



DATE: August 13, 2025
TO: Executive Committee
FROM: Jed Silver, Program Manager
RE: **Health Initiative – Annual Report FY 2024-2025**

BACKGROUND

In partnership with the Bay Area Health Workforce Partnership (BAHWP), WDBCCC's Health Initiative models how targeted recruiting, enhanced academic and financial supports, as well as direct job placement helps vulnerable populations gain access to and achieve income mobility in allied health careers. Together, BAHWP and WDBCCC have developed and implemented innovative programming that qualifies and prepares local workforce to reflect the vibrant diversity of the communities they serve.

While it is simple to say every program should have tutoring, stipends and completion bonuses, the Health Initiative has secured and responsibly deployed the ETP, WIOA formula funds and specialty grants like WAF 10, DAS and H RTP to make it all sustainable. The result is expanding the EMT program to include (3) cohorts at (2) different sites, where people of color from underserved communities are graduating, passing national certification exams, and being placed directly into jobs with local ambulance companies.

From there, EMT's are offered enrollment into our apprenticeship that WDBCCC has registered with DOL and DAS to help participants advance to Paramedic. Currently we are expanding and replicating this model regionally to include other healthcare providers, community clinics, and local fire departments. This proof of concept has been used for the Health Initiative to expand to other in-demand healthcare occupations. This Initiative also models how workforce boards, community colleges, adult schools, labor organizations and community-based organizations can work together to providing realistic pathways for target populations with no experience and just a high school diploma to achieve high-paying careers.

EMT

- (3) 20-25 person cohorts including both night and day offerings
- (2) different sites (Mt. Diablo / CCC) running cohorts bi-annually
- 111 participants (86% completion rate)
- Over \$210,000 stipends paid out
- \$1.2m grant secured to replicate EMS Corps model funding: Increased training / life coaching / electronic mannequins / ambulance for driving practice / \$7,500 stipends per person

PARAMEDIC

- Approved DAS/DOL apprenticeship passed probation to become permanent
- DAS grant closed out fully spent with all performance measures exceeded
- H RTP grant exceeding 50 person goal - 77 apprentices with 3-month retention
- ETP Core contract currently funded over 13,000 hours of didactic and preceptor training

OTHER OCCUPATIONS

- H RTP grant engaged (8) community clinics in workforce development planning
- Initiating new Medical Assistant upskilling program with Lifelong Medical Services
- Contra Costa Labor Council, AFSCME and SEIU agreed to assist
- New H RTP proposals submitted to expand existing apprenticeship with AMR to include Licensed Vocational Nursing (LVN) / (Licensed Clinical Social Worker (LCSW) / Registered Nurse (RN)

For more information, please contact Jed Silver, Program Manager (jsilver@ehsd.cccounty.us)