

**Workforce Innovation and Opportunity Act (WIOA)
Adult and Dislocated Worker (A/DW) Career Services**

Program Updates

**Submitted by Rubicon Programs on behalf of the
Contra Costa County Workforce Collaborative (CCWC)
February 2026**

Background: Since 2018, Rubicon as the lead organization of the Contra Costa Workforce Collaborative (CCWC) has been contracted to provide countywide WIOA A/DW services and to operate the comprehensive AJCC located at 4071 Port Chicago.

This report was prepared to provide program updates for the 2025-26 Program year between July 1-December 31, 2025.

Systems and Partnerships

The CCWC continues to operate 10 AJCC Access Points in addition to the Comprehensive AJCC at Port Chicago. In West County, AJCC Access points are co-located at San Pablo EDC, Lao Family Community Development (LFCD) and Contra Costa College. New Horizons in Rodeo is no longer a stand alone AJCC Access Point, however, the San Pablo EDC team ensures the Rodeo/ Hercules community has access to WIOA services and resources. Loma Vista Adult Education Center (Mount Diablo) and Martinez Adult Education host AJCC Access Points in Central County. In East County, AJCC Access Points are collocated at Rubicon Antioch, Liberty Adult Education, Pittsburg Adult Education, Opportunity Junction and Los Medanos College (LMC).

Several CCWC partners continue to leverage Rubicon Programs as the Employer of Record for their WIOA staffing needs. As such, Rubicon Programs staffs the majority of WIOA Coaches delivering Adult/DW career services at the access points, with the exception of San Pablo EDC, LFCD, CC College. Serving as the Employer of Record mitigates personnel and operating costs for partners. The staffing model also lends itself to continuity in training and service standards.

Job Seeker and Employer Engagement

Rubicon and all CCWC orgs demonstrate their commitment to outreach and partnership through hosting and participating in a number of community-facing events.

Rubicon's Business Services Manager leads a regional team of Workforce Liaisons who work closely with WIOA staff, WDB Business Services Unit and partners to facilitate connection between job seekers and employment and/or paid training opportunities. Successful Onsite Recruitments benefit from the collaboration between CCWC partners. Some OSR examples include

July 2025- Medical Services OSR featuring Norcal Ambulance and West Med Emergency Services hosted at Mt Diablo Adult Education/ Loma Vista Adult Center

August 2025- Enterprise Mobility OSR hosted at Concord Comprehensive AJCC

August 2025- Central Contra Costa Career & Resource Fair hosted at Mt Diablo Adult Education/ Loma Vista Adult Center

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September 2025- Plumbers and Steamfitters Local 159, Virtual Recruitment Event

September 2025- Careers in the Trades Demonstration Day, San Pablo EDC

October 2025- Dynamic Office & Accounting Solutions, OSR at Concord Comprehensive AJCC

November 2025- Native American Health Center, OSR at Concord Comprehensive AJCC

December 2025- Forestry and Fire Recruitment Program, Virtual Recruitment

In October 2025, Martinez Adult Education and The Adult Education Consortium hosted their 3rd Annual Careers Expo 2.0. One week later, Rubicon Programs and Mt. Diablo Adult Education partnered with CCWC WDB Business Services Unit in their Inaugural Fair Chance Career Expo hosted at Loma Vista Adult Center.

Services and Performance

Service Reach

Through December 2026, CCWC network as served 639 WIOA participants in the 2025-26 program year. Of those, 250 are new participants with 80% (201) being Adults and 20% (49) being DW. The distribution of persons served throughout the county is approximately: 48% in Central Contra Costa, 28% in East Contra Costa and 24% in West Contra Costa. This reflects the distribution of service location, with the caveat that there is fluidity in residence, and the Comprehensive AJCC serves consumers who have addresses in East and West County.

Reaching Priority Populations

The CCWC has a value commitment to reach underserved communities and job seekers with barriers so that the communities with high needs have access to WIOA services and resources. The federal government identifies communities, income levels and poverty thresholds for who they determine to be a WIOA priority population. Rubicon and the CCWC are contracted to serve 75% priority populations as per Federal definitions (e.g. Veterans and spouses, Income below federal poverty line, public assistance beneficiaries, or basic skills deficient). The current Federal climate has contributed to more stringency and less recognition of local board determination of additional priority populations (e.g. ESL, Reentry, Bay Area Poverty threshold). Communities are increasingly marginalized as they experience fear and reticence to provide their personal information for fear of negative consequences and deportation.

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Through December 2025, the CCWC network is reaching 80% Adult priority communities, exceeding the 75% goal. At this midpoint of the program year, DW enrollments were slightly up at 20% of new enrollments, and on track to exceed prior years. The comprehensive AJCC continues to be the service site reaching the highest volume of DW community, currently serving 53% of new DW enrollments.

Employment and Training

Training and Employment	2022-23	2023-24	2024-2025	2025-26 July through Dec 2025
New ITAs Approved	121	221	246	98
Total Persons in Training	287	336	309	239
Successful Training Completions	71%	72%	78%	79%
WIOA Exits with Employment	44% (126/286)	47% (126/267)	32%	32% to date

Training Themes

Through November 2025, CCWC distributed \$407,865.00 in ITAs. The top 3 sectors represented in this distribution of training resources is Healthcare (56% of ITAs), ICT (29% of ITAs) and Transportation (18%). ICT includes Admin, Accounting, Bookkeeping, Paralegal trainings. Additionally, EMT and EMS training programs at Mt Diablo have high enrollments but those students are supported outside of the A/DW ITA dollars.