



## **Youth Committee Agenda**

**October 28, 2024**

**12:00 p.m. – 1:30 p.m.**

**4071 Port Chicago Hwy., #250 Conference Room A  
Concord, CA 94520**

**ZOOM Meeting – Meeting ID: 830 5869 3423; Passcode: 525868**

**<https://us06web.zoom.us/j/83058693423?pwd=DsnDbjwge4Jxav9NxllDCHaFDU27al.1>**

**Join by Dial In: 699-444-9171 or 253-205-0468**

- 12:00 PM PRESENTATION ITEM**  
**P1** Spectrum of Community Engagement to Ownership  
Richmond Youth Health Advocacy Pathway (RYHAP) program  
Youth Council
- 12:35 PM CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST**  
**PUBLIC COMMENT**  
**INTRODUCTIONS**
- 12:40 PM CHAIRS' REPORT**
- 12:45 PM CONSENT AGENDA**  
**C1** Approve April 22, 2024 Youth Committee Minutes  
Approve July 16, 2024 Special Youth Committee Minutes
- 12:55 PM ACTION ITEMS**  
**A1** Recommend Youth Committee Officers to the Board  
**A2** Approve Youth Committee 2025 Meeting Schedule for 2025
- 1:15 PM DISCUSSION ITEMS**  
**D1** Advancing Job Quality
- NEXT AGENDA ITEMS**
- 1:30 PM ADJOURN**  
**Future Youth Committee Meeting: TBD**

*Any appropriate public records related to an open session item on a regular meeting agenda and distributed by the Workforce Development Board and any of its committees to a majority of members of the Workforce Development and/or its committees, less than 96 hours prior to that meeting are available for public inspection at 4071 Port Chicago Highway, Concord during normal business hours.*

*America's Job Center of California (AJCC) WIOA Title I financially assisted programs or activities are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.*

*The Workforce Development Board will provide reasonable accommodations for individuals with disabilities planning to attend Board meetings. Arrangements can be made by contacting the Board at 925-671-4560.*

## Workforce Development Board (WDB) of Contra Costa County Youth Committee Charter


Charter Element	Charter Agreement Information
<b>Business Objective</b>	The primary objective of the WDB Youth Committee is to Increase the number of youth and young adults, 16-24, who are well prepared for postsecondary vocational training, further education, and/or a career, with an emphasis on serving the most vulnerable and underserved populations and those from low-income communities.
<b>Case for Action</b>	<p>It is the vision of the WDBCCC to support a network that creates and promotes dynamic education systems, high-performing businesses, and a prosperous local economy with an abundance of high quality jobs and skilled workers to fill them. Our mission is to promote a workforce development system that meets the needs of businesses, job seekers, and workers, to support a strong and vibrant economy in Contra Costa County. As we advance our work toward realizing our vision a number of key factors drive our work:</p> <ul style="list-style-type: none"> <li>● Good jobs in today’s economy and labor market require workers to have a growing level of knowledge and skill in order to compete for them;</li> <li>● The employment gap is widening between those with higher levels of education and credentials and those who lack them;</li> <li>● Jobs are growing at both the high-skill and low-skill end of the labor market, while growth of “middle skill” jobs has been lagging; however, the retirement of baby boomers from the labor force will create openings in nearly every industry and occupation;</li> <li>● The emerging workforce does not have the education and skill-sets needed to perform many of these jobs, as manifested by a continued lag in the educational attainment levels of young people (although beginning to show some signs of improvement, student preparedness for post-secondary education remains very low); and</li> <li>● The difference between supply and demand indicates that there is a “skills gap” between what most emerging workers have to offer and what businesses need, creating the urgency to develop and support new strategies that can better equip and train people for jobs in today’s economy.</li> </ul>
<b>Requirements</b>	<p>The WDB Youth Committee will:</p> <ul style="list-style-type: none"> <li>● Work with partners to develop systems that effectively engage employers in career development and work-based learning opportunities for youth and young adults to learn about, explore, and prepare for careers;</li> <li>● Strengthen collaborations between the local workforce system and other programs and systems that seek to help youth with significant barriers to employment;</li> <li>● Develop and implement strategies to direct Workforce Innovation and Opportunity Act (WIOA) and other resources to serve youth and young adults most in need and support their success;</li> <li>● Collaborate with and support career-focused strategies at high schools and community colleges, particularly those aligned with WDB priority industry sectors;</li> <li>● Work with partners to increase opportunities for high school graduates, dropouts and disconnected youth to transition into postsecondary education, training and careers;</li> <li>and</li> <li>● Work with Community Colleges, Apprenticeship Programs, Trade Schools and others to offer more opportunities for disconnected youth to achieve success.</li> </ul>
<b>Boundaries / Guidelines</b>	The Youth Committee advises and influences the direction and implementation of youth services strategies as outlined the WDB 2021-2024 Strategic Plan.
<b>Team Membership</b>	<p>The Youth Committee brings together leaders from business, economic development, education, labor, community-based organizations, youth/young adults and the public sector. The Youth Committee chair(s) is a member of the WDB Executive Committee and some members of the Youth Committee hold a seat on the Workforce Development Board. Other Youth Committee members are recruited and engaged to represent a particular perspective or constituency. The Youth Committee and the WDB work on behalf of the Contra Costa County Board of Supervisors and the businesses and residents of Contra Costa County.</p> <p>The WDB and the Youth Committee also draw upon the knowledge and expertise of other individuals and organizations that are not members of the WDB and occasionally form <i>Ad Hoc</i> committees to conduct specific activities.</p>
<b>Timing</b>	The work of the Youth Committee is aligned with the timeline for the WDB’s Strategic Plan.
<b>Resources</b>	The WDB and the Youth Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.
<b>Review Process</b>	The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate. Progress against the WDB Strategic Plan is reviewed at regular intervals as determined by the WDB and any of its relevant governing authorities at the local, state, and/or federal level

