



2026

Annual Report



Workforce
Development Board
Contra Costa County





Workforce
Development Board
Contra Costa County





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Executive Director

Dear Partners, Board Members, Community Leaders, and Friends,

As I reflect on this past year, I am incredibly proud of what the Workforce Development Board of Contra Costa County has accomplished and grateful to the people who made that work possible.

This has been a year of hard work, collaboration, adaptation, and continued commitment to our community. Throughout the year, our team worked tirelessly to strengthen our workforce system, expand opportunities for job seekers, respond to the evolving needs of employers, and ensure that our programs and investments create meaningful impact across Contra Costa County.

Behind every accomplishment highlighted in this Annual Report is a dedicated team. I want to extend my sincere appreciation to our WDB staff and colleagues for their commitment throughout the year. Whether developing new initiatives, managing grants and partnerships, supporting businesses, connecting residents to employment and training, analyzing our local labor market, or strengthening the systems behind our work, our team consistently stepped up to meet the moment. Their professionalism, creativity, flexibility, and dedication to public service continue to move our mission forward.

Our accomplishments would also not be possible without the tremendous network of partners who work alongside us. **Thank you to our community-based organizations, education and training partners, employers, labor organizations, economic development partners, public agencies, and regional collaborators.** Your expertise, resources, and willingness to work together allow us to reach more people, address workforce challenges collectively, and build stronger pathways to economic opportunity.

I am especially grateful to the members of the **Workforce Development Board of Contra Costa County**. Our Board members volunteer their time, leadership, expertise, and perspective to help guide our work and ensure that our workforce system remains responsive to the needs



of businesses, workers, and communities. Thank you for your continued leadership, advocacy, and commitment to our mission.

This year also reminded us that workforce development is about much more than connecting someone to a job. It is about creating pathways to family-sustaining careers, helping businesses find and develop the talent they need, strengthening industries that are critical to our regional economy, and ensuring that opportunity is accessible to communities throughout Contra Costa County.

As the workforce landscape continues to change, so must we. Shifting economic conditions, emerging industries and technologies, changing federal and state requirements, and evolving employer needs require us to remain agile and forward-thinking. We will continue strengthening partnerships, pursuing competitive funding opportunities, aligning resources, investing strategically, and developing innovative approaches that prepare our workforce for the jobs and industries of tomorrow.

The accomplishments captured in this report represent what is possible when dedicated people and organizations come together around a shared purpose. Every participant served, employer supported, partnership strengthened, and new opportunity created contributes to a stronger and more resilient Contra Costa County.

On behalf of the Workforce Development Board of Contra Costa County, **thank you to our staff, Board members, partners, employers, community organizations, and supporters for another year of extraordinary collaboration and service.** I am proud of what we have accomplished together and excited about what lies ahead.

Together, we will continue building a workforce system that creates opportunity, strengthens businesses, and supports a thriving and inclusive economy for Contra Costa County.

With gratitude,

Tamia Brown

Executive Director

Workforce Development Board of Contra Costa County



About the Workforce Development Board of Contra Costa County

The Workforce Development Board of Contra Costa County (WDBCCC) leads the county's workforce development system, bringing together government, education, labor, business, and community organizations to develop innovative solutions that meet the evolving needs of employers and job seekers. Established under the federal Workforce Innovation and Opportunity Act (WIOA), WDBCCC serves as the county's strategic convener for workforce development, ensuring residents have access to quality career opportunities while employers gain access to a skilled, competitive workforce.

Beyond traditional workforce programs, WDBCCC serves as a regional leader in economic development, sector partnerships, and business engagement strategies. Each year, WDBCCC administers a diverse portfolio of federal, state, local, and competitive grant programs supporting workforce innovation, career pathway development, industry partnerships, apprenticeships, rapid response services, and regional economic initiatives. As workforce needs evolve, WDBCCC remains committed to strengthening data-informed workforce programs that advance accessibility, opportunity and economic prosperity for all residents across Contra Costa County and the greater Bay Area.

Meet the Board

Behind every successful workforce program is a team of dedicated professionals committed to serving the residents and businesses of Contra Costa County.

The Workforce Development Board of Contra Costa County is supported by an experienced staff specializing in workforce development, business engagement, grant management, program operations, fiscal oversight, communications, compliance, and strategic partnerships.

Together, our team works to design innovative programs, secure funding opportunities, strengthen employer relationships, and ensure high-quality services throughout the county.

Our work is guided by a volunteer Board of Directors composed of leaders representing business, labor, education, economic development, community organizations, and public agencies. Their expertise and leadership help shape workforce strategies that respond to the needs of our regional economy while aligning with state and federal workforce priorities.

Every member of our team shares a common purpose: empowering individuals to achieve career success, helping businesses grow, and building stronger communities through workforce development.

Together, we are building a stronger workforce, stronger businesses, and a stronger Contra Costa County.

Board Chair



Terry Curley

United Business Bank • Banking



Letter from the Board Chair

Dear Community Partners, Stakeholders, and Friends,

On behalf of the Workforce Development Board of Contra Costa County, I am pleased to present our 2025–2026 Annual Report. This report highlights a year of meaningful progress, strong partnerships, and a continued commitment to preparing our residents and businesses for an evolving economy.

Throughout the year, the Board remained focused on strengthening our local workforce system and ensuring that job seekers—particularly those facing barriers to employment—have access to the training, support, and opportunities they need to succeed. At the same time, we continued working closely with employers to understand their workforce needs, develop sustainable talent pipelines, and connect businesses with qualified workers.

Our accomplishments would not have been possible without collaboration. The Workforce Development Board’s partnerships with education and training providers, labor organizations, community-based organizations, employers, economic development agencies, and public-sector partners allow us to reach more residents and respond more effectively to the needs of our communities. Together, we are helping individuals enter promising careers while supporting the growth and competitiveness of businesses throughout Contra Costa County and the greater region.

This year also required us to respond to changing economic conditions, new workforce priorities, and an evolving funding environment. The Board and staff demonstrated resilience



and adaptability by expanding competitive funding opportunities, strengthening regional partnerships, and aligning programs with federal, state, and local priorities. These efforts will help ensure the long-term sustainability of our workforce system while allowing us to respond to emerging industries and the changing needs of workers and employers.

As we look ahead, the Board will continue to prioritize equitable access to workforce services, career pathways that lead to economic mobility, youth employment and career exploration, industry-responsive training, and stronger connections among workforce development, education, and economic development. We will also continue investing in innovation, accountability, and data-informed strategies that produce measurable results for the communities we serve.

I extend my sincere appreciation to our dedicated Board members for their leadership, expertise, and service. I also thank Executive Director Tamia Brown and the entire Workforce Development Board staff for their hard work, professionalism, and unwavering commitment throughout the year. Finally, I thank our many partners, employers, service providers, and community leaders whose contributions make this work possible.

We are proud of what we have accomplished together and remain committed to building a workforce system that creates opportunity, supports businesses, and contributes to a strong and inclusive Contra Costa County economy.

Sincerely,

Terry Curley

Board Chair

Workforce Development Board of Contra Costa County

Executive Committee



Michael (Mike) McGill

MMS Design Associates

Contruction

Michael (Mike) McGill is a registered Professional Engineer with more than 40 years of experience doing public works and other municipal engineering projects. Since 1983, he has been President, Principal Engineer/Surveyor and Project Manager at MMS Design. Prior to that, he was Senior Vice President and Chief Operating Officer at James R. Stedman and Associates.

McGill holds a Master of Science Degree in Water Resources Engineering, a Master of Science Degree in Civil Engineering, and a Bachelor of Science Degree in Civil Engineering from the University of Michigan, and currently serves on its Civil and Environmental Engineering Department Advisory Board.

McGill is a member of several professional organizations, including the American Public Works Association (Life Member) and the Water Environment Federation. He also serves as Director of the East Bay Leadership Council, formerly serving as Co-Chair of its Land Use Task Force. McGill is Member and a past Chair of the Workforce Development Board of Contra Costa County, a Commissioner on Contra Costa LAFCo, and a Board Member of CALAFCO (as well as Vice Chair and Legislative Committee Member). He is a Trustee at John F. Kennedy University, National University and City University of Seattle; Member and past President of the Los Medanos Community College Foundation Board; a Director of the Antioch Chamber of Commerce as well as Vice-Chair Economic Development; and co-founder EC2.

McGill has lived in the District since 1981.



Joshua Anijar

**Central Labor Council Contra Costa County
Skilled Trades**

Anijar began his career with the Florida AFL-CIO in 2006. Following the 2012 election, he joined the AFL-CIO, where he led political campaigns, organizational restructuring initiatives, and leadership development efforts. In 2019, Anijar became Executive Director of the Contra Costa Labor Council, a federation representing 85 unions. He is a member of IATSE Local 122 and IBT Local 665. Anijar earned his bachelor's degree from Arizona State University and a master's degree in Labor Studies from the University of Massachusetts Amherst.



Kelly Schelin

**Contra Costa Community College District
Education**

Kelly Schelin serves as the Associate Vice Chancellor, Educational Services, at Contra Costa Community College District, where she oversees workforce development programming at the District's three colleges. With over twelve years of workforce development experience in higher education, Schelin is committed to empowering individuals and communities through practical education and innovative public-private partnerships that leverage the expertise of education, industry, and public organizations. Schelin is a former board member of the Richmond WDB and the Kerr-Tar WDB.



Nichol Carranza

Marathon Petroleum Corporation

Advanced Manufacturing

Nichol Carranza leads community engagement for Marathon Petroleum, managing stakeholder relationships and community investments for its Martinez Renewables facility and its Alaska and Washington refineries. She has 20 years of experience in corporate communications and public affairs with 15 years focused on energy. Carranza currently serves as Vice Chair of the Workforce Development Board of Contra Costa County, and as Board Member of East Bay Leadership Council, the Industrial Association, and the Concord Chamber of Commerce. She went to high school in Concord, where she still lives today, and received her B.A. in Communications from San Francisco State University.



Leslay C. Choy

San Pablo Economic Development Corporation

Advertising & Marketing

Leslay Choy is a strategic corporate governance professional with a healthcare emphasis who is vested in creating economic opportunity. Choy leads the San Pablo Economic Development Corporation (EDC), an innovative nonprofit focused on economic mobility, and manages the organization's new markets tax credit interests. She served as the EDC's general manager for five years before assuming the executive director role. She currently serves on the Contra Costa Workforce Development Board and the Equitable Economic Recovery Task Force.

District #1

Jualonni A. Lloyd

Chevron Richmond Refinery
Advanced Manufacturing

Gregory Brooks

West Contra Costa Unified School District
Education

District #2

Tina Wig

Superhuman • Software & AI

District #4

Devonn Powers

Humanity Way, Inc. • Social Service

Carlo M. Beckman

Carlo M. Beckman Consulting
Professional Services

Timothy M. Jefferies

International Brotherhood of Boilermakers
Skilled Trades

Robert Solorzano

Dept. of Rehabilitation • Government

Douglas Lezameta

Hispanic Chamber of Commerce of CCC
Advertising & Marketing

Dawn King

Harris & Rosales LLP
Legal Services

Len McCalister

CA Employment Development Department
Government

Terrence M. Cole

Terrence Cole Consulting, LLC • Social Services

District #5

Amy E. Scot-Slovick

Kaiser Permanente • Skilled Trades

Tim Sbranti

Contra Costa Building &
Construction Trades Council • Skilled Trades

Alison McKee

Contra Costa County Library • Government

Natasha Paddock

C.O.P.E. Family Support Center Inc.
Social Service

Brandon Matson

Martinez Refining Company
Advanced Manufacturing

Steven France

Acalanes Union High School District • Education

Meet Our Team



Tamia Brown

*Workforce Investment Board
Executive Director*

Rochelle M. Soriano

Board Secretary

Program Administration

Maureen Nelson

*One-Stop Consortium
Administrator*

Michael Katz

Regional Coordinator

LaTosha Stockholm

Administrator

Serena Moore

Program/Projects Coordinator

Yelena Miakinina

Program/Projects Coordinator

Business Engagement

Charles Brown III

Business Services Representative

Workforce Services & Career Development

Noramah Burch

Workforce Services Specialist

Verneda Clapp

Workforce Services Specialist

Anisa Smith

Workforce Services Specialist

Jed Silver

Workforce Services Specialist

Patricia Conley

Workforce Services Specialist

Claire Michaels

Workforce Services Specialist

Henry Baity

Workforce Services Specialist

Michelle Graham

Employment Placement Counselor

Veronica Ramos

*One-Stop Career Center Case
Manager*

Rene Tucker

Employment Placement Counselor

Kasandra Knox

Employment Placement Counselor

Jonathan Lawrence

Employment Placement Counselor

Finance, Systems & Operational Support

Jon Rodriguez

Sr. Business Systems Analyst

Kenneth Austin

ASA III / Fiscal Analyst

Vincent Manuel

ASA III

Lijia Lumsden

Admin Aide

Dunni Adeyemi

Clerk

Davon King

Clerk

Bonnie Chen

ASA III

Maria Gemma Acma

Clerk

Mission, Vision, Values



Our Mission

To advance economic prosperity in Contra Costa County by connecting people to meaningful employment, supporting businesses with workforce solutions, and fostering partnerships that strengthen our regional economy.

