plans to provide 375 all program participants with paid internships related to demand occupations and growth sector industries.

Staff recommends the City Manager's, or her designee's, authority to negotiate and execute various types of contracts, agreements, amendments, and memorandums of understanding to be reauthorized for Fiscal Year 2025-2026. All such agreements are compliant with federal, state, and local laws, rules, and policies, and have been approved by the work2future Board of Directors. There must be an unexpended and unencumbered balance of the appropriation sufficient to pay the expenses of each agreement.

## **BACKGROUND**

work2future is the local Workforce Development Board, under the City of San José's City Manager's Office of Economic Development and Cultural Affairs (OEDCA), to oversee and administer the federally funded Workforce Innovation and Opportunity Act (WIOA) programs and is certified by the California Workforce Development Board as a High Performing Board.

As mandated by WIOA, work2future is led by a Board of Directors comprised of 18 members, representing the diversity of Silicon Valley's employers, including well-known companies such as Kaiser Permanente, Manex, Tech Mahindra, and CAES. It also

includes required representation from the California Employment Development Department, the State Department of Rehabilitation, Eastside Adult Education, the County of Santa Clara's Social Services Agency, and labor unions.

The work2future federally mandated Board of Directors is responsible for ensuring adherence to federal regulations, providing guidance and oversight of the annually adopted budget, including review of the Local Plan<sup>1</sup> and Regional Plan<sup>2</sup>, which are currently pending approval by the California Workforce Development Board. The Mayor of San José is the federally designated local Chief Elected Official and the City of San José is the fiscal agent for the program. work2future's service delivery area includes the cities of San José, Gilroy, Campbell, Morgan Hill, Saratoga, Los Gatos, Los Altos Hills, Monte Sereno, and the unincorporated areas of Santa Clara County.

As highlighted below, work2future continues to serve populations with significant barriers to employment, while offering a variety of services to help address the "skills gap" facing work2future's clients.

### **High-Wage and High-Growth Employment**

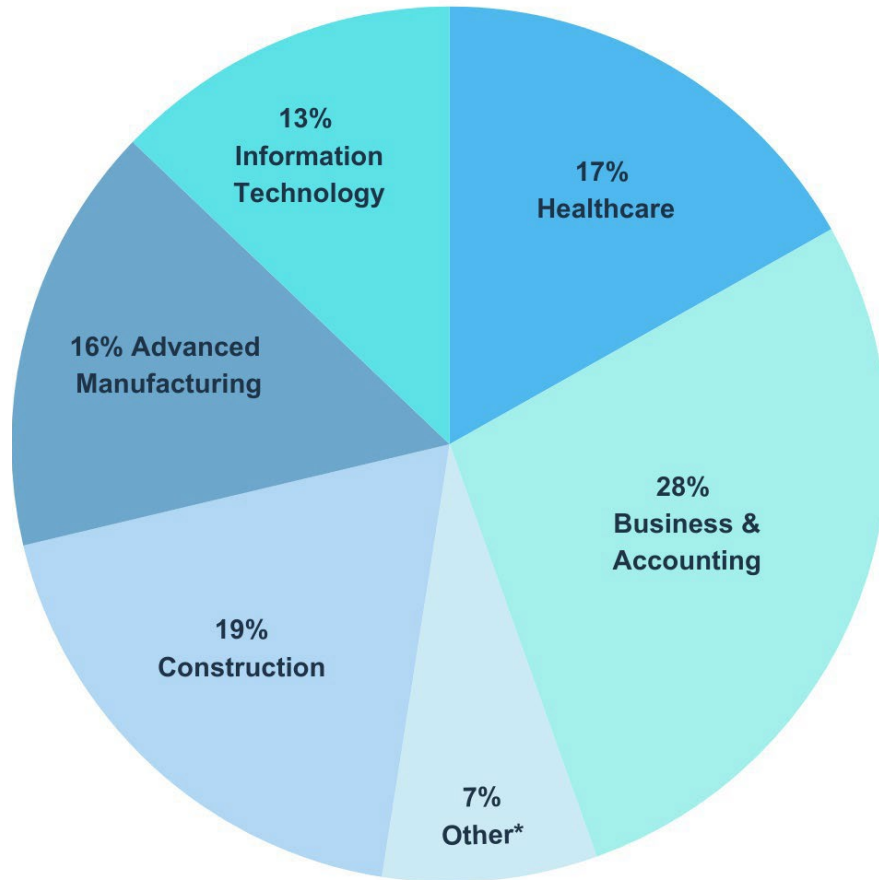
For the calendar year 2024, work2future helped 935 WIOA participants secure employment, with 82% placed in high-wage, high-growth occupations. Participants found opportunities across a wide range of industries, including information technology, advanced manufacturing, healthcare, business and accounting, and the construction trades, earning an average of \$35/hour plus benefits. Figure 1 below provides a detailed breakdown of high-wage, high-growth placements for calendar year 2024 by sector.

