
DATE: August 13, 2025
TO: Executive Committee
FROM: Noramah Burch, Youth Program Manager
RE: **WIOA Youth Program Annual Report**

WIOA YOUTH/YOUNG ADULT PROGRAMS

The 2024-2025 program year was marked by what we believe are exceptional strides in supporting youth ages 16-24 in Contra Costa County. The WIOA Youth Program served 192 participants, delivering a comprehensive suite of career, educational, and supportive services.

Funding: PY 24/25 WIOA Youth Allocation \$1,756,410. This was a modest decrease from the prior year's allocation of \$1,805,407.

Key Highlights in the WIOA Youth/Young Adult Programs:

- **92** participants achieved a measurable skills gain
- **387** instances of career exploration and job-readiness training
- **110** completed paid work experiences with local employers for thousands of hours of contribution to local employers.
- **27** earned industry recognized credentials such as Class A drivers licenses, sonography, and EMT.
- **63** participants were placed in post-secondary education or employment post-program
- Service delivery was refined by standardizing career assessment tools across providers
- Program retention was enhanced by raising the work-experience wage to \$18.00/hour with opportunities for advancement
- An RFP was released to procure WIOA Youth Service Providers
- Training opportunities were expanded by using co-enrollment strategies and leveraging non-WIOA funds
- Connected James Irine Foundation Better Careers Initiative with focus group participants to inform best-practices in service delivery
- Launched the Civil Engineering Degree Apprenticeship Pathway (CEDAP).

WIOA Youth Program Target Population: high school drop-outs, truant, justice-involved, homeless, current or former foster youth, pregnant or parenting, youth with a disability, basic skills deficient including English Language Learners

Participant Demographics*:

Homeless - 58
Justice Involved - 33
Current/former Foster Youth - 54
Youth with Disabilities - 35
Pregnant/Parenting - 6
Low-income – 187

*Individual participants may fit multiple demographic categories.

Performance Outcomes - %:

MSG - 78.1%
Credential Attainment - 62.8%
Placement 2nd Quarter - 50%
Placement 4th Quarter - 57.9%
Median Wages - \$4,717

While most of the WIOA Performance Goals were exceeded in PY 23/24, the credential attainment measure was trailing. Technical assistance was provided by the state and relayed to service providers resulting in PY 24/25 outcomes that exceed all benchmarks.

Partnerships and Collaborations:

- Contra Costa County Office of Education
- Mt Diablo Unified School District
- Mt Diablo Adult School
- Future Build
- Growth Sector Corp.
- Independent Living Skills Program
- Contra Costa Community College District
- Contra Costa Community College

Civil Engineering Degree Apprenticeship Pathway (CEDAP)

This year also saw the launch of the Civil Engineering Degree Apprenticeship Pathway (CEDAP). CEDAP establishes a structured 5-year educational and career pathway for entry-level community college students to transition into civil and transportation engineering careers. Program Components include pre-apprenticeship activities and paid work experience. This project aims to prepare students with foundational skills and practical experience. By creating Cohort-Based Learning Communities, providing Wraparound Support Services and paid Internships that lead to formal Apprenticeships as Engineering Aides. The initiative responds to

the increasing need for civil engineers fueled by investments in infrastructure projects, renewable energy development, and data management for transportation assets. Building on a successful pilot launched in Los Angeles, CEDAP will now extend its reach to Contra Costa County and the San Francisco Bay Area. The program specifically targets women, low-income students, and individuals from ethnicities traditionally underrepresented in civil and transportation engineering. \$5 Mil was awarded to the WDBCCC by the Department of Labor's Building Pathways to Infrastructure Grant to launch this 5-year Civil Engineering Degree Apprenticeship Pathway.

Key Partners:

- Three Major Civil Engineering Employers
- Two California State Universities
- 11 Community Colleges (including Contra Costa Community College District)
- Regional Workforce Development Boards in Northern and Southern California
- Workforce Intermediaries such as the Institute for American Apprenticeships and Growth Sector

Success Story

D is a 20-year-old African American foster youth who was living in transitional housing. He was enrolled as an out-of-school youth as he was a high school graduate, and he had an IEP; he was referred to the MDUSD Youth WIOA program through the Workforce Development Board and the Jobseeker online referral system. At the time, he was working as a car lot attendant at a hotel and exploring career opportunities in transportation. After applying to BART's internship program and not being selected, D. began researching trucking schools and ultimately enrolled at MTS Training Academy, where he earned his Class A commercial driver's license.

Throughout his journey, D showed strong determination and resilience. He once shared that becoming a truck driver gave him a sense of security—if he had a job, he'd always have a place to stay. Even when his identity was stolen during his training program, he stayed focused, resolved the issue, and completed the program. D is now in follow-up and working full-time with a national transportation company driving cross-country and delivering supplies to store chains. His story is a powerful example of perseverance and the impact of supportive workforce programs.

Core Objectives of the WIOA Youth/Young Adult Program:

- **Engage and Empower:**
The program aims to engage youth and young adults, particularly those who are out-of-school or facing barriers and empower them to take control of their futures.
- **Maximize Potential:**

It seeks to create a supportive environment where youth can maximize their potential and build a framework for future independence.

- **Prepare for Employment and Education:**

A key focus is preparing youth for both employment and post-secondary education, ensuring they have the skills and qualifications needed for success in both.

- **Connect with Employers:**

The program also works to connect employers with skilled young workers, fostering strong regional economies.

Key Services and Activities:

- **Work-based learning:**

This includes paid work experiences such as internships, apprenticeships, and on-the-job training.

- **Occupational skills training:**

The program offers training in various fields to help youth acquire in-demand skills.

- **Education and training:**

This includes support for earning high school diplomas or equivalencies, as well as opportunities for postsecondary education and training.

- **Leadership development:**

Opportunities for leadership development are provided to foster confidence, employability, and positive social behaviors.

- **Supportive services:**

These services address barriers to participation, such as assistance with transportation, childcare, and housing.

- **Mentoring:**

Adult mentoring provides guidance, support, and encouragement to help youth develop their skills and character.

- **Financial literacy education:**

This helps youth develop the skills to manage their finances effectively.

- **Labor market and employment information:**

Youth receive information about job opportunities and the skills needed to succeed in the workforce.

- **Follow-up services:**

The program provides follow-up support for a minimum of one -year to ensure youth maintain their employment and continue to make progress.