
DATE: March 18, 2026
TO: Full Board/Executive Committee
FROM: Noramah Burch, Youth Program Manager
RE: **Civil Engineering Degree Apprenticeship Pathway (CEDAP) Midyear Report**

BACKGROUND

The Civil Engineering Degree Apprenticeship Pathway (CEDAP) establishes a structured 5-year educational and career pathway for entry-level community college students (Contra Costa College and later, Diablo Valley College) 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 statewide. 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 include: three major Civil Engineering Employers, two California State Universities, eleven Community Colleges (including Contra Costa Community College District, Regional Workforce Development Boards in Northern and Southern California, and Workforce Intermediaries such as the Institute for American Apprenticeships and Growth Sector.

PERFORMANCE – Q1 and Q2 PY 2026

- The first Bridge program (Math) was launched at Contra Costa College (15 Students)
- All 15 Bridge Program students continued college level pre-engineering classes
- 37 community college students completed summer engineering internships
- 2 of the summer engineering interns were hired by Caltrans while they continue working towards a 4-year engineering degree)

SUCSESSES

- The Pre-Apprenticeship portion of the pathway was successfully registered with CA Division of Apprenticeship Standards
- The partnership is seeking the Governor's approval for creation of a Civil Engineering Apprentice job classification which would replace the more general Student Aid designation

most state agencies use for workers who are still in school. If approved, the new classification would give apprentices benefits and allow them to participate in Caltrans deferred comp plan.

For any questions, please contact Noramah Burch, Workforce Services Specialist Youth Program Manager at 925-655-3811 or email at nburch@ehsd.cccounty.us