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<sup>1</sup> Local Plan link - [https://www.work2future.org/wp-content/uploads/2025/03/IVCattach\\_PY25-28\\_LocalPlan\\_FinalDraft.pdf](https://www.work2future.org/wp-content/uploads/2025/03/IVCattach_PY25-28_LocalPlan_FinalDraft.pdf)

<sup>2</sup> Regional Plan link - [https://www.work2future.org/wp-content/uploads/2025/03/IVCattach\\_PY25-28\\_BPRPU\\_RegionalPlan.pdf](https://www.work2future.org/wp-content/uploads/2025/03/IVCattach_PY25-28_BPRPU_RegionalPlan.pdf)

Figure 1: WIOA High-Wage, High-Growth Placements for Calendar Year 2024



*\*Majority in education. Examples include Education Administrators, Teachers, Guidance Counselors and Advisors, Instructional Coordinators*

Many participants secured positions as software developers, database administrators, and network and computer systems administrators at leading tech and manufacturing companies, including Amazon, Applied Materials, Western Digital, Infinera/Nokia, Teledyne, Olympus, and Jabil. Others launched careers in healthcare as registered nurses, healthcare social workers, and medical assistants at Good Samaritan Hospital, Kaiser Permanente, Valley Medical, and Sutter Health. Figure 2 includes additional examples of WIOA employers for calendar year 2024.

Figure 2: Examples of Calendar Year 2024 WIOA Employers

<b>Information Technology</b>	Nvidia   Roku   Cisco   Intuit   Accenture   HCL Technologies   Hypergiant Cognizant Technology Solutions   NK Technologies
<b>Advanced Manufacturing</b>	Applied Materials   Western Digital   Infinera/Nokia   Enablence   Jabil   Rivian Automotive   Tesla   Teledyne Microwave Solutions   Olympus   Lockheed Martin   Therma Manufacturing
<b>Healthcare</b>	Kaiser Permanente   Sutter Health   Good Samaritan   Gardner Health   Stanford Health   Valley Medical   Palo Alto Health   Regional Medical Center   In-Home Supportive Services   Quest Diagnostics   Pacific Homecare Services
<b>Business &amp; Accounting</b>	PayPal   Fidelity Investments   JPMorgan Chase   State of California   City of San Francisco   H&R Block   Wells Fargo   First Citizens Bank   Aardvark Tax Advisors   Downtown Streets Inc
<b>Construction &amp; Trades</b>	PG&E   Calpro Contractors   Sheetmetal Local 104   Central Home Builders   Silicon Valley Mechanical
<b>Education/ Other Sectors</b>	Santa Clara County Office of Education   Eastside, Santa Clara Unified School District (San Jose, Santa Clara, Campbell)

### High-Wage, High-Growth Occupation Career Pathways Training

Since the program launch in October 2024, 80 participants have enrolled in AI-related training programs, with 59 having completed their training and 21 still in progress. Of the 59 participants who completed the program, 23 secured employment in AI-related occupations, while the remaining 36 are actively working with job developers to find employment.

