

## **Part E: Child Care**

**Describe how the college is going to provide childcare services for CalWORKs students by addressing the following questions.**

- 1. Estimate your current unmet need for child care services for the children of CalWORKs students at your college.**

As part of the initial CalWORKs project there will be a tracking system established to identify the number of students and children. This tracking system is being developed and will be completed by the end of the first cycle. The broad estimate for childcare services is 65-75 children; this number is beyond the capacity of our current Child Development Center. Our center does serve the need of TANF and non-TANF student-parents. The center also serves as a laboratory training facility for Child Development majors.

- 2. Estimate the number of CalWORKs students and number of children who will be provided childcare services through these funds.**

The number of students to be serviced by the CalWork Child Care Allocation is estimated at 40 children (20 day programs + 20 evening programs) per day from January 1, 1998 - June 30, 1998. The cost for this on campus childcare is approximately \$100,000. The remaining \$34,000 can be used to issue vouchers for off campus child care for a minimum of twelve children for full day care for 6 months.

- 3. How will the college provide additional spaces in either existing or expanded college childcare and development services programs?**

First, children of CalWORKs students will be placed in available slots in the college's current Evening Childcare Program. We estimate that there will be 10 spaces for children ages 3-5 and 7 spaces for children ages 6-12 between 5 and 7 p.m., and 10 spaces for children ages 3-5 and 5 spaces for children ages 6-12 between 7 and 10 p.m. Monday through Thursday.

The college will coordinate a voucher program with the Contra Costa County Child Care Council. CalWORKs students whose childcare needs cannot be met on campus will be referred to the local childcare council for placement of their children. Infants will be placed in quality family day care.

The college has applied for a Child Care Facility Grant which would increase the current capacity for childcare. Funds will provide two portables that would serve 48 preschoolers aged 3-5 (from 1-7 p.m., the hours of most intense CalWORKs training).

## **Part E: ChildCare (continued)**

- 4. How will the college collaborate with the county departments of social services, child care local planning councils, resource and referral agencies, and other subsidized child care resources to provide child care services to CalWORKs students?**

The college is applying for a position on the local childcare Planning Council. The Department Chair in the Child Development program will hopefully be selected. Our local resource and referral agency, the Childcare Council, has agreed to place our college CalWORKs students in the community. They will operate the entire program of parent vouchers and be paid an appropriate administration fee.

We will collaborate with the Department of Social Services by continuing to attend its meetings and keeping it abreast of how we are utilizing our child care funds so that way we can better insure CalWORKs students on our campus use college CalWORKs funds before accessing Department of Social Services child care funds.

- 5. Describe the innovative uses of the funds to expand the breadth of childcare and development services by age, non-traditional time periods, wrap around services, etc.**

Our current on campus facility will expand the school age childcare program in the evening to provide seven additional slots for children ages 5 years old - 12 years old.

Training programs/classes for parents are being planned as an afternoon and possibly weekend academy, therefore providing some access to the use of the current Child Development Center on campus. Through collaboration with local resource and referral agencies, we will be in a position to provide parent vouchers for off campus childcare and wrap around services.

Collaboration of this type between the local Child Care Council (Resource and Referral) and LMC is an example of a new and innovative approach to meeting the needs of CalWORKs families. In addition, wrap around services are being explored with our local Head Start Agency, state funded agencies to provide child care on campus. These services can be provided with the acquisition of portables.

## **Part E: Child Care (continued)**

### **6. How will the college coordinate the provision of childcare services through the on-campus centers or parental vouchers?**

We will hire a coordinator out of the administrative funds who will be responsible for placing students in existing childcare slots and also work with the Child Care Council to insure prompt placement of children using parental vouchers.

---

### **7. Describe the quality standards used for child care and development services at your college and for off-campus referrals.**

All childcare facilities must meet Title XXII state licensing requirements for teacher to child ratios. The ratio of infants to caregivers will be 4:1, toddlers to caregivers 6:1 preschoolers 12:1, and school age 14:1. Caregivers will meet requirements for the California State Children's Center Permit (see attached form). Standards for program organization and curriculum will be congruent with the National Association for the Education of Young Children's Developmentally Appropriate Practice in Early Childhood Programs. Approved practices for the children include:

- Materials and time for children to explore.
- Selection of their own activities from a variety of learning areas.
- Working individually or in small, informal groups most of the time.
- Learning activities with material and people relevant to their own life experience.
- Stimulation of learning in all developmental areas—physical, social, emotional and intellectual
- Development of confident, knowledgeable self-images, regardless of cultural and ethnic backgrounds, gender, or socioeconomic classes.
- Acquire empathy for others.
- Developing ability to stand up for themselves and others in discriminatory situations.

### **8. What steps will be taken to reduce the costs to come within the maximum CDE reimbursement rate the second year of implementation if your costs exceed the CDE reimbursement rate (no more than 15%) for the first year of implementation?**

We would only need excess expenditures up to 15% for initial startup costs for equipment, supplies, and possibly a program not operating at full capacity. The initial costs would only be a one-time expenditure. If we were not at full capacity, we could increase our advertising and collaborative efforts with the Department of Social Services to bring the program to full capacity.

California Community Colleges  
CalWORKs Unit  
1107 Ninth Street  
Sacramento, CA 95814

**Appendix F: Part 3A**  
**Budget for CalWORKs Funding by Program Category**

Community College: Los Medanos College

<b>Program Category</b>		<b>Amount Budgeted</b>
Curriculum Development and Redesign	\$	46637
Coordination	\$	75787
Job Development/Job Placement	\$	17489
Work Study	\$	163233
Child Care	\$	279828
Instruction	\$	0
<b>TOTAL</b>	<b>\$</b>	<b>582974</b>

**Appendix F: Part 3B**  
**Budget for CalWORKs Funding by Budget Category**

<b>Category</b>		<b>Budget</b>
<b>1000 Certificated Services</b>		
Instructional Services	\$	28120
Student Support Services	\$	18000
Program Coordination	\$	28680
<b>2000 Classified Salaries</b>		
Instructional Services	\$	0
Non-Instructional	\$	60111
<b>3000 Employee Benefits</b>	\$	13463
<b>4000 Supplies &amp; Materials</b>	\$	8363
<b>5000 Other Operating Expenses &amp; Services</b>	\$	17950
<b>6000 Capital Outlay</b>	\$	7200
<b>7000 Direct Student Payments</b>	\$	401087
<b>TOTAL BUDGET</b>	<b>\$</b>	<b>582974</b>

This is to certify that the above information has been prepared in accordance with applicable Federal and State regulations. To the best of my knowledge, the information is correct.

District Business Officer's Signature

Date



**College: Los Medanos College**

**Appendix F: Part 4  
CalWORKs Program Contact List**

Throughout the year, the Chancellor's Office will be providing updates regarding welfare reform and the CalWORKS Program in the community colleges through workshops, newsletters, and e-mail updates. To facilitate communication about the program between the Chancellor's Office and your college, please identify the following contact persons. We understand that in some cases, the same person may be the contact person for more than one area.

**(THE LOS MEDANOS COLLEGE TELEPHONE NUMBER IS (510) 439-2181. THE ADDRESS IS 2700 EAST LELAND ROAD, PITTSBURG, CA 94565. ALL CONTACT PERSONS CAN BE REACHED AT THIS NUMBER AND ADDRESS UNLESS OTHERWISE STATED.)**

**Primary CalWORKs Contact Person:** has overall program or administrative responsibility for the CalWORKs Program and is the contact person for questions about the application for funding:

**NAME:** Peter Garcia, Dean of Economic Development, X203/255, [pgarcia@ccnet.com](mailto:pgarcia@ccnet.com)  
William Kester, Vice President of Academic and Student Affairs, X116, [wkester@ccnet.com](mailto:wkester@ccnet.com)  
Sandra Trujillo-Holman, X372, Director of Instructional Support, [sholman@ccnet.com](mailto:sholman@ccnet.com)

**Fiscal CalWORKs Contact Person:** has fiscal responsibility for the program including the development of the budget and the expenditure reports:

**NAME:** Bruce Cutler, Director of Business Services, X206

**Work/Study Program Contact Person:** has primary program responsibility for implementing the work/study program for CalWORKs recipients:

**NAME:** Art Alatorre, Director of Enrollment Management, X121, [alatorre@ccnet.com](mailto:alatorre@ccnet.com)

**Child Care Contact Person:** has primary program responsibility for providing child care for CalWORKS recipients:

**NAME:** Veronica Flagg, Dean of Occupational Education, X285, [veroni@ccnet.com](mailto:veroni@ccnet.com)

**Job Development/Job Placement Person:** has primarily responsibility for developing paid and unpaid work experience for CalWORKS recipients while they are enrolled in college and after they complete their education program:

**NAME:** Art Alatorre, Director of Enrollment Management, X121, [alatorre@ccnet.com](mailto:alatorre@ccnet.com)

**Curriculum Development and Redesign Contact Person:** has primary responsibility for overseeing curriculum development and redesign for college:

**NAME:** Veronica Flagg, Dean of Occupational Education, X285, [veroni@ccnet.com](mailto:veroni@ccnet.com)

## **CalWORKS Program Contact List**

### **Page 2**

**Coordination with County Welfare Department:** has primary responsibility for coordinating the colleges program for welfare recipients with county welfare department:

**NAME:** Peter Garcia, Dean of Economic Development, X203/255, pgarcia@ccnet.com

**Program Accountability Contact Person:** has primary responsibility for tracking student progress and providing accountability reporting information to the Chancellor's Office:

**NAME:** Frank Baratta, Director of Research, Contra Costa Community College District,  
500 Court Street, Martinez, CA 94553, (510) 229-1000 X271,  
fsbrne@ccnet.com

**Other College Contact Persons:** other faculty and staff who participate in CalWORKS program and want to be included on the mailing list:

**NAME:** Linda Collins, Academic Senate President, X155/144, lcollins@ccnet.com

S:\EVERYONE\CONPLANTASKLIST

## **Appendix F**

### **Application for CalWORKs Funding**

To apply to receive CalWORKs program funding, complete Appendix F, "Application for CalWORKs Funding, and return the application postmarked by **November 14, 1997** to:

Dr. Connie Anderson, Coordinator  
CalWORKs Unit  
California Community Colleges  
1107 9th Street  
Sacramento, CA. 95814

Contact Connie Anderson if you have questions about the application at her e-mail address: [canderso@cc1.cccco.edu](mailto:canderso@cc1.cccco.edu) or by phone at (916) 324-2353.

#### **A completed application includes:**

  X   Appendix F, Part 1, "Certification"

  X   Appendix F, Part 2, the narrative "Plan for the CalWORKs Program"

  X   A1 & A2, "Curriculum Development and Redesign"  
  X   B1 & B2, "Coordination"  
  X   C1 & C2, "Job Development/Job Placement"  
  X   D, "Work Study"  
  X   E, "Child Care"  
N/A F, "Instruction"

  X   Appendix F, Part 3, "Budget"

  X   Appendix F, Part 4, "Contact List"

# Attachment C

**Contra Costa County**  
**1997-98 Instructional and Job Training Services**  
**Provided by Adult Education and ROP**

School	Course	Basic Academic Skills/Literacy Course	Job Training Course	Total Course Hours	Hours per week A.M.	Hours per week P.M.	Includes Open Entry	Includes On Job Training	Includes Apprenticeship	Includes Internship
Martinez District Adult Ed	ESL	x		-	15	8	x			
	GBD Prep	x		-			x			
	Adult Basic Education	x		-	15		x			
	Accounting Clerk		x	900	30		x			
	Accounting Specialist		x	1200	30		x			
	Administrative Clerk		x	900	30		x			
	Administrative Specialist		x	1200	30		x			
	AutoCAD Drafter/Designer		x	600	20					
	CNA (Cert. Novell Admin)		x	40	40					
	CNE (Cert. Novell Engineer)		x	375	35					
	Computer Operations Clerk		x	900	30		x			
	Construction/Project Manager		x	600	20		x			
	Customer Service Rep.		x	600	30		x			
	Data Entry Technician		x	600	30		x			
	Exhaust Emissions Inspector		x	120		12				
	Medical Front Office		x	900	30		x			
	Medical Secretary		x	1050	30		x			
	Medical Transcriptionist		x	900	30		x			
	Office Assistant		x	600	30		x			
	PBX/Console Operator		x	600	30		x			
	Transcription Clerk		x	900	30		x			
	Word Processing Operator		x	600	30					
	Lens Dispensing Optician		x	600	20		x			extern

High School Diploma X  
 Administration of  
 Justice/Security Guard X 100

10-12  
 (some weekend  
 hours)

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

School	Course	Basic Academic Skills/Literacy Course	Job Training Course	Total Course Hours	Hours per week A.M.	Hours per week P.M.	Includes Open Entry	Includes On Job Training	Includes Apprenticeship	Includes Internship
Acalanes District Adult Ed	ESL Floral Design Antique Clock Repair Computer Applications	x	x	270 30 30 30	3 3	3	x			
Antioch District Adult Ed	ESL GED Prep Cafeeteria Worker Child Center Worker Pharmacy Tech	x x	x	1584 960 1200 360 360	18  20 10 7	15 20 10  3	x x x x	x x x	x x x	x  x x
Liberty District Adult Ed	ESL GED Prep Adult Basic Education General Studies (High School) Citizenship	x x x x x		1296 684 684 436 216	15 4 15	36 4 4 12 6	x x x	x		
Other Services:	Adult Independent Study Career Exploration Job Readiness Vocational Testing	x x x	x	540 120 120 36	15 3 3 1		x x x			

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

School	Course	Basic Academic Skills/Literacy Course	Job Training Course	Total Course Hours	Hours per week A.M.	Hours per week P.M.	Includes Open Entry	Includes On Job Training	Includes Apprenticeship	Includes Internship
Acalanes District Adult Ed	ESL Floral Design Antique Clock Repair Computer Applications	x	x x	270 30 30 30	3 3	3	x			
Antioch District Adult Ed	ESL GED Prep Cafeeteria Worker Child Center Worker Pharmacy Tech	x x	x x	1584 960 1200 360 360	18  20 10 7	15 20 10 3	x x x x x	x x x x x	x x x x x	 x x x x
Liberty District Adult Ed	ESL GED Prep Adult Basic Education General Studies (High School) Citizenship	x x x x		1296 684 684 436 216	 15 15	36 4 4 12 6	x x x  x	 x		
Other Services:	Adult Independent Study Career Exploration Job Readiness Vocational Testing	x x  x	 x	540 120 120 36	15 3 3 1		x x x			

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

[illegible]



**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

[illegible]

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

[illegible]

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

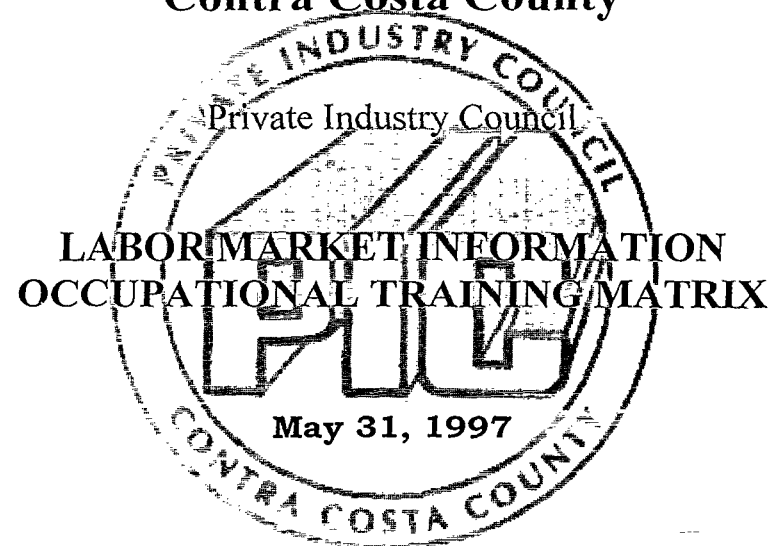
[illegible]

**Contra Costa County  
1997-98 Instructional and Job Training Services  
Provided by Adult Education and ROP**

[illegible]

# Attachment D

# Contra Costa County



*This matrix includes only those courses/classes that are available in Contra Costa County.*

Date: May 31, 1997

## Occupational Training Matrix

	Occupations												
	Accountants & Auditors	Accounts Payable Clerks	Accounts Receivable Clerks	Administrative Assistants	Aerobics Instructors	Airline Flight Dispatchers	Pilots	Alarm Installers	Architects	Auto Body & Related Repairers	Automotive Mechanics	Technicians	Barbers
Training Providers													
Access USA Computer Training Centre		•	•	•									
ACTech Institute				•									
American Institute of Massage Therapy													
Antioch Adult School													
Breakaway Travel School													
CSU, Hayward-Contra Costa Campus	•												
Chapman University													
Class A Truck School													
Coastal Diving Academy													
Continental Training Center													
Contra Costa College		•	•	•					•	•	•		
Delta Beauty College													
Diablo Valley College	•	•	•	•					•				
East Bay Inst. of Bus. & Legal Training		•	•	•									
Foundation College													
Golden Gate University													
Heald College - School of Business													
Heald College - School of Technology													
Heat & Frost Insulators J.A.T.C.													
Helicopter Adventures, Inc.							•						
John F. Kennedy University													
Kaiser Permanente School of Radiology													
KRCK School of Broadcasting													
Liberty High Alternative Education													
Los Medanos College			•	•									
Martinez Adult School/Tech. Center		•	•	•								•	
Mason McDuffie Real Estate School													
Mt. Diablo Adult Ed., Loma Vista		•	•	•									
Mt. Diablo Vocational Service Training		•	•	•									
Navajo Aviation						•	•						
Pacific States Aviation							•						
Phlebotomy Plus													
Pittsburg Adult Education Center		•	•										
Quick Learning School													
Regional Occupational Program		•	•	•	•					•	•	•	
Rosebridge Grad. Sch. of Int. Psych.													
Rubicon Programs, Inc.													
St. Mary's College	•												
Tapers & Painters Apprenticeship Sch.													
UA Local 159 Plumbers/Steamfitters													
UC Berkeley-University Extension													
University of Phoenix	•												
U of SF-College of Professional Studies													
West Contra Costa Adult Education		•	•	•									
Western College Travel Careers, Inc.													
World Vision Coll. of Cosmetology, Inc.													•
Worldwide Educational Services		•	•	•				•					
Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.													