Our Vision

A thriving Contra Costa County where every resident has access to quality career opportunities, every employer has access to skilled talent, and every community benefits from an inclusive, accessible, and resilient workforce system.

Our Core Values

Collaboration

We believe meaningful progress happens through partnerships. We work alongside employers, educational institutions, labor organizations, community-based organizations, and government agencies to create lasting workforce solutions.

Opportunity

We are committed to ensuring that all individuals—regardless of background or circumstance—have access to opportunities that lead to economic mobility and long-term success.

Innovation

We embrace new ideas, technologies, and strategies to meet emerging workforce challenges and prepare our region for the future of work.

Integrity

We operate with accountability, transparency, and responsible stewardship of public resources while maintaining the highest standards of professionalism.

Excellence

We strive for outstanding service, measurable outcomes, and continuous improvement in every program and partnership.

Customer Focus

Whether serving a job seeker, business owner, partner organization, or community member, we are dedicated to providing responsive, high-quality service that delivers meaningful results.



Who We Serve

The Workforce Development Board of Contra Costa County (WDBCCC) is committed to building a skilled, resilient, and inclusive workforce that strengthens our local economy. We serve both job seekers and employers by connecting people to meaningful career opportunities while helping businesses develop the workforce they need to succeed.

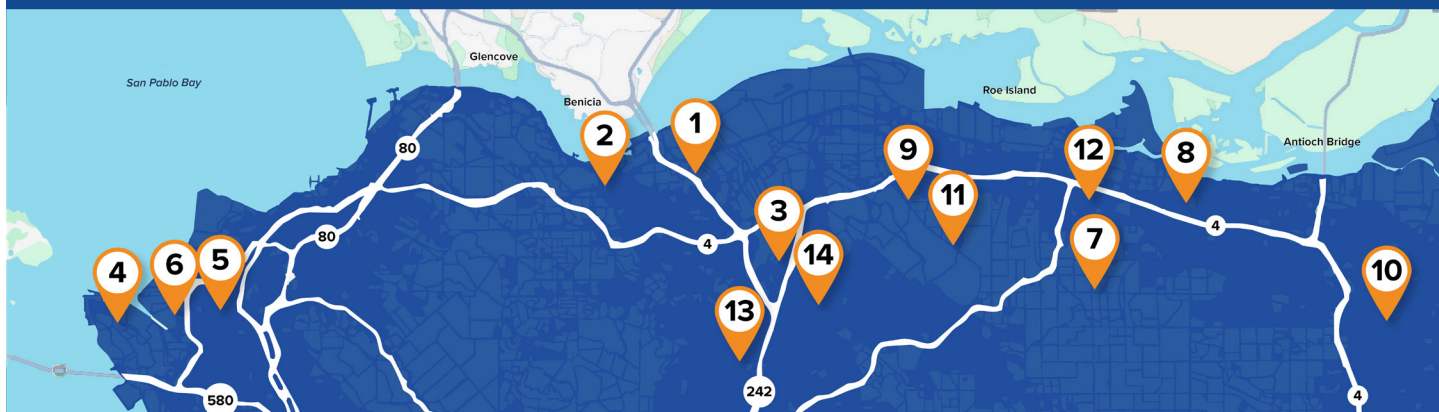
Our services are available to individuals at every stage of their career journey, including:

- Adults seeking employment, career advancement, or new career pathways
- Dislocated workers transitioning after layoffs or industry changes
- Youth and young adults preparing to enter the workforce
- Veterans and military spouses
- Individuals with disabilities
- Justice-involved individuals returning to the workforce
- Low-income individuals and public assistance recipients
- English language learners and immigrant communities
- Workers affected by economic shifts, including displaced oil and gas workers
- Employers across Contra Costa County seeking qualified talent, workforce training, and business services

Through our America's Job Center of California (AJCC) network and community partnerships, we provide career counseling, job placement assistance, skills training, apprenticeships, supportive services, labor market information, business services, and customized workforce solutions that help individuals achieve economic mobility while supporting regional economic growth.

A wide variety of no-cost job and training services are available through our America's Job Center of California (AJCC) one-stop career centers, as well as from our other partner agencies and community organizations.

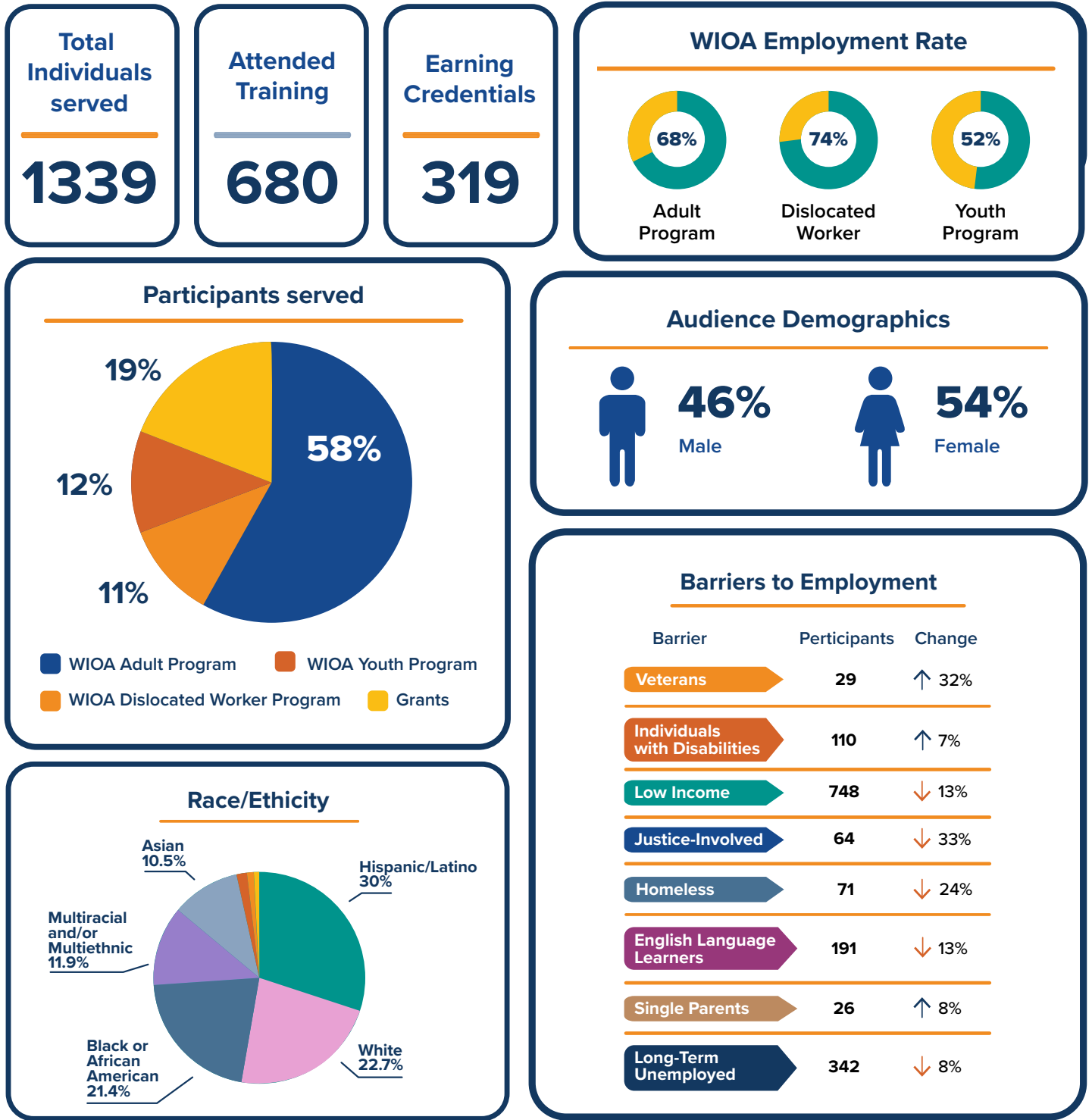
Map of Contra Costa Workforce Collaborative Sites



- | | |
|--|---|
| 1 Rubicon Concord Comprehensive AJCC | 9 Pittsburg Adult Education Center |
| 2 Martinez Adult Education | 10 Liberty Adult Education |
| 3 Mt. Diablo Adult Education | 11 Los Medanos College |
| 4 Lao Family Community Development | 12 Future Build Pre-Apprenticeship Training |
| 5 San Pablo Economic Development Corp. | 13 Contra Costa County Office of Education - Youth Development Services (East & West Contra Costa County) |
| 6 Contra Costa College | 14 Mount Diablo Unified School District - Youth Development Services (Central Contra Costa County) |
| 7 Opportunity Junction | |
| 8 Rubicon Antioch | |

Visit EASTBAYWorks.com to find a location near you and discover upcoming events, such as career workshops and job fairs.

Our Impact



America's Job Centers of California

The AJCC system is built upon six core Workforce Innovation and Opportunity Act (WIOA) programs that collectively support job seekers, workers, employers, and individuals facing barriers to employment.

Impact

Through the AJCC network, Contra Costa County residents have access to a coordinated system of employment, education, training, and supportive services designed to strengthen workforce participation and economic mobility. By integrating multiple workforce programs under one system, the AJCC helps individuals prepare for quality careers while connecting employers with a skilled workforce that meets evolving labor market needs.

Services are delivered throughout Contra Costa County and prioritize collaboration among workforce partners, educational institutions, community organizations, and government agencies to ensure residents receive comprehensive support regardless of where they enter the workforce system.



Performance Metrics

AJCC Impact FY 2025-2026

4071 Port Chicago Hwy #250 Concord, CA 94520

4768 Received walk-ins in AJCC Career Services Centers.

24,000 visits to Workforce Collaborative Sites.

718 Participants attended workshops.

423 One-On-One service appointments provided.

303 Job search assistance.

80 Referrals to partners or business services.

3244 Resource room usage

America's **JobCenter**
of CaliforniaSM

WDB Funding

WIOA funding continues to be allocated by the U.S. Department of Labor through the California Employment Development Department (EDD) to Local Workforce Development Areas. While the overall funding structure remains familiar, there is now a stronger expectation that workforce dollars be strategically invested where they create the greatest impact.

Rather than simply funding services based on historical patterns, local workforce boards are expected to demonstrate how investments directly improve employment outcomes, meet regional labor market demands, and support economic mobility for participants.

This performance-driven approach requires workforce boards to carefully prioritize investments in training, career services, employer partnerships, and supportive services while maintaining compliance with federal and state regulations.



Funding supports several major program areas, including:

Adult Employment and Training

Dislocated Worker Services

Youth Programs

Rapid Response Activities

Business Services

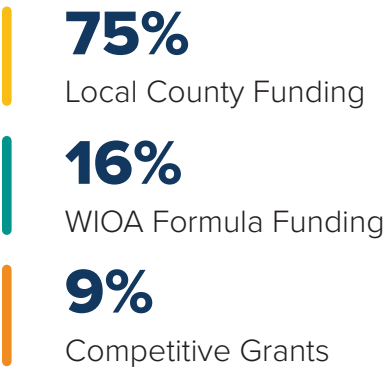
Community Investments

Workforce System Infrastructure and Administration

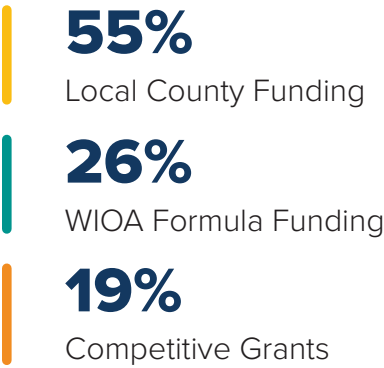
Diversifying Funding to Expand Impact

One of the most significant developments for the coming year is the continued diversification of WDBCCC’s funding portfolio.

