



# AGENDA REPORT

Library and Community Services

<b>DATE:</b>	August 26, 2025
<b>TO:</b>	Mayor Martinez and Members of the City Council
<b>FROM:</b>	LaShonda White, Deputy City Manager – Community Services Tamara Walker, Deputy Director of Community Services, Employment and Training Division
<b>Subject:</b>	Contract with Contra Costa College to Provide Electrification Career Training and Support Services
<b>FINANCIAL IMPACT:</b>	The proposed \$150,000 expenditure is included within the approved fiscal year 2025-2026 budget, Employment and Training Division (Account String: 12575641-400538).
<b>PREVIOUS COUNCIL ACTION:</b>	None.
<b>STATEMENT OF THE ISSUE:</b>	The Employment and Training Division of Community Services is seeking to enter into a sole source contract with Contra Costa Community College to provide high-quality career training and support services for participants enrolled in an electrification training program called the Richmond Wired for Success Program.
<b>RECOMMENDED ACTION:</b>	APPROVE a sole source contract with Contra Costa Community College to provide high-quality electrification career training and support services for a total not to exceed \$150,000, with a term beginning August 27, 2025, and ending May 31, 2027 – Community Services Department (Tamara Walker 510-307-8006/LaShonda White 510-620-6828).

## **DISCUSSION:**

The Richmond Wired for Success (RWFS) Program will be conducted in partnership with Contra Costa Community College, which will serve as the primary training provider. This effort is part of a broader statewide initiative to improve job quality, foster equitable workforce development, and create upward mobility for workers from disadvantaged or low-income communities.

The California Workforce Development Board (CWDB) and the California Labor and Workforce Development Agency (LWDA), in partnership with the Employment Development Department (EDD) and in collaboration with California Jobs First, announced up to \$2,700,000 in Workforce Innovation and Opportunity Act (WIOA) Governor's Discretionary Funds through the Workforce Accelerator Fund 13 (Accelerator 13) grant program. Accelerator 13 focuses on innovative workforce development projects that align with High Road Training Partnership (H RTP) principles—driving quality jobs, improving job equity, and ensuring long-term economic sustainability for California workers.

As part of this statewide investment, the City of Richmond's Employment and Training Division was awarded \$500,000 in Accelerator 13 grant funds to implement the Richmond Wired for Success Program (Attachment 1). This funding allows the city to transform its existing Electrification Program—previously a two-week introductory course—into a comprehensive semester-long training experience. The expansion addresses both the urgent regional demand for skilled electricians and the future needs of the clean energy economy. By emphasizing renewable energy technologies, the program ensures that graduates possess the skills necessary to thrive in a rapidly evolving labor market.

### **Sole Source Justification**

This contract with Contra Costa Community College (College) will be executed as a sole source agreement because the College was specifically written in the Accelerator 13 grant proposal as the designated training provider (Attachment 2). The College is uniquely qualified to deliver the specialized electrification and renewable energy curriculum required for this program due to:

- Existing workforce development infrastructure and proven track record in training disadvantaged populations for high-demand industries;
- Access to industry-standard facilities, labs, and tools needed to deliver hands-on instruction in electrical and renewable energy technologies;
- Established partnerships with local employers, labor unions, and apprenticeship programs, which are critical to ensuring seamless placement of graduates into registered apprenticeships and quality jobs; and
- Ability to integrate academic, technical, and industry-recognized credential pathways that align with both WIOA and High Road Training Partnership principles.

Employment and Training identified Contra Costa Community College as the sole training partner as they are best suited to meet the program's requirements. Executing a sole source contract ensures compliance with the approved grant plan and aligns with the funder's intent.

### **Innovative Program Approach**

The expanded electrification and clean energy training pathway will incorporate the following innovative elements:

#### **1. Focus on Renewable Energy**

- Specializing in renewable and energy-efficient technologies that meet current labor market demands and prepare participants for emerging trends in sustainable energy.

#### **2. Integrated Curriculum**

- Combining traditional electrical training with advanced topics, such as smart home technology, electrification retrofitting, and energy efficiency, to create a holistic, future-focused learning experience.

#### **3. Hands-On Learning with Industry Partners**

- Partnering with local businesses, labor unions, and utility companies to provide real-world experiences through internships, pre-apprenticeships, and job-shadowing opportunities, enhancing both technical skills and professional networks.

#### **4. Community-Centric Outreach**

- Engaging underserved and historically excluded Richmond communities through tailored outreach initiatives, ensuring equitable access to high-quality training and pathways into well-paying careers.

#### **5. Mentorship and Networking**

- Establishing a mentorship network with local unions, businesses, and community leaders to support participant growth, provide career guidance, and build lasting professional relationships that can lead directly to apprenticeship or employment opportunities.

#### **6. Sustainability Advocacy**

- Preparing graduates to serve as advocates for sustainability within their neighborhoods, creating a ripple effect that encourages broader community engagement with renewable energy practices.

#### **7. Data-Driven Success Metrics**

- Implementing robust performance measurement systems to track participant progress, credential attainment, and job placement outcomes, ensuring continuous improvement and accountability to both funders and the community.

#### **8. Empowerment and Leadership**

- Encouraging graduates to return as mentors for future cohorts, fostering a culture of leadership, peer support, and long-term community investment.

Through this expanded model, 50 program graduates will gain essential, industry-relevant skills and be well-prepared for entry into electrician apprenticeships, clean energy careers, and related high-demand fields. By integrating education, mentorship,

industry collaboration, and sustainability advocacy, Richmond Wired for Success will stand as a High Road Training Partnership model, driving equitable workforce development and strengthening the community's long-term economic resilience.

Under this contract, Contra Costa Community College will deliver the training through its workforce education division, providing instructors, curriculum, facilities, and access to industry-standard tools and labs (Attachment 3). Employment & Training will handle participant recruitment, eligibility determination, and the provision of supportive services such as transportation, childcare, and needs-based stipends. Together, the College and City will coordinate employer engagement to ensure that graduates transition successfully into registered apprenticeships, paid internships, or direct employment opportunities.

Ultimately, this initiative not only addresses the immediate demand for skilled electricians in the region but also creates a sustainable pipeline of diverse, community-based talent that supports Richmond's transition toward a clean energy economy while improving job quality and economic equity for local residents.

#### **SYNERGISTIC POLICIES:**

This item aligns with City Council's Strategic Priority #2: Increase Revenue and Improve Economic Development and implements the following:

- Ensures the program aligns with federal workforce development priorities, including job training, career pathways, and support services for underrepresented populations.
- Supports vocational training, apprenticeships, and job training for high school juniors and seniors, aligning with City Council goals.
- Aligns with state goals for equitable workforce access, especially for historically underserved communities.
- Supports pathways from training to employment, reducing barriers for unemployed and underemployed individuals.

#### **DOCUMENTS ATTACHED:**

Attachment 1 – Award Letter

Attachment 2 – Approved Sole Source Justification

Attachment 3 – Contract with Contra Costa College