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

te: May 31, 1997

# Occupational Training Matrix

Contra Costa County Training Providers	Beautician, Cosmetician	Billing, Cost & Rate Clerks	Biotechnologists	Boilermakers	Occupations Bookkeeping, Acct'g & Auditing Clerks	Bread & Pastry Bakers	Buyers & Purchasers	Cabinetmakers, Installers, Bench Carpenters	CAD Draft-persons	Carpenters	Central Supply Technicians
Ac Tech Institute											
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus											
Chapman University											
Class A Truck School											
Coastal Diving Academy											
Continental Training Center											
Contra Costa College											
Delta Beauty College											
Diablo Valley College											
East Bay Inst. of Bus. & Legal Training											
Foundation College											
Golden Gate University											
Heald College - School of Business											
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.											
Helicopter Adventures, Inc.											
John F. Kennedy University											
Kaiser Permanente School of Radiology											
KRCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College											
Martinez Adult School/Tech. Center											
Mason McDuffie Real Estate School											
Mt. Diablo Adult Ed. Loma Vista											
Mt. Diablo Vocational Service Training											
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus											
Pittsburg Adult Education Center											
Quick Learning School											
Regional Occupational Program											
Rosebridge Grad. Sch. of Int. Psych.											
Rubicon Programs, Inc.											
St. Mary's College											
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Steamfitters											
UC Berkeley-University Extension											
University of Phoenix											
U of SF College of Professional Studies											
West Contra Costa Adult Education											
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.											
Worldwide Educational Services											

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.



Date: May 31, 1997

Occupational Training Matrix

Contra Costa County Training Providers	Occupations									
	Chemical Plant & Systems Operators	Civil Engineering Technicians & Technologists	Commercial Pilots	Animators	Assemblers	Engineers	Network Admin.	Computer Network Specialists	Operator	Programmers
Access USA Computer Training Centre							•		•	•
ADTech Institute								•		
American Institute of Massage Therapy										
Antioch Adult School										
Breakaway Travel School										
CSU, Hayward-Contra Costa Campus										
Chapman University										
Class A Truck School										
Coastal Diving Academy										
Continental Training Center				•		•			•	
Contra Costa College		•			•	•		•	•	•
Delta Beauty College										
Diablo Valley College		•						•		•
East Bay Inst. of Bus. & Legal Training										
Foundation College							•	•		•
Golden Gate University						•				
Heald College - School of Business									•	
Heald College - School of Technology								•		•
Heat & Frost Insulators J.A.T.C.										
Helicopter Adventures, Inc.			•							
John F. Kennedy University										
Kaiser Permanente School of Radiology										
KRCK School of Broadcasting										
Liberty High Alternative Education							•			
Los Medanos College										
Martinez Adult School/Tech. Center				•		•	•	•	•	
Mason McDuffie Real Estate School										
Mt. Diablo Adult Ed., Loma Vista										•
Mt. Diablo Vocational Service Training									•	
Navajo Aviation										
Pacific States Aviation			•							
Phlebotomy Plus										
Pittsburg Adult Education Center										•
Quick Learning School										
Regional Occupational Program	•	•		•	•		•	•	•	•
Rosebridge Grad. Sch. of Int. Psych.										
Rubicon Programs, Inc.										
St. Mary's College										
Tapers & Painters Apprenticeship Sch.										
UA Local 159 Plumbers/Steamfitters										
UC Berkeley-University Extension						•				
University of Phoenix										
U of SF-College of Professional Studies										
West Contra Costa Adult Education									•	
Western College Travel Careers, Inc.										
World Vision Coll. of Cosmetology, Inc.										
Worldwide Educational Services					•		•	•	•	•

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupation

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations												
	Skills Instructors	Computer Software Support	Sys. Mgrs.	Techs	Estimators	Mgrs.	Construction Supervisors	Bldg Inspectors	Cooks, Institution Cafeteria, Rest.	Cosmetology Instructors	Custodians	Customer Svc Reps	Data Entry Keyers/Clerks
Access USA Computer Training Centre	•	•		•								•	
ACTech Institute		•		•									
American Institute of Massage Therapy													
Antioch Adult School									•				
Breakaway Travel School													
CSU, Hayward-Contra Costa Campus													
Chapman University													
Class A Truck School													
Coastal Diving Academy													
Continental Training Center		•	•	•									•
Contra Costa College									•				•
Delta Beauty College													
Diablo Valley College		•				•	•	•	•		•	•	•
East Bay Inst. of Bus. & Legal Training		•	•	•									•
Foundation College													
Golden Gate University													
Heald College - School of Business													•
Heald College - School of Technology				•									
Heat & Frost Insulators J.A.T.C.													
Helicopter Adventures, Inc.													
John F. Kennedy University													
Kaiser Permanente School of Radiology													
KRCK School of Broadcasting													
Liberty High Alternative Education													
Los Medanos College													•
Martinez Adult School/Tech. Center			•		•	•						•	•
Mason McDuffie Real Estate School													
Mt. Diablo Adult Ed., Loma Vista				•							•		•
Mt. Diablo Vocational Service Training												•	•
Navajo Aviation													
Pacific States Aviation													
Phlebotomy Plus													
Pittsburg Adult Education Center													
Quick Learning School													
Regional Occupational Program				•					•	•	•	•	•
Rosebridge Grad. Sch. of Int. Psych.									•	•	•	•	•
Rubicon Programs, Inc.									•		•		
St. Mary's College													
Tapers & Painters Apprenticeship Sch.													
UA Local 159 Plumbers/Steamfitters													
UC Berkeley-University Extension													
University of Phoenix													
U of SF-College of Professional Studies													
West Contra Costa Adult Education													•
Western College Travel Careers, Inc.													
World Vision Coll. of Cosmetology, Inc.										•			
Worldwide Educational Services				•								•	•

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations													
	Daycare & Childcare Wkrs.	Asst.	Hygienists	Dental Lab Techs	Radiology Techs	Desktop Publishers	Drafters	Assemblers	Electrical & Electronic Engrs.	Eqmt. Repairers	Techs	EKG Techs	EMT Techs	Engrg, Math & Nat. Sciences Mgrs
Access USA Computer Training Centre						•								
ACTech Institute														
American Institute of Massage Therapy														
Antioch Adult School	•													
Breakaway Travel School														
CSU, Hayward-Contra Costa Campus									•					
Chapman University														
Class A Truck School														
Coastal Diving Academy														
Continental Training Center														
Contra Costa College	•	•				•	•	•		•	•			
Delta Beauty College														
Diablo Valley College	•	•	•	•							•			
East Bay Inst. of Bus. & Legal Training						•								
Foundation College										•	•			
Golden Gate University									•					•
Heald College - School of Business														
Heald College - School of Technology									•	•	•			
Heat & Frost Insulators J.A.T.C.														
Helicopter Adventures, Inc.														
John F. Kennedy University														
Kaiser Permanente School of Radiology														
KRCK School of Broadcasting														
Liberty High Alternative Education														
Los Medanos College										•	•			
Martinez Adult School/Tech. Center							•							
Mason McDuffie Real Estate School														
Mt. Diablo Adult Ed., Loma Vista		•			•	•					•	•		
Mt. Diablo Vocational Service Training														
Navajo Aviation														
Pacific States Aviation														
Phlebotomy Plus														
Pittsburg Adult Education Center														
Quick Learning School														
Regional Occupational Program	•					•	•	•		•	•			
Rosebridge Grad. Sch. of Int. Psych.														
Rubicon Programs, Inc.														
St. Mary's College														
Tapers & Painters Apprenticeship Sch.														
UA Local 159 Plumbers/Steamfitters														
UC Berkeley-University Extension									•					
University of Phoenix														•
U of SF-College of Professional Studies									•					
West Contra Costa Adult Education														
Western College Travel Careers, Inc.														
World Vision Coll. of Cosmetology, Inc.														
Worldwide Educational Services								•		•	•			

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Facilities		Occupations								
	Technicians	Managers	Financial Managers	Firefighters	First Line Supervisors & Managers/Supervisors-Sales	Fitness Trainers	Flight Instructors	Food Preparation Workers	Food Service Managers	Front Office Clerks	Gardeners & Groundskeepers
Access USA Computer Training Centre											
ACTech Institute											
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus											
Chapman University											
Class A Truck School											
Coastal Diving Academy											
Continental Training Center											
Contra Costa College											
Delta Beauty College											
Diablo Valley College											
East Bay Inst. of Bus. & Legal Training											
Foundation College											
Golden Gate University											
Heald College - School of Business											
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.											
Helicopter Adventures, Inc.											
John F. Kennedy University											
Kaiser Permanente School of Radiology											
KRCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College											
Martinez Adult School/Tech. Center											
Mason McDuffie Real Estate School											
ML Diablo Adult Ed., Loma Vista											
Mt. Diablo Vocational Service Training											
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus Center											
Quick Learning School											
Regional Occupational Program											
Rosebridge Grad. Sch. of Int. Psych.											
Rubicon Programs, Inc.											
St. Mary's College											
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Steamfitters											
UC Berkeley-University Extension											
University of Phoenix											
U of SF-College of Professional Studies											
West Contra Costa Adult Education											
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.											
Worldwide Educational Services											
Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupa											

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupa

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations							
	General Managers & Top Executives	Graphic Arts Designer & Technicians	Guards & Watch Guards	Hairdressers, Hair- Stylists & Cosmetologists	Hazardous Materials Technicians/Managers	Helicopter Flight Instructors	Home Health Care Workers (Aides)	Horticulturists Hospital Technicians
Access USA Computer Training Centre		•						
ACTech Institute								
American Institute of Massage Therapy								
Antioch Adult School								
Breakaway Travel School								
CSU, Hayward-Contra Costa Campus	•							
Chapman University	•							
Class A Truck School								
Coastal Diving Academy								
Continental Training Center								
Contra Costa College		•	•	•				
Delta Beauty College				•				
Diablo Valley College					•			•
East Bay Inst. of Bus. & Legal Training		•	•					
Foundation College								
Golden Gate University	•							
Heald College - School of Business								
Heald College - School of Technology								
Heat & Frost Insulators J.A.T.C.								
Helicopter Adventures, Inc.						•		
John F. Kennedy University	•							
Kaiser Permanente School of Radiology								
KRCK School of Broadcasting								
Liberty High Alternative Education								•
Los Medanos College		•		•				
Martinez Adult School/Tech. Center								
Mason McDuffie Real Estate School								
Mt. Diablo Adult Ed., Loma Vista							•	•
Mt. Diablo Vocational Service Training								
Navajo Aviation								
Pacific States Aviation								
Philabotomy Plus								
Pittsburg Adult Education Center							•	
Quick Learning School								
Regional Occupational Program		•	•	•				•
Rosebridge Grad. Sch. of Int. Psych.								
Rubicon Programs, Inc.								
St. Mary's College	•							
Tapers & Painters Apprenticeship Sch.								
UA Local 159 Plumbers/Steamfitters								
UC Berkeley-University Extension								
University of Phoenix								
U of SF-College of Professional Studies	•							
West Contra Costa Adult Education								
Western College Travel Careers, Inc.								
World Vision Coll. of Cosmetology, Inc.				•				
Worldwide Educational Services								

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.



Date: May 31, 1997

## Occupational Training Matrix

Occupations											
Contra Costa County Training Providers	Hotel Catering Managers	Hotel Managers	Hotel Housekeepers	Human Resources Occupations	Human Service Workers	Industrial Truck & Tractor (Forklift) Drivers	Instructional Aides	Insulation Installers	Clerks	Insurance Broker/Agents	Internet Web Administrators
Access USA Computer Training Centre							•				•
Ac Tech Institute											
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus		•		•	•						
Chapman University				•	•						
Class A Truck School						•					
Coastal Diving Academy											
Continental Training Center											
Contra Costa College											
Delta Beauty College											
Diablo Valley College	•	•					•				
East Bay Inst. of Bus. & Legal Training											
Foundation College											
Golden Gate University				•							
Heald College - School of Business											
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.								•			
Helicopter Adventures, Inc.					•						
John F. Kennedy University											
Kaiser Permanente School of Radiology											
KROCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College											
Martinez Adult School/Tech. Center											•
Mason McDuffie Real Estate School											
Mt. Diablo Adult Ed. - Loma Vista							•				
Mt. Diablo Vocational Service Training											
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus											
Pittsburg Adult Education Center										•	
Quick Learning School										•	
Regional Occupational Program			•								
Rosebridge Grad. Sch. of Int. Psych.					•						
Rubicon Programs, Inc.											
St. Mary's College					•						
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Steamfitters				•							
UC Berkeley-University Extension											
University of Phoenix											
U of SF-College of Professional Studies				•							
West Contra Costa Adult Education											
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.											
Worldwide Educational Services										•	

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occup

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Interviewing & Admitting Clerks	Inventory Clerks	Janitors & Cleaners	Journalists	Land/Water Net- work Mgrs.	Landscapers	Law Enforce- ment Officers	Paralegal	Legal Secretaries	Transcriptionists	Library Technicians	Licensed Voca- tional Nurses	Light Truck & Delivery Drivers
Access USA Computer Training Centre													
ACTech Institute													
American Institute of Massage Therapy													
Antioch Adult School													
Breakaway Travel School													
CSU, Hayward-Contra Costa Campus													
Chapman University													
Class A Truck School													
Coastal Diving Academy													
Continental Training Center													
Contra Costa College													
Delta Beauty College													
Diablo Valley College													
East Bay Inst. of Bus. & Legal Training													
Foundation College													
Golden Gate University													
Heald College - School of Business													
Heald College - School of Technology													
Heat & Frost Insulators J.A.T.C.													
Helicopter Adventures, Inc.													
John F. Kennedy University													
Kaiser Permanente School of Radiology													
KRCK School of Broadcasting													
Liberty High Alternative Education													
Los Medanos College													
Martinez Adult School/Tech. Center													
Mason McDuffie Real Estate School													
Mt. Diablo Adult Ed. Loma Vista													
Mt. Diablo Vocational Service Training													
Navajo Aviation													
Pacific States Aviation													
Phlebotomy Plus													
Pittsburg Adult Education Center													
Quick Learning School													
Regional Occupational Program													
Rosebridge Grad. Sch. of Int. Psych.													
Rubicon Programs, Inc.													
St. Mary's College													
Tapers & Painters Apprenticeship Sch.													
UA Local 159 Plumbers/Steamfitters													
UC Berkeley-University Extension													
University of Phoenix													
U of SF-College of Professional Studies													
West Contra Costa Adult Education													
Western College Travel Careers, Inc.													
World Vision Coll. of Cosmetology, Inc.													
Worldwide Educational Services													

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Litigation Assistants	Loan Agents	Loan Officers & Counselors	Loss Pre- vention Agents	Machinists	Manicurists	Marketing, Advertising & Public Relations Managers	Marketing, Merchandisers	Marriage, Family & Child Counselors	Massage Therapists	Medical & Clinical Lab. Assistants
Access USA Computer Training Centre											
ACTech Institute											
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus											
Chapman University											
Class A Truck School											
Coastal Diving Academy											
Continental Training Center											
Contra Costa College											
Delta Beauty College											
Diablo Valley College											
East Bay Inst. of Bus. & Legal Training											
Foundation College											
Golden Gate University											
Heald College - School of Business											
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.											
Helicopter Adventures, Inc.											
John F. Kennedy University											
Kaiser Permanente School of Radiology											
KRCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College											
Martinez Adult School/Tech. Center											
Mason McDuffie Real Estate School											
Mt. Diablo Adult Ed., Loma Vista											
Mt. Diablo Vocational Service Training											
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus											
Pittsburg Adult Education Center											
Quick Learning School											
Regional Occupational Program											
Rosebridge Grad. Sch. of Int. Psych.											
Rubicon Programs, Inc.											
St. Mary's College											
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Steamfitters											
UC Berkeley-University Extension											
University of Phoenix											
U of SF-College of Professional Studies											
West Contra Costa Adult Education											
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.											
Worldwide Educational Services											

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupat



Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations											
	Lab. Technician	Assistants	Billing Clerks	Records Technicians	Medical Secretaries	Transcriptionists	Ward Clerks/Unit Sec	MIS Managers, Supervisors	Multi-media Specialists	Nurse Aides	Nursery Worker	Painters
Access USA Computer Training Centre												
ACTech Institute												
American Institute of Massage Therapy												
Antioch Adult School												
Breakaway Travel School												
CSU Hayward-Contra Costa Campus												
Chapman University												
Class A Truck School												
Coastal Diving Academy												
Continental Training Center												
Contra Costa College												
Delta Beauty College												
Diablo Valley College												
East Bay Inst. of Bus. & Legal Training												
Foundation College												
Golden Gate University												
Heald College - School of Business												
Heald College - School of Technology												
Heat & Frost Insulators J.A.T.C.												
Helicopter Adventures, Inc.												
John F. Kennedy University												
Kaiser Permanente School of Radiology												
KRCK School of Broadcasting												
Liberty High Alternative Education												
Los Medanos College												
Martinez Adult School/Tech. Center												
Mason McDuffie Real Estate School												
Mt. Diablo Adult Ed., Loma Vista												
Mt. Diablo Vocational Service Training												
Navajo Aviation												
Pacific States Aviation												
Phlebotomy Plus												
Pittsburg Adult Education Center												
Quick Learning School												
Regional Occupational Program												
Rosebridge Grad. Sch. of Int. Psych.												
Rubicon Programs, Inc.												
St. Mary's College												
Tapers & Painters Apprenticeship Sch.												
UA Local 159 Plumbers/Steamfitters												
UC Berkeley-University Extension												
University of Phoenix												
U of SF-College of Professional Studies												
West Contra Costa Adult Education												
Western College Travel Careers, Inc.												
World Vision Coll. of Cosmetology, Inc.												
Worldwide Educational Services												