During **Fiscal Year 2025–2026**, the Board’s operating budget consisted of:

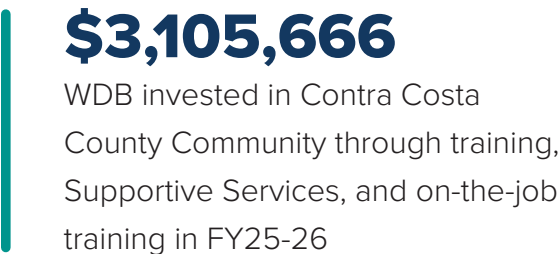


For **Fiscal Year 2026–2027**, that funding mix has shifted significantly:

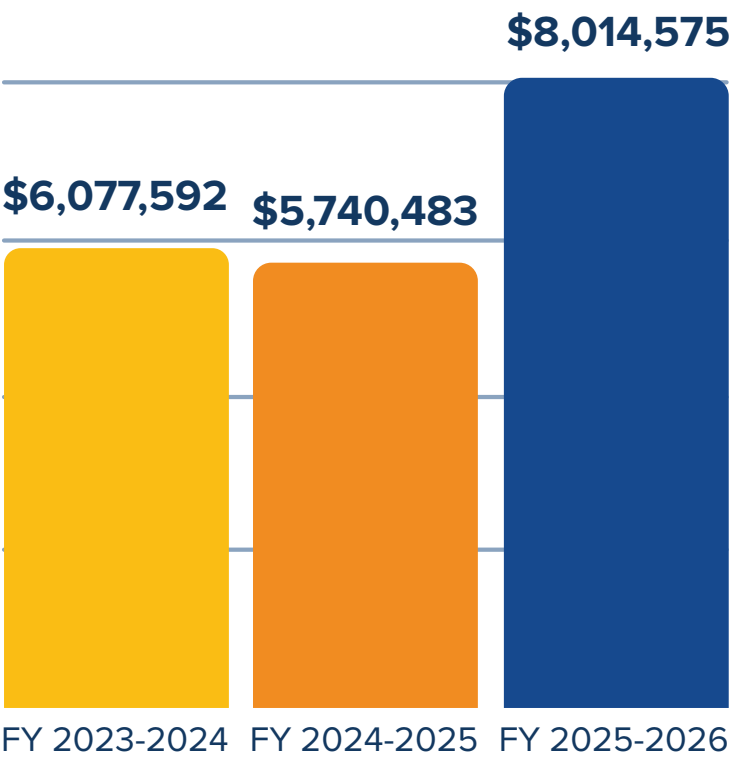


This transition reflects WDBCCC’s growing success in securing competitive state and federal funding to expand workforce initiatives beyond traditional formula allocations. Increasing competitive grant funding allows the Board to pilot innovative workforce strategies, respond quickly to emerging economic needs, and serve additional populations affected by layoffs, industry transitions, and regional workforce shortages.

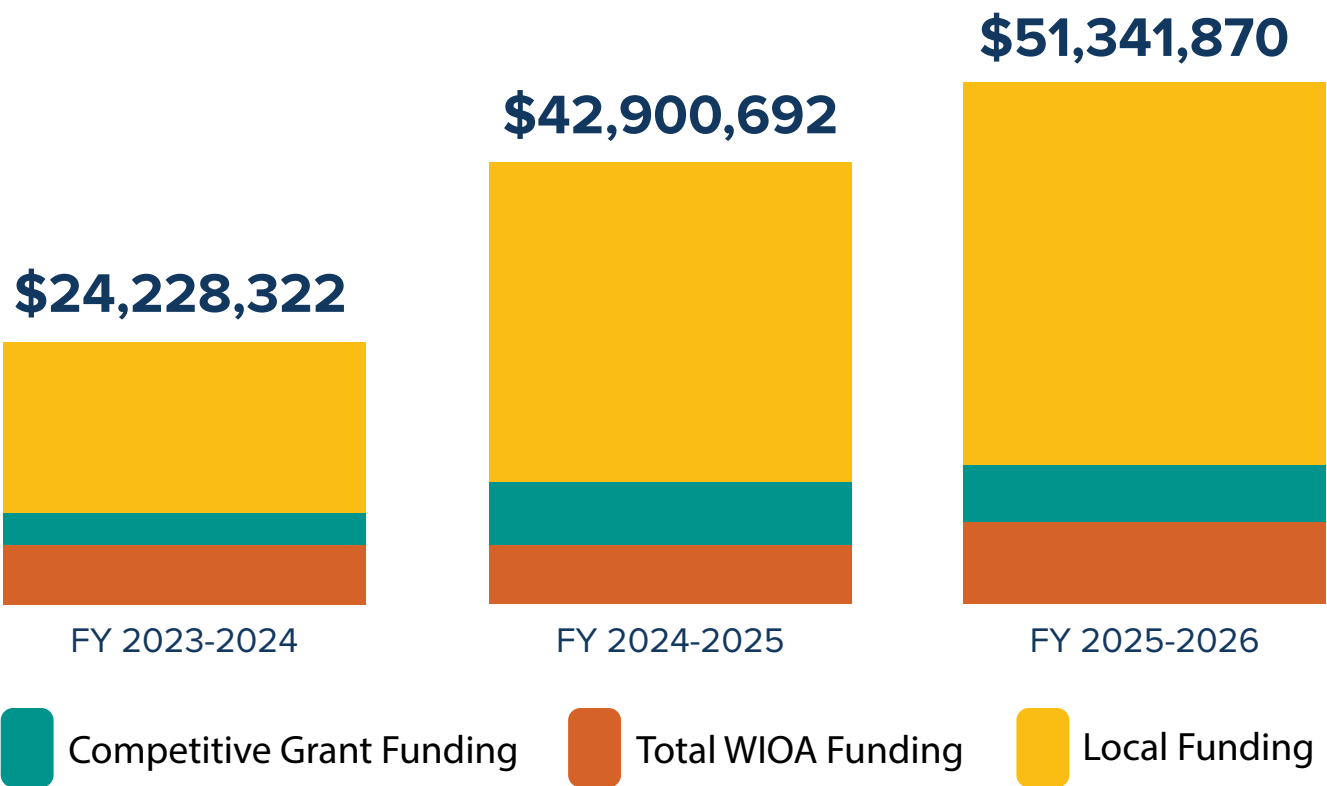
At the same time, maintaining a strong local investment demonstrates Contra Costa County’s continued commitment to workforce development as a critical component of economic prosperity and community well-being.



WIOA Funds



Funding Breakdown







Workforce Innovation and Opportunity Act (WIOA) Programs

WIOA Programs for Adults

The Workforce Innovation and Opportunity Act (WIOA) Adult Program equips workers with the skills necessary to meet evolving employer needs while connecting local businesses with qualified talent to drive regional economic growth. Administered through Contra Costa County’s AJCC system, the program delivers comprehensive, industry-aligned career and training services designed to advance long-term self-sufficiency and economic mobility.

Key Program Services

- Career Counseling & Employment Planning
- Job-Readiness & Search Assistance
- On-the-Job Training & Pre-Apprenticeships
- Job Placement & Follow-up Services
- Basic Skills Instruction
- High School Diploma/GED Preparation
- Individual Training Accounts & Cohort-Based Occupational Training
- Wraparound Supportive Services

Strategic Partnerships

Through coordinated service delivery and co-enrollment with adult education providers, community colleges, public agencies, and community-based partners, the system streamlines service delivery, expands program access, and reduces duplication across regional initiatives. Strategic partners include:

- Rubicon Programs
- Contra Costa Workforce Collaborative
- Employment Development Department
- Parole and Community Team
- Community Corrections Partnership
- Contra Costa County Probation Department

Program Served

Adults	771
Dislocated Worker	148
Total	919

Serving Priority Populations & Tailored Support

The WIOA Adult Program prioritizes individuals facing significant barriers to employment, ensuring individualized career and training services reach those who need them most:

Priority Populations: Veterans, low-income individuals, basic-skills deficient adults, English language learners, individuals with disabilities, and justice-involved or formerly incarcerated individuals.

Targeted Assistance: Services are customized based on employment goals, skills, experience, and barriers. Wraparound supportive services address key challenges to help participants complete training, gain employment, and maintain economic stability.

Impact

Individual & Community Impact: Supported thousands of Contra Costa County residents through career services, training, and employment preparation across pathways such as Individual Training Accounts, On-the-Job Training, cohort training, and pre-apprenticeships.

System Alignment: Strengthened partnerships across the Workforce Development Board, AJCC operators, educational institutions, community organizations, public agencies, and employers to expand program reach.

Economic Mobility: Connected residents with market-aligned skills and meaningful careers while helping local employers access a prepared and competitive workforce.

Performance Indicator	Adult Program		Dislocated Worker Program	
	WDBCCC Performance	State Targets	WDBCCC Performance	State Targets
Credential Attainment	72%	68.5%	53%	74.0%
Measurable Skills Gain	78%	72.5%	83%	66.8%
Q2 Employment/Post-Secondary	69%	68.0%	67%	70.5%
Q4 Employment/Post-Secondary	68%	65.5%	74%	70.0%

WIOA Programs for Youth

The WIOA Youth Program remains a cornerstone of Contra Costa County’s commitment to youth development, providing young people ages 14–24 with the personalized support needed to overcome barriers to education and employment. The program offers comprehensive services—including work-based learning, career mentoring, and educational assistance—designed to empower participants and foster long-term self-sufficiency.

Throughout the year, the WDBCCC partnered closely with contracted providers to strengthen program quality by providing regular technical assistance, developing standardized guidance documents, and maintaining a robust resource hub for case managers. This collaborative approach drives significant community and workforce impact by serving vulnerable populations, improving educational outcomes, and reducing poverty. By aligning training with regional economic priorities and emphasizing essential workplace skills—such as time management and professionalism—the program helps participants successfully transition into the workforce, post-secondary education, or advanced training.

Performance Metrics

Youth and Young Adults Served	
In-School	68
Out-of-School	97
Total	165

Looking ahead, the program is poised for increased impact. A 46.69% increase in formula funding enabled the WDBCCC to expand service capacity by adding the International Rescue Committee (IRC) as a third program provider. The IRC brings specialized expertise in serving English Language Learners, immigrants, and refugees, broadening the program's reach and ensuring that diverse populations throughout Contra Costa County have equitable access to meaningful career pathways.

Performance Indicator	WDBCCC Performance	State Targets
Credential Attainment	63%	60.5%
Measurable Skills Gain	80%	61%
Q2 Employment/Post-Secondary	58%	72%
Q4 Employment/Post-Secondary	55%	71%

Business Services

Impact

Throughout the reporting period, WDBCCC collaborated with local governments, educational institutions, workforce organizations, labor partners, employers, and community-based organizations to expand access to employment opportunities and workforce resources.

Strategic Partnerships

WDBCCC collaborated with numerous employers, educational institutions, workforce organizations, labor organizations, local governments, and community-based organizations to host career fairs, workforce events, and employer engagement activities throughout Contra Costa County.

Key initiatives included hosting the Spring 2026 Far East Contra Costa Career Fair with the City of Brentwood and the 2026 West Contra Costa Career & Resource Fair with the Bay Front Chamber of Commerce. WDBCCC also teamed up with Contra Costa College and Lao Family Community Development (LFCD) for a Career & Internship Fair, and with Rubicon Programs for the Inaugural Fair Chance Career Expo.

Additional collaborative efforts involved the Employment Development Department (EDD), Mt. Diablo Adult Education, Laborers Union Local 324, and the Solano County Workforce Development Board to provide career fairs, outreach, and transition planning for refinery workers. Local

employers and community resource providers also actively participated across these events to recruit talent and share essential workforce resources with job seekers.

Building on those strategic partnerships, WDBCCC joined the East County Cities of Antioch, Brentwood, Oakley, and Pittsburg, along with the Contra Costa County Economic Development Unit, to present the East County Business Roundtable: “Taking Your Business to the Next Level.” The event offered local business owners opportunities to network with peers, gain valuable insights, and access tools designed to help their enterprises thrive.



Attendees discovered widespread opportunities across funding and capital access, employer tax credits, business management tools, and training. The event also highlighted guidance on government contracting, human resources, recruitment, startup planning, marketing resources, and customized workforce training to meet the needs of every participating enterprise.