**DATE:** October 28,2024  
**TO:** Youth Committee  
**FROM:** Noramah Burch, Interim Administrator  
**RE:** The Spectrum of Community Engagement to Ownership

The Richmond Youth Health Advocacy Pathway (RYHAP) program provided 10+ youth with policy advocacy skills training and financial counseling and connected youth to health career pathways and placed youth in positions to use their policy advocacy skills to advocate for stronger health career pathways for BIPOC and low-income youth in Richmond.

**Youth Advocates/Presenter Bios:**

**Richmond Youth Health Advocacy Pathway  
Youth Council**



**Angel Godinez**  
Public Health major  
Richmond Resident  
Health enthusiast

**Damien Rozell Pope Jr.**  
EMT-in-training  
Richmond Resident  
Humanitarian

**Luzbeydi Morales Flores**  
UC Davis Alumna  
Lifelong Richmond Resident  
Community & Health Enthusiast

For any questions, please contact Noramah Burch, Interim Administrator at 925-671-4532 or email at [nburch@ehsd.cccounty.us](mailto:nburch@ehsd.cccounty.us)



**Youth Committee Minutes**

Monday, April 22, 2024

**PRESENTATION AND DISCUSSION ITEM**

**P1 First Place for Youth Pre-Apprenticeships/Apprenticeships**  
**Stephanie Garcia, Director of Education and Employment**

**Building Impactful Youth Programming**

**Based on Youth Voice, Choice & Evaluated Outcomes**

First Place for Youth: Safe, Stable Housing, Intensive Case Management , Education & Employment & Healthy Living Skills We have locations to 6 counties namely Solano, Contra Costa, Alameda, Santa Clara, San Francisco, & Los Angeles County. While we have affiliates to the east coast as well.

The Challenge (Foster youth are applying to college at high rates but many do not subsequently enroll)

- Programs are not concerning Employment is in low range jobs with little wage growth
- Programs/Systems are not focusing on progression nor completion PSE

The Goal

How do we Deliver Impactful Programming that Leads to Income Advancement Career Opportunities?

- PSE/Training Progression
- Wage Growth
- Career Certificate Completion
- Pathway to Living Wage Jobs

**PROMISING PRACTICES**

To address entering and advancing in career opportunities and increasing wage

- TAY Career Coaching
- Diversifying Workforce Opportunities (EARN and LEARN)

EDUCATION AND TRAINING are the tools to get a CAREER and HIGHER WAGE JOB

**Earn and Learn Program**

Earn and Learn Programming includes a blend of paid workplace experience and career-linked training pathway. This approach is uniquely suited to the needs, strengths, and challenge soft transition-age youth and is a proven model for many industries including healthcare, information technology, transportation, manufacturing and energy.