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations										
	Paramedics	Paramedical Examiners	Patient Coordinators	PBM Console Operators	Personnel Training & Labor Relations Managers	Pharmacy Technicians	Phlebotomists Phlebo. Techns	Photographers Photo-Journalists	Physical Therapist Assistants/Aides	Pipefitters	Plumbers
Access USA Computer Tr											
ACTech Institute											
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus											
Chapman University											
Class A Truck School											
Coastal Diving Academy											
Continental Training Center											
Contra Costa College											
Delta Beauty College											
Diablo Valley College											
East Bay Inst. of Bus. & Legal Training											
Foundation College											
Golden Gate University											
Heald College - School of Business											
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.											
Helicopter Adventures, Inc.											
John F. Kennedy University											
Kaiser Permanente School of Radiology											
KRCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College											
Martinez Adult School/Tech. Center											
Mason McDuffie Real Estate School											
Mt. Diablo Adult Ed., Loma Vista											
Mt. Diablo Vocational Service Training											
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus											
Pittsburg Adult Education Center											
Quick Learning School											
Regional Occupational Program											
Rosebridge Grad. Sch. of Int. Psych.											
Rubicon Programs, Inc.											
St. Mary's College											
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Jeanfitters											
UC Berkeley-University Extension											
University of Phoenix											
U of SF-College of Professional Studies											
West Contra Costa Adult Education											
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.											
Worldwide Educational Services											

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occ

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations											
	Property Managers	Psychologists	Announcers	Radio Broadcast Technicians	Radiology Aides	Radiologic Tech- nologists-Diagnostic	Real Estate Agents/Brokers	Receptionists & Information Clerks	Recording Engineers	Recreation Occupations	Registered Nurses	Restaurant Cooks
Access USA Computer Training Centre								•				
ACTech Institute								•				
American Institute of Massage Therapy												
Antioch Adult School												•
Breakaway Travel School												
CSU, Hayward-Contra Costa Campus											•	
Chapman University		•										
Class A Truck School												
Coastal Diving Academy												
Continental Training Center												
Contra Costa College						•	•	•				•
Delta Beauty College												
Diablo Valley College							•	•				•
East Bay Inst. of Bus. & Legal Training								•				
Foundation College												
Golden Gate University												
Heald College - School of Business								•				
Heald College - School of Technology												
Heat & Frost Insulators J.A.T.C.												
Helicopter Adventures, Inc.												
John F. Kennedy University		•										
Kaiser Permanente School of Radiology						•						
KRCK School of Broadcasting			•									
Liberty High Alternative Education												
Los Medanos College							•	•	•		•	
Martinez Adult School/Tech. Center							•	•				
Mason McDuffie Real Estate School							•					
Mt. Diablo Adult Ed. Loma Vista						•		•				
Mt. Diablo Vocational Service Training								•				
Navajo Aviation												
Pacific States Aviation												
Phlebotomy Plus												
Pittsburg Adult Education Center								•				
Quick Learning School												
Regional Occupational Program				•	•			•				•
Rosebridge Grad. Sch. of Int. Psych.		•										•
Rubicon Programs, Inc.												•
St. Mary's College		•								•	•	
Tapers & Painters Apprenticeship Sch.												
UA Local 159 Plumbers/Steamfitters												
UC Berkeley-University Extension												
University of Phoenix											•	
U of SF-College of Professional Studies												
West Contra Costa Adult Education								•				
Western College Travel Careers, Inc.												
World Vision Coll. of Cosmetology, Inc.								•				
Worldwide Educational Services	•							•				

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations										
	Restaurant Managers	Retail Sales, First Line Supervisors & Managers	Salespersons Retail	Scuba Diving Instructors	Secretaries	Security System Installers	Small Business Owners/Mgrs.	Special Education Teachers	Stock Clerks (Warehouse Workers)	Surveyors	Teachers Kindergarten
Access USA Computer Training Centre					•						
AC Tech Institute					•						
American Institute of Massage Therapy											
Antioch Adult School											
Breakaway Travel School											
CSU, Hayward-Contra Costa Campus	•						•	•			•
Chapman University								•			•
Class A Truck School											
Coastal Diving Academy				•							
Continental Training Center											
Contra Costa College			•		•		•				
Delta Beauty College											
Diablo Valley College	•	•	•		•		•			•	
East Bay Inst. of Bus. & Legal Training					•						
Foundation College											
Golden Gate University							•				
Heald College - School of Business					•						
Heald College - School of Technology											
Heat & Frost Insulators J.A.T.C.											
Helicopter Adventures, Inc.											
John F. Kennedy University							•				•
Kaiser Permanente School of Radiology											
KRCK School of Broadcasting											
Liberty High Alternative Education											
Los Medanos College					•		•				
Martinez Adult School/Tech. Center					•						
Mason McDuffie Real Estate School											
Mt. Diablo Adult Ed., Loma Vista					•						
Mt. Diablo Vocational Service Training					•						
Navajo Aviation											
Pacific States Aviation											
Phlebotomy Plus											
Pittsburg Adult Education Center					•						
Quick Learning School					•						
Regional Occupational Program	•		•		•						
Rosebridge Grad. Sch. of Int. Psych.											
Rubicon Programs, Inc.											
St. Mary's College							•	•			•
Tapers & Painters Apprenticeship Sch.											
UA Local 159 Plumbers/Steamfitters											
UC Berkeley-University Extension											
University of Phoenix							•				
U of SF-College of Professional Studies											
West Contra Costa Adult Education					•						
Western College Travel Careers, Inc.											
World Vision Coll. of Cosmetology, Inc.					•						
Worldwide Educational Services	•	•			•	•			•		

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations												
	Preschool	Elementary School	Montessori	Teachers	Secondary School	Special Ed.	Special Ed. Asst	Telecom Engrs/Techs	Cable Installers	Camera Operators	Television Producers	Writers	Console Monitors
Access USA Computer Training Centre													
ACTech Institute													
American Institute of Massage Therapy													
Antioch Adult School	•												
Breakaway Travel School													
CSU, Hayward-Contra Costa Campus	•	•			•	•							
Chapman University		•			•	•							
Class A Truck School													
Coastal Diving Academy													
Continental Training Center	•												
Contra Costa College	•		•					•		•			
Delta Beauty College	•												
Diablo Valley College	•									•	•	•	
East Bay Inst. of Bus. & Legal Training	•												
Foundation College													
Golden Gate University													
Heald College - School of Business													
Heald College - School of Technology								•					
Heat & Frost Insulators J.A.T.C.													
Helicopter Adventures, Inc.	•												
John F. Kennedy University	•	•			•								
Kaiser Permanente School of Radiology													
KRCK School of Broadcasting													
Liberty High Alternative Education	•												
Los Medanos College	•												
Martinez Adult School/Tech. Center													
Mason McDuffie Real Estate School													
Mt. Diablo Adult Ed. Loma Vista							•			•	•	•	•
Mt. Diablo Vocational Service Training													
Navajo Aviation													
Pacific States Aviation													
Phlebotomy Plus													
Pittsburg Adult Education Center													
Quick Learning School													
Regional Occupational Program	•									•	•	•	
Rosebridge Grad. Sch. of Int. Psych.													
Rubicon Programs, Inc.													
St. Mary's College	•		•										
Tapers & Painters Apprenticeship Sch.													
UA Local 159 Plumbers/Steamfitters													
UC Berkeley-University Extension								•					
University of Phoenix													
U of SF-College of Professional Studies													
West Contra Costa Adult Education													
Western College Travel Careers, Inc.													
World Vision Coll. of Cosmetology, Inc.													
Worldwide Educational Services								•	•				

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.



Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	Occupations									
	3D Computer Model Technicians	Travel Agents	Typists	Veterinary Assistant, Animal Health Technician	Vocational & Educational Counselors	Vocational Education Teachers & Instructors	Waiters & Waitresses	Water Treatment Plant Operators	Welders	Word Processors
Access USA Computer Training Centre					•					•
AC Tech Institute										
American Institute of Massage Therapy										
Antioch Adult School							•			
Breakaway Travel School		•								
CSU, Hayward-Contra Costa Campus										
Chapman University										
Class A Truck School										
Coastal Diving Academy										
Continental Training Center	•						•			
Contra Costa College							•			•
Delta Beauty College									•	•
Diablo Valley College			•							
East Bay Inst. of Bus. & Legal Training										
Foundation College										
Golden Gate University										
Heald College - School of Business										•
Heald College - School of Technology										
Heat & Frost Insulators J.A.T.C.										
Helicopter Adventures, Inc.										
John F. Kennedy University					•					
Kaiser Permanente School of Radiology										
KRCK School of Broadcasting										
Liberty High Alternative Education										
Los Medanos College		•								
Martinez Adult School/Tech. Center	•		•						•	•
Mason McDuffie Real Estate School										
Mt. Diablo Adult Ed. Loma Vista			•	•						•
Mt. Diablo Vocational Service Training										•
Navajo Aviation						•				
Pacific States Aviation										
Phlebotomy Plus										
Pittsburg Adult Education Center										
Quick Learning School									•	
Regional Occupational Program			•							•
Rosebridge Grad. Sch. of Int. Psych.							•	•		•
Rubicon Programs, Inc.										
St. Mary's College							•			
Tapers & Painters Apprenticeship Sch.										
UA Local 159 Plumbers/Steamfitters										
UC Berkeley-University Extension										
University of Phoenix										
U of SF-College of Professional Studies										
West Contra Costa Adult Education										•
Western College Travel Careers, Inc.		•								
World Vision Coll. of Cosmetology, Inc.					•					
Worldwide Educational Services			•							•

Note: Degrees conferred by colleges and universities may not be occupation specific; e.g., a bachelor of arts degree in business can lead to employment in accounting, human resources, and various other occupations.

## Occupational Training Matrix

Contra Costa County Training Providers	AVAILABLE SERVICES						On Site Child Care	Disabled Student Services
	Financial Aid/Assistance	Job Placement Assistance	Career Counseling	Career Vocational Assessment	Public Transportation within 1/2 mile			
Access USA Computer Training Centre		•	•	•	•			•
ACTech Institute		•	•	•	•			•
American Institute of Massage Therapy		•	•	•	•			•
Antioch Adult School		•	•	•	•			•
Breakaway Travel School	•	•	•	•	•			•
CSU, Hayward-Contra Costa Campus		•	•	•	•			•
Chapman University	•	•	•	•	•			•
Class A Truck School		•	•	•	•			•
Coastal Diving Academy		•	•	•	•			•
Continental Training Center	•	•	•	•	•		•	•
Contra Costa College	•	•	•	•	•			•
Delta Beauty College		•	•	•	•		•	•
Diablo Valley College	•	•	•	•	•			•
East Bay Inst. of Bus. & Legal Training		•	•	•	•			•
Foundation College	•	•	•	•	•			•
Golden Gate University	•	•	•	•	•			•
Heald College - School of Business	•	•	•	•	•			•
Heald College - School of Technology	•	•	•	•	•			•
Heat & Frost Insulators J.A.T.C.		•	•	•	•			•
Helicopter Adventures, Inc.		•	•	•	•			•
John F. Kennedy University		•	•	•	•			•
Kaiser Permanente School of Radiology		•	•	•	•			•
KRCK School of Broadcasting		•	•	•	•			•
Liberty High Alternative Education		•	•	•	•		•	•
Los Medanos College	•	•	•	•	•			•
Martinez Adult School/Tech. Center		•	•	•	•			•
Mason McDuffie Real Estate School		•	•	•	•			•
Mt. Diablo Adult Ed., Loma Vista	•	•	•	•	•			•
Mt. Diablo Vocational Service Training		•	•	•	•			•
Navajo Aviation		•	•	•	•			•
Pacific States Aviation		•	•	•	•			•
Phlebotomy Plus		•	•	•	•			•
Pittsburg Adult Education Center		•	•	•	•			•
Quick Learning School		•	•	•	•			•
Regional Occupational Program		•	•	•	•			•
Rosebridge Grad. Sch. of Int. Psych.	•	•	•	•	•			•
Rubicon Programs, Inc.	•	•	•	•	•			•
St. Mary's College	•	•	•	•	•			•
Tapers & Painters Apprenticeship Sch.		•	•	•	•			•
UA Local 159 Plumbers/Steamfitters		•	•	•	•			•
UC Berkeley-University Extension		•	•	•	•			•
University of Phoenix	•	•	•	•	•			•
U of SF-College of Professional Studies	•	•	•	•	•			•
West Contra Costa Adult Education	•	•	•	•	•			•
Western College Travel Careers, Inc.		•	•	•	•			•
World Vision Coll. of Cosmetology, Inc.		•	•	•	•			•
Worldwide Educational Services	•	•	•	•	•			•

Date: May 31, 1997

## Occupational Training Matrix

Contra Costa County Training Providers	AVAILABLE SERVICES				
	Learning Disabilities Program(s)	Academic Advising/Counseling	Tutorial Services	ESL Courses	GED Assistance
Access USA Computer Training Centre	•	•	•		
ACTech Institute					
American Institute of Massage Therapy		•	•		
Antioch Adult School	•	•		•	•
Breakaway Travel School		•	•		
CSU, Hayward-Contra Costa Campus	•			•	
Chapman University		•			
Class A Truck School		•			
Coastal Diving Academy		•	•		
Continental Training Center					
Contra Costa College	•	•	•	•	•
Delta Beauty College		•	•		
Diablo Valley College	•	•	•	•	•
East Bay Inst. of Bus. & Legal Training		•	•		
Foundation College		•	•		
Golden Gate University	•	•			
Heald College - School of Business		•	•		•
Heald College - School of Technology		•	•		
Heat & Frost Insulators J.A.T.C.					
Helicopter Adventures, Inc.					
John F. Kennedy University		•	•		
Kaiser Permanente School of Radiology		•	•		
KRCK School of Broadcasting		•	•		
Liberty High Alternative Education	•			•	•
Los Medanos College	•	•	•	•	
Martinez Adult School/Tech. Center		•	•	•	•
Mason McDuffie Real Estate School			•		
Mt. Diablo Adult Ed., Loma Vista	•	•	•	•	•
Mt. Diablo Vocational Service Training	•		•		
Navajo Aviation			•		
Pacific States Aviation		•	•		
Phlebotomy Plus		•	•		
Pittsburg Adult Education Center				•	•
Quick Learning School			•		
Regional Occupational Program	•				
Rosebridge Grad. Sch. of Int. Psych.		•	•		
Rubicon Programs, Inc.		•			
St. Mary's College		•	•	•	
Tapers & Painters Apprenticeship Sch.					
UA Local 159 Plumbers/Steamfitters					
UC Berkeley-University Extension		•			
University of Phoenix		•	•		
U of SF-College of Professional Studies		•			
West Contra Costa Adult Education	•				
Western College Travel Careers, Inc.			•		
World Vision Coll. of Cosmetology, Inc.			•		
Worldwide Educational Services		•	•		•



# Attachment E

## RichmondWORKS One Stop Career Center System - Member Services

<i>Services</i>	<i>Location</i>
<p><b>JTPA Title II Youth and Adult:</b> Outreach, Intake, Assessment, Remedial, V/ESL, GED, OJT, Voc Training, Pre-Employment Trng, Job Placement and Retention Svcs, Pre/Post-Term Support Services</p> <p><b>Dislocated Worker Programs:</b> Basic Readjustment, Retraining, Rapid Response, Job Search/Retention Training, Job Placement Services</p> <p><b>JTPA Youth Specific Counseling</b> and drop-out recovery programs</p> <p><b>School Transition to Work :</b> program for JTPA high school students</p>	<p><b>Employment &amp; Training Dept.</b> 330-25th St. and other locations depending on service</p> <p><b>Partnership/Cities in Schools</b> Richmond High School</p>
<p><b>Employment Service Programs:</b> (EDD) Job Match, Intensive Services Program, Support Services (e.g. tools, transportation, uniforms, union dues), job search workshops, Veterans Employment Services</p> <p><b>Unemployment Insurance Programs:</b> (EDD) Title III Worker Profiling, UI Benefits extension for JTPA/RichmondWKS training participants</p>	<p><b>EDD - 343-22nd St.</b> Richmond 970-7405</p>
<p><b>Welfare to Work:</b> for Adults (GA, GAIN) and Teen (CAL LEARN) AFDC clients includes job search/placement, child care, funds management, transportation. Services transitional after job placement</p>	<p><b>GAIN-151 Linus Pauling Dr.</b> Hercules - 262-5285</p> <p><b>CAL LEARN:</b> Richmond High</p>
<p>Career Counseling, Skills Assessment, Job Search Training, Resume Prep; Customized Industry Certification Training (e.g. BATT, Hazmat); Revolving Loan Fund (for union dues, tools, uniforms); Job Placement; Employer-Screening and Referral; Good Work Job Club; Enterprise Zone referrals</p>	<p><b>RichmondWORKS</b> 330-25th Street</p>
<p>Entrepreneurship Trng; Small Business Assistance Svcs</p>	<p><b>WCBDC - 3047 Research Drive</b></p>
<p>Construction Trade and GED training for economically disadvantaged school dropouts 17-24. Non-traditional training for women</p>	<p><b>YouthBuild Richmond</b> 330-25th Street 307-8079</p>
<p>Youth residential and non-residential GED, remedial, conservation skills training and work experience</p>	<p><b>Calif. Conservation Corps</b> 900 Dornan Dr. 237-0435</p>
<p>College readiness and support; vocational and academic training; school to career transition services</p>	<p><b>Contra Costa College - 2600</b> San Pablo 235-7800</p>
<p>Computer-assisted Learning Lab, GED prep, diploma courses, vocational skills training, ESL</p>	<p><b>Richmond Adult School</b> 6028 Ralston - 215-4666</p>
<p><b>Job Information Center:</b> Public library section of job/career books, videos, job prep manuals, computerized self-assessment system</p>	<p><b>Richmond Main Library</b> Civic Center Plaza</p>
<p><b>Title V Senior Employment Projects</b> work with JTPA Older Worker Program training, work experience, job placement services</p>	<p><b>AARP 4002 Macdonald Ave.</b> 237-9716</p>
<p><b>Literacy Training:</b> One-on-one tutoring of functionally illiterate adults</p>	<p><b>LEAP-337 Civic Center Plaza</b></p>
<p><b>Disabled Programs:</b> California Workability job training and placement programs for high school and college disabled students and adults</p>	<p><b>Contra Costa College</b> <b>Rubicon Progs - 2500 Bissell</b></p>
<p><b>Support Services:</b> includes high school One stop center for disadvantaged students; family residential substance abuse recovery; residential veterans support; educational tutoring; homeless training, job placement and housing support services; child care referral services</p>	<p><b>Rubicon</b> <b>N. Richmond Neighborhood Hse</b> <b>Richmond Hi/Cities in Schools</b> <b>Contra Costa Child Care Council</b></p>

# Attachment F

## TRAINING LEVEL DEFINITIONS

11. **Short-term on-the-job training** - occupations in which workers can achieve average job performance in just a few days or weeks by working with and observing experienced employees, and asking questions.
10. **Moderate length on-the-job training** - occupations in which workers can achieve average performance after 1 to 12 months of combined on-the-job training and informal training.
9. **Long-term on-the-job training** - occupations that generally require more than 12 months of on-the-job training, or combined work experience and formal classroom instruction.
8. **Work experience in a related occupation** - occupations that require skill and experience gained in another occupation (e.g., through hobbies or military service).
7. **Postsecondary vocational education** - workers generally qualify for these occupations after completing vocational training provided in postsecondary vocational schools or by taking job-related college courses that do not result in a degree.
6. **Associate Degree** - occupations that require the completion of a degree program that usually requires at least 2 years of full-time academic work after high school.
5. **Bachelor's Degree** - occupations that require the completion of a degree program that usually requires at least 4 years, but not more than 5 years, of full-time academic work after high school.
4. **Bachelor's Degree or higher plus work experience** - managerial occupations that require a 4 year degree in addition to experience in a related nonmanagerial occupation.
3. **Master's Degree** - occupations that usually require completion of master's degree program that usually requires 1 or 2 years of full-time study beyond the bachelor's degree.
2. **Doctoral Degree** - occupations that usually require at least 3 years of full-time academic work beyond the bachelor's degree.
1. **First Professional Degree** - minimum preparation required for entry into the occupation generally requires the completion of an academic program at least 2 years full-time academic study beyond a bachelor's degree (e.g., law, medicine, dentistry, and clergy).