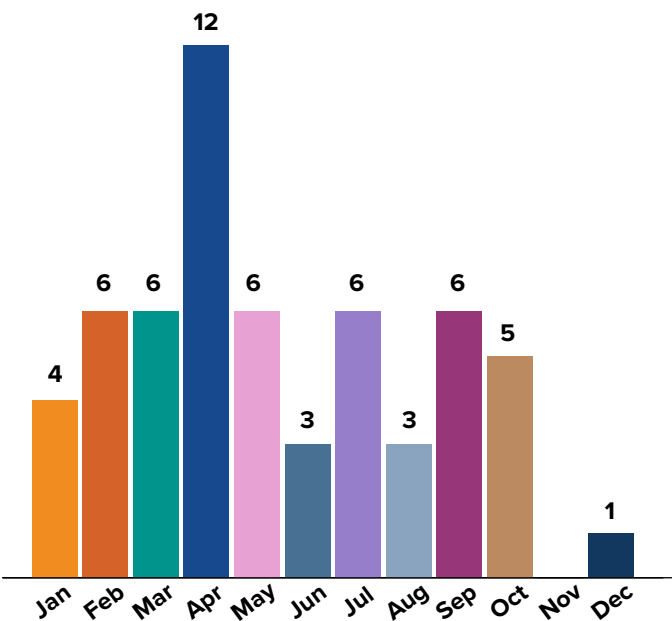
Performance Metrics

2026 Job Fairs with Partners

Date	Attendance
1/14	269
4/22	200
7/22	124
Total	593

- Quarterly job and resource fair.
- Employers actively hiring.
- Career development resources.
- Community programs supporting jobseekers.

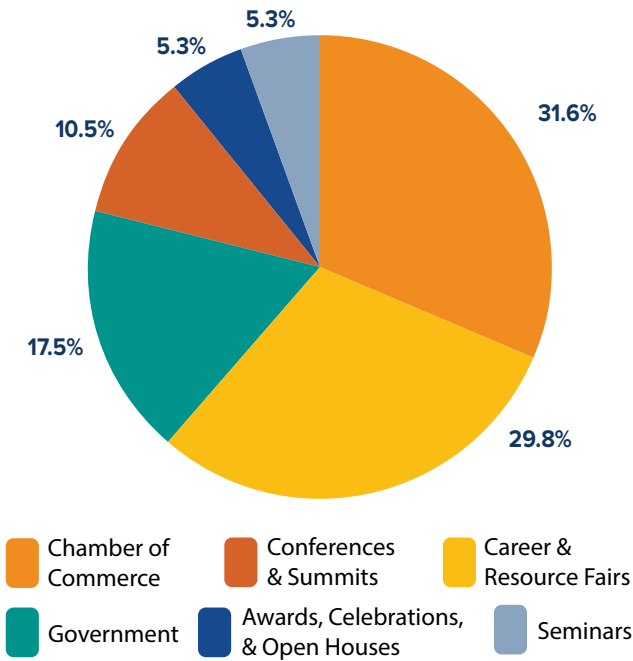
2026 Events by Month



Business and Community Engagement

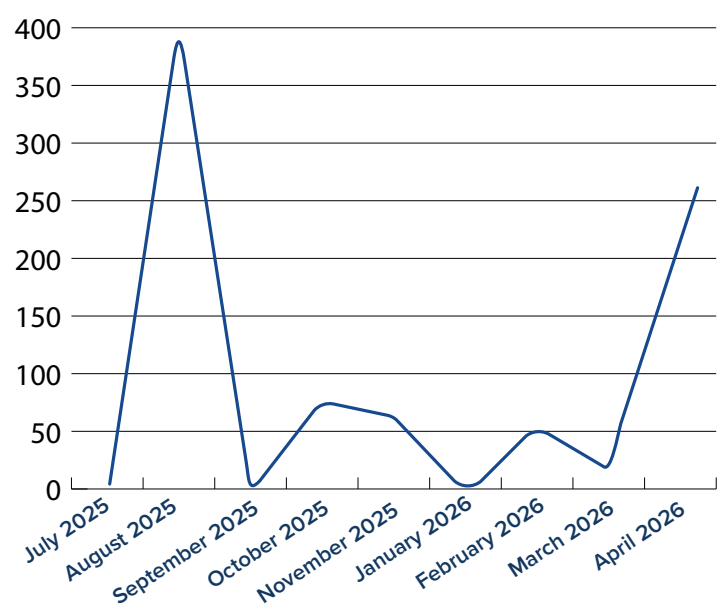
- Membership in 14 Chambers of Commerce.
- Chamber events draw interested small businesses, who are connected to the Small Business Development Center (SBDC)
- Co-Sponsor and host annual business expos and career fairs.
- Collaborate with local officials to reach employers and jobseekers.

2026 Events by Type

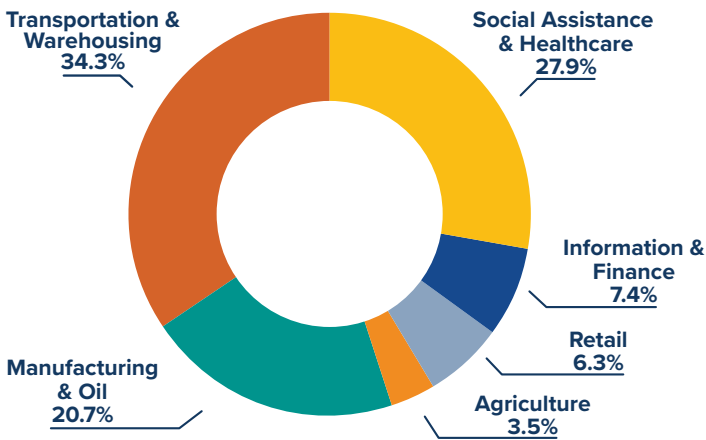


Business Services engages employees to bring hiring businesses to expos and career fairs, connecting employers directly with jobseekers.

2025-2026 WARN Notices by Month



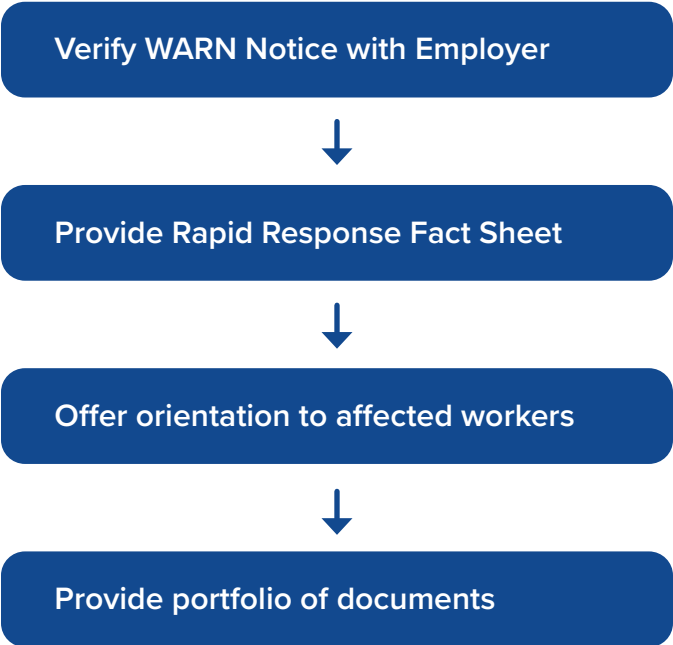
2025-2026 WARN Notices by Industry



WARN Notices

- Legally required advance notification.
- Provided prior to mass layoff, business closure, or relocation.
- California WARN: employers with 75+ employees must provide 60 days notice when 50+ employees affected during a 30-day period.

Rapid Response







Apprenticeship Pathways



Civil Engineering Degree Apprenticeship Pathway



The Workforce Development Board of Contra Costa County (WDBCCC) is proud to lead efforts for the Civil Engineering Degree Apprenticeship Pathway (CEDAP) program within our region. Funded by a five-year U.S. Department of Labor grant, this statewide initiative is designed to enhance pathways for aspiring civil engineering professionals across California.

By bringing together community colleges, universities, public agencies, workforce boards, and industry employers, CEDAP creates an innovative earn-and-learn pathway that helps students transition from education into high-demand engineering careers while addressing California's growing infrastructure workforce needs.

During the reporting year, CEDAP expanded opportunities for students through state-wide Summer Bridge Programs, paid pre-apprenticeship internships, employer engagement activities, and the continued development of one of California's first registered Civil Engineering Degree Apprenticeship models.

Impact

CEDAP prepares the next generation of engineers by combining classroom instruction with hands-on learning and paid work-based experiences that strengthen both technical and professional skills. Summer Bridge Programs were offered at community colleges throughout California, including Contra Costa College, City College of San Francisco, Laney College, Evergreen Valley College, Ohlone College, Los Angeles City College, East Los Angeles College, and Los Angeles Mission College.

The project also celebrated the successful launch of the inaugural Contra Costa College STEM Core Summer Bridge Program. The six-week paid program strengthened students' mathematical readiness while introducing engineering concepts through project-based learning, robotics, and AutoCAD instruction. Industry professionals from PG&E, Blue Origin, and the New York City Department of Transportation shared career experiences, while students toured Jacobs Engineering to gain firsthand exposure to careers in infrastructure and transportation.

Students participated in engineering design projects, mathematics instruction, career exploration, employer site visits, and individualized academic support while gaining exposure to engineering software and emerging technologies. At Contra Costa College, participants designed

and programmed transportation robots using LEGO SPIKE Prime technology, while students at other campuses explored structural engineering, surveying, CAD software, GIS mapping, and transportation infrastructure projects that reflected real-world engineering challenges.

A cornerstone of the CEDAP model is paid work-based learning. Students completed university-based research internships and employer-based internships with organizations such as Caltrans, where they gained experience in transportation system design, traffic flow analysis, hydrology, CAD drafting, GIS, infrastructure inspection, cost estimating, and engineering project management. One group of interns redesigned a Caltrans interchange in Lancaster, California, applying engineering principles to improve mobility while addressing environmental and transportation planning requirements.

Performance Metrics

Program Milestones	
Total Enrollments	140
Program Exits	11
Training Completions	86
Job Placements	7

Strategic Partners

CEDAP brings together an extensive network of education, workforce, government, and industry partners committed to strengthening California’s engineering workforce pipeline. Key partners include:

- Growth Sector
- Contra Costa Community College District
- Contra Costa College
- City College of San Francisco
- Laney College
- Evergreen Valley College
- Ohlone College
- Los Angeles City College
- East Los Angeles College
- Los Angeles Mission College
- Caltrans
- Jacobs
- Bay Area Rapid Transit (BART)
- Metropolitan Transportation Commission
- Chevron
- City of Richmond
- City of San Jose
- Los Angeles Metro
- Los Angeles Department of Water & Power
- TRC Solutions
- JobForward
- California Division of Apprenticeship Standards

Student Voices

The impact of CEDAP is reflected in the experiences of participating students, who gained hands-on engineering experience while exploring future career pathways.

“The CCC Growth STEM Core Pathways Summer Bridge Program gave me hands-on experience in robotics, algebra, and AutoCAD. Talking with engineers at the Jacobs firm helped me see how what we learn connects to real engineering careers. I can’t wait for my internship.”

Aya B., Contra Costa College Student

“Getting hands-on experience with engineering projects really taught me what kind of problem-solving skills are needed to be an engineer.”

Sebastian, Contra Costa College Student



Sea Wall Design Workshop

Students participated in a seawall design workshop for a Southern California beach to address flooding and wave impacts. They analyzed sources of flooding, including waves and Observed Water Levels (OWL), and determined design height based on Total Water Levels (TWL) with a safety factor for resilience. They utilized data from NOAA's Tides & Currents and CDIP databases while applying coastal processes, fluid mechanics, probability, flood design, climate, and uncertainty analysis principles.

Tutoring Apprenticeship Program

In partnership with the Bay Area Tutoring Association (BATA), the WDBCCC has launched an innovative education career pathway designed to meet the dual needs of our community: providing critical academic support to vulnerable students and creating accessible entry points into the education profession. Recognizing that tutoring is a fast-growing industry, this initiative bridges the resource gap, offering a structured route for individuals to gain professional skills and advance their careers.

Program Overview & Impact

This initiative establishes a new Department of Labor (DOL)-approved apprenticeship, centered on a 288-hour High-Impact Tutoring credential. By integrating WIOA requirements with modern apprenticeship models, the program ensures participants receive high-quality training while meeting the fast-paced hiring needs of the education sector.

During the pilot phase, the program launched its inaugural 17-person apprenticeship cohort, using innovative “reverse recruitment” strategies to enroll existing BATA employees in the WIOA system.