### WIOA Paid Work Experience Program

Young adult clients received paid work experience training focusing on high-wage, high-growth occupations. Of the 102 young adults who received a work experience opportunity, 78 were subsequently placed in unsubsidized employment related to high-wage, high-growth occupations or entered post-secondary education, while the remaining 24 continued to receive career services. While in training, participants earned a living wage (\$26.73/hour) for approximately 250 hours and worked in areas related to business/accounting, healthcare, advanced manufacturing, information and communication technology, and construction and the trades. Examples of employers

include Sutter Health, Palo Alto Health, Lockheed Martin, Santa Clara University, and Therma Manufacturing.

### **Non-Traditional Apprenticeships**

- work2future, with initial funding support from the City of San José, launched California's first semiconductor apprenticeship program in July 2024. Of the 23 participants who started the program, nine have been hired as journeyman by Applied Materials, Enablence, Infinera/Nokia, and Western Digital, with the remaining 14 continuing with their apprenticeship.
- work2future has a long-standing partnership with Pacific Gas & Electric to provide pre-apprenticeship training under the Pacific Gas & Electric Power Pathways program. Of the 25 individuals trained as electrical technicians this past year, 22 (88%) were placed in high-paying jobs with Pacific Gas & Electric and its subcontractors, earning over \$35 per hour.
- work2future partnered with Working Partnerships and San Jose City College to provide a Trades Orientation Program, a pre-apprenticeship training program. This program has served 93 individuals, with 67 (72%) placed in unsubsidized/permanent employment, and the remaining 26 (28%) recent graduates continuing with career services.

### **San José Works**

The San José Works program, in partnership with the Parks, Recreation and Neighborhood Services' Youth Empowerment Alliance, provided 375 high school youth with subsidized paid internships. One hundred percent of the internships allowed the youth to learn a skill related to high-wage, high-growth occupations. Examples of key employers are Intuit, Roku, NVIDIA, CreaTV, NK Technologies, Veggielution, JP Graphics, and seven City of San José departments and offices.

Over 93% of the youth completed their internship; nearly 90% were referred by the Parks, Recreation and Neighborhood Services' Youth Empowerment Alliance and/or lived in a priority neighborhood; and 82% identified as Black, Indigenous, or people of color. All 375 participants completed career readiness training, which entailed soft skills, emotional intelligence, financial literacy, career exploration, entrepreneurship, and wage theft prevention.

Furthermore, San José Works is also on track to secure unsubsidized employment for at least 425 additional youth participants, aged 16-29, in Fiscal Year 2024-2025. Approximately 80% of these unsubsidized participants live in a priority neighborhood, and over 80% are Black, Indigenous, or people of color. In total, 800 young adults are expected to secure employment through this program.

## **San José Works Longer-Term Program Outcomes**

To assess the long-term impact of the San José Works program on job placement and post-graduation success, work2future recently surveyed the status of graduating seniors from the previous Fiscal Year 2022-2023. For this cohort, 61 seniors graduated the following summer and responded to staff's survey regarding follow-up outcomes:

- 29 secured employment, with all working in high-wage, high-growth occupations.
- 32 reported being enrolled in school, with 26 pursuing higher education, and the remaining six in vocational training programs (e.g., healthcare).
- Of these 61 positive outcomes, 13 participants secured employment and pursued higher education.

Moving forward, San José Works staff will continue to follow up with the program's past graduates. The team will also examine various technology tools, update current procedures, and review best practices to mitigate the workload impact of following up (often multiple times) with large numbers of youth from past programs.

## **Partnerships**

### **Children and Youth Master Plan**

work2future's long-standing success in meeting its federally mandated performance requirements while serving clients with multiple barriers to employment has always been based on its commitment to working through partnerships with City departments and a diverse set of community-based organizations and employers.