**EDUCATION AND TRAINING LEVELS  
FOR PROJECTED EMPLOYMENT 1994-2001  
CONTRA COSTA COUNTY**

LEVEL	EDUCATION AND TRAINING	1994 EMPLOYMENT	2001 EMPLOYMENT	GROWTH	NET SEPARATIONS	GROWTH PLUS SEPARATIONS	PERCENTAGE
	<b>TOTAL NONFARM EMPLOYMENT, 1994-2001</b>	288,470	322,380	33,910	49,320	83,230	100.0%
11	SHORT TERM - less than 1 month OJT	110,900	123,390	12,490	23,190	35,680	42.9%
10	MODERATE LENGTH - 1 to 12 mos. OJT and Informal train	33,010	35,780	2,770	4,930	7,700	9.3%
9	LONG TERM - more than 12 mos. (consisting of OJT, work & classroom, apprenticeship, etc.)	25,920	28,720	2,800	4,220	7,020	8.4%
8	WORK EXPERIENCE IN A RELATED OCCUPATION	20,780	23,410	2,630	3,220	5,850	7.0%
7	POST-SECONDARY VOCATIONAL EDUCATION (Vocational Education or job-related college courses/no degree)	13,600	14,970	1,370	1,760	3,130	3.8%
	<b>SUBTOTAL NON-DEGREE ED. &amp; TRAINING LEVELS</b>	204,210	226,270	22,060	37,320	59,380	71.3%
6	ASSOCIATE DEGREE	15,210	17,050	1,840	1,730	3,570	4.3%
5	BACHELOR'S DEGREE	40,230	46,720	6,490	6,090	12,580	15.1%
4	WORK EXPERIENCE, PLUS A BACHELOR'S OR HIGHER	20,370	22,780	2,410	3,010	5,420	6.5%
3	MASTER'S DEGREE	3,150	3,580	430	370	800	1.0%
2	DOCTORAL DEGREE	2,040	2,230	190	450	640	0.8%
1	FIRST PROFESSIONAL DEGREE	2,930	3,290	360	350	710	0.9%
	<b>SUBTOTAL FOR DEGREED ED. &amp; TRAINING LEVELS</b>	83,930	95,650	11,720	12,000	23,720	28.5%
	<b>NOT CLASSIFIED</b>	330	460	130	-	130	0.2%

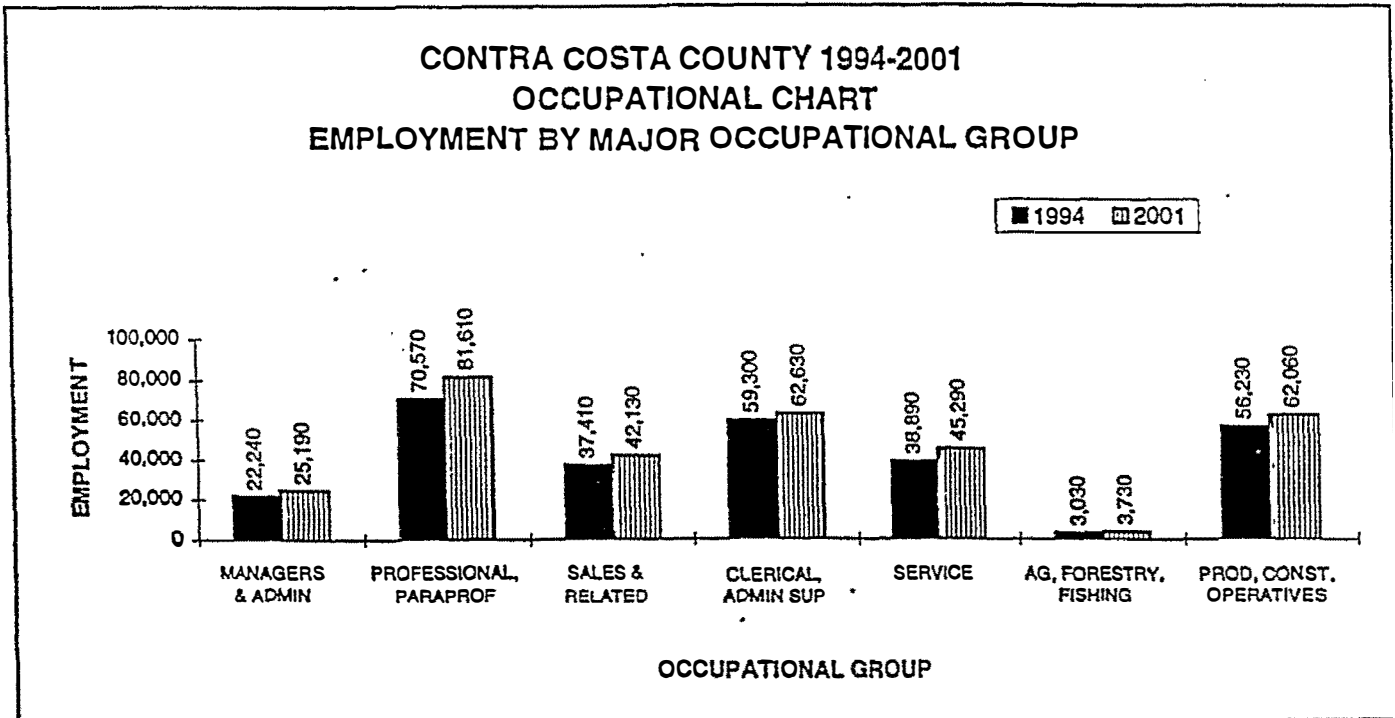
**NOTE:** Bureau of Labor Statistics establishes the training level requirements for the various occupations which are published in the Occupational Outlook Handbook, Winter 1995-96.

**SOURCE:** EDD - Labor Market Information Division, Industry and Occupational Projections, 1994-2001.

**CONTRA COSTA COUNTY  
EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP  
1994 - 2001**

OCCUPATIONAL GROUP	1994	PERCENT OF TOTAL	2001	PERCENT OF TOTAL	ABSOLUTE CHANGE	PERCENT CHANGE
TOTAL, ALL OCCUPATIONS (1)	288,000	100.0%	323,100	100.0%	35,100	12.2%
MANAGERS AND ADMIN OCCUPATIONS	22,240	7.7%	25,190	7.8%	2,950	13.3%
PROFESSIONAL, PARAPROF, TECHNICAL	70,570	24.5%	81,610	25.3%	11,040	15.6%
SALES AND RELATED OCCUPATIONS	37,410	13.0%	42,130	13.0%	4,720	12.6%
CLERICAL, ADMINISTRATIVE SUPPORT	59,300	20.6%	62,630	19.4%	3,330	5.6%
SERVICE OCCUPATIONS	38,890	13.5%	45,290	14.0%	6,400	16.5%
AGRICULTURAL, FORESTRY, FISHING	3,030	1.1%	3,730	1.2%	700	23.1%
PROD, CONST, OPER, MAT HANDLING	56,230	19.5%	62,060	19.2%	5,830	10.4%

(1) Total is based on the March 1995 benchmark.



## EXECUTIVE SUMMARY "BAY AREA WORKFORCE PREPARATION PROJECT"

### BACKGROUND:

The Bay Area Partnership and the Northern California Council for the Community commissioned the A.T. Kearney Company to produce the report entitled "Bay Area Workforce Preparation Project". The report, completed in July 1997, is comprised of five sections detailing information about recipients of public assistance (AFDC, GA and Food Stamps) and persons receiving unemployment insurance (UI) from the Employment Development Dept. (EDD). This summary, produced by Contra Costa County Social Service Department staff, is to provide the highlights of the report as it pertains to Contra Costa County.

### AID AND UNEMPLOYMENT INSURANCE TREND ANALYSIS:

This section provides a report of a five year (1992-1994) trend analysis performed on aid recipients and UI recipients. Statistical information was gathered from both Social Service Department records (verified by State information) and EDD records. The findings in this section include:

- 6.8% or 31,461 of the labor force in Contra Costa County is receiving aid or UI. This compares regionally to 12.1% in Alameda County (high) or 3.5% in San Mateo County (low).
- There is a 7.1% job need rate in Contra Costa County as opposed to the state calculated 4.5% unemployment rate.
- 84% of those receiving aid or UI are considered employable
- Usage trends are generally on the decline due to roll cutting (GA), improving economy (all programs) and welfare reform and programs like GAIN (AFDC). Usage is increasing in Food Stamps, indicating people are working in non-living wage jobs. (Attachment A)

### SURVEY RESULTS:

In order to understand how those on aid and UI can transition back into the workforce, qualitative profiles of individual recipients were needed. A survey was conducted, based on previous surveys done in San Mateo and San Francisco counties and tested in Alameda County, seeking to provide those profiles.

PLEASE NOTE: Survey respondents, receiving AFDC, GA, Food Stamps or UI, were recruited on site in local offices by personal intercepts and were not part of a scientifically drawn sample. Findings of the survey include:

- Daytime, in-office intercept recruitment was the method used in Contra Costa County which may have a negative impact on the results of the survey as respondents tended to be newer recipients of aid and less likely to be employed.
- In Contra Costa County, the largest group of recipients of AFDC is African-American women, ages 25-39, in GA the largest group is African-American males, ages 25-39 and in Food Stamps the largest group is Caucasian women, 25-39. The largest group of recipients of UI recipients is Caucasian men over 40. These trends are consistent with the Bay Area as a region, except GA where the regional trend is African-American males over 40 years of age represent the largest group. (Attachment B)
- 66%+ of the respondents in all aid categories reported an education level of high school or beyond. 80% of those receiving UI have this level of education. (Attachment C)

- 69 % of AFDC recipients have been on aid 5 years or less; 67% of GA recipients have been on aid 1 year or less and 72% of Food Stamp recipients have been on aid 1 year or less.

80%+ of all respondents are not working, with 38% having worked in the last year, except GA where the trend was 25%. This is consistent with the Bay Area, except for GA which regionally has a 40% rate of work in the last year.

- The two most common reasons cited for not being in the workforce were: Transportation barriers and not having enough job skills/experience.
- The top three barriers to re-entry into the workforce are: "Unable to find a job", "Just laid off or fired" and "Not enough job skills/experience". (Attachment D)
- 50%+ of all respondents report not using any job search program, public or private.

#### RESOURCE ANALYSIS:

A review of county resource allocations was made to better understand where the county is focusing monies and the appropriateness of the those allocations given the indicated barriers to employment. Workforce re-entry is divided into four stages: 1) Crisis/well-being, 2) Work-skill development, 3) Logistics and 4) Advancement to self-sufficiency. County budget years 96-7 and 97-8 were the basis of the analysis. Money spent by non-profit organizations was also categorized and included. Resource dollars were allocated into the four stages based on the purpose of the dollars spent. The findings of this analysis include:

- 95% of resources went to crisis/well-being, 3% went to work-skill development, 2% went to logistics and 0% went to advance self-sufficiency. (Attachment E)
- Some barriers and the corresponding resource allocations are: 50%+ could not find jobs, yet only 2% was allocated to job placement services; 22% report transportation problems yet 0% was allocated to transportation services; 20% cite personal health and disability as a barrier with 41% of funds allocated to meet this need.

#### OCCUPATIONAL GROWTH PROJECTIONS:

A detailed occupational growth projection was created and compared to the job experience of those on aid and UI to assess where those coming off aid might find work. Job growth projections are based on the latest EDD "Occupational Outlook" (1994-2000) and the numbers of aid recipients re-entering the labor force are based on the new welfare laws and educated assumptions. In matching jobs with recipients of aid and UI needing employment, skills and desires were assessed. Some of the projections arrived at include:

- There is a projected job growth of 6.5% (25,081 new jobs) over the next five years. The Bay Area regional growth rate is 6%. During this time it is expected 14,000 aid and UI recipients in Contra Costa County will need jobs. (Attachment F)
- 84% of those on aid or UI in Contra Costa County are considered employable (26,437). This represents 10% of the Bay Area employable aid and UI recipients.
- Approximately 6,600 low-education and 7,300 high-education recipients will be joining the workforce over the next five years.
- The job market is projected to be able to absorb new workers with high-education because of a high capacity for this type of job. However, there is a low capacity to absorb low-education workers.



- Of the top ten new growth occupations, 56% of those wanting *cashier positions*, 85% of those wanting janitor/cleaner jobs and 78% of those wanting secretarial work can be absorbed. The other 8 areas of experience have full capacity. (Attachment G)
- From the top 25 occupations survey respondents preferred, the market is projected to be able to absorb all interested in sales counter clerk, cashier and truck driving. From the same 25 occupations the market will be unable to absorb those interested in computer operation, bookkeeping, electrician and social work. (Attachment H)

#### TRAINING PROGRAM INVENTORY:

To assess the ability of the region to train its aid and UI recipients for jobs that are becoming available, a comprehensive training inventory was developed. The inventory is the integration of the "State Training Inventory" database, compiled by EDD, the county training directories from PIC and newly identified education centers. This resulted in a two-volume guide covering the entire Bay Area. Some statistical information about the guide includes:

- There are 85 "soft skill" training programs in the Bay Area, 30 of which, representing 35% of the Bay Area total, are in Contra Costa County. Of the 2,877 "hard skill" training programs in the Bay Area, 408 or 14% are in Contra Costa.
- Of the top ten occupations for low-education recipients, only 2 training programs from the top ten being provided in the county apply. This would indicate there are no training programs in the county for 80% of the jobs projected. (Attachment I)

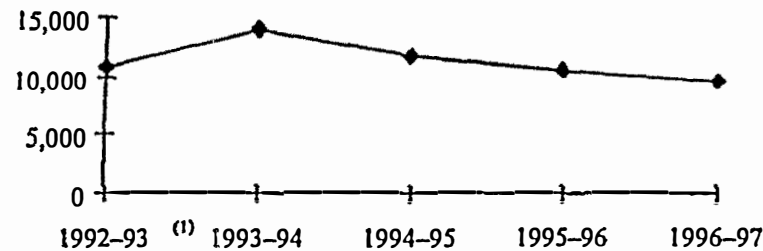
#### PROJECT IMPLICATIONS FOR CONTRA COSTA COUNTY:

The project report only gives the findings of the investigations that were undertaken. There is no attempt on the part of the authors to draw conclusions or to make recommendations. However, some of the issues raised by the report may warrant further discussion, investigation or action. For example:

- The usage increase in Food Stamps, indicating an increase in the number of "working poor", shows the need to improve job retention/ job enhancement services. It seems clear that assistance to working families to improve skill levels, enabling them to move up the employment ladder toward self-sufficiency is needed.
- Further investigation is needed to determine specific transportation barriers.
- The job market in Contra Costa County is strong; however, there is a need for entry-level, low-education jobs to meet the increased demands of the welfare reform environment.
- Resources need to be redirected, or new resources found, to provide employment-focused services. Self-sufficiency must become a fiscal as well as program goal.
- Participants' job goals/desires in many cases do not match market demands. The issue becomes how to help job-seekers align their goals with job potentials.
- Contra Costa County has over one-third of the Bay Area's "soft skill" training. However, there are only 30 such dedicated training programs- and for entry-level workers, those are the skills most desired by employers.
- Efforts need to be undertaken to align the training being offered with the job market in the county. These efforts need to be considered in conjunction with the job-seeker goal/desire issue mentioned above so that new training programs, which consider both the demands of consumers and the job market can be developed.

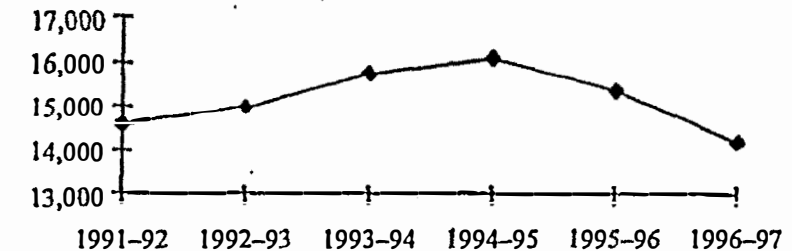
## Aid And Unemployment Insurance Recipients Usage Trends By Aid Type Contra Costa County 1992-1997

Average Unemployment Insurance Recipients<sup>(1)</sup>



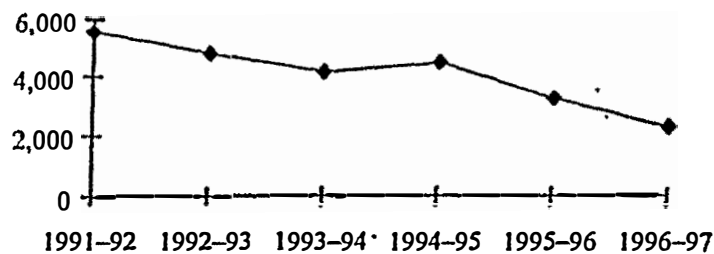
Overall, Unemployment Insurance recipients have decreased over the last five years due to an improving local economy...