Key outcomes and benefits include:

Career Advancement: Participants gain industry-recognized credentials, expert training, and direct career guidance to successfully launch or progress within the education field.

Targeted Outreach: The program specifically serves people of color from underserved Bay Area communities, providing them with meaningful pathways into education.

Service Delivery: Local school districts benefit from highly competent tutors, ensuring that our most vulnerable students receive the academic support they need.



Youth Apprenticeship in Early Childhood Education

The Grow Your Own Early Childhood Education Youth Apprenticeship program is a High School Dual Enrollment and Registered Apprenticeship Program designed to give students in grades 10-12 a pathway into Early Childhood Education (ECE) and related fields. This strategic workforce development initiative is designed to address two critical regional challenges: the shortage of qualified ECE professionals and declining post-secondary enrollment. By integrating high school career pathways with college-level coursework and registered apprenticeship models, this program creates a seamless transition for students, supporting family stability and ensuring reliable childcare access for the future.

Program Overview & Impact

The apprenticeship operates in two regions: East County (Pittsburg High School and Los Medanos Community College) and West County (Richmond High School and Contra Costa College).

Professional Credentials: Apprentices earn certifications in First Aid/CPR, Mandated Reporting, Child Abuse Prevention and childcare procedural training, and complete 12–15 units of college-level ECE credit.

Career Readiness: Participants meet the requirements for the California Commission on Teacher Credentialing Assistant Teacher Permit, providing immediate access to the workforce upon graduation.

Academic Pathways: By exposing students to college coursework early, the program boosts confidence and builds a “warm handoff” into post-secondary education, even for those who may explore careers outside of ECE—such as healthcare, law enforcement, or counseling—benefiting from the program’s strong foundational child development training.

Strategic Partnerships

This initiative relies on a multi-stakeholder ecosystem that connects high school education with real-world employer needs:

Lead Agency: Contra Costa County Office of Education (CCCOE).

Program Intermediary: ECEPTS – Oversees standards, program design, and compliance.

Employer & OJT Partners: YMCA of the East Bay (Primary OJT provider) and Pittsburg Unified School District (TK–3 Summer School placements).

Educational Partners: Los Medanos College and Contra Costa College (Dual Enrollment ECE coursework); Pittsburg and Richmond High Schools (Student sites).

Funding sources include the California Apprenticeship Initiative (CAI), Career Technical Education Incentive Grant (CTEIG), K12 Strong Workforce Program (SWP), Measure X, Partnership to Advance Youth Apprenticeship (PAYA), and Contra Costa County Workforce Development wage support.



Key Performance Metrics (2024–2026)

The program has seen rapid expansion, driven by the addition of a dedicated Apprenticeship Support Specialist in 2025, which streamlined recruitment and increased participant success.

Steady Growth:

The program has scaled significantly, from 11 apprentices in Summer 2024 to 16 in Summer 2025, with 34 apprentices projected to complete the program by Summer 2026.

Pipeline Development:

Four youth apprentices have successfully transitioned into the Adult ECE Apprenticeship with the YMCA of the East Bay, carrying over their hours and credits to advance their professional careers.



Paramedic Apprenticeship

The Paramedic for Equity (P4E) apprenticeship, part of the WDBCCC's Health Initiative, is an "earn-and-learn" career advancement pathway that helps working Emergency Medical Technicians (EMTs) become licensed paramedics. Operated in partnership with employer American Medical Response (AMR) and educational partners Contra Costa Community College and NCTI, the apprenticeship combines paid on-the-job training with classroom instruction, clinical training, mentorship, and supportive services. P4E was initiated with support from a DAS start-up grant and expanded through a High-Road Training Partnership (H RTP) implementation grant. It has been sustained through the Employment Training Panel (ETP) and WIOA formula funds. To date, P4E has enrolled over 115 apprentices, with 82 participants successfully becoming licensed paramedics, with qualifications that are portable throughout California and across the United States.



Lifelong Medical Assistant Upskilling Program

Community health clinics across Contra Costa County continue to face workforce shortages and retention challenges among frontline healthcare staff. Part of WDBCCC's Health Workforce Initiative, the LifeLong Medical Assistant (MA) Upskilling Program strengthens the frontline healthcare workforce by providing incumbent Medical Assistants with specialized training — in topics such as Business Services, Behavioral Health, Pre-Natal Care, and In-Home Medical Devices — that expands clinical knowledge, increases earning potential, and supports career advancement while participants remain employed.

Led by WDBCCC in partnership with LifeLong Medical Care, the Bay Area Health Workforce Partnership (BAHWP), nine community health clinics, and other healthcare stakeholders, the program improves staff retention, strengthens continuity of patient care, and creates clear upward mobility for Medical Assistants.



Progress & Milestones

- **Planning & Foundation:** Secured a \$500,000 High Road Training Partnership (H RTP) grant to design the curriculum and launch the program, upskilling an initial cohort of 45 incumbent MAs.
- **Expansion:** Leveraged this success to secure an additional \$750,000 Employment Training Panel (ETP) grant to broaden training accessibility.
- **Sustainable Future:** The initiative is transitioning into a Registered Apprenticeship model, cementing a long-term career pathway that supports wage growth and a stable, highly trained healthcare workforce.

Emergency Medical Technician (EMT) Workforce Training

Program Overview

The Emergency Medical Technician (EMT) Workforce Training Initiative is a cohort-based workforce development program designed to combat regional healthcare shortages within Contra Costa County by preparing participants for entry-level careers in Emergency Medical Services (EMS) and allied healthcare occupations. By combining rigorous EMT instruction with comprehensive wraparound supports—including case management, career coaching, and milestone-based financial incentives—the program empowers participants to overcome traditional barriers to training and employment.

Participants complete approximately five months of classroom and hands-on training before sitting for the National Registry of Emergency Medical Technicians (NREMT) certification exam. The initiative creates a direct pathway into employment with regional ambulance providers, hospitals, fire agencies, and other healthcare employers, while also preparing graduates for advancement through the EMT-to-Paramedic Apprenticeship program.

The program serves Workforce Innovation and Opportunity Act (WIOA) priority populations throughout Contra Costa County, including unemployed and underemployed individuals, dislocated workers, veterans, individuals with

disabilities, low-income residents, English language learners, justice-involved individuals, unhoused residents, and other priority populations identified by the Workforce Development Board. Training is currently available through regional partners serving Central, West, and South Contra Costa County, with plans to expand into additional training locations to increase access countywide.

Funding has included the Workforce Accelerator Fund (WAF), EMS Corps Grant Program, Workforce Innovation and Opportunity Act (WIOA), Employment Training Panel (ETP), and other leveraged workforce development funding sources.



A Proven Model for Success

The EMT Workforce Training Initiative has grown from a successful pilot into a regional workforce model. The program secured an initial \$240,000 grant to launch the EMT pilot and exceeded all pilot performance goals, placing more than 30 participants into EMT employment.

The initiative has since expanded to three cohorts across two training locations, offering both day and evening classes. Our results-oriented approach has yielded impressive outcomes for our community:

111 Participants Served

Reaching unemployed, underemployed, and justice-involved individuals across the county.

86% Completion Rate

Highlighting the effectiveness of our braided funding and supportive service model.

\$24.30 Average Hourly Wage

Providing graduates with a family-sustaining starting salary in the healthcare sector.

\$210,000+ Distributed

Direct participant stipends to support retention and training focus.

2026 Milestones & Expansion

In 2026, the program reached a pivotal milestone by becoming a registered pre-apprenticeship. This designation was bolstered by a \$1.2 million grant to expand the EMS Corps model. This funding is fueling innovation through:

- Enhanced simulation technology and hands-on ambulance driving instruction.
- Integration of professional life coaching to foster long-term career resilience.
- Expanded stipends of up to \$7,500 per enrollee to ensure equitable access.

Regional Impact

The EMT Program stands as a premier regional workforce model, demonstrating the power of cross-sector collaboration and braided funding. Regional partners include Mt Diablo Adult Education”, which is the training provider for Central County. By addressing critical workforce shortages among regional medical providers while creating sustainable career pathways for residents, the initiative continues to strengthen Contra Costa County’s healthcare infrastructure.



County Pathways

County Pathways Pilot

In FY 2025–2026, the Workforce Development Board of Contra Costa County (WDBCCC), in partnership with the Employment & Human Services Department (EHSD), launched the County Employment Pathway Pilot, a subsidized employment initiative funded through a one-time \$2 million AB 109 allocation, approved by the Community Corrections Partnership (CCP), Public Protection Committee (PPC), and Contra Costa County Board of Supervisors.

The pilot connects eligible justice-involved individuals (classified as non-violent, non-serious, and non-sex offenders) with temporary County employment assignments ranging from 90 days to one year. Participants gain paid work experience, develop transferable skills, and receive career

coaching, case management, and employment readiness services to support a transition into long-term, unsubsidized employment — reducing barriers to self-sufficiency, lowering recidivism, and strengthening the County’s workforce.

Looking Ahead

With this foundation in place, the pilot will move into full implementation in years two and three — connecting participants to subsidized County employment, helping departments meet critical staffing needs, and building a pipeline of motivated workers with valuable public sector experience.



Building the Foundation

The pilot’s first year focused on establishing the framework for implementation, including:

- Designing the program structure, eligibility, and enrollment processes
- Building partnerships with County departments and community-based organizations
- Identifying temporary staffing opportunities and developing employer engagement and case management strategies
- Creating performance measures and evaluation systems to track outcomes.



Equitable Transitions for Contra Costa County

Equitable Transitions for Contra Costa County



The Fund for Affected Oil and Gas Workers (DOGWF) is a State of California initiative designed to assist workers impacted by layoffs, refinery closures, workforce reductions, and industry transitions within the oil and gas sector. Rather than focusing solely on unemployment, DOGWF emphasizes career advancement by helping workers return to refinery employment, transition into another union trade, upgrade existing technical skills, earn industry-recognized certifications, enter apprenticeship programs, or pursue careers in manufacturing, utilities, transportation, healthcare, construction, and other high-wage industries. Every participant receives individualized career planning supported by

training assistance, supportive services, and direct connections to employment opportunities.

Strategic Partnership and Innovation

To support this initiative, WDBCCC has established a strategic partnership with the lithium battery manufacturer Viridi to advance green technology and stimulate local job creation. Bringing Viridi’s training arm, Greenforce, from Buffalo, NY, to Contra Costa County has allowed WDBCCC to replicate their proven training model and help the local workforce understand the latest developments in energy storage technology.

This partnership is now being integrated with the Green Empowerment Zone, linking our employer-led training pilot with the region’s primary economic development efforts. To ensure participant success, this initiative utilizes multiple funding sources to support subsidized work-based learning, transitional job opportunities, stipends, and tutoring.

Performance Metrics	
Participants Served	42
Total Enrollments	38
Program Exits	7
Training Completions	32
Credentials Earned	10
Job Placements	15

Community Impact and Alignment

This partnership is designed to provide equitable access to the rapidly growing clean tech sector, focusing on battery manufacturing, service, and maintenance. We are prioritizing service to people of color and underserved communities in Contra Costa County, particularly supporting those displaced by the oil and gas industry. By preparing our local workforce for these roles, WDBCCC fosters industry growth while promoting energy conservation, cost savings, and reduced harmful air emissions.



Green Careers Initiative

In partnership with the County's Department of Conservation and Development to increase tree canopy and to develop a "green workforce," the WDB received \$100,000 in state funding.

Purpose and Goals

The initiative aims to address environmental inequities by expanding tree coverage in disinvested communities that have fewer trees and parks, more impervious surfaces, older housing, and limited access to cooling. The environmental work being funded is a unique opportunity to highlight jobs for people interested in conservation efforts. The WDB will train 40 Contra Costa residents (two cohorts) at the Pittsburg Civicorps site in the year-long program leading to careers in grounds maintenance, arboriculture and recycling.

Though the Urban Forest Management Plan (UFMP) will provide a road map for improving the tree canopy coverage, identifying appropriate tree species, developing policies and best practices for planting and maintaining trees on public and privately owned land, the mission is to explore viable funding sources to carry this work into the future – enough to sustain a green infrastructure workforce. The Workforce Development Board, Civicorps, The Watershed Project, and Sustainable Contra Costa are important partners in this work. Though graduates will have enough competence to land entry level jobs, the goal is to broaden their vision from "job" to "career." Many of these jobs pay six-figure salaries.



Participants listen to a presentation on Green Skills Clusters provided by WDB staff.