A notable partnership is with the Parks, Recreation and Neighborhood Services' Youth Empowerment Alliance, the San José Public Library, and work2future, supporting the City's Children and Youth Master Plan.

Examples of this collaboration include the following:

- Provided career services at the Tully and Alum Rock Library branches.
- Connected over 140 San José Works interns to work experience opportunities with seven City departments and three City Council offices.
- Assisted in the creation and launch of a workforce tool, led by San José Public Library, to help job seekers identify training and employment opportunities in the County.
- Collaborated with the San José Public Library to identify opportunities for San José Works youth to access technology and enhance training offerings in areas such as cybersecurity.



- Partner in the upcoming year, with San José Works Library, to support participants in digital literacy and pilot an 80-hour paid soft skills training program.

### City of San José's Homeless Implementation Plan

In support of the City's Homeless Implementation Plan, work2future launched a series of pilot partnerships with homeless agencies serving young adults. Partnering agencies included the Bill Wilson Center, Metro-ED, San Jose Job Corps, San Jose Conservation Corps, and CityTeam. These young adult clients, many of whom are also justice-involved, received career and training services, paid work experience, supportive services, and intensive case management.

### External Partnerships

Of equal importance have been external partnerships with federally mandated organizations, including the State of California Employment Development Department, San Jose Evergreen Community College, County of Santa Clara Social Services Agency, Department of Rehabilitation, East Side Union High School District, and San Jose Job Corps. work2future also collaborates with agencies like the County Probation and Sheriff's Departments, Working Partnerships, Catholic Charities, Goodwill, regional workforce development boards, and various other faith- and community-based organizations.

In light of these diverse and long-standing partnerships, work2future has exceeded all its federally mandated performance outcomes, placing a significant majority of its clients in high-wage, high-growth occupations, while serving a client base that faces multiple barriers to employment. In all instances, these partners provide the majority of client referrals and provide critical wrap-around services that support these individuals while they are enrolled with work2future.

### Job Fairs

For the calendar year 2024, work2future organized six job fairs, with nearly 1,900 job seekers and 200 employers (mostly high-wage, high-growth) attending. Key sectors represented included information and communication technology, advanced manufacturing, business and finance, healthcare, and construction and the trades. Employers included Applied Materials, Western Digital, Infinera/Nokia, Kaiser, Regional Medical Center, and many others, offering high-wage, high-growth occupations. In addition, work2future served an additional 700 unenrolled clients through workshops, online training, and layoff aversion services.

## Looking Ahead

Over the next three to nine months, work2future will initiate the following set of new and/or expanded initiatives:

- OEDCA Economic Strategic Work Plan - Workforce Development Objective: In anticipation of the inclusion of this objective in the OEDCA Economic Strategic Work Plan, staff will focus on the following key results for Fiscal Year 2025-2026 and Fiscal Year 2026-2027:
  - Support 1,400 youth and adult clients and place 80% of those employed into high-wage, high-growth occupations (information communication technology, manufacturing, healthcare, construction trades, accounting). Over 60% of these clients will be unstably housed, 80% are Black, Indigenous, or people of color, and 65% have multiple barriers.
  - Provide paid internship to 325 San José Works clients. Over 90% completion rate with 100% of internships in high-wage, high-growth occupations. Secure unsubsidized employment for 475 youth ages 16-29. Over 80% of clients referred by the Parks, Recreation and Neighborhood Services Department and/or live in priority neighborhoods.
- WIOA Reauthorization: Though actively under consideration by Congress, WIOA legislation has yet to be reauthorized. However, one provision expected to be included in the new legislation would require workforce development boards to allocate 50% to 75% of their Adult and Dislocated Worker funding to training activities. work2future currently spends 25% to 30% on training. Should this new provision be included, it would detract significantly from work2future's ability to provide intensive case management and customized job development services to those who are unstably housed or have multiple employment barriers. Though reauthorization of WIOA is anticipated in the short term, this new training expenditure requirement is not expected to take effect until Fiscal Year 2026-2027. work2future plans to allocate 35% of its adult and dislocated worker funds towards training in Fiscal Year 2025-2026 to smooth the transition to this higher expenditure requirement.
- Homeless Implementation Plan: In support of the City's Homeless Implementation Plan, work2future developed a shared case management approach with homeless-serving agencies, including the Bill Wilson Center, San Jose Conservation Corps, Destination: Home, San Jose Job Corps, and Metropolitan Education District. While still in the pilot phase, this initiative has served 110 clients, with 73% securing employment; the majority are in high-wage, high-growth occupations, such as information communication technology, healthcare, and advanced manufacturing.