Average AFDC Recipients



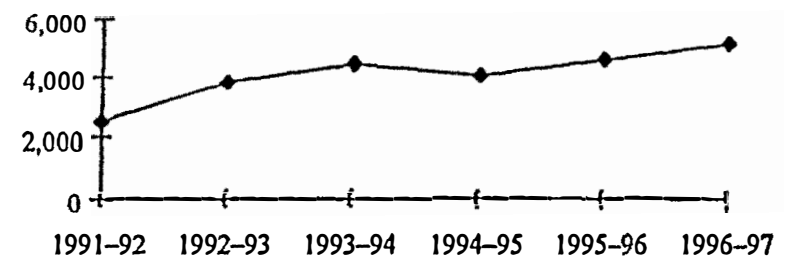
And AFDC recipients grew steadily over time in the early 1990s, but have declined recently with welfare reform and the help of programs like GAIN...

Average General Assistance Recipients



While the number of GA recipients has declined, primarily due to recent roll cutting...

Average Food Stamp Recipients



And over time the number of food stamp recipients has increased, indicating that people are working in non-living wage jobs

Note: (1) Data was not consistently captured by state prior to 1992

Sources: State-reported County Social Services data, County Social Services data, Employment Development Department UI Claims Activities Report, A.T. Kearney analysis

## Survey Respondent Demographics Contra Costa County Vs. Bay Area

 Highest Percent Of Respondents

Contra Costa County		AFDC n = 148 (%)	GA n = 51 (%)	UI n = 86 (%)	Food Stamps n = 31 (%)
Gender	• Male	6	51	57	41
	• Female	94	49	43	59
Age	• <25	16	10	16	10
	• 25-39	65	47	40	51
	• >40	19	43	44	39
Ethnicity	• Caucasian	21	12	47	50
	• African-American	56	68	24	27
	• Hispanic	13	6	15	17
	• Other	10	14	14	6

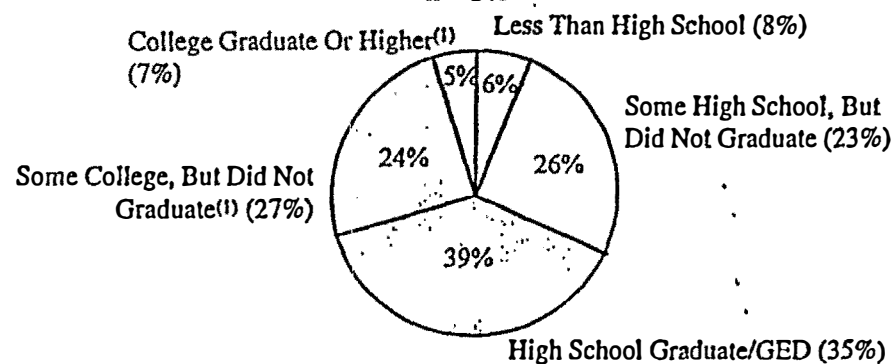
Bay Area		AFDC n = 988 (%)	GA n = 513 (%)	UI n = 687 (%)	Food Stamps n = 288 (%)
Gender	• Male	9	54	53	44
	• Female	91	46	47	56
Age	• <25	23	7	9	12
	• 25-39	59	45	39	48
	• >40	18	48	52	40
Ethnicity	• Caucasian	31	35	49	51
	• African-American	37	43	15	24
	• Hispanic	20	9	20	14
	• Other	12	13	16	11

## Education Level By Aid Type Contra Costa County

High School Education And/Or Beyond  
(%) Bay Area Comparison

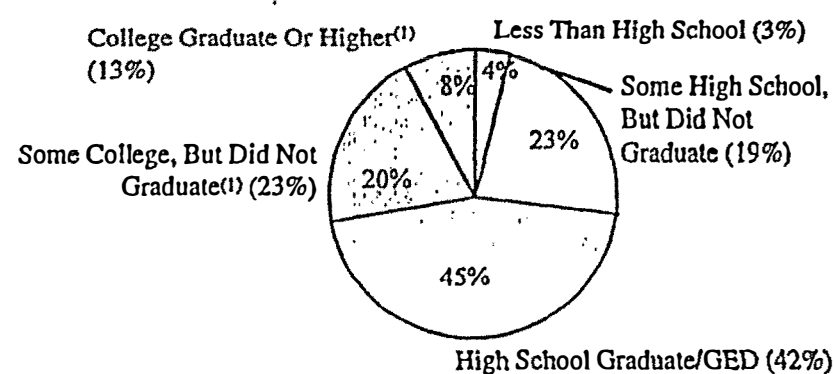
**AFDC Recipients**

n = 148



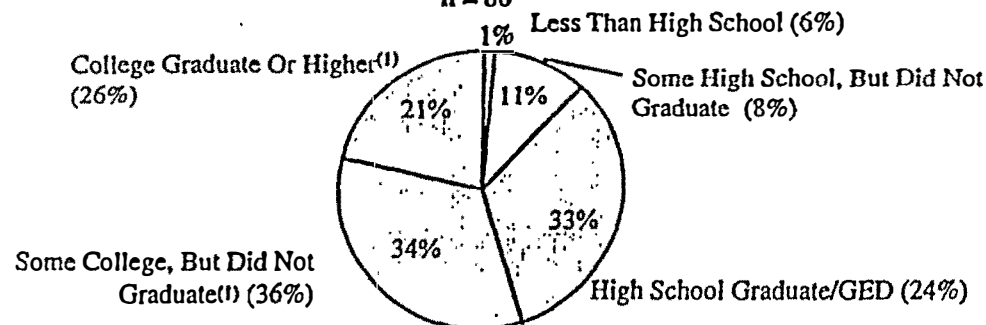
**GA Recipients**

n = 51



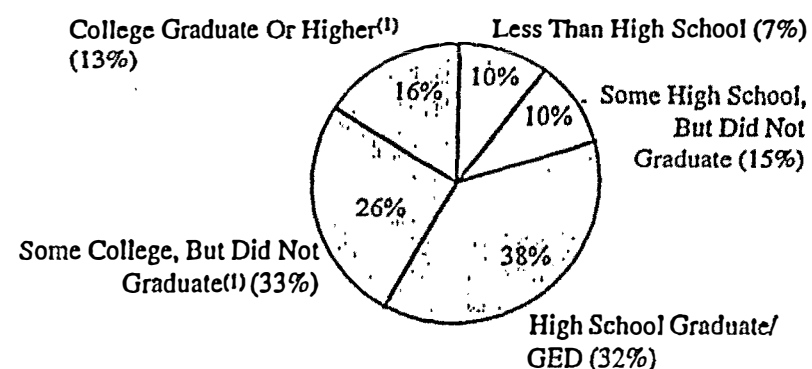
**UI Recipients**

n = 86



**Food Stamp Recipients**

n = 31



Note: (1) The terminology "some college" and "post graduate" which appeared on the survey may have been confused by respondents and may have resulted in inaccurate responses

Source: WPIT survey conducted May-June, 1997; A.T. Kearney analysis

**Barriers To Workforce Re-Entry  
Contra Costa County  
(% Of Respondents To Select Barrier<sup>(1)</sup>)**

Primary Barriers to Employment	Contra Costa	Bay Area
Unable to find a job	44	39
Just laid off or fired	22	22
Not enough job skills/experience	25	22
Available jobs don't pay enough	22	16
Transportation problems	12	18
Your own health problems	10	10
None of the stated barriers	12	8
Caring for house/family	10	9
Your own disability	11	15
Cannot find child care	8	12
Drug or alcohol problems	7	6
In school/training	5	9
Available jobs are not the right hours	4	5
Available jobs are not enough hours	5	6
Language problems	4	2
Cannot find job due to criminal record	4	5
Mental health problems	3	7
Just released from prison	1	2
Spouse/partner doesn't approve	2	1
Do not have work permit/green card	1	1
Slack time (seasonal worker)	1	2
Don't want to work	1	1
Final trimester of pregnancy	1	2
Child's health problems	1	2
Child's disability	0.3	2

Note: (1) Includes all survey respondents; AFDC, GA, Unemployment Insurance and Food Stamps recipients as well as "other" unemployed  
Source: WPIT survey conducted May-June, 1997

**Contra Costa County Resources**  
**1997-98 Fiscal Year**  
**(\$ Thousands)**

	Crisis/Well-Being	Work-Skill Development	Logistics	Advancement To Self-Sufficiency	Self-Sufficiency
Public	<ul style="list-style-type: none"> <li>• AFDC 121,850</li> <li>• General Assistance 13,047</li> <li>• NAFS 41,868</li> <li>• Unemployment Insurance 79,928</li> <li>• Medi-Cal                             <ul style="list-style-type: none"> <li>— Administration 8,860</li> <li>— Public assistance 100,337</li> <li>— All others 74,604</li> </ul> </li> <li>• Emergency assistance 8,203</li> <li>• Housing 5,611</li> <li>• Mental health/Disabled care 9,577</li> <li>• Substance abuse 11,034</li> <li>• Prevention/intervention 290</li> </ul>	<ul style="list-style-type: none"> <li>• GAIN 7,196</li> <li>• General Assistance vocational training -</li> <li>• Food stamp employment/training 136</li> <li>• EDD Job Services 3,509</li> <li>• JTPA -</li> <li>• Vocational Rehab. Services 1,188</li> <li>• Cal-Learn -</li> <li>• Other employment services 657</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation 184</li> <li>• Child care 1,741</li> <li>• Elder care 2,935</li> </ul>	<ul style="list-style-type: none"> <li>• Self-sufficiency support -</li> </ul>	
	Subtotal 475,209	Subtotal 12,686	Subtotal 4,860	Subtotal 0	
Non-Profit	<ul style="list-style-type: none"> <li>• Community services 6,312</li> <li>• Family support services 7,525</li> <li>• Services for the needy 2,556</li> <li>• Emergency assistance -</li> <li>• Housing 389</li> <li>• Health/mental health 7,766</li> <li>• Disabled care 2,023</li> <li>• Substance abuse 8,469</li> <li>• Prevention/intervention 5,149</li> <li>• Nutrition assistance 1,807</li> </ul>	<ul style="list-style-type: none"> <li>• Adult and general education -</li> <li>• Disabled training 4,865</li> <li>• Vocational training 535</li> <li>• Other work-skill development -</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation -</li> <li>• Child care 4,822</li> <li>• Elder care -</li> </ul>	<ul style="list-style-type: none"> <li>• Self-sufficiency support -</li> </ul>	
	Subtotal 41,996	Subtotal 5,400	Subtotal 4,822	Subtotal 0	
	TOTAL \$517,205	TOTAL \$18,086	TOTAL \$9,682	TOTAL \$-	
	Percent 95%	Percent 3%	Percent 2%	Percent 0%	



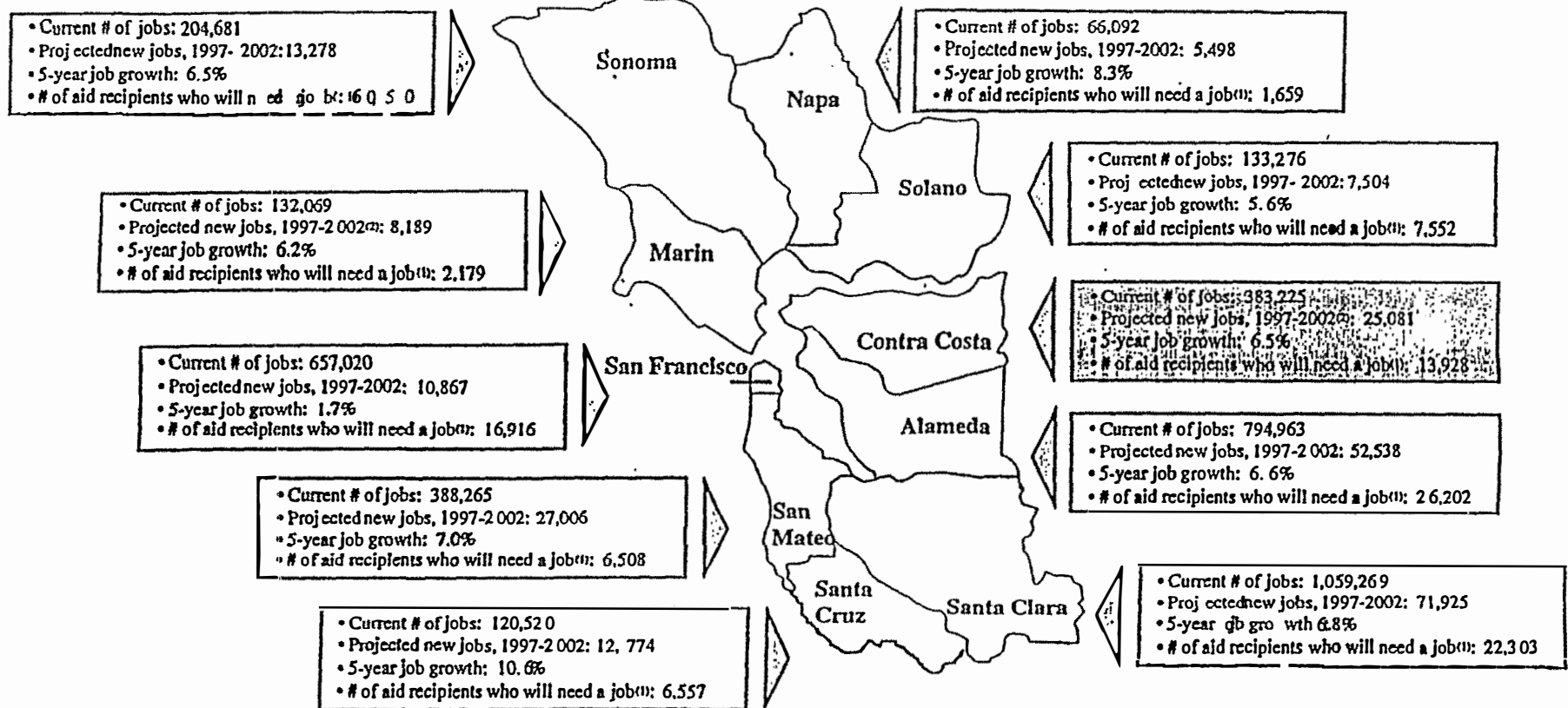
**Total Resources**  
**\$545 Million**

Notes: (1) See appendix for notes and assumptions

Sources: California Department of Social Services, Bay Area County Budgets, USF Nonprofit Database, NCCC Information and Referral Center, California Employment Development Department

## County-Based Occupational Growth Projections Contra Costa County

1997-2002



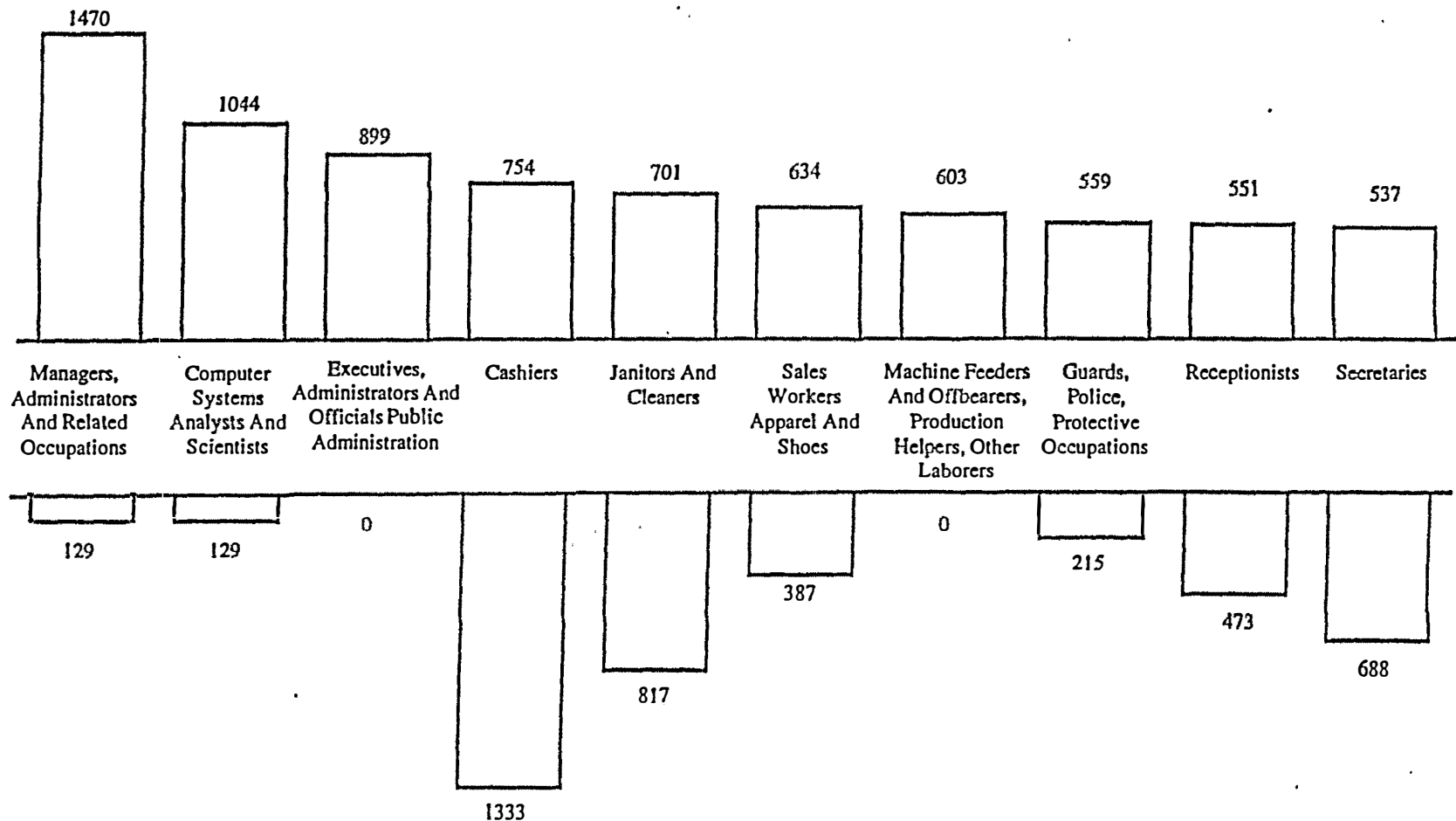
**Total number of current Bay Area jobs: 3,939,385**  
**Total number of projected Bay Area jobs, 1997-2002: 234,658**  
**Projected overall average growth rate for the Bay Area, 1997-2002: 6.0%**