Outcomes and Performance

The first Green Industry Introduction Event is slated for mid-September 2026. As of this writing, the fair will be focused with 12 employers, giving each time to present to attendees about their company, roles and hiring requirements and allowing interaction between job seekers and businesses, as well as networking among organizations.

The UFMP will reduce extreme temperatures, improve air quality, increase public awareness of heat risks, and enhance community resilience. The Green Careers Initiative will employ residents in their own neighborhoods, negating the need for long commutes, and will grow a workforce prepared to thrive in the Green/Energy field, one of the drivers of the local economy. Both programs are centered on opportunity and will move the County towards rectifying longstanding environmental injustices.



Community Partners

Contra Costa Department of Conservation and Development (DCD) – Grant lead

The Watershed Project – Tree planting, watershed issues and restoration

Sustainable Contra Costa – Outreach, environmental engagement

Rincon Consultants, Technical Consultants – Facilitate Tree Plan Advisory Working Group

Civicorps – Training in tree planting and maintenance, developing green infrastructure career pathway

Workforce Development Board – Engaging employers, plan/execute two job fairs

Tree Learning Academy – Community members committed to caring for the trees

Marine Trades and Water Transportation Careers Initiative

The Marine Trades and Water Transportation Careers Initiative is a California State grant program dedicated to capitalizing on high-demand opportunities within the maritime industry. For FY 25-26, the Workforce Development Board (WDB) received a \$603,000 continuation grant from the Alameda County Workforce Development Board as part of a regional High Road Training Partnership grant.

The project partners with local community organizations to recruit diverse, inclusive participant cohorts that typically lack access to these high-wage fields. The maritime program's curriculum development and verification are driven by the Marine Trades Skills Training (MTST) Industry Board, the Machinists Institute, and local unions. Additionally, alliances with institutions like the California State University (CSU) Maritime Academy expose trainees to the full breadth of the industry through field trips to active shipbuilding sites and expert instruction.



Program Structure & Strategies

Targeted Curriculum: A 10-week course focuses on essential marine maintenance and repair skills, preparing participants for specialized careers as marine painters, machinists, carpenters, and welders.

Holistic Support: Trainees receive essential "soft" skills mentoring (communication, customer relations) to maximize job retention. The program also provides safety certifications, hands-on tool experience, stipends, and personal equipment like safety boots and hard hats.

Performance Metrics

- 64 participants trained, resulting in 58 program completers and 44 individuals gainfully employed.
- **Maritime Industry Placements:** 15 participants secured direct industry roles
- **Union Apprenticeships & Continued Education:** Two graduates successfully entered related union apprenticeships
- Other graduates successfully pivoted into adjacent fields like manufacturing, engineering, plumbing, and recycling.



Initiatives Under Measure X

Childcare Assistance Program



The Childcare Assistance Program ensures that working families have consistent access to high-quality, licensed child care. By providing targeted financial assistance, this program removes barriers to workforce participation and ensures that stability in child care translates to stability in the household.

Addressing the Eligibility Gap

State subsidy contracts often prioritize the lowest-income families, creating a significant access gap for “middle-income” eligible families who remain on the Child Care Eligibility List (CCEL) but are rarely reached. The Childcare Assistance Program specifically addresses this gap, providing a pathway to child care services for these working families who previously lacked the funds to pay out-of-pocket, yet did not qualify for prioritized state subsidies.

Core Benefits

The program’s multi-pronged approach supports the entire community ecosystem:

For Parents

Offers financial relief and peace of mind, enabling workforce participation and economic independence, particularly for single-parent households.

For Children

Provides stable, consistent environments that facilitate healthy development and school readiness for Transitional Kindergarten (TK) and kindergarten.

For Providers

Delivers reliable, ongoing reimbursement for services, which helps stabilize their business operations and allows them to maintain high standards of care.

Collaborative Partnerships

The program operates through a robust network of community stakeholders, including the Department of Social Services (DSS), Community Care Licensing (CCL), and the team at CocoKids (The Learning Institute and Resource & Referral), which provide essential provider training, support, and oversight.

Program Success Stories

The impact of Measure X is best reflected in the stability and growth of the families we serve.

Two families participating in Measure X faced an unexpected challenge when their child care provider closed its doors without warning. To help them maintain a smooth transition, our team worked closely with each family to explore suitable alternatives.

One family encountered an obstacle when they found themselves unable to pay a required registration fee. Measure X funding stepped in to fully cover the expense, ensuring their child could enroll with a new provider without delay.

In the end, both families were able to find new child care arrangements without any interruptions in care. The parents shared their heartfelt appreciation, expressing how the program not only eases their financial burdens but also offers important support when unexpected situations arise.



Program Impact & Milestones (FY 2025–2026)

Full Capacity Reached:

As of January 2026, the program successfully achieved full enrollment.

Service Volume:

Providing ongoing voucher support for over 300 children monthly (ages 0–13).

Provider Network:

Actively partnering with approximately 165 licensed child care providers across the county, ensuring robust options for parents.

BOOST Program

Program Overview and Impact

The CocoKids BOOST initiative addresses the critical workforce shortage in this sector by providing licensed child care providers—who are among the lowest-paid professionals in the county—with monthly wage enhancement stipends. By bolstering their income, we aim to enhance business stability, ensure providers can earn a living wage, and safeguard the availability of quality care for working families.

Strategic Partnerships

The success of the BOOST initiative relies on a strong collaborative network:

First 5 Contra Costa County: Supported program outreach and planning.

Contra Costa County Office of Education (COE): Provided essential planning support and outreach via social media and newsletters.

UC Berkeley: Conducted comprehensive evaluation, ensuring data-driven program development and ongoing improvement.



Key Performance Metrics (FY 25-26)

The initiative has demonstrated high engagement and retention, proving the effectiveness of targeted wage support and technical assistance:

Participants Served: 120 total participants with an 83% retention rate (100 participants currently active).

Training & Education: Providers have actively engaged in professional development, attending 54 trainings for Family Child Care (FCC) providers and 19 participants attending the Early Learning Conference.

Technical Assistance: The Workforce Development Coordinator conducted 10 tailored program visits, focusing on business practices and staff retention. Ongoing support was also provided through monthly newsletters and individualized technical assistance regarding payments, licensing, and operational updates.

Impact

The success of the BOOST initiative relies on a strong collaborative network:

Economic Opportunity Focus: The first cohort specifically targeted priority zip codes, providing essential support to a workforce primarily composed of women, including a significant proportion of women of color and bilingual professionals.

Professional Advancement: The program has directly empowered providers to pursue further education, invest in facility expansions, and acquire new materials.

Economic Stability: Stipends have allowed participants to maintain program participation without seeking outside employment, cover living costs in our high-cost region, maintain vehicle upkeep, and ensure their own families' stability.

Participants express that the support they receive through the BOOST program is both valuable and impactful. They particularly appreciate the monthly updates and the one-on-one support, which provide guidance tailored to their individual needs. Many participants have emphasized how they will feel the program's impact when it ends and have expressed a need for similar programs in the future.



Family Navigator for ECE



The Family Navigator Inclusion Program addresses a critical gap in our regional workforce infrastructure: equitable access to inclusive child care. Approximately 10% of the general population lives with a diagnosed disability, while many others remain undiagnosed. This statistic holds true for child care programs and families with young children as well. Research indicates that early intervention is vital for addressing developmental concerns and ensuring that children can grow and thrive to their fullest potential. To achieve this, families and child care providers need support, knowledge, information, and tools to navigate the complex landscape of disabilities and inclusion.

However, child care providers often lack the training opportunities and individualized support necessary to meet the diverse needs of the children in their care. Additionally, families frequently have to navigate child care and special education services on their own. When families struggle to find inclusive child care for their children with disabilities, it can hinder their ability to work, impacting their family's and community's stability.

The Family Navigator Program bridges this critical gap. Serving as a dedicated, central point of support, Family Navigators help families—especially families of children with diagnosed or suspected disabilities—understand and access childcare, special education, healthcare, employment, housing, and other community

resources. They also help childcare providers build the knowledge and capacity necessary to welcome and successfully serve children with disabilities.

By providing specialized support to families and child care providers, this initiative ensures that children with disabilities receive the developmental services they need while allowing their parents to maintain stable employment, promoting economic stability for families across Contra Costa County.

Program Overview & Impact

The initiative focuses on building a support ecosystem that empowers providers to welcome children with disabilities and assists families in navigating complex special education and support systems. It includes direct services to families and providers as well as several activities to increase the knowledge and skills of CocoKids staff to ensure more staff can provide ongoing support to families and providers and the capacity of community partners (CARE Parent Network) regarding inclusion post-grant.

Our goals included:

- Increase Family and Provider Support staff capacity to support diverse families of children with disabilities

- Increase number of providers who are prepared to and will accept children with disabilities through professional development and support
- Increase number of families who receive basic and expanded inclusion-focused family navigation and referral services
- Increase family knowledge of rights and responsibilities, resources and inclusion, particularly of those who speak languages other than English
- Expand resources for families and providers regarding inclusion by providing information in languages other than English and Spanish.
- Expand accessibility of CocoKids materials and website including family portal to ensure those with disabilities can access information as currently, materials and website may not meet federal accessibility standards.

By investing in capacity building and resource development, the program creates long-term systemic improvements in the availability and quality of inclusive child care.

Key Performance Metrics

The program has demonstrated significant engagement and operational success in PY 25-26, directly supporting both parents and providers:

Family & Provider Support:

Delivered 113 parent consultations and 116 direct consultations with child care providers to navigate inclusion and disability-related resources.

Professional Development:

Trained 46 child care providers through the “Movement Matters” series, focusing on

developmental domains including social-emotional, physical, fine/gross motor, language, and cognitive skills.

Resource Distribution:

Provided 46 specialized inclusion movement kits to training participants to immediately enhance classroom environments.

Capacity Building:

CocoKids Resource and Referral and Learning Institute staff completed the “Belonging Together” training series, increasing organizational expertise to better triage and support families of children with disabilities.

Accessibility Initiatives:

The program is currently executing web development updates to meet federal accessibility standards and translating core program materials to expand access for non-English speaking families.

Strategic Partnerships

The success of this initiative relies on a robust collaborative network aimed at creating a seamless support experience for the community:

Lead Agencies: CocoKids, First 5 Contra Costa, and CARE Parent Network.

Regional Integration: Close coordination with the Regional Center of the East Bay (RCEB), the Employment & Human Services Department (EHSD), local school districts, and internal CocoKids departments—including Subsidy, Foster Bridge, and Resource & Referral—to ensure a holistic, efficient referral and support pathway.

Inclusion in Early Learning Program

Program Overview & Impact

The WDBCCC recognizes that access to high-quality, inclusive early care and education is essential to supporting children's development and enabling parents to participate in the workforce. The Inclusion in Early Learning Initiative, led by First 5 Contra Costa, addresses the growing need for child care programs that can effectively serve children with disabilities, developmental concerns, and social-emotional delays by equipping licensed child care providers with the tools, knowledge, and resources needed to create inclusive learning environments.

Contra Costa County is home to more than 72,000 children under age six, with approximately two-thirds of families having all available parents in the workforce. While licensed child care programs can serve approximately 35,000 children, an estimated 48,000 children need care. In addition to this overall shortage, there is a significant gap in access to inclusive child care programs that can meet the needs of children with disabilities, delays, and developmental concerns. In Fiscal Year 2025, more than 3,300 infants and toddlers and 2,700 preschoolers received publicly funded early intervention or special education services, yet an estimated 4,500 children under six remain without access to these vital supports, with non-English-speaking families disproportionately underserved.

The Inclusion in Early Learning Initiative strengthens the capacity of licensed child care providers through four professional development opportunities: early childhood mental health consultation, professional development workshops, an intensive cohort-based training series, and individualized technical assistance to implement developmental screening. Participants also receive programmatic materials to support implementation of inclusive teaching practices within their programs.

Key Performance Metrics

The program has demonstrated significant momentum through the third quarter, with strong provider engagement and a clear commitment to pedagogical improvement:

- **Mental Health Consultation:** 65 child care programs received early childhood mental health consultation services.
- **Professional Development:** 155 providers participated in eight professional development workshops, and 10 providers completed the intensive cohort-based training series.
- **Technical Assistance:** 10 providers received individualized technical assistance to implement developmental screening practices.



Strategic Partnerships

The program has demonstrated significant momentum through the third quarter, with strong provider engagement and a clear commitment to pedagogical improvement.