The remaining 37 clients continue to receive career services. In Fiscal Year 2025-2026, work2future will incorporate the lessons learned from this pilot and serve an additional 125 unstably housed clients.

- Road to 2026: work2future will play an important role in providing hiring assistance for the major athletic events coming to our local area in 2026. From the Super Bowl, NCAA Basketball Tournament, to the FIFA World Cup, work2future will assist related employers in securing the staffing necessary to operate these venues.

## **ANALYSIS**

### **(a) Contracts and Agreements**

Staff recommends that City Council authorize the City Manager or her designee to negotiate and execute all contracts, amendments, agreements, leases, subleases, and memorandums of understanding with contractors, consultants, and vendors providing services to the WIOA Program and programs operated by work2future, including, but not limited to: novations or assignments; training vendor contracts; case management contracts; and consultant contracts.

Such agreements will comply with the procurement procedures and requirements mandated by the state and federal governments for WIOA grant recipients, as well as with the established City's procurement procedures and requirements. In addition, they will be reviewed and approved, as required, by the work2future Board of Directors. They may be executed so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.

Under WIOA, work2future must enter into memorandums of understanding with required and additional one-stop partners for a three-year period, with the agreement reviewed every three years to ensure appropriate funding and delivery of services. Other WIOA memorandums of understanding are on an ad hoc basis. These memorandums include, but are not limited to:

- Memorandums of understanding with other workforce development boards
- Regional memorandums of understanding
- Partnership agreements
- Cost-sharing agreements
- Regional consultant agreements to share training and labor market research tools
- Memorandums of understanding with other cities and the unincorporated area of Santa Clara County, whose residents receive services from work2future.

- Required partners specified in WIOA Title I include programs authorized under the following:
  - Title II of the WIOA, Adult Education and Literacy;
  - Title III of the WIOA, Wagner-Peyser Act (State of California Employment Development Department);
  - Title IV of the WIOA, Vocational Rehabilitation Act (State of California Department of Rehabilitation);
  - Senior Community Services Employment Program (Sourcewise);
  - Migrant Seasonal Farmworkers Program (Center for Employment and Training);
  - Community Services Block Grant (Center for Employment and Training)
  - The Job Corps;
  - Career and Technical Education under the Perkins Act;
  - Veterans' employment services under Chapter 41 of Title 38, United States Code;
  - Employment and training activities carried out by the Department of Housing and Urban Development;
  - Trade Adjustment Assistance;
  - Unemployment Compensation Programs;
  - County of Santa Clara departments and programs, including, but not limited to, the Department of Social Services, CalWORKS, and CalFresh Programs;
  - Local child support agencies;
  - English language learners, foreign-born, and refugees;
  - Re-entry services providers probation, parole;
  - Community-based organizations; and
  - Labor organizations.

WIOA allows federal funds received by local areas during a program year to be expended during that program year and the succeeding program year. To meet the needs of clients and businesses that work2future serves, there must be sufficient flexibility to initiate agreements in one fiscal year and conclude agreements in the following fiscal year, providing a continuum of services consistent with and aligned with work2future's programs. The nature of some work2future services is such that programs offered to clients can be initiated at various times throughout the fiscal year. The coordination of vendor training programs, such as the Eligible Training Provider List, Youth Career Technical Training, Youth Workshops, Adult Workshops, and Adult Cohort Training, is dependent on when the client is determined to be eligible and the type and length of the selected training program. No-fund agreements that provide work experience to youth program participants are dependent upon a school year and summer schedule. In addition, adult programs are subject to similar variables. Under these circumstances, the time to perform and complete services necessitates extending the agreement beyond the fiscal year.

