
DATE: March 18, 2026
TO: Full Board/Executive Committee
FROM: Yelena Miakinina, Program & Project Coordinator
RE: **Oil & Gas Workforce Advancement & Mobility Initiative**

Oil & Gas Workforce Career Mobility Initiative

(Formerly the Displaced Oil and Gas Worker Fund – DOGWF)

BACKGROUND

The Oil & Gas Workforce Career Mobility Initiative was established to support oil and gas workers in Contra Costa County impacted by refinery layoffs and broader industry contraction. Contra Costa County remains one of California’s highest concentrations of refinery workers, making workforce transition both an economic and community priority.

The initiative focuses on preserving economic stability for impacted workers while creating structured career mobility pathways into high-growth sectors such as construction, advanced manufacturing, energy, transportation, and healthcare. The program leverages union partnerships, employer engagement, and supportive services to ensure participants transition efficiently while maintaining long-term wage potential.

PROGRAM IMPLEMENTATION AND CURRENT STATUS (YEAR ONE – AS OF JANUARY 2026)

During its first year, the program concentrated on strengthening infrastructure, aligning partners, and responding to significant industry developments. Two major WARN notices were issued by Chevron and Valero, signaling substantial workforce impacts in the region. Both companies formally indicated their willingness to collaborate with local Workforce Development Boards to support affected workers, reinforcing WDBCCC’s role as the central coordinating entity for workforce transition efforts and strengthening employer referral pipelines.

A central implementation strategy has been the partnership with the Laborers’ International Union of North America (LIUNA) and Local 324. Through this collaboration, WDBCCC organized a pilot training cohort in Martinez designed specifically for union members, ensuring participants could remain within their union while expanding eligibility for construction-related employment.

The pilot program ran from November 2025 through January 2026 and included training in safety, fundamentals of construction, blueprint reading, and pipe laying. Ten individuals completed a Laborers Union interest form to participate. Two withdrew from the program, two returned to work, and six successfully graduated in January 2026. Upon completing the six-week training session, participants

became eligible to apply for placement on the Construction and General Laborers Union list, expanding employment access while maintaining union membership.

The pilot's outcome demonstrated strong alignment with labor market demand. Four graduates secured new construction employment through the union within one week of completing the program. Two participants elected to continue additional training and supportive services. Participants in the pilot cohort received approximately \$5,000 each in incentive-supported services to stabilize them during the transition period.

Employer engagement and union coordination have strengthened over the course of the year. The program has moved from initial system alignment into active training, placement, and pipeline expansion, positioning it for continued enrollment growth and increased employment outcomes in 2026.

SERVICES AND SUPPORTS

Participants receive individualized career coaching, case management, tuition and certification support, incentive payments, and transportation and supportive services. Co-enrollment through AJCC ensures coordinated wraparound assistance during training and employment transition.

PROGRAM MOMENTUM

In addition to workforce training efforts, WDBCCC is partnering with the Corporation for a Skilled Workforce on an 18-month pilot project focused on workforce system innovation and participant engagement. Through this partnership, WDBCCC anticipates engaging at least 50 jobseekers in structured feedback activities over the project period. Participants will complete surveys, spend approximately one hour engaging with an online tool, and may participate in focus groups. An initial group of approximately 25 participants is expected to engage around June, followed by a second group in January 2027. The partnership also seeks connections with employers and members of the education and training community to complete similar tools aligned with their expertise.

Participating jobseekers will receive stipends from the Corporation for a Skilled Workforce in recognition of their time and participation. Findings from the pilot will inform ongoing program improvement and strengthen system-level workforce strategies.

For any questions, please contact Yelena Miakinina, at ymiakinina@ehsd.cccounty.us