- PAID JOB – a competitive wage from day one
- EDUCATION – structured learning-on the-job training
- CREDENTIALS – resume-enhancing, industry recognized credentials

Examples of Earn and Learn

Associate Teacher

- YMCA
- Berkeley City College

Pharmacy Technician

- CVS Health
- Thyrv

Caregiver

- HomeBridge
- CNA Certification

Auto Technician

- Jiffy Lube

**Recommendations: Starting an Earn and Learn Program**

- Identify Business Partner with hiring need in entry skilled positions AND career jobs
- Identify Training Partner that offers job-driven trainings, licensure preparation, certifications
- Identify CBO that offers supportive services, barrier removal, career coaching to young people
- Align Training Curriculum to Employer Need

**Recommendations: Running an Earn and Learn Program**

- Align on hard and soft skills needed for participant success
- Intentionally vet and prepare referrals for interest and readiness
- Provide ONGOING coaching and Support
- Identify critical ways, resources and connections to remove barriers
- Celebrate Milestones & Accomplishments

**Earn and Learn Evaluation**

Youth who engage in Earn and Learn Programing are...

- 259 Youth enrolled in Earn and Learn Programming
- Significantly more likely to Earn Industry Certifications
- Had Higher Wages by \$2 an hour
- Had Greater Wage Growth

The young people in our Earn and Learn programs reflect the diverse background and characteristics of the wider group of youth they serve across the state.

The Youth Committee met on Monday, April 22, 2024, at 4071 Port Chicago Highway, Suite 250, Conference Room A, Concord and via Zoom. Co-Chair Robert Muller called the meeting to order at 12:02 pm.

**PUBLIC COMMENT**

None

**ATTENDANCE**

MEMBERS PRESENT: Mike McGill, Robert Muller, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

MEMBERS ABSENT: Sean Laurant, Tom Hansen, Heather Fontanilla, Drew Douglass, Lynn Mackey, and Shawn Einck

OTHERS PRESENT: Anita Anver-Kassem, Brandon Matson, Stephanie Garcia, and Anna Ramos

WDB STAFF PRESENT: Noramah Burch, LaTosha Stockholm, Jon Rodriguez, Ken Austin, Rochelle Soriano, Maureen Nelson, Byron Devera; Tamia Brown, Patricia Conley Iyadunni Adeyemi.

**CONSENT AGENDA**

**C1 Approve January 22, 2024, Youth Committee Minutes**

**Motion/Second Bill Mahoney/Gina del Carlo**  
**Motion Approved**

**AYES:** Mike McGill, Robert Muller, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

**NAYS:** None

**ABSENT:** Sean Laurant, Tom Hansen, Drew Douglass, Lynn Mackey, Shawn Einck, Drew Douglass

**ABSTAIN:** None

**UPDATE**

**U1 Measure X Youth Centers Community Engagement**

Community engagement has been a crucial aspect, involving an online survey and listening sessions conducted from October 2023 through April 2024. The scope of engagement covers a wide range of aspects including youth needs, service priorities, program offerings, location considerations, operating hours, priority populations, age demographics, and diverse experiences. Specific targets have been set to ensure comprehensive engagement, including a minimum of 300 survey responses (100 per district), with at least half of the respondents in each district being youth age 25 or under. The feedback garnered from these engagements will inform the drafting of Implementation Plans for each center, which will subsequently be presented to the Board of Supervisors for approval. Following approval, a competitive procurement process will be initiated to select the provider(s) tasked with operating each center.

The drafting of a Community Engagement Report summarizing the findings is currently underway.

Now through July 1, 2024, we will be focusing our efforts as follows:

- Ad Hoc Workgroup provides feedback on the draft Youth Centers Community Engagement Report
- Final Community engagement report to be sent to WDBCCC and WDB Youth Committee as Informational item
- Ad Hoc Workgroup provides feedback on draft Youth Centers Implementation Plan
- Special meeting of WDB Youth Committee to approve Youth Centers Implementation Plan
- Special meeting of WDBCCC Full Board to approve Youth Centers Implementation plan

*It should be noted that this date is tentative and subject to change based on various factors, primarily site identification.*

This project plan outlines a comprehensive approach to establishing youth centers in Contra Costa County, aiming to address the diverse needs and priorities of the youth population across different districts

**ACTION ITEMS**

**A1 Youth Centers Steering Committee**

That the Youth Committee approve an Ad-Hoc committee, utilizing members of the already established Measure X Youth Center Steering Committee, to review, provide feedback, make recommendations to said

committee on the work products from the community engagement process to help shape the development of the Measure X Youth Centers.

