
DATE: August 13, 2025
TO: Executive Committee
FROM: Serena Moore, Program & Project Coordinator
RE: **Approval allocation to create and register a Pre-Apprenticeship Program**

RECOMMENDATION

That the Executive Committee approves the allocation of \$200,000 in Workforce Innovation and Opportunity Act (WIOA) Adult/Dislocated Worker funding to establish and register a pre-apprenticeship program. This program will serve as a pathway for participants in the EMT program to transition into the Paramedics 4 Equity (P4E) apprenticeship. Additionally, amend and extend the existing contract with the Contra Costa Economic Partnership (CCEP) for Health Initiative Program Management by adding \$200,000 in funding. The revised contract term will be from October 1, 2025, through September 30, 2026.

BACKGROUND

The Workforce Development Board of Contra Costa County (WDBCCC) successfully registered the Paramedics 4 Equity (P4E) apprenticeship program with the U.S. Department of Labor (DOL) in October 2023, receiving additional recognition from the California Division of Apprenticeship Standards (DAS) in September 2024. Following DOL's annual review in July 2025, the program was granted permanent status.

P4E provides a structured pathway for diverse Emergency Medical Technicians (EMTs), particularly those employed by American Medical Response (AMR), to advance to Paramedic careers—promoting both economic mobility and health equity within the region.

Currently, WDBCCC operates the P4E apprenticeship without a formal pre-apprenticeship model. Data and best practices indicate that pre-apprenticeship programs significantly improve success rates for underrepresented populations entering apprenticeship tracks. CCEP has identified local EMT training providers capable of delivering pre-apprenticeship services but lacking experience with DOL and DAS registration processes.

CCEP played a pivotal role in achieving P4E's apprenticeship registration and is uniquely positioned to assist with identifying and registering a suitable EMT pre-apprenticeship program with both DOL and DAS.

SCHEDULE

If approved, staff will initiate the contract amendment process immediately, with the goal of launching pre-apprenticeship development activities by October 1, 2025.

ATTACHMENTS

A5a [P4E Apprenticeship Approval Letter - DAS](#)

A5b [P4E Findings Letter - DOL](#)

For further questions, please contact Serena Moore, Project & Program Coordinator, at (925) 655-3817 or smoore@ehsd.cccounty.us