- **First 5 Contra Costa**
- **Early Childhood Mental Health Program**
- **We Care Services for Children**
- **The Lynn Center for Early Intervention**
- **Discount School Supply**

- **Programmatic Supports:** 113 child care programs are anticipated to receive materials to implement inclusive practices learned through training.
- **Provider Outcomes:** 67 providers reported increased knowledge of inclusion strategies, including Universal Design for Learning principles, supporting neurodivergent learners, and developmental screening. Additionally, 135 providers indicated they intend to change their teaching practices based on the professional development received.



Success Story: Empowering Educators

The impact of this program is best illustrated by the frontline providers we serve. One participant, who balances preschool operations with additional work to make ends meet, noted that the shopping pass was “extremely helpful.”

“The [programmatic supplies have] been extremely helpful and allowed me to purchase materials and supplies that I otherwise would not have been able to afford...Between operating the preschool and working additional jobs to make ends meet, I am currently working approximately

70–75 hours per week. The majority of the income coming into the preschool goes directly toward payroll and payroll taxes, leaving very little available for additional materials, equipment, and program enhancements. The [supplies] made a real difference and had a direct impact on the children in my program.”

By alleviating the financial burden of purchasing essential materials, the program directly impacted the quality of care provided, allowing the educator to focus on program enhancements rather than struggling to afford basic equipment.



Youth Services

Youth Services provides safe, inspiring, and welcoming spaces for Contra Costa County youth ages 12–18 to connect, create, learn, and grow. Funded through the half-cent sales tax approved under Measure X, with funding allocations determined by the Contra Costa County Board of Supervisors, the initiative supports opportunities that promote young people's academic, social, emotional, and career development. The Workforce Development Board of Contra Costa County (WDBCCC) provides project oversight, while community-based organizations across Districts 3, 4, and 5 deliver services.

Youth Services goes beyond recreation by creating inclusive and accessible environments where young people can build confidence, develop new skills, strengthen academic achievement, prepare for employment, and form meaningful connections within their communities.

Programs offer a broad range of opportunities, including sports and fitness, music and the arts, academic support, mental health and wellness, youth employment and job readiness, mentoring, and leadership development. Together, these services help youth explore their interests, discover their strengths, and prepare for future education, employment, and career pathways.

By expanding access to supportive programs and trusted community spaces, Youth Services helps ensure that young people have opportunities to learn, belong, and thrive.

Strategic Partnerships & Specialized Services

Delivered through an interconnected ecosystem of community-based organizations, Youth Services leverages local expertise to deliver high-impact, age-appropriate programming where youth live and learn:

- **Bay Area Community Resources**
- **East Oakland Youth Development Center**
- **Improve Your Tomorrow**
- **Independent Arts & Media (ARTSCCC)**
- **Community Youth Center**
- **Making Waves Education Foundation**
 - Earn & Learn
 - Ridgeline Pathway
- **Northern California Family Center**
 - Village Community Resource Center
 - Ujima Family Services
 - Hume Behavioral Health Center
- **Ambrose Recreation & Park District**
- **People Who Care Children Association**
- **YMCA of the East Bay**



District 5 Supervisor Shanelle Scales-Preston (left) alongside WDBCCC Executive Director Tamia Brown attend the District 3 center groundbreaking in Brentwood.

Impact

Through trusted community-based providers, the initiative creates welcoming environments where youth can connect with positive mentors, receive individualized support, and participate in programs that strengthen leadership, civic engagement, and workforce readiness. This community-based approach helps ensure that young people throughout Contra Costa County have access to resources that promote personal growth, a sense of belonging, and long-term success.



Food Security Partnership



The Contra Costa and Solano Food Security Collaborative is a countywide partnership of five food security organizations designed to ensure all residents in need have reliable access to healthy food. Led by the Food Bank of Contra Costa and Solano, the initiative operates with two primary goals: increasing the intake of healthy, nutritious food among food-insecure residents and maximizing resource efficiency through strong collaboration and data-sharing. This work is supported by a Measure X grant administered by the WDBCCC and County General funds.

Who We Serve

The Collaborative serves all of Contra Costa County, with a specific focus on areas identified as underserved by the county's Equity Map. Target populations include low-income seniors, the unhoused, immigrant communities, single-parent families, and students.

Why It's Important

The need for food security services has surged in the wake of the SNAP crisis, holiday season, and federal shutdowns. Furthermore, the implementation of federal CalFresh Able-Bodied Adults Without Dependents (ABAWD) work requirements, effective June 1, 2026, is expected to drive demand even higher. The Collaborative utilizes a coordinated, data-driven model that enables the county's food network to effectively

absorb demand spikes, fill critical service gaps, and strengthen smaller "last-mile" agencies. This infrastructure ensures the delivery of nutritious, culturally relevant food that directly supports residents' health, dignity, and stability.

Community Partners

The Collaborative is powered by a robust network of organizations:

Food Bank of Contra Costa and Solano (Lead/Fiscal Agent): Manages sourcing, warehousing, distribution, lockers, and enhancement grants.

White Pony Express: Leads food rescue efforts and culturally responsive sourcing with 139 partners.

Loaves and Fishes of Contra Costa: Provides hot meals and culturally preferred food options.

Meals on Wheels Diablo Region: Manages senior home-delivered and café meals, including West County expansion.

St. Vincent de Paul of Contra Costa: Provides gift cards and pantry infrastructure.

Workforce Development Board of Contra Costa County (WDBCCC): Serves as the funder and administrative partner.

The Collaborative supports 271 smaller hunger-fighting partners, 35 of which have been awarded enhancement grants to date.

Program Impact

Opportunity Focus: Using the county's Equity Map, the Collaborative directs resources to underserved communities while ensuring culturally preferred food reaches the county's diverse populations.

Strengthened Community Network: The Collaborative has expanded the capacity of local food providers by investing in cold storage, transportation, equipment, and other infrastructure through the Partner Enhancement Grant program.

Innovation Through Collaboration: By coordinating logistics, sharing resources, and using data to identify service gaps, the Collaborative reaches deeper into underserved neighborhoods and responds more effectively to increased community needs than individual organizations could alone.



Key Milestones, Outcomes, and Performance Updates

- Surged capacity during the SNAP crisis and federal shutdown
- Launched a \$250,000 Partner Enhancement Grant program, supporting 35 agencies
- Completed \$266,845.58 in new vehicle purchases
- Advanced the “clean room” project from design to construction phase
- Launched community listening sessions across all five districts.

Performance Metrics:

14,995,207 lbs

of food distributed

563,398

total meals provided (*347,403 of which were culturally preferred*).

16,302 lbs

via lockers

\$31,505

in gift card support.

\$476,052.31

expended (6.6% of total contract).

Reach:

Serving

121,912

individuals and

51,239

households **monthly**.

providing essential services to

20,552

seniors and

2,792

gift card recipients.



Impact in Action

Jose, a mobile pantry client: A father of four, Jose shared that the reliable access to produce, meat, and dairy provides a crucial safety net when “the cost of food is just nuts” and household budgets are stretched to the limit.

Roberta, an 82-year-old CalFresh client: Living with diabetes, Roberta shared that the additional support allowed her to choose a healthier diet: “It made such a difference, to be able to choose what you want to eat.”

Richmond High School: Pantry administrators reported that families were “beyond appreciative” of culturally relevant staples like corn flour, particularly in a community where nearly 90% of students identify as Hispanic.

Diablo Valley College Student: A San Ramon student using the food locker program noted: “You have no idea how much this has helped me at home while finances are tough.”





EASTBAY *Works*

EASTBAYWorks (EBW) is the longstanding partnership of the four Workforce Development Boards serving the East Bay: Workforce Development Board of Contra Costa County, Richmond Workforce Development Board, Alameda County Workforce Development Board, and Oakland Workforce Development Board. The purpose of the partnership is to support shared branding and communications, planning, collaboration, coordination, administrative efficiencies, and partnerships. While EBW is not a direct service program, it is designed to enhance outcomes for job seekers, employers, WIOA-funded service providers, and Workforce Development Boards.

Outside of specific grants and Regional Planning Unit performance indicators, EASTBAYWorks is measured through system outcomes rather than direct service outcomes. These include the strength of the EBW partnership, improved governance and decision-making, stronger partnerships between Workforce Development Boards and regional stakeholders, greater alignment of investments, enhanced regional infrastructure and collaborative practices, increased regional capacity, and stronger collaboration among workforce development, education, economic development, labor, and other public agencies.

As a regional system and brand, EASTBAYWorks is sustained through its network of co-branded America's Job Centers of California (AJCCs), standing convenings of partner Workforce Development Board staff, regional communications, and partnerships. Across programs, grants, and initiatives, the EASTBAYWorks Regional Organizer

facilitates collaboration with industry, economic development, community colleges, and adult schools to advance regional plans, sector strategies, and cross-system partnerships.

Performance Metrics

System Convenings:

Workforce Development Board Directors:
12

Adult/Dislocated Worker
Program Managers:
5

Youth Program Managers:
6

America's Job Center of
California (AJCC) Managers:
4

AJCC Front-Line Staff:
2



Tool Up for Manufacturing



A core component of the Workforce Innovation and Opportunity Act (WIOA) is fostering alignment, coordination, and collaboration between local public workforce systems and community colleges to meet regional labor demand in priority sectors. The Regional Equity and Recovery Partnership (RERP) is a California Workforce Development Board grant awarded to the East Bay Regional Planning Unit (EBRPU), with the Workforce Development Board of Contra Costa County serving as the program and fiscal lead. RERP represents a first-of-its-kind effort between the California Workforce Development Board and the California Community Colleges Chancellor's Office to co-invest in grants that provide career technical training, industry-recognized credentials, and supportive services for disadvantaged populations.

The Tool Up for Manufacturing initiative strengthens connections between East Bay manufacturers, workforce development professionals, educators, and job seekers to expand access to quality manufacturing careers. This initiative demonstrates the success of the Regional Manufacturing Careers Specialist, an experimental role launched through Regional Equity and Recovery Partnership (RERP) funding.

The Regional Manufacturing Careers Specialist serves as a bridge across organizations that share a common goal: to develop the region's manufacturing workforce.

Embedded within the Workforce Development

Boards, the Specialist combines industry expertise with workforce system knowledge to help employers connect with talent, workforce professionals better understand manufacturing careers, and regional partners align their efforts with industry needs. By building relationships and sharing information across the regional ecosystem, the initiative increases the public workforce development system's capacity to serve both manufacturers and job seekers.

The initiative builds workforce system capacity through industry tours, staff externships, presentations, practical workforce resources, and Manufacturing Career Guides that help workforce professionals better understand modern manufacturing careers, employer expectations, career pathways, and hiring practices. It also strengthens collaboration among manufacturers, community colleges, workforce agencies, economic development organizations, training providers, and industry associations while increasing awareness of manufacturing training opportunities and regional workforce initiatives.

The initiative further connects information to action through newsletters, presentations, outreach campaigns, workforce articles, and curated industry updates that help employers, workforce professionals, and regional partners stay informed about manufacturing careers and opportunities throughout the East Bay.

Performance Metrics

The Tool Up for Manufacturing initiative successfully achieved all project goals and deliverables.

Employer Engagement: Recruited five East Bay manufacturers to host factory tours and five additional manufacturers to host workforce professional externships.

Workforce System Capacity: Hosted five manufacturing factory tours and five externships for nearly 100 WIOA-funded workforce professionals. Each factory tour included employer worker and human resources panels, along with presentations from nearby community college career technical education programs aligned with employer workforce needs.

Regional Resources: Produced a playbook for replicating manufacturing career workshops and employer-hosted externships and developed high-quality Careers in Manufacturing and Manufacturing Career Pathways Guides. The guides were distributed broadly to Workforce Development Boards, WIOA-funded service providers, community colleges, adult education programs, and workforce partners throughout California and nationally.

Communications Success: The East Bay Economic Development Alliance dedicated a monthly newsletter section to manufacturing workforce content, strengthening connections between workforce and economic development efforts across the region.



Regional Collaborative Partnership (RCP)



The Regional Collaborative Partnership (RCP) is a California Workforce Development Board grant awarded to *EASTBAYWorks*, with the Workforce Development Board of Contra Costa County (WDBCCC) serving as fiscal agent.

The initiative will facilitate regional systems alignment and partnerships among workforce development, community colleges, and employer partners to accelerate career pathways and industry-aligned credential programs as envisioned in the California Master Plan for Career Education. The collaborative partners are AMBayArea, Diablo Valley College and Laney College. The project will serve cohorts in manufacturing skills pathways leading to industry-recognized credentials and employment in manufacturing.