Notes: (1) Includes percentages of AFDC, GA, and Unemployment Insurance recipients estimated to be looking for work between 1997 and 2002; excludes Food Stamps recipients who are unemployed (non-quantified)  
 (2) Contra Costa and Marin counties are based on preliminary projections

Source: Employment Development Department LMID; discounted annualized estimate based on projections from 1994-2001

## High Growth Jobs Vs. Job Experience Of The Aid And Unemployment Insurance Population Contra Costa County

Top 10 New Growth Jobs In Contra Costa County, 1997-2002  
(Number of New Jobs)



Number of Aid Recipients with Job Experience in Occupation and Looking for Work Between 1997-2002  
(Contra Costa County Total = 13,927)

Note: (1) Job experience extrapolated to aid/unemployment populations estimated to be looking for work; based on WPIT survey data  
Source: Employment Development Department, LMID; WPIT survey conducted May-June 1997; A.T. Kearney analysis



## Desired Jobs Vs. Job Availability Contra Costa County

- Almost No Opportunity
- Some Opportunity, But Limited
- Strong Opportunity

Top 25 Occupations By Survey Respondent Preference (Contra Costa County)	Actual Opportunity	Number Of Aid/ Unemployment Recipients Indicating Preference	Match Of Desire To Opportunity
Computer operators, word processors, typists	-109	2394	○
Child care workers; public or private	75	762	●
General office clerks	392	707	●
Nursing aides orderlies and attendants	162	707	●
Hairdressers, barbers, and cosmetologists	138	653	●
Secretaries	537	598	●
Receptionists	551	544	●
Bookkeepers, accounting, and auditing clerks	-28	490	○
Cashiers	754	381	●
Construction trades and laborers n.e.c.	46	381	○
Cooks	302	326	●
Electricians and apprentices	15	326	○
Groundskeepers and gardeners except farm	295	326	●
Health aides except nursing	281	326	●
Social workers	202	326	○
Sales support occupations n.e.c.	396	326	●
Teachers prekindergarten and kindergarten	136	272	●
Accountants and auditors	291	272	●
Food counter fountain and rel. occupations	-63	218	○
Hotel clerks	46	218	●
Sales counter clerks	418	218	●
Truck drivers	421	218	●
Welders and cutters	60	218	●
Animal caretakers except farm	54	218	●
Dental assistants	112	218	●

Source: WPIT survey conducted May-June, 1997; extrapolated to total employable aid/unemployment population estimated to be looking for work in the years 1997-2002

## Number Of Training Programs Vs. Job Availability Contra Costa County

Top Ten Training Programs with Low Prerequisites	Number Of Programs
• Secretaries	26
• Computer Programmers	25
• Bookkeepers, Accounting, And Auditing Clerks	20
• General Office Clerks	19
• Real Estate Sales Occupations	16
• Health Record Technologists And Technicians	15
• Computer Operators, Word Processors, Typists	14
• Airplane Pilots And Navigators	12
• Receptionists	12
• Electrical And Electronic Technicians	11

Top Ten Low-Education Growth Occupations
• Managers, Administrators And Related Occupations
• Cashiers
• Janitors And Cleaners
• Sales Workers Apparel And Shoes
• Machine Feeders/Offbearers, Prod. Helpers, Laborers
• Guards, Police, Protective Occupations
• Receptionists
• Secretaries
• Waiters And Waitresses
• Truck Drivers

Sources: State Training Inventory produced by the Employment Development Department LMID; Private Industry Council training directories; county-provided training lists; A.T. Kearney analysis  
Employment Development Department LMID, 1990 Census data, A.T. Kearney analysis

# Attachment G

Oakland MSA (Alameda and Contra Costa Counties)  
 Labor Force and Industry Employment  
 March 1996 Benchmark;  
 Data Not Adjusted for Seasonality  
 Non-Percentage Data in Thousands

	SEP 96	JUL 97	AUG 97 Revised	SEP 97 Prelim.	Percent Month	Change: Year
Civilian Labor Force (#1)	1,149.7	1,169.2	1,168.2	1,162.3	-0.5%	1.1%
Civilian Employment	1,092.6	1,112.1	1,114.7	1,110.2	-0.4%	1.6%
Civilian Unemployment	57.1	57.1	53.5	52.1	-2.6%	-8.8%
Civ. Unemployment Rate	5.0%	4.9%	4.6%	4.5%		
(Cal. Unemployment Rate)	6.8%	6.7%	6.1%	6.0%		
(U.S. Unemployment Rate)	5.0%	5.0%	4.8%	4.7%		
 Total, All Industries (#2)	 926.2	 933.5	 931.5	 941.5	 1.1%	 1.7%
Total Farm	2.3	3.0	2.7	2.4	-11.1%	4.3%
Farm Production	2.1	2.8	2.5	2.3	-8.0%	9.5%
Farm Services	0.2	0.2	0.2	0.1	-50.0%	-50.0%
Total Nonfarm	923.9	930.5	928.8	939.1	1.1%	1.6%
Goods Producing	167.0	169.8	170.9	172.7	1.1%	3.4%
Mining	2.2	2.1	2.1	2.1	0.0%	-4.5%
Construction	49.4	50.3	51.4	52.9	2.9%	7.1%
General Building Contr	12.2	11.0	11.4	11.8	3.5%	-3.3%
Heavy Construction	8.0	8.4	8.8	9.5	8.0%	18.8%
Special Trade	29.2	30.9	31.2	31.6	1.3%	8.2%
Manufacturing	115.4	117.4	117.4	117.7	0.3%	2.0%
Durable Goods	66.0	68.0	68.1	68.4	0.4%	3.6%
Lumber, Wood, & Furn	3.5	3.7	3.7	3.8	2.7%	8.6%
Stone, Clay, & Glass	3.8	3.4	3.4	3.5	2.9%	-7.9%
Primary Metals	3.8	4.0	3.9	4.0	2.6%	5.3%
Fabricated Metal Pro	8.7	8.3	8.2	8.2	0.0%	-5.7%
Industrial Machinery	13.6	14.4	14.4	14.4	0.0%	5.9%
Computer & Office	4.4	5.5	5.4	5.4	0.0%	22.7%
Other Industrial M	9.2	8.9	9.0	9.0	0.0%	-2.2%
Electronic Equipment	16.4	17.2	17.4	17.4	0.0%	6.1%
Comm. Equip., Elec	9.7	10.4	10.5	10.5	0.0%	8.2%
Other Electronic E	6.7	6.8	6.9	6.9	0.0%	3.0%
Transportation Equip	7.6	8.3	8.3	8.3	0.0%	9.2%
Aircraft, Missiles	0.6	0.6	0.6	0.6	0.0%	0.0%
Other Transportati	7.0	7.7	7.7	7.7	0.0%	10.0%
Instruments & Relate	6.7	6.7	6.8	6.8	0.0%	1.5%
Search & Navigatio	0.3	0.4	0.4	0.4	0.0%	33.3%
Measuring & Contro	4.2	4.1	4.1	4.1	0.0%	-2.4%
Other Instruments	2.2	2.2	2.3	2.3	0.0%	4.5%
Miscellaneous Manufa	1.9	2.0	2.0	2.0	0.0%	5.3%
Nondurable Goods	49.4	49.4	49.3	49.3	0.0%	-0.2%
Food & Kindred Produ	11.8	12.0	12.1	11.9	-1.7%	0.8%
Paper & Allied Produ	4.1	4.0	4.1	4.0	-2.4%	-2.4%
Printing & Publishin	10.0	9.5	9.5	9.5	0.0%	-5.0%
Chemicals & Allied P	9.2	9.6	9.5	9.8	3.2%	6.5%
Petroleum & Coal Pro	7.6	7.6	7.5	7.5	0.0%	-1.3%
Other Nondurable Goo	6.7	6.7	6.6	6.6	0.0%	-1.5%
Service Producing	756.9	760.7	757.9	766.4	1.1%	1.3%
Transportation & Public	59.7	61.6	58.8	61.8	5.1%	3.5%
Transportation	36.4	37.7	34.9	37.9	8.6%	4.1%
Trucking & Warehousi	12.2	13.2	13.3	13.4	0.8%	9.8%
Water Transportation	2.9	2.9	2.9	2.9	0.0%	0.0%
Air Transportation	11.3	11.6	8.7	11.6	33.3%	2.7%
Other Transportation	10.0	10.0	10.0	10.0	0.0%	0.0%
Communications & Publi	23.3	23.9	23.9	23.9	0.0%	2.6%
Communications	17.4	18.1	18.2	18.2	0.0%	4.6%
Electric, Gas & Sani	5.9	5.8	5.7	5.7	0.0%	-3.4%
Trade	209.4	212.6	211.7	211.0	-0.3%	0.8%
Wholesale Trade	56.1	56.5	56.5	56.4	-0.2%	0.5%
Wholesale--Durable	33.7	34.5	34.6	34.4	-0.6%	2.1%

Wholesale--Nondurabl	22.4	22.0	21.9	22.0	0.5%	-1.8%
Retail Trade	153.3	156.1	155.2	154.6	-0.4%	0.8%
General Merchandise	16.5	17.0	17.2	17.2	0.0%	4.2%
Food Stores	24.6	24.4	23.8	23.9	0.4%	-2.8%
Automotive Dealers &	14.7	15.1	14.9	14.9	0.0%	1.4%
Eating & Drinking Pl	51.0	50.5	50.5	50.1	-0.8%	-1.8%
Other Retail Trade	46.5	49.1	48.8	48.5	-0.6%	4.3%
Finance, Insurance & Rea	51.9	51.4	51.6	51.3	-0.6%	-1.2%
Finance	26.6	26.1	26.2	26.0	-0.8%	-2.3%
Other Fin., Ins. & Rea	25.3	25.3	25.4	25.3	-0.4%	0.0%
Services	268.9	275.7	274.4	275.2	0.3%	2.3%
Hotels & Other Lodging	5.7	5.7	5.7	5.8	1.8%	1.8%
Personal Services	8.3	7.9	8.0	8.0	0.0%	-3.6%
Business Services	69.0	73.3	72.8	72.9	0.1%	5.7%
Health Services	64.3	65.3	65.1	65.4	0.5%	1.7%
Private Educational Se	11.6	11.3	11.0	11.2	1.8%	-3.4%
Engineering & Manageme	33.3	34.8	34.7	34.8	0.3%	4.5%
Other Services	76.7	77.4	77.1	77.1	0.0%	0.5%
Government	167.0	159.4	161.4	167.1	3.5%	0.1%
Federal Government	24.1	22.3	22.4	22.2	-0.9%	-7.9%
Department of Defens	6.2	4.1	4.0	3.9	-2.5%	-37.1%
Other Federal Govern	17.9	18.2	18.4	18.3	-0.5%	2.2%
State & Local Governme	142.9	137.1	139.0	144.9	4.2%	1.4%
State Government	42.8	41.6	41.6	42.4	1.9%	-0.9%
State Education	23.9	23.1	23.2	24.1	3.9%	0.8%
Other State Govern	18.9	18.5	18.4	18.3	-0.5%	-3.2%
Local Government	100.1	95.5	97.4	102.5	5.2%	2.4%
Local Education	48.6	41.7	43.6	50.8	16.5%	4.5%
County Government	19.4	20.3	20.2	19.6	-3.0%	1.0%
City Government	16.9	18.2	18.2	17.1	-6.0%	1.2%
Other Local Govern	15.2	15.3	15.4	15.0	-2.6%	-1.3%

Note 1: Labor force data is by place of residence; includes self-employed individuals, unpaid family workers, household domestic workers, and workers on strike.

Note 2: Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, and workers on strike.

This information is produced by the Labor Market Information Division of the California State Employment Development Department (EDD). Questions on its content should be directed to Paak-Yin Tam at (510) 563-5301, or Jeanette Miller at (510) 602-1588.

These data, as well as other labor market information, are available via computer through LMI On-Line, a computer bulletin board system. All you need is a personal computer, a modem, a telephone line, and communications software. To reach LMI On-Line, dial (916) 262-2BBS (916)-262-2227. If you need assistance, call the system operator, Nancy Gemignani (Austin), at (916) 262-2213.

STATE OF CALIFORNIA  
 EMPLOYMENT DEVELOPMENT DEPARTMENT  
 LABOR MARKET INFORMATION DIVISION  
 916-262-2162

October 15, 1997

LABOR FORCE DATA FOR SUB-COUNTY AREAS  
 (Data Not Seasonally Adjusted)  
 1996 BENCHMARK

\*Monthly sub-county data are derived by multiplying current estimates of county-wide employment and unemployment by the respective employment and unemployment shares (percentages) in each sub-county area at the time of the 1990 Census. Sub-county labor force is then obtained by summing employment and unemployment, and the result is divided into unemployment to calculate the unemployment rate. Based on Each Area's 1990 Census Share of County Employment and Unemployment\*

This method assumes that the rates of change in employment and unemployment, since 1990, are exactly the same in each sub-county area as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific sub-county area, then the estimates for that area may not be representative of the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

All unemployment rates shown are calculated on unrounded data. These data are not seasonally adjusted.

CCD stands for Census County Division.  
 CDP stands for Census Designated Place.

County Data are for September (Preliminary) 1997

Area Name	Labor Force	Employ- ment	Unemployment Number	Rate	Census Ratios Emp	Unemp
Contra Costa County	464,800	445,100	19,700	4.2%	1.000000	1.000000
Alamo - CDP	6,870	6,730	140	2.0%	0.015112	0.006918
Antioch - city	34,390	32,450	1,940	5.6%	0.072892	0.098621
Concord - city	68,770	66,070	2,700	3.9%	0.148418	0.136901
Danville - city	19,260	18,870	390	2.0%	0.042393	0.019958
El Cerrito - city	13,180	12,770	410	3.1%	0.028683	0.020612
El Sobrante - CDP	5,560	5,240	320	5.7%	0.011781	0.016172
Hercules - city	10,640	10,240	400	3.7%	0.023013	0.020098
Lafayette - city	13,970	13,710	260	1.9%	0.030789	0.013414
Martinez - city	19,770	19,090	680	3.4%	0.042880	0.034588
Moraga Town - city	9,020	8,890	130	1.5%	0.019973	0.006684
Oakley - CDP	9,770	9,350	420	4.3%	0.021013	0.021500
Orinda - city	9,200	8,970	230	2.5%	0.020140	0.011778
Pinole - city	10,470	10,070	400	3.8%	0.022629	0.020192
Pittsburg - city	25,460	23,930	1,530	6.0%	0.053763	0.077495
Pleasant Hill - city	20,390	19,840	550	2.7%	0.044575	0.028137
Richmond - city	46,250	42,510	3,740	8.1%	0.095504	0.189764
Rodeo - CDP	4,010	3,840	170	4.3%	0.008627	0.008740
San Pablo - city	12,110	11,060	1,050	8.7%	0.024853	0.053470
San Ramon - city	23,620	23,070	550	2.3%	0.051817	0.028091
Tara Hills - CDP	2,960	2,810	150	5.1%	0.006317	0.007712
Vine Hill - CDP	1,780	1,700	80	4.3%	0.003828	0.003879
Walnut Creek - city	34,980	34,010	970	2.8%	0.076414	0.049217
West Pittsburg - CDP	8,870	8,250	620	7.0%	0.018529	0.031690

Civilian Labor Force, Employment, and Unemployment --Updated October 17, 1997

Contra Costa County

March 1996 Benchmark; Data are not seasonally adjusted

Notes: 1) The unemployment rate is calculated using unrounded data.  
2) Due to the introduction of the 1990 Census population figures, the data for years prior to 1990 are not comparable with data for 1990 and later years.