**Motion/Second**                                 **Vittoria Abbate/Bill Mahoney**  
**Motion**   **Approved**

**AYES:** Mike McGill, Robert Muller, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Vittoria Abbate (Proxy)  
**NAYS:** None  
**ABSENT:** Sean Laurant, Tom Hansen, Drew Douglass, Lynn Mackey, Shawn Einck, Drew Douglass  
**ABSTAIN:** Alejandra Chamberlain

**A2       Recommendation to Release Request For Proposal (RFP) for WIOA Youth Services**

That the Youth Committee approve the release of an RFP for WIOA Youth Services with a release date in the Fall and form an Ad- Hoc committee forward the recommendation to the Full Workforce Development Board (WDB) for consideration.

**Motion/Second**                                 **Gina Del Carlo/Mayling Alvarado**  
**Motion**   **Approved**

**AYES:** Mike McGill, Robert Muller, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Vittoria Abbate (Proxy), Alejandra Chamberlain (Proxy)  
**NAYS:** None  
**ABSENT:** Sean Laurant, Tom Hansen, Drew Douglass, Lynn Mackey, Shawn Einck, Drew Douglass  
**ABSTAIN:** None

Anyone interested in volunteering for the sub-committee or Ad-hoc committee please contact Noramah Buch via email.

**A3       Recruitment of Youth WDB/Measure X Youth Committee**

That the Youth Committee approve:

1. The creation of (5) youth seats on the WDB Youth Committee/Measure X Youth Center Sub-Committee.
2. Recruitment of youth from a broad pool of candidates (not limited specifically to WIOA).
3. Provide Compensation to youth members paid with Measure X funds.
4. Forward this recommendation to the Board of Supervisors for approval to use Measure X funds.

**Motion/Second**                                 **Vittoria Abbate/Bill Mahoney**  
**Motion**   **Approved**

**AYES:** Mike McGill, Robert Muller, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Vittoria Abbate (Proxy), Alejandra Chamberlain (Proxy)  
**NAYS:** None  
**ABSENT:** Sean Laurant, Tom Hansen, Drew Douglass, Lynn Mackey, Shawn Einck, Drew Douglass  
**ABSTAIN:** None

**CHAIRS REPORT**

None

**Next Youth Committee Meeting:** August 26, 2024

**THE MEETING ADJOURNED AT 12:52 PM**

Respectfully Submitted,  
Rochelle M. Soriano, Board Secretary

/rms



**Special Youth Committee Minutes**

Tuesday, July 16, 2024

The Youth Committee met on Tuesday, July 16, 2024 at 4071 Port Chicago Highway Suite 250, Conference Room A, Concord and via ZOOM. Interim Chair Douglas Lezameta called the meeting to order at 12:06 pm and reminded everyone of the potential conflict of interest.

**PUBLIC COMMENT**

None

**ATTENDANCE**

MEMBERS PRESENT – Douglas Lezameta, Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Drew Douglass, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

MEMBERS ABSENT – Tom Hansen (EX), Alison McKee (EX), Heather Fontanilla (EX), Lynn Mackey, Shawn Einck

OTHERS PRESENT: Michael McGill, Noelle Simmons (Public Minded Consulting), Kisty Jimenez (Hope Solutions), Tanya Carvajal & Sophia Jackson (MISSEY INC), Rene Moore, Jaime Jenette

WDB STAFF PRESENT: Tamia Brown, Noramah Burch, LaTosha Stockholm, Maureen Nelson, Rochelle Soriano, Jon Rodriguez, Yelena Miakinina, Patricia Conley, Serena Moore

**CONSENT AGENDA**

**C1 Approve June 27, 2024 Special Youth Committee Meeting Minutes**

**Motion/Second Vittoria Abbate/Gina Del Carlo**

**Motion Approved**

**AYES:** Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Drew Douglass, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

**NAYS:** None

**ABSENT:** Tom Hansen, Alison McKee, Heather Fontanilla, Lynn Mackey, Shawn Einck

**ABSTAIN:** None

**P1 – PRESENTATION and DISCUSSION ITEM**

**Measure X Youth Centers Implementation Plan**

**BIOGRAPHY OF SPEAKER**

**Noelle Simmons, Principal – Public Minded Consulting**

Noelle Simmons has been the Principal at Public Minded Consulting since January 2024. She previously spent more than two decades in public service with the City and County of San Francisco, where she was the Chief Deputy Director at the Department of Homelessness and Supportive Housing from 2021 to 2023, and a Deputy Director at the Human Services Agency from 2007 to 2021. In this capacity, she acquired expertise in the design, delivery and evaluation of social services and safety net programs. Noelle began her career with the City and County of San Francisco in the Mayor’s Office of Public Policy & Finance, where she served as the City’s Budget Director. She holds a Master’s degree in Public Policy from UC Berkeley and resides in Oakland with her family.