Impact

The grant builds on the Regional Equity and Recovery Partnership (RERP) by funding partnerships among Workforce Development Boards, community colleges, and industry partners. It provides additional opportunities to actively partner across systems, learn, iterate, and improve regional collaboration.

RCP is also an important investment in *EASTBAYWorks*' ongoing manufacturing sector work. Both grant-funded training programs focus on manufacturing skills, career pathways, and industry-recognized credentials. Through ongoing communication and implementation, trust and understanding among partners will continue to deepen.

EASTBAYWorks will also leverage RCP funds to sustain the Manufacturing Executive Roundtable sector strategy launched under the California Jobs First initiative. These funds come at a critical point as the regional Manufacturing Executive Roundtable has gained traction, with employers participating in events, actively championing regional priorities, action plans in development, and a growing network of partners supporting implementation.

Bay Area Jobs First Collaborative



During FY 2025–26, the Workforce Development Board of Contra Costa County (WDBCCC) continued serving as the Contra Costa County Sub-Regional Lead for the Bay Area Jobs First Collaborative, providing regional leadership, coordination, and implementation support consistent with the approved Grant Plan. Building on the regional planning completed during the Catalyst phase, WDBCCC focused on strengthening the infrastructure needed to support long-term implementation of California Jobs First priorities.

California Jobs First is a statewide initiative funded by the Governor’s Office of Business and Economic Development (GO-Biz), the Governor’s Office of Planning and Research (OPR), and the Labor & Workforce Development Agency (LWDA). California designated and funded 13 regional collaboratives to convene stakeholders, conduct research, generate reports, fund shovel-ready projects, and develop sector investment plans to drive sustainable economic growth, innovation, and access to good-paying Jobs.

All Home serves as the Bay Area region’s convener. The East Bay Workforce Development Boards (EASTBAYWorks) and the Workforce Development Board of Contra Costa County (WDBCCC) have participated in the Bay Area Jobs First initiative in numerous ways, including serving as the fiscal lead through the Bay Area

Good Jobs for Equity partnership, participating on regional steering committees, and helping implement the regional Advanced Manufacturing and Battery Manufacturing Industry activation Plans.

The initiative serves the nine-county Bay Area and is primarily an economic development initiative.

Impact

As the State’s current economic development initiative, California Jobs First produced the State’s Economic Blueprint, which is expected to guide future workforce development investments. WDBCCC and EASTBAYWorks participated in leadership roles throughout the planning process, positioning the region to attract future resources and sustain key partnerships.

Strategic Partners

California Jobs First includes numerous partners across the nine-county Bay Area. WDBCCC collaborated closely with East Bay Economic Development Alliance, AMBayArea, and BAM Consulting to implement the regional Advanced Manufacturing and Battery Manufacturing Industry activation plans and launch the Manufacturing Executive Roundtable.

Performance Metrics

Regional Partnership: Established a successful partnership with East Bay Economic Development Alliance, AMBayArea, and BAM Consulting.

Sector Strategy: Successfully launched the Bay Area Manufacturing Executive Roundtable sector initiative.

Completed Talent Action Activities:

- Conducted industry and supply-side surveys to identify manufacturing workforce concerns and opportunities.
- Convened two manufacturing industry meetings to refine priorities and identify short-, medium-, and long-term next steps.
- Convened workforce development, education, and industry partners to build a collective action model addressing manufacturing workforce needs.
- Completed two workforce development landscape inventories documenting public workforce systems, regulatory entities, career technical education programs, training resources, and manufacturing initiatives.

The manufacturing sector strategy has achieved early and broad buy-in from manufacturers and key supply-side stakeholders. To sustain early success and momentum, WDBCCC plans to leverage Regional Coordination Project grant to sustain the work past the end of the CA Jobs First grant.







Looking Ahead

Looking Ahead



The Workforce Development Board of Contra Costa County (WDBCCC) enters Program Year 2026–2027 with a renewed commitment to building an innovative, responsive, and equitable workforce system. As federal and state workforce priorities continue to evolve, the Board is well positioned to leverage new funding opportunities, strengthen regional partnerships, and expand services that prepare Contra Costa County residents for quality careers while helping businesses meet their workforce needs.

Aligning with Federal and State Priorities

Recent guidance from the U.S. Department of Labor and the California Workforce Development Board emphasizes several key priorities that will shape workforce development over the coming years. These include expanding access to quality jobs, increasing work-based learning opportunities, strengthening employer engagement, improving accountability and performance outcomes, advancing economic opportunity, and supporting regional economic resilience.

WDBCCC will continue aligning its strategies with these priorities by investing in programs that connect individuals to high-demand industries, support career advancement, and address barriers to employment. Services will continue to focus on measurable outcomes—including employment, wage progression,

credential attainment, and long-term career success—while ensuring that workforce investments respond to the evolving needs of Contra Costa County’s economy.

Expanding Regional Leadership

Regional collaboration will remain central to WDBCCC’s strategic direction. Workforce challenges increasingly cross jurisdictional boundaries, requiring coordinated planning with neighboring workforce boards, educational institutions, economic development organizations, labor partners, industry associations, and community-based organizations.

The Board will continue its leadership role in regional initiatives such as California Jobs First, sector partnerships, Rapid Response activities, energy transition planning, and industry-specific workforce strategies. These collaborations strengthen the region’s ability to attract new investment, support business expansion, and prepare workers for emerging occupations in healthcare, construction, transportation, advanced manufacturing, clean energy, public service, and technology.

This transition reflects WDBCCC's growing success in securing competitive state and federal funding to expand workforce initiatives beyond traditional formula allocations. Increasing competitive grant funding allows the Board to pilot innovative workforce strategies, respond quickly to emerging economic needs, and serve additional populations affected by layoffs, industry transitions, and regional workforce shortages.

At the same time, maintaining a strong local investment demonstrates Contra Costa County's continued commitment to workforce development as a critical component of economic prosperity and community well-being.

Strengthening Grant Integration

As the Board's grant portfolio continues to grow, WDBCCC will focus on integrating programs to create a more seamless customer experience for job seekers, employers, and community partners.

Rather than operating individual grants independently, staff are working to align service delivery across multiple funding streams, including WIOA Adult, Dislocated Worker, Youth, Rapid Response, Disaster Recovery, apprenticeship initiatives, regional planning efforts, healthcare workforce development, energy transition projects, and other competitive grants. This coordinated approach enables participants to access comprehensive services while maximizing available resources and reducing duplication of effort.

Investing in High-Growth Industries

Future investments will continue to prioritize industries that provide family-sustaining wages, strong career advancement opportunities, and long-term economic growth. WDBCCC will expand partnerships with employers, labor organizations, education providers, and training institutions to ensure workforce programs remain aligned with regional labor market demand.

Special emphasis will continue to be placed on healthcare, construction and skilled trades, transportation and logistics, advanced manufacturing, clean energy, public sector careers, and other sectors identified through labor market analysis and employer engagement.

The Board will also continue expanding work-based learning opportunities, including apprenticeships, On-the-Job Training, paid work experiences, and employer-driven training models that allow participants to gain practical skills while meeting employers' immediate workforce needs.

Advancing Opportunity Through Workforce Development

Economic opportunity will remain a foundational principle across all WDBCCC programs and initiatives. The Board will continue expanding outreach and services for individuals facing barriers to employment, including low-income residents, justice-involved individuals, veterans, opportunity youth, individuals with disabilities, English language learners, displaced workers, and other underserved populations.

Recognizing that successful employment often requires more than skills training alone, WDBCCC will continue strengthening supportive services that help participants overcome barriers related to transportation, technology, childcare, work equipment, licensing, and other employment-related needs.

Building a Data-Driven Workforce System

Looking ahead, WDBCCC will continue enhancing data quality, performance monitoring, and continuous improvement efforts. Investments in technology, reporting systems, staff development, and performance evaluation will support informed decision-making and ensure accountability for public investments.

By using data to evaluate outcomes, identify emerging trends, and measure program effectiveness, the Board will continue refining services to better meet the needs of both employers and job seekers.

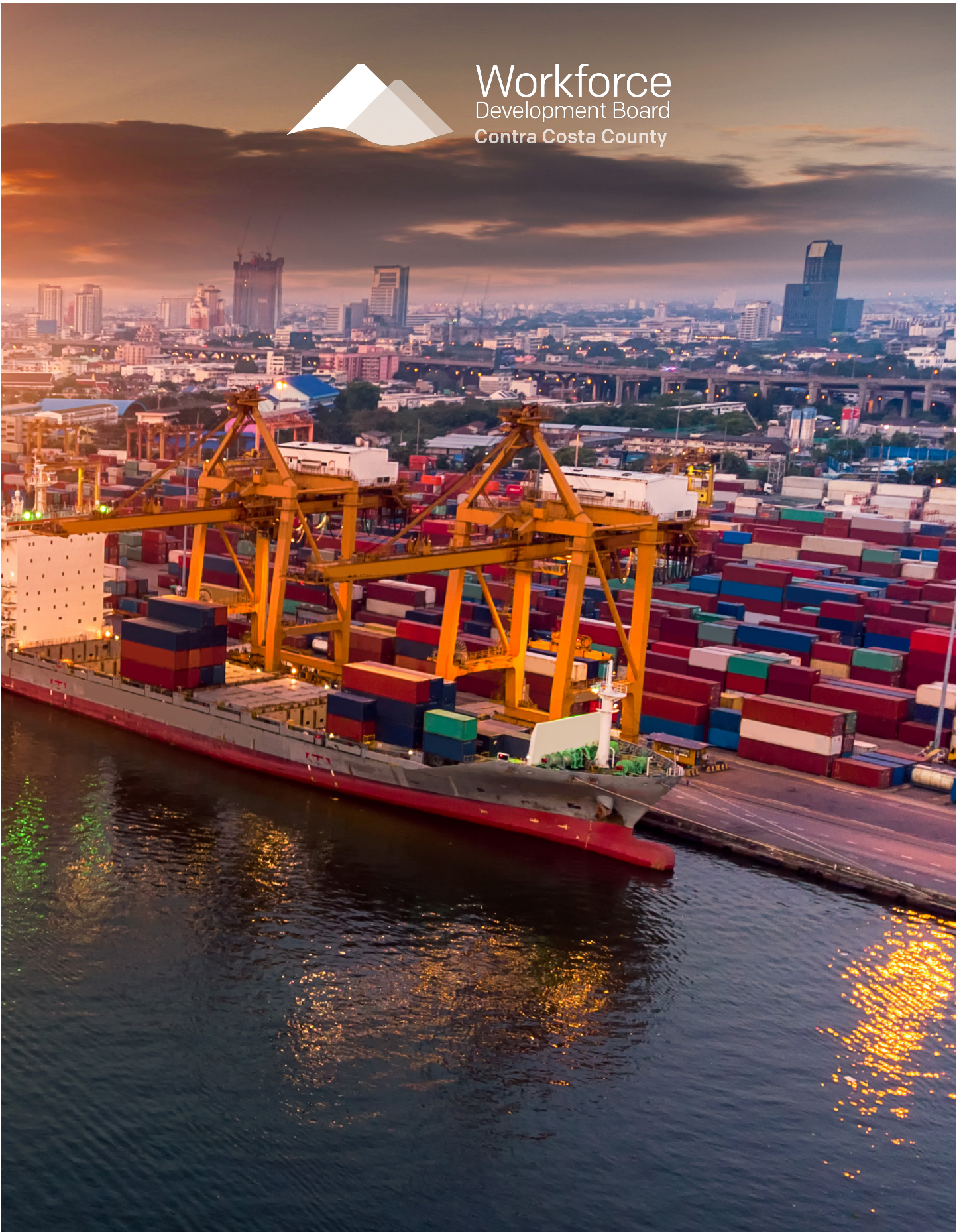
Moving Forward

The Workforce Development Board of Contra Costa County is entering the next program year from a position of strength. A more diversified funding portfolio, expanded regional leadership, growing employer partnerships, and an increasing ability to secure competitive investments position the Board to respond proactively to changing economic conditions and workforce needs.

As federal and state priorities continue to evolve, WDBCCC remains committed to fostering an integrated workforce system that is innovative, inclusive, and results-driven. Through strategic partnerships, responsible stewardship of public resources, and a continued focus on quality employment outcomes, the Board will help build a skilled workforce, strengthen local businesses, and create pathways to economic opportunity for all Contra Costa County residents.



Workforce
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