Source: Employment Development Department, Labor Market Information Division, 916-262-2162

1997	Labor Force	Employment	Unemployment	U.E. Rate
January	461,700	439,400	22,300	4.8%
February	462,900	442,000	20,900	4.5%
March	464,000	444,400	19,600	4.2%
April	460,300	441,100	19,200	4.2%
May	460,500	441,200	19,300	4.2%
June	464,300	443,900	20,400	4.4%
July	467,700	445,900	21,800	4.7%
August	467,200	446,900	20,300	4.3%
September	464,800	445,100	19,700	4.2%
October				
November				
December				
Annual Average				

1996	Labor Force	Employment	Unemployment	U.E. Rate
January	455,700	430,000	25,700	5.6%
February	456,100	430,600	25,500	5.6%
March	455,800	431,700	24,100	5.3%
April	451,600	428,400	23,200	5.1%
May	452,000	429,600	22,400	5.0%
June	456,900	434,000	22,900	5.0%
July	463,300	439,400	23,900	5.2%
August	463,300	441,100	22,200	4.8%
September	460,300	438,100	22,200	4.8%
October	462,300	441,500	20,800	4.5%
November	461,800	441,700	20,100	4.4%
December	458,700	440,400	18,300	4.0%
Annual Average	458,100	435,500	22,600	4.9%

1995	Labor Force	Employment	Unemployment	U.E. Rate
January	456,300	427,300	29,000	6.4%
February	456,000	429,100	26,900	5.9%
March	455,500	429,500	26,000	5.7%
April	452,300	426,000	26,300	5.8%
May	451,800	425,700	26,100	5.8%
June	456,500	428,900	27,600	6.1%
July	460,700	431,800	28,900	6.3%
August	460,600	433,600	27,000	5.9%
September	456,400	430,300	26,100	5.7%
October	456,900	432,600	24,300	5.3%
November	457,400	433,900	23,500	5.1%
December	456,300	434,400	21,900	4.8%
Annual Average	456,400	430,300	26,100	5.7%

1994	Labor Force	Employment	Unemployment	U.E. Rate
January	452,800	422,900	29,900	6.6%
February	454,100	424,300	29,800	6.6%
March	454,300	426,700	27,600	6.1%
April	451,100	423,800	27,300	6.1%
May	452,400	424,200	28,200	6.2%
June	453,900	424,400	29,500	6.5%

**Contra Costa County**  
**Occupations with the Fastest Rate of Growth**  
**1994-2001**

CA OES Code	Occupation	1994	2001	Absolute Change	% Change
340510	MUSICIANS--INSTRUMENTAL	180	300	120	66.7%
221270	COMPUTER ENGINEERS	550	910	360	65.5%
251020	SYSTEMS ANALYSTS--ELEC DATA PROC	1,210	1,920	710	58.7%
680140	AMUSEMENT, RECREATION ATTENDANTS	810	1,240	430	53.1%
490170	COUNTER AND RENTAL CLERKS	980	1,500	520	53.1%
490320	DEMONSTRATORS, PROMOTERS, MODELS	140	210	70	50.0%
660110	HOME HEALTH CARE WORKERS	490	720	230	46.9%
313210	INSTRUCTORS AND COACHES--SPORTS	1,160	1,690	530	45.7%
215080	EMPL INTERVIEWERS--PRIV OR PUB	230	330	100	43.5%
630470	GUARDS AND WATCH GUARDS	1,940	2,600	660	34.0%
857050	DATA PROCESSING EQUIP REPAIRERS	210	280	70	33.3%
273080	HUMAN SERVICES WORKERS	290	380	90	31.0%
340382	DESIGNERS, EX INTERIOR AND FLORAL	260	340	80	30.8%
150261	FOOD SERVICE MANAGERS	660	860	200	30.3%
790170	ANIMAL CARETAKERS--EXCEPT FARM	240	310	70	29.2%
533020	INS ADJUST, EXAMIN, INVESTIGATORS	460	590	130	28.3%
790380	LAWN MAINTENANCE WORKERS	320	410	90	28.1%
538080	HOTEL DESK CLERKS	220	280	60	27.3%
340020	WRITERS AND EDITORS	190	240	50	26.3%
340350	ARTISTS AND RELATED WORKERS	190	240	50	26.3%
790050	NURSERY WORKERS	190	240	50	26.3%
989020	HAND PACKERS AND PACKAGERS	1,370	1,730	360	26.3%
660170	PHYSICAL THERAPY ASSISTANTS & AIDE	270	340	70	25.9%
630320	SHERIFFS AND DEPUTY SHERIFFS	550	690	140	25.5%
130170	ENGINEER, MATH, AND NAT SCI MGRS	990	1,240	250	25.3%
323020	RESPIRATORY CARE PRACTITIONERS	210	260	50	23.8%
329110	MEDICAL RECORDS TECHNICIANS	170	210	40	23.5%
630140	POLICE PATROL OFFICERS	730	900	170	23.3%
535080	BILL AND ACCOUNT COLLECTORS	650	800	150	23.1%
490260	TELEMARKETERS, SOLICITORS & RELATED	700	860	160	22.9%
790300	GARDENERS, GROUNDSKEEPERS-EX FARM	1,740	2,130	390	22.4%
830050	PROD INSPECTORS, TESTERS, & GRADER	360	440	80	22.2%
323080	PHYSICAL THERAPISTS	230	280	50	21.7%
531230	ADJUSTMENT CLERKS	1,300	1,580	280	21.5%
273070	RESIDENTIAL COUNSELORS	280	340	60	21.4%
670050	JANITORS, CLEANERS--EXCEPT MAIDS	4,110	4,990	880	21.4%
553050	RECEPTIONISTS, INFORMATION CLERKS	3,430	4,160	730	21.3%
830020	INSPECTORS, TESTERS, & GRADERS, PRECISION	470	570	100	21.3%
130110	MKTING, ADV, PUB-REL MANAGERS	1,090	1,320	230	21.1%
211110	TAX PREPARERS	190	230	40	21.1%
219050	MANAGEMENT ANALYSTS	190	230	40	21.1%
221350	MECHANICAL ENGINEERS	440	530	90	20.5%
130050	PERS, TRAINING, LABOR-REL MGRS	600	720	120	20.0%
650080	WAITERS AND WAITRESSES	3,480	4,170	690	19.8%
251051	COMPUTER PROGRAMMERS, INCL AIDES	1,720	2,060	340	19.8%
660050	MEDICAL ASSISTANTS	710	850	140	19.7%
313170	INSTRUCTORS--NON-VOC EDUCATION	510	610	100	19.6%
630080	FIRE FIGHTERS	630	750	120	19.0%
680380	CHILD CARE WORKERS	530	630	100	18.9%
929740	PACKAGING, FILLING MACH OPS, TNDRS	480	570	90	18.8%

\* Excludes 'All other' categories and occupations with employment less than 200 in 2001.



**Contra Costa County**  
**Occupations with the Greatest Job Growth**  
**1994-2001**

OES Code	Occupation	1994	2001	Absolute Change	% Change
190050	GENERAL MANAGERS, TOP EXECUTIVES	8,900	10,080	1,180	13.30%
490112	SALESPERSONS - RETAIL(NON-VEHICLE)	11,400	12,480	1,080	9.50%
490230	CASHIERS	7,940	8,960	1,020	12.80%
670050	JANITORS, CLEANERS--EXCEPT MAIDS	4,110	4,990	880	21.40%
553050	RECEPTIONISTS, INFORMATION CLERKS	3,430	4,160	730	21.30%
251020	SYSTEMS ANALYSTS--ELEC DATA PROC	1,210	1,920	710	58.70%
650080	WAITERS AND WAITRESSES	3,480	4,170	690	19.80%
630470	GUARDS AND WATCH GUARDS	1,940	2,600	660	34.00%
315211	INSTRUCTIONAL AIDES	4,740	5,370	630	13.30%
551080	SECRETARIES, GENERAL	5,860	6,470	610	10.40%
553470	GENERAL OFFICE CLERKS	8,700	9,240	540	6.20%
313210	INSTRUCTORS AND COACHES--SPORTS	1,160	1,690	530	45.70%
490170	COUNTER AND RENTAL CLERKS	980	1,500	520	53.10%
325020	REGISTERED NURSES	4,440	4,920	480	10.80%
851320	MAINT REPAIRERS, GENL UTILITY	2,870	3,320	450	15.70%
680140	AMUSEMENT, RECREATION ATTENDANTS	810	1,240	430	53.10%
313080	TEACHERS--SECONDARY SCHOOL	4,260	4,670	410	9.60%
790300	GARDENERS, GROUNDSKEEPERS-EX FARM	1,740	2,130	390	22.40%
490080	SALES REPS, NON-SCIENTIFIC EX RET	2,850	3,220	370	13.00%
221270	COMPUTER ENGINEERS	550	910	360	65.50%
989020	HAND PACKERS AND PACKAGERS	1,370	1,730	360	26.30%
221260	ELECT AND ELECTRONIC ENGINEERS	1,970	2,320	350	17.80%
971050	TRUCK DRIVERS, LIGHT	2,340	2,690	350	15.00%
251051	COMPUTER PROGRAMMERS, INCL AIDES	1,720	2,060	340	19.80%
313050	TEACHERS--ELEMENTARY SCHOOL	4,430	4,770	340	7.70%
670020	MAIDS AND HOUSEKEEPING CLEANERS	1,740	2,040	300	17.20%
531230	ADJUSTMENT CLERKS	1,300	1,580	280	21.50%
211140	ACCOUNTANTS AND AUDITORS	2,140	2,410	270	12.60%
130170	ENGINEER, MATH, AND NAT SCI MGRS	990	1,240	250	25.30%
130110	MKTNG, ADV, PUB-REL MANAGERS	1,090	1,320	230	21.10%
313020	TEACHERS, PRESCHOOL & KINDERGARTEN	1,660	1,890	230	13.90%
650380	FOOD PREPARATION WORKERS	2,350	2,580	230	9.80%
660110	HOME HEALTH CARE WORKERS	490	720	230	46.90%
660080	NURSE AIDES, ORDERLIES, ATTENDANTS	2,010	2,230	220	10.90%
971020	TRUCK DRIVERS, HEAVY	2,280	2,500	220	9.60%
853020	AUTOMOTIVE MECHANICS	1,620	1,830	210	13.00%
150261	FOOD SERVICE MANAGERS	660	860	200	30.30%
650260	COOKS--RESTAURANT	1,350	1,550	200	14.80%
281080	LAWYERS	1,040	1,230	190	18.30%
630140	POLICE PATROL OFFICERS	730	900	170	23.30%
650410	COMBINED FOOD PREP AND SERVICE	2,800	2,970	170	6.10%
490260	TELEMARKETERS, SOLICITORS & RELATE	700	860	160	22.90%
150170	CONSTRUCTION MANAGERS	840	990	150	17.90%
535080	BILL AND ACCOUNT COLLECTORS	650	800	150	23.10%
660020	DENTAL ASSISTANTS	930	1,080	150	16.10%
630320	SHERIFFS AND DEPUTY SHERIFFS	550	690	140	25.50%
660050	MEDICAL ASSISTANTS	710	850	140	19.70%
680050	HAIRDRESSERS, HAIRSTYLISTS	770	910	140	18.20%
130020	FINANCIAL MANAGERS	2,860	2,990	130	4.50%
273020	SOCIAL WORKERS--MED, PSYCHIATRIC	910	1,040	130	14.30%

\* EXCLUDES \*ALL OTHER CATEGORIES\*

**Contra Costa County  
Occupations With Projected Declines  
1994-2001**

CA OES Code	Occupation	1994	2001	Job Declines	Openings Due to Separations
531020	TELLERS	3,390	2,740	-650	890
553070	TYPISTS, INCLUDING WORD PROCESSING	1,450	1,270	-180	100
560020	BILLING, POSTING, CALC MACHINE OPS	390	250	-140	110
978050	SERVICE STATION ATTENDANTS	580	470	-110	120
650170	COUNTER ATTENDANTS--FOOD	1,960	1,870	-90	1,230
531210	LOAN AND CREDIT CLERKS	1,060	1,010	-50	110
281050	ADJUDICATORS, JUDICIAL REVIEWERS	820	770	-50	70
650230	BUTCHERS AND MEAT CUTTERS	440	390	-50	70
987050	REFUSE COLLECTORS	460	410	-50	60
929650	CRUSHING, MIXING MACH OPS. TNDRS	270	220	-50	40
950140	PETRO REFINERY, CONTROL PANEL OPS	710	670	-40	100
560110	COMPUTER OPS--EX PERIPHERAL EQUIP	650	610	-40	70
857020	TELEPHONE, CABLE TV INSTALLERS	590	550	-40	60
553380	BOOKKEEPING, ACCOUNTING CLERKS	5,620	5,590	-30	590
573020	MAIL CLKS-EX MAIL MACH OPS. POSTAL	320	290	-30	60
531260	STATEMENT CLERKS	100	70	-30	10
895050	CUSTOM TAILORS AND SEWERS	100	70	-30	10
929350	CHEMICAL EQUIP CONTROLLERS, OPS	250	230	-20	60
553140	PERS CLERKS--EX PAYROLL	300	280	-20	40
879210	ROUSTABOUTS	110	90	-20	10
891350	BOILERMAKERS	120	100	-20	10
925410	TYPESETTING, COMPOSING MACH OPS	60	40	-20	10
810080	FIRST-LINE SUP/MGR-PRODUCTION	870	860	-10	120
531050	NEW ACCOUNTS CLERKS	390	380	-10	80
535020	WELFARE ELIG WORKERS, INTERVIEWERS	520	510	-10	50
150230	COMM, TRANS, UTIL OPER MGFS	270	260	-10	40
430080	SALES AGENTS--REAL ESTATE	280	270	-10	30
531170	CREDIT CHECKERS	470	460	-10	30
851230	MILLWRIGHTS	180	170	-10	30
251030	DATA BASE ADMINISTRATORS	170	160	-10	20
921980	CUT, FORM, FAB, PROCESS MACH OPS	140	130	-10	20
950050	GAS PLANT OPERATORS	160	150	-10	20
983130	HELPERS--ELECT, POWERLINE INSTALL	110	100	-10	20
219140	TAX EXAMINERS, COLLECT, RE. AGENTS	80	70	-10	10
225210	SURVEYING AND MAPPING TECHS	70	60	-10	10
531140	CREDIT AUTHORIZERS	170	160	-10	10
531280	BROKERAGE CLERKS	80	70	-10	10
929140	PAPER GOODS MACH SETTERS SET-UP OP	90	80	-10	10
979020	LONGSHORE EQUIPMENT OPERATORS	110	100	-10	10
979050	TANK CAR AND TRUCK LOADERS	130	120	-10	10
855050	FRAME WIRERS, CENTRAL OFFICE	50	40	-10	0
810050	FIRST-LINE SUP/MGR-CONSTRUCTION	920	920	0	160
245050	CHEM TECHS--EXCEPT HEALTH	730	730	0	110
650110	FOOD SERVERS--OUTSIDE	130	130	0	80
321050	DENTISTS	390	390	0	70
150140	INDUSTRIAL PRODUCTION MANAGERS	320	320	0	50
810110	FIRST-LINE SUP/MGR-TRANSPORTATION	260	260	0	50
950320	STATIONARY ENGINEERS	240	240	0	40
329050	MED, CLINICAL LAB ASSISTANTS	190	190	0	30
430110	APPRAISERS--REAL ESTATE	250	250	0	30

\* EXCLUDES \*ALL OTHER CATEGORIES\*

Selected Industry and Occupational Data Available From  
Employment Development Department  
Labor Market Information Division

2006 -  
links for LMI 2nd ed.  
of web

The Labor Market Information Division in the Employment Development Department is the state source for industry and occupational data. The group performs occupational and industry research statewide and looks at data at the county level through a cooperative agreement with the Contra Costa County Private Industry Council. The following materials are particularly targeted to occupational program planners. Attached are extracts from the *Contra Costa Projections of Employment by Occupation*. Jeanette Miller, the Pleasant Hill Labor Market Consultant from Labor Market Information Division, can be reached at 510-602-1588 for further information.

**Contra Costa Projections of Employment by Industry:**

**content:** Base year employment by industry for Contra Costa County and future year, 1994 and 2001. Updated every two years, next edition will be available late 1998

**source:** Employment Development Department, Labor Market Information Division

**access:** internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call 916-262-2162 for paper copy

**Contra Costa Projections of Employment by Occupation:**

**content:** Base year employment by industry for Contra Costa County and future year, 1994 and 2001. Updated every two years, next edition will be available late 1998

**source:** Employment Development Department, Labor Market Information Division

**access:** internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call 916-262-2162 for paper copy

**Contra Costa Occupational Outlook Report:**

**content:** Annual surveys of employers covering 25 different occupations each year. Data gathered are wages, supply/demand assessment, employer requirements, career ladder information.

**source:** Available from the Contra Costa Private Industry Council or Employment Development Department

**access:** internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call Contra Costa PIC at 510-646-5023 or call EDD at 916-262-2162 for paper copy

**Contra Costa Training Directory:**

**content:** Data gathered by Contra Costa Private Industry Council in 1995 and 1996. Lists inventory of training programs in the county at private schools, ROP's, adult education, community colleges, and local four year colleges and includes the occupational training program at each institution.

**source:** Available from the Contra Costa Private Industry Council.

**access:** call Contra Costa PIC at 510-646-5023

## INDUSTRY TRENDS AND OUTLOOK

From 1994 to 2001, nonagricultural employment in Contra Costa County will grow by 35,100 jobs, including both full-time and part-time positions. This represents a 12 percent gain over the seven-year period. All the industry divisions will show increases; two-thirds of the job additions will be in the services industry division.

The **services** industry division will add the largest number of the new jobs in the county between 1994 and 2001, a projected 22,700 new jobs. Expansion in business services alone will account for 43 percent or 9,800 of the new jobs in the services division. The industries in business services (see table) include a wide variety of activities ranging from computer programming to building maintenance. Personnel supply firms will continue their recent fast rate of growth and add about 3,900 jobs while computer programming and data processing will add about 2,000 jobs over the seven-year forecast period.

### Contra Costa County Industries in Business Services New Jobs 1994-2001

Personnel Supply Svcs	3,900
Computer Programming, Data Processing	2,000
Misc Business, Security Svcs	1,800
Building Maintenance, Pest Control	1,100
Misc Equip Rental & Leasing	400
Advertising Svcs	200
Mailing, Commercial Art, Photo, Steno Svcs	200
Consumer Credit, Collection <u>Agencies</u>	100

The amusements category will follow the business services industry as the second leading gainer in the services division. Close to 4,000 new jobs are forecast for the amusements category which covers health clubs, amusement parks, theatrical producers, as well as motion picture production and theaters. Payrolls will also expand significantly, by just over 2,000 jobs, in engineering and management services which also includes accounting and research firms. Meanwhile, the health services industry will add 2,000 jobs, but it will expand at a slower-than-average rate. Growth centered in outpatient care and in home health care will more than offset decreases at hospitals. The remaining services industries are expected to gain between 400 and 700 new jobs each.

**Retail trade** will add 4,400 jobs between 1994 and 2001. About one-fourth of the gains will occur at restaurants and bars. Most retail categories are forecast to grow at a slower-than-average rate with the exception of furniture and building supply stores which are each anticipated to expand by over 20 percent.

**Government** payrolls are projected to increase by 3,600 jobs, and the new jobs will account for about 10 percent of the total of all new jobs. Local public education alone will add about 1,500 jobs due to increased enrollments and reduced class sizes for the elementary schools. City, county, and special districts payrolls are also expected to increase by a combined 2,100. State payrolls will show a net gain of 300 due largely to the additions anticipated at the new California Department of Health Services lab facility

in Richmond offsetting slow declines in other parts of state government payrolls. Federal employment payrolls are expected to decline.

**Construction** employment is rebounding from its low point in 1992 and will expand by 1,100 new jobs by 2001. Residential building in Contra Costa County is expected to increase as new housing in the eastern county area is built. Another area where there will be sustained building activity is in the new community of Dougherty Valley, near San Ramon.

Employment in **manufacturing** will expand by 1,100 over the seven-year projection period. The gain will represent a net 4 percent increase. Most of the industries will show relatively small job gains. The instruments category is forecast to grow by about 400; the chemical industry will expand by 300; and printing and publishing firms and transportation equipment manufacturers will add about 200 jobs each. On the down side, it is expected the petroleum and coal products industry will shrink and lose about 400 jobs over the seven years, and the the stone, clay, glass industry will decline by 300 jobs.

The **transportation and public utilities** division will gain 1,000 jobs between 1994 and 2001. The trucking and warehousing firms are expected to add about 500 jobs over the seven-year period. The communications industry will expand by 200 jobs.

**Wholesale trade** is expected to add a total of 800 jobs. The gain will be distributed equally between the durable and nondurable goods categories.