The City Manager, or her designee, will ensure that sufficient funds have been appropriated and are available and that agreements are in accordance with federal and state laws and regulations.

**(b) Grant Applications and Grant Agreements**

work2future will endeavor to secure additional discretionary funding through grant applications for Fiscal Year 2025-2026. Funding proposals may require partnerships with other public, private, and community-based organizations as a prerequisite for funding. In other instances, funding may be awarded to work2future for activities that may be undertaken by community-based organizations, institutions of higher education, or vendors to be selected through a subsequent request for proposal process. These grants can support City operations by covering overhead and providing funding for citywide services that align with WIOA activities.

As discretionary grants may be for terms of up to four years, staff recommends that the City Council authorize the City Manager, or her designee, to negotiate and execute all grant applications, grant agreements, subgrant agreements, and any documents necessary to accept the grant for discretionary funding applied for and approved by the work2future Board of Directors for multi-year periods, not to extend beyond June 30, 2030, pending appropriation of grant funds by City Council.

**EVALUATION AND FOLLOW-UP**

No additional follow-up actions with City Council are expected at this time. work2future anticipates providing semi-annual updates to the Community and Economic Development Committee as it relates to the workforce objective, “Enhance career opportunities for youth and adults with multiple barriers and prepare them for high-wage, high-growth occupations,” and the related key results.

**COST SUMMARY/IMPLICATIONS**

Funding for the programs and activities included in this memorandum is included in the 2025-2026 Proposed Budget, subject to City Council approval. For San José Works, funding of \$1.4 million is in the General Fund for placement of youth in subsidized employment. For WIOA, estimates of the Title I formula fund allocations for Program Year 2025-2026 are included. On May 28, 2025, the California Employment Development Department released the allocations based on the allotments to the states that were issued by the U.S Department of Labor on May 20. The allocations, which total \$8.8 million for Adult, Youth, and Dislocated Worker programs, exceed the budgeted amounts included in the 2025-2026 Proposed Budget. The State of California has not received the federal Notice of Award at this time, but the state has released the

allocations for budgeting purposes. The subgrantee agreements are normally finalized by around July and October of each year. Funds for the WIOA Rapid Response allocation have not been determined at this time. A budget action will be brought forward as part of the 2024-2025 Annual Report process in October 2025 to align the budget with the actual allocations and include any carry over funding from 2024-2025. Other funding for the programs discussed in this memorandum include \$1.5 million for the second year of a Pathways to Self-Sufficiency grant from County of Santa Clara, \$350,000 for a Regional Equity Recovery and Partnership Grant, and \$433,000 for various other grants that have been received and the funding has been carried forward to 2025-2026.

### **COORDINATION**

This memorandum has been coordinated with the City Attorney's Office, City Manager's Budget Office, and the Planning, Building and Code Enforcement Department.

### **PUBLIC OUTREACH**

The WIOA activities represented in this report encompass a diverse range of public outreach initiatives, including collaborations with various community-based organizations, private sector businesses, educational institutions, and other governmental entities. The work2future Board of Directors comprises 18 private and public sector members and has sought public input at all work2future board and committee meetings regarding each of the projects detailed above. All work2future board and committee meetings, as well as those of the supporting committees, are covered by the Brown Act and are subject to public notice requirements and public comment sections on the agendas of their actual meetings.

This memorandum will be posted on the City's Council Agenda website for the June 10, 2025 City Council meeting.

### **COMMISSION RECOMMENDATION AND INPUT**

No commission recommendation or input is associated with this action.

### **CEQA**

Not a Project, File No. PP17-003, Agreements/Contracts (New or Amended) resulting in no physical changes to the environment.

