

# COUNTY EMPLOYMENT PATHWAYS PILOT PROGRAM

AB 109



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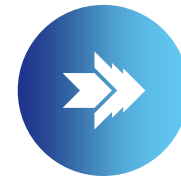


# PROGRAM OVERVIEW

The County Employment Pathways Pilot Program is a workforce initiative funded through a one-time \$2 million allocation from Contra Costa County Probation Department's AB 109 excess funds. The program is led by the Workforce Development Board (WDB) and Employment and Human Services Department (EHSD).

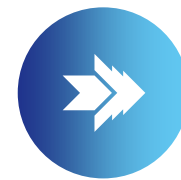
# PROGRAM GOALS

The County Employment Pathways Program supports AB 109's mission of reducing recidivism through employment while advancing the County's hiring equity and workforce development goals.



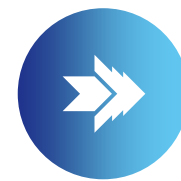
## Address Workforce Needs

Address County workforce needs by aligning placement efforts with high vacancy positions and hard to fill roles



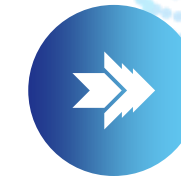
## CBO Partnerships

Create strategic partnerships with community-based organizations (CBO) to offer job readiness support and wraparound services



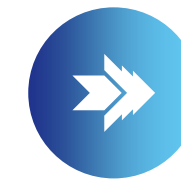
## Expand External Pathways

Future expansion to external public organizations and businesses



## County Pathways

Provide Public Sector employment pathways within County departments



## Full-Time Employment Bridge

On-the-job training (OJT), subsidized, and transitional employment models bridge participants into full-time roles



## »» Job Readiness

Participants have become job ready through our CBO Partners for employment internally with Contra Costa County or externally with employer partners.

## »» Skill Building

Participants obtain foundational professional skills and upskilling opportunities through employment.

## »» Certification

Participants earn a WDB endorsement upon successful completing their County Employment assignment.

# PROGRAM OUTCOMES

## »» Employment

Participants gain full-time employment.

# IDENTIFIED CLASSIFICATIONS

Criteria	WEX Trainee	Clerk – Experienced Level
Education Requirement	HS Diploma/GED	HS Diploma/GED
Experience Requirement	Some public contact experience	1-2 years clerical
Vacancy Trend	Moderate to high	High
Onboarding Complexity	Low (fast onboarding possible)	Low (fast onboarding possible)
Advancement Opportunities	High (administrative pathways)	Moderate (administrative pathways)
Pilot Placement Potential	Strong	Strong
Hourly Rate	\$18.30/hr.	\$25.20/hr.

# PROGRAM PROCESS FLOW



# PARTICIPANT REFERRAL & APPLICATION PROCESS

## Referral Application

Partner CBO submits participant application via WDBCCC website including:

- resume/cover letter
- Any supporting documentation (ie: copy of Degree or Certifications if any)

## Position Fit Determination

Program Manager reviews application and determines if participant is a fit for open positions.

## Interview

EHSD Hiring Dept. or External Employer arranges interview for participant. Program Manager notifies CBO.

1

## Open Position Notification

WDBCCC Program Manager notifies CBO of open positions for participant submittals.

2

## Referral Application

Partner CBO submits participant application via WDBCCC website including:

- resume/cover letter
- Any supporting documentation (ie: copy of Degree or Certifications if any)

3

## Referral Acknowledgment

WDBCCC Program Manager acknowledges receipt of application.

4

## Position Fit Determination

Program Manager reviews application and determines if participant is a fit for open positions.

5

## Participant Submittal

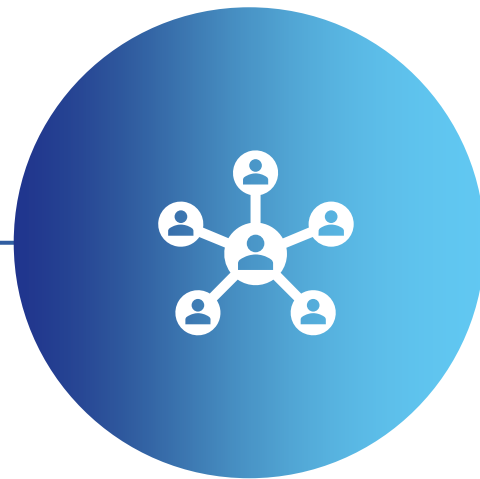
Program Manager submits participant resume and any supporting documents to EHSD Hiring Dept. or External Employer for review and consideration.

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## Interview

EHSD Hiring Dept. or External Employer arranges interview for participant. Program Manager notifies CBO.

# SIMILAR SUCCESSFUL PROGRAMS



## **Employment Support Unclassified Program (ESUP) Santa Clara County**

Utilizes unclassified County job roles to establish direct-entry pathways for individuals facing significant employment barriers.



## **Community Ambassadors Program (CAP) SF JobsNOW!**

Integrates year-round subsidized placements with ongoing coaching and housing support.



## **Weingart AB 109 Program LA County Reentry Career Center**

Centralizes services (employment, housing, legal aid) within a trauma-informed care coordination framework.

# CBO PARTNERS

The Workforce Development Board would like to acknowledge the following organizations for committing to referring participants.



➔ Rubicon Programs

➔ Men and Women of Purpose


➔ Health Right 360

➔ The Gemma Project

# CONTACT INFORMATION

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