This report compiles quantitative and qualitative planning data to inform both the design of the Measure X youth centers and the Request for Proposals that will be used to select youth center service providers. Information contained within this plan.

- Findings of an 8-month community engagement process that gathered feedback from 488 residents and service providers in Districts 3, 4, and 5 who attended community listening sessions and 329 individuals who responded to an online survey. Youth and young adults under the age of 25 comprised 45 percent of total participants.
- Analysis of Countywide and district-specific data on youth in Contra Costa County. Countywide statistics are summarized in the *Profile of Youth in Contra Costa County* section of this report, while district-specific data is found in the *District Implementation Plan*,
- Key informant interviews with public sector partners to understand current and planned services that might be leveraged to enhance the youth centers.

In addition to background and planning information, this report previews upcoming activities of the youth centers implementation phase and details an implementation plan and timeline for each of the three districts. Key components of each district plan require BOS approval to move forward. In brief:

- The District 3 plan envisions construction of a new youth center at a site in proximity to Antioch, Brentwood and Oakley. While the site is under construction, Measure X operating funds will be used to support new youth programs and services delivered within the district boundaries by one or more providers selected through a competitive process.
- The District 4 plan envisions partnering with a local service provider to expand the operations of an existing youth center in Concord. Measure X dollars will be used for capital improvements and to fund an enhanced mix of youth programs and services delivered by one or more providers selected through a competitive process.
- The District 5 plan envisions construction of a new youth center at the County-owned Los Medanos site in Pittsburg. While the site is under construction, Measure X operating funds will be used to support new youth programs and services delivered within the district boundaries by one or more providers selected through a competitive process.

Public Comment: None

### **ACTION ITEM**

#### **A1 Approve Measure X Youth Centers Community Engagement Report**

That the Youth Committee approve the Measure X Youth Centers Implementation plan and direct the EHSD to transmit the report to the Board of Supervisors in conjunction with the Measure X Youth Centers Community Engagement Report

**Motion/Second**                      **Vittoria Abbate/Mayling Alvarado**  
**Motion**                                      **Approved**

**AYES:** Bill Mahoney, Gina Del Carlo, Mayling Alvarado, Drew Douglass, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

**NAYS:** None

**ABSENT:** Tom Hansen, Alison McKee, Heather Fontanilla, Lynn Mackey, Shawn Einck

**ABSTAIN:** None

**Next Youth Committee Meeting:** Monday, August 26, 2024

**THE MEETING ADJOURNED AT 1:03 pm**

Respectfully Submitted,  
Rochelle M. Soriano, Board Secretary

/rms

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**DATE:** October 28, 2024  
**TO:** Youth Committee  
**FROM:** Tamia Brown, Executive Director  
**RE:** Youth Committee Slate of Officers

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## RECOMMENDATION

1. That the Youth Committee accept nominations from the membership and forward the recommendation to the full board for approval

### A. BACKGROUND AND CURRENT SITUATION

The Workforce Development Board of Contra Costa County (WDBCCC) Organizational Bylaws govern the board and committee membership.

#### Article VIII – Committees

- A. The WDBCCC Chairperson may establish Standing Committees, Ad Hoc Committees and Task Forces as necessary and shall designate the chairpersons.
- B. Each WDB Standing Committee shall have a minimum of (1) chairperson with responsibility for conducting the regular business of that respective committee.

While Standing Committees are only required to have a single chairperson, the responsibilities of the Youth Committee are best fulfilled when shared.

## ATTACHMENT

**A1a** Youth Committee Roster with Proxies

For any questions, please contact Tamia Brown, Executive Director at 925-671-4514 or email at [tbrown1@ehsd.cccounty.us](mailto:tbrown1@ehsd.cccounty.us)

**YOUTH COMMITTEE MEMBERS AND PROXIES\***

<b>BOARD MEMBER</b>	
Michael McGill	
Tom Hansen	
Alison McKee	
<b>YOUTH COMMITTEE MEMBER ONLY WITH PROXY*</b>	
Heather Fontanilla*	Vittoria Abbate*
Drew Douglass*	Tara Sanders*
Gina Del Carlo*	Kim Hudson*
Lynn Mackey*	Alejandra Chamberlain*
Bill Mahoney	
Shawn Einck	
Mayling Alvarado	

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**DATE:** October 28, 2024  
**TO:** Youth Committee  
**FROM:** Noramah Burch, Interim Administrator  
**RE:** 2025 Youth Committee Meeting Schedule

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**RECOMMENDATION**

That the Youth Committee approve a Meeting Calendar for 2025 in which Youth Committee meetings are scheduled for the 2<sup>nd</sup> Tuesday of the first month of each quarter from 12 noon – 1:30pm.

**A. BACKGROUND AND CURRENT SITUATION**

The Workforce Development Board staff has typically worked out a calendar based on the frequency and agreed upon schedule for all meetings and revised it based on holidays. Periodically, there is a reason, including lack of a quorum and emergency actions, that have required us to deviate from that published schedule.

If approved, the Youth Committee 2025 meeting schedule would be as follows:

- Tuesday, January 14, 2025
- Tuesday, April 8, 2025
- Tuesday, July 8, 2025
- Tuesday, October 14, 2025

For any questions, please contact Noramah Burch, Interim Administrator at 925-671-4532 or email [nburch@ehsd.cccounty.us](mailto:nburch@ehsd.cccounty.us)



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**DATE:** October 28, 2024  
**TO:** Youth Committee  
**FROM:** LaTosha Stockholm, Youth Centers and CCWORKS Program Manager  
**RE:** Results for America Fellowship: Advancing Job Quality

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## A. BACKGROUND

Results for America works with government decision-makers to use evidence and data to increase the impact of governments to open opportunities and advance economic mobility. Three WDB staff have been participating in the Results for America (RFA) Workforce Fellowship, Advancing Job Quality track, where they have the opportunity to engage with experts in the field, collaborate with peers and develop innovative approaches to advancing job quality to drive meaningful change in the community. Michale Katz, Regional Organizer, Noramah Burch Administrator, and LaTosha Stockholm, Program Manager are participating along with other Workforce Development professionals from the East Bay Regional Planning unit. The fellowship provides networking and technical assistance in data analysis to help workforce and economic development professionals to support businesses in expanding job quality.

### **Job Quality Principles** (Results for America)

**Job Necessities** Raise the floor for all jobs and create the conditions for fair work. Many of these principles are tangible and can be easily counted or reported by a worker or employer.

**Job Opportunities** focus on career development, advancement and empowerment that can lead to economic mobility for workers and increase performance for employers. Well-aligned with the core work of workforce and economic development organizations.

**Job Features** serve as key talent attraction and retention drivers for employers and job satisfaction for workers. Many elements will vary by worker based on personal preferences, life stage and family needs.

One component of advancing job quality is to implement measures that promote a living wage. The Living Wage is “what a typical full-time worker must earn on an hourly basis to cover the cost of their family’s minimum basic needs where they live while still being self-sufficient. (Living Wage Institute, Inc.) The current living wage estimate in Contra Costa County is \$29.14 per hour for one adult with no children, with the current minimum wage at only \$16.00 per hour ([Living Wage Calculator - Living Wage Calculation for Contra Costa County, California](#)). Contra Costa is focused on the element of wages as it pertains to job quality. Recent implementation surrounding these efforts include two of our WIOA youth providers, Mount Diablo Unified School District and Contra Costa County Office of Education which have aligned their WIOA WEX wages increasing to \$18.00 per hour, from the previous minimum wage of \$16.00.

## B. CURRENT SITUATION

There is an opportunity to implement a regional Job Quality pilot that focuses on one of the job quality elements in 2025. During Implementation, the Fellows apply what they have learned to a project which will directly impact the services of their organization.

## C. DISCUSSION

- What are some opportunities you see to incorporating living wages into WDBCCC streams of work?
- What are some roadblocks you foresee in implementing living wages in Contra Costa County?
- What further questions/thoughts to consider around the living wage?



For any questions, please contact LaTosha Stockholm, Youth Centers and CCWORKS Program Manager at [lstockholm@ehsd.cccounty.us](mailto:lstockholm@ehsd.cccounty.us).