The **mining** industry will add about 200 new jobs to payrolls over the seven years.

**Finance, insurance and real estate** payrolls will rise by 100. Substantial gains in the insurance industry, about 900 jobs over the forecast period, are mostly offset by the decline in employment in depository banks (most of which have occurred early in the projections period). The number of jobs in banks and savings and loans will go down somewhat due to consolidations and the increased use of electronic banking. The real estate category is expected to show no change.

## SELECTED INDUSTRY AND OCCUPATIONAL DATA RESOURCES

### **Enhanced State Training Inventory:**

**content:** Data gathered by Employment Development Department and incorporates the Contra Costa Private Industry Council data from 1995 and 1996 as well as other counties statewide. Lists data for all training programs in the state by city and county. The program allows for searches by occupational title, occupational program, school, geographic area.

**source:** Electronic program on diskettes available for PC and MAC platforms.

**access:** call Employment Development Department at 916-262-2162

### **Enhanced State Training Inventory on the Internet:**

**content:** Data gathered by Employment Development Department and incorporates the Contra Costa Private Industry Council data from 1995 and 1996 as well as other counties statewide. Lists data for all training programs in the state by city and county. The program allows for searches by occupational title, occupational program, school, geographic area.

**source:** same data as in diskettes.

**access:** internet: [www.soicc.ca.gov](http://www.soicc.ca.gov), effective early 1998. Will allow for more comprehensive searches than the diskette version.

### **Emerging Occupations in California:**

**content:** Statewide information for new occupations, for example, fitness/wellness occupations, multimedia occupations, occupations in biotechnology

**source:** Employment Development Department

**access:** internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call EDD at 916-262-2162 for paper copy

### **ASK:**

**content:** Electronic career information search tool which access data by local occupation and provides wages, demand projected new jobs. California Occupational Guides also included.

**source:** Produced by LMID but available from East Bay Works

**access:** internet site-to be announced  
call Jeanette Miller at 510-602-1588 for more information

---

## SELECTED INDUSTRY AND OCCUPATIONAL DATA RESOURCES

The labor market information sources listed here are products of the Employment Development Department, Labor Market Information Division. These particular resources focus on local Contra Costa data. Many of them are available in paper copies, however, much of it is also available from the LMID internet site at <http://www.calmis.cahwnet.gov>.

### Contra Costa County Projections of Employment by Industry:

*content:* Base year employment by industry for Contra Costa County and future year, 1994 and 2001. Updated every two years, next edition will be available late 1998

*source:* Employment Development Department, Labor Market Information Division

*access:* internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call 916-262-2162 for paper copy

### Contra Costa County Projections of Employment by Occupation:

*content:* Base year employment by industry for Contra Costa County and future year, 1994 and 2001. Updated every two years, next edition will be available late 1998

*source:* Employment Development Department, Labor Market Information Division

*access:* internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call 916-262-2162 for paper copy

### Contra Costa County Occupational Outlook Report:

*content:* Annual surveys of employers covering 25 different occupations each year. Data gathered are wages, supply/demand assessment, employer requirements, career ladder information.

*source:* Available from the Contra Costa Private Industry Council or Employment Development Department

*access:* internet site- [www.calmis.cahwnet.gov](http://www.calmis.cahwnet.gov)  
call Contra Costa PIC at 510-646-5023 or call EDD at 916-262-2162 for paper copy

### Contra Costa County Training Directory:

*content:* Data gathered by Contra Costa Private Industry Council in 1995 and 1996. Lists inventory of training programs in the county at private schools, ROP's, adult education, community colleges, and local four year colleges and includes the occupational training program at each institution.

*source:* Available from the Contra Costa Private Industry Council.

*access:* call Contra Costa PIC at 510-646-5023

## CONTRA COSTA COUNTY OCCUPATIONS SORTED BY WAGE

2/24/97

OBS CODE	JOB TITLE	BENEFITS					EDUCATION REQUIRED						WAGES	EMPLOYMENT				
		Total No. of EERs	% of EERs Who Offer VACA- TION to Full-Time EERs	% of EERs Who Offer SICK LEAVE to Full-Time EERs	% of EERs Who Offer RETIRE- MENT to Full-Time EERs	% of EERs Who Offer MEDICAL to Full- Time EERs	% of EERs Who Hire < HS	% of EERs Who Hire = HS	% of EERs Who Hire Some College	% of EERs Who Hire = AA	% of EERs Who Hire = AA	% of EERs Who Hire > AA		1992	1993	1992-1993 GROWTH	OPENINGS DUE TO SEPARA- TIONS	GROWTH + SEPARA- TIONS
150170	CONSTRUCTION MANAGERS	14	100%	86%	64%	100%	0%	7%	43%	7%	57%	43%	19.58	630	780	150	70	220
329170	RADIOLOGIC TECHNOLOGISTS - THER	3	100%	100%	100%	100%	0%	0%	33%	67%	100%	0%	16.94	150	190	40	20	60
891080	MACHINISTS	11	82%	64%	27%	73%	0%	73%	27%	0%	100%	0%	15.23	620	660	40	100	140
950080	CHEMICAL PLANT AND SYSTEM OPE	7	100%	86%	100%	100%	0%	86%	14%	0%	100%	0%	14.86	700	770	70	130	200
221270	COMPUTER ENGINEERS	9	100%	100%	67%	89%	0%	0%	11%	0%	11%	89%	13.71	540	890	350	20	370
283050	PARALEGAL PERSONNEL	15	87%	80%	73%	87%	0%	7%	0%	33%	40%	60%	13.69	160	210	50	10	60
313140	TEACHERS AND INSTRUCTORS - VOC	16	56%	75%	56%	88%	0%	19%	0%	13%	31%	69%	13.51	1,410	1,650	240	40	180
251051	COMPUTER PROGRAMMERS, INCLUD	16	100%	100%	63%	88%	0%	6%	0%	0%	6%	94%	13.42	2,080	2,240	160	360	620
313110	TEACHERS - SPECIAL EDUCATION	15	13%	80%	60%	93%	0%	0%	0%	0%	100%	0%	13.12	800	980	180	60	240
315140	VOCATIONAL AND EDUCATIONAL CO	15	80%	93%	67%	87%	0%	7%	0%	0%	7%	93%	12.65	420	440	20	40	60
251020	SYSTEMS ANALYSTS - ELECTRONIC D	11	100%	100%	73%	91%	0%	0%	0%	18%	18%	82%	12.46	2,880	4,340	1,360	110	1,470
221350	MECHANICAL ENGINEERS	16	100%	100%	63%	100%	0%	0%	6%	0%	6%	94%	12.33	540	650	110	90	200
211140	ACCOUNTANTS AND AUDITORS	19	100%	95%	58%	95%	0%	0%	0%	21%	21%	79%	12.00	2,120	2,510	390	220	610
329110	MEDICAL RECORDS TECHNICIANS	15	100%	93%	80%	100%	0%	60%	0%	27%	87%	13%	11.78	250	290	40	20	60
560110	COMPUTER OPERATORS	14	100%	100%	93%	93%	0%	71%	0%	21%	93%	7%	11.50	570	480	-90	100	10
939140	WELDERS AND CUTTERS	16	88%	25%	50%	81%	6%	63%	0%	19%	88%	13%	11.00	380	600	220	90	310
225140	DRAFTERS	15	100%	100%	87%	100%	0%	40%	0%	47%	87%	13%	10.00	1,010	1,240	230	230	460
329050	MEDICAL AND CLINICAL LABORATOR	12	92%	83%	75%	92%	0%	58%	0%	8%	67%	33%	9.80	150	170	20	20	40
553470	GENERAL OFFICE CLERKS	15	93%	73%	67%	93%	0%	87%	0%	0%	87%	13%	9.70	9,790	11,050	1,260	1,310	2,570
553070	TYPISTS, INCLUDING WORD PROCESS	15	93%	87%	87%	93%	0%	80%	0%	7%	87%	13%	9.41	2,580	2,430	-150	300	150
857050	DATA PROCESSING EQUIPMENT REP	10	90%	80%	30%	90%	0%	40%	0%	30%	70%	30%	9.13	210	270	60	10	70
551080	SECRETARIES, GENERAL	17	88%	76%	71%	94%	0%	35%	53%	6%	94%	6%	9.03	6,310	6,490	180	970	1,150
851320	MAINTENANCE REPAIRERS - GENERAL	18	89%	94%	83%	94%	0%	78%	0%	17%	94%	6%	9.02	2,850	3,240	390	330	720
325181	PHARMACY TECHNICIANS	16	81%	81%	63%	81%	0%	44%	38%	6%	88%	13%	9.00	270	310	40	20	60
853020	AUTOMOTIVE MECHANICS	16	100%	31%	69%	94%	0%	88%	0%	13%	100%	0%	9.00	1,600	1,840	240	340	580
979470	INDUSTRIAL TRUCK AND TRACTOR O	13	85%	46%	69%	92%	8%	85%	0%	0%	92%	8%	9.00	670	800	130	100	230
790300	GARDENERS, GROUNDSKEEPERS - EX	16	94%	81%	63%	75%	6%	81%	6%	6%	100%	0%	8.90	1,830	2,030	200	170	370
670080	PEST CONTROLLERS AND ASSISTANT	15	93%	60%	33%	93%	0%	87%	13%	0%	100%	0%	8.81	110	150	40	20	60
531210	LOAN AND CREDIT CLERKS	15	100%	100%	80%	100%	0%	40%	0%	40%	80%	20%	8.80	760	810	50	70	120
535080	BILL AND ACCOUNT COLLECTORS	14	100%	100%	71%	100%	0%	71%	0%	7%	79%	21%	8.58	520	610	90	30	120
225050	ELECTRICAL AND ELECTRONIC ENGI	15	93%	80%	67%	87%	0%	40%	0%	47%	87%	13%	8.00	900	1,070	170	80	250
315211	INSTRUCTIONAL AIDES	12	67%	75%	58%	75%	0%	75%	0%	8%	83%	17%	8.00	3,530	3,830	300	240	540
580280	TRAFFIC, SHIPPING, AND RECEIVING	15	93%	80%	93%	100%	0%	73%	27%	0%	100%	0%	8.00	1,770	1,990	220	160	380
660050	MEDICAL ASSISTANTS	15	100%	93%	73%	87%	0%	67%	0%	20%	87%	13%	8.00	690	850	160	70	230
859020	HEATING, AIR CONDITIONING, AND F	15	73%	20%	53%	80%	0%	100%	0%	0%	100%	0%	8.00	470	540	70	60	130
871020	CARPENTERS	15	60%	33%	53%	67%	0%	93%	7%	0%	100%	0%	8.00	2,210	2,430	220	340	560
874020	PAINTERS, PAPERHANGERS - CONST	15	53%	27%	53%	87%	0%	100%	0%	0%	100%	0%	8.00	950	1,090	140	160	300
875020	PLUMBERS, PIPEFITTERS, AND STEA	16	81%	25%	75%	81%	0%	81%	0%	13%	94%	6%	8.00	880	920	40	140	180
660110	HOME HEALTH CARE WORKERS	10	80%	80%	50%	80%	0%	80%	0%	10%	90%	10%	7.80	500	640	140	40	180
872020	ELECTRICIANS	14	79%	50%	50%	93%	0%	93%	0%	0%	93%	7%	7.00	1,240	1,330	90	170	260
430210	TRAVEL AGENTS	17	82%	65%	12%	65%	0%			6%	76%	24%	6.50	280	380	100	50	150
971170	DRIVER/SALES WORKERS	11	64%	55%	55%	73%	0%			0%	100%	0%	6.47	890	1,020	130	170	300

\*PROJECTIONS FOR YEARS 1992 - 1999

\*\*EERs = Employers

\*\*\*EEs = Employees

Financial Mgrs. and Personnel, Training Labor Relations Mgrs were dropped from the list because wages were not calculated in the database



## CONTRA COSTA COUNTY OCCUPATIONS SORTED BY WAGE

2/24/97

OBS CODE	JOB TITLE	Total No. of EERs	% of **EERs Who Offer VACA- TION to Full-time EERs	% of EERs Who Offer SICK LEAVE to Full-time EERs	% of EERs Who Offer RETIRE- MENT to Full-time EERs	% of EERs Who Offer MEDICAL to Full- time EERs	% of EERs Who Hire < HS	% of EERs Who Hire = HS	% of EERs Who Hire Some College	% of EERs Who Hire = AA	% of EERs Who Hire c/= AA	% of EERs Who Hire > AA	ENTRY LEVEL MEDIAN WAGE \$	1992	1999	1992-1999 GROWTH	OPENINGS DUE TO SEPARA- TIONS	GROWTH + SEPARA- TIONS
580230	STOCK CLERKS - STOCKROOM, WARE	16	88%	56%	56%	81%	13%	75%	13%	0%	100%	0%	5.50	1,810	1,960	150	290	440

\*PROJECTIONS FOR YEARS 1992 - 1999

\*\*EERs = Employers

\*\*\*EEs = Employees

Financial Mgrs. and Personnel, Training Labor Relations Mgrs were dropped from the list because wages were not calculated in the database

# 1997 PERFORMANCE INDEX

## of California's CONTRA COSTA COUNTY

Prepared by



Contra Costa  
Economic Partnership



Contra Costa Newspapers  
Market Research  
Department



Saint Mary's College  
School of Economics and  
Business Administration



# INTRODUCTION

The 1997 PERFORMANCE INDEX is a compilation of measures reflecting the economic vitality and quality of life in Contra Costa County.

The INDEX is a joint effort of the Contra Costa Economic Partnership, the Market Research Department of Contra Costa Newspapers and the School of Economics and Business Administration at Saint Mary's College.

The Contra Costa Economic Partnership is an association of business, education and public sector leaders dedicated to retaining and creating quality jobs for Contra Costa to maintain the county's quality of life.

Contra Costa Newspapers publishes five daily and seven weekly newspapers, serving all of Contra Costa County plus eastern Alameda County with a combined circulation of more than 200,000.

Saint Mary's College of California, located in Moraga, is the oldest and largest four-year college in Contra Costa County. Established in 1863, today Saint Mary's has a combined graduate and undergraduate enrollment of 4,000 students.

# TABLE OF CONTENTS

HIGHLIGHTS ..... pages 1-2

## THE ECONOMY

- Job Quantity/Quality ..... 3-4
- Employment Projections ... 5-6
- Income and Wealth ..... 7
- Retail ..... 8

CONTRA COSTA COUNTY MAP 9-10

- Office & Industrial Market .. 11
- Entrepreneurial Climate .... 12

## QUALITY OF LIFE

- Education ..... 13-14
- Families ..... 15-16
- Our Environment
  - Traffic Congestion/BART 17
  - Ozone Pollution ..... 17
  - Crime ..... 18
  - Parks & Recreation..... 18

CITIES / POPULATION 19

ACKNOWLEDGEMENTS 20

# HIGHLIGHTS

## THE ECONOMY

INCOME/RETAIL: Contra Costa County is an affluent market with a strong retail base . . .

- The County has California's highest personal income level
- Household wealth is 72% above state average
- Retail sales increased by more than a half-billion dollars in past 3 years
- Residents have a 42% greater range of retail choice than state average

EMPLOYMENT: Employment in Contra Costa County is growing steadily . . .

- Help wanted ads were up 19% in past year
- Unemployment is down to 4.2%
- The number of jobs is projected to grow 50% by year 2015
- Strong growth is projected in cutting edge industries . . . telecommunications . . . computers and related electronics . . . bioscience
- 69% of today's workers are in white collar positions

BUSINESS: Contra Costa County is an entrepreneurial hotspot ripe with opportunities . . .

- 94% of Contra Costa businesses have fewer than 50 employees, employing 41% of County workers
- Office and industrial vacancies have declined more slowly in Contra Costa than other Bay Area counties
- Prospective Contra Costa tenants have a broader range of choices at generally more favorable rates than in other counties

# HIGHLIGHTS

## QUALITY OF LIFE

EDUCATION: Contra Costa County offers outstanding educational credentials . . .

- Contra Costa students post SAT scores far above regional, state and national averages . . . advance placement rates outpace state and nation,
- High school dropout rate is far below region and state . . . and falling,
- 64% of adults in County attended college . . . half completed four or more years.

FAMILIES: Contra Costa County is a family-oriented community . . .

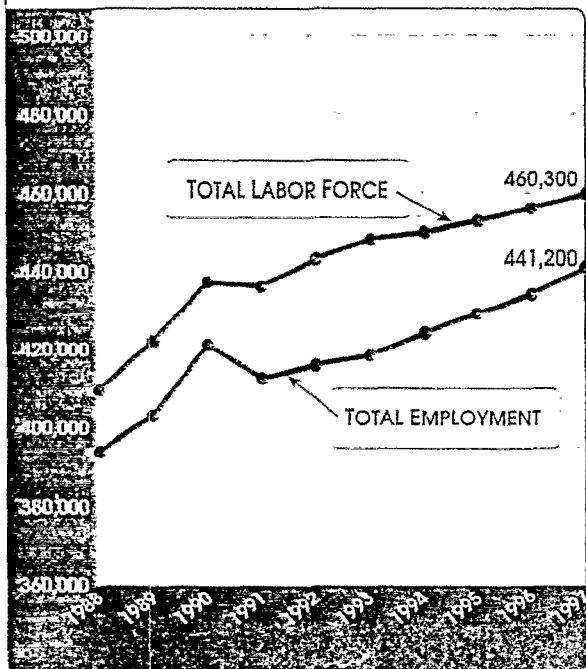
- 60% of adults are married
- 23% of adults participate in schools, by far the highest proportion in Bay Area
- 70% of adults live in owned homes
- The County is embracing increasing ethnic diversity
- Median price of homes sold is second lowest in Bay Area . . . good affordability!

ENVIRONMENT: Contra Costa County has an ideal climate and . . .

- The County consistently outperforms the Bay Area on ozone pollution measures
- Highway congestion has decreased in the past two years while delays in other Bay Area counties have increased
- BART (Bay Area Rapid Transit) has expanded farther into the County
- The County's crime index is lower than the region and the state
- County residents have unparalleled opportunities for outdoor recreation

## ECONOMY ► JOB QUANTITY/QUALITY

COUNTY LABOR FORCE AND EMPLOYMENT  
1988 TO 1997



SOURCE: California Employment Development Department (1997 figures are for month of May)

## LABOR FORCE / EMPLOYMENT

### Why It's Important