HONORABLE MAYOR AND CITY COUNCIL

May 19, 2025

**Subject: Annual Authorization for Workforce Innovation and Opportunity Act Program and Projects for Fiscal Year 2025-2026**

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### **PUBLIC SUBSIDY REPORTING**

This item does not include a public subsidy as defined in section 53083 or 53083.1 of the California Government Code or the City's Open Government Resolution.

/s/

Lee Wilcox

Assistant City Manager

Acting Director, City Manager's Office of  
Economic Development and Cultural  
Affairs

For questions, please contact Sangeeta Durrall, work2future Director, at (408) 314-9444 or [sangeeta.durrall@sanjoseca.gov](mailto:sangeeta.durrall@sanjoseca.gov)

### **ATTACHMENT:**

work2future WIOA Performance Summary for WIOA Clients: Fiscal Years 2023-2024 and 2024-2025

## Attachment: work2future WIOA Performance Summary for WIOA Clients: Fiscal Years 2023-2024 and 2024-2025

### Fiscal Year 2023-2024

STATE PERFORMANCE REPORT Fiscal Year 2023-2024			
WIOA Performance Measure	WIOA State Goal	Actual	Success Rate
<b>ADULT</b>			
Entered Employment Rate   2nd Quarter	65.0%	68.9%	106.0%
Entered Employment Rate   4th Quarter	62.0%	71.7%	115.6%
Median Earnings	\$8,800	\$11,391	129.4%
Attainment of Degree or Certificate	65.5%	79.6%	121.5%
Measurable Skills Gain	65.0%	87.2%	134.2%
<b>DISLOCATED WORKER</b>			
Entered Employment Rate   2nd Quarter	68.0%	68.4%	100.6%
Entered Employment Rate   4th Quarter	67.0%	70.9%	105.8%
Median Earnings	\$9,800	\$12,034	122.8%
Attainment of Degree or Certificate	72.0%	85.7%	119.0%
Measurable Skills Gain	65.0%	92.3%	142.0%
<b>YOUTH</b>			
Placement in Employment or Education   2nd Quarter	71.0%	65.2%	91.8%
Entered Employment Rate   4th Quarter	66.0%	75.5%	114.4%
Median Earnings	\$5,000	\$6,691	133.8%
Attainment of Degree or Certificate	60.4%	90.0%	149.0%
Measurable Skills Gain	65.0%	61.0%	93.8%
Overall Performance: State Target 90%   Local Target 100%			

### Fiscal Year 2024-2025

STATE PERFORMANCE REPORT 3RD QUARTER Fiscal Year 2024-2025			
WIOA Performance Measure	WIOA State Goal	Actual	Success Rate
<b>ADULT</b>			
Entered Employment Rate   2nd Quarter	69.0%	69.0%	100.0%
Entered Employment Rate   4th Quarter	65.5%	70.5%	108.0%
Median Earnings	\$11,500	\$10,629	92.4%
Attainment of Degree or Certificate	66.0%	86.0%	130.2%
Measurable Skills Gain	71.0%	88.6%	125.0%
<b>DISLOCATED WORKER</b>			
Entered Employment Rate   2nd Quarter	68.0%	63.2%	93.0%
Entered Employment Rate   4th Quarter	70.0%	71.7%	102.4%
Median Earnings	\$13,500	\$16,814	125.0%
Attainment of Degree or Certificate	70.0%	100.0%	143.0%
Measurable Skills Gain	65.0%	90.3%	139.0%
<b>YOUTH</b>			
Placement in Employment or Education   2nd Quarter	68.0%	64.4%	95.0%
Entered Employment Rate   4th Quarter	68.0%	60.9%	90.0%
Median Earnings	\$6,500	\$5,969	92.0%
Attainment of Degree or Certificate	67.0%	60.7%	91.0%
Measurable Skills Gain	65.0%	60.4%	92.0%
Overall Performance: State Target 90%   Local Target 100%			