



Workforce
Development Board
Contra Costa County

Community Fact Sheet



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Civil Engineering Degree Apprenticeship Pathway

This pioneering initiative creates a structured educational pathway for entry-level community college students to transition into civil engineering careers. The program includes pre-apprenticeship activities, paid bridge programs, cohort-based learning communities, wraparound support services, and paid internships, culminating in formal apprenticeships as Engineering Aides.

What are the specifics of the program?

The Workforce Development Board of Contra Costa County (WDBCCC) announced an award of a \$5 million grant from the [Biden-Harris Administration's Building Pathways to Infrastructure Jobs Grant Program](#). This significant funding, part of the administration's broader effort to improve job quality and expand access to high-demand careers, will prepare workers for critical infrastructure jobs in civil and transportation engineering.

This initiative builds on a successful pilot launched in Los Angeles which has already transitioned low-income community college job seekers to unsubsidized employment with Caltrans as Student Assistants. We will scale the pilot to include Southern California and the San Francisco Bay Area with expansion to Contra Costa County. The program targets women, low-income students, and individuals from ethnicities underrepresented in Civil and Transportation Engineering. The project anticipates serving 270 participants which starts 10/1/2024 and ends 9/30/2029.

Why is the program important?

Civil engineers touch every aspect of our lives, from our roads to our resources, like water and electricity. Demand for civil engineers is high due to heavy investments in projects like building bridges, laying transit systems, upgrading aging infrastructure, and installing smart grids. Additionally, increased focus on sustainable and renewable energy development requires more civil engineers interested in working in the green economy. Finally, data management projects that will structure and use an agency's enterprise-wide data and information for transportation assets are demanding more engineers who are skilled in data science. The [Caltrans Building Information Modeling \(BIM\) for Infrastructure](#) project is one such effort.

Who are the community partners?

A robust partnership includes three major civil engineering employers, two California State Universities, 11 Community Colleges—including Contra Costa Community College District, regional workforce development boards in northern and southern California, a worker's voice organization, and two workforce intermediaries, the Institute for American Apprenticeships and Growth Sector.

For more details about the program, contact Noramah Burch at nburch@ehsd.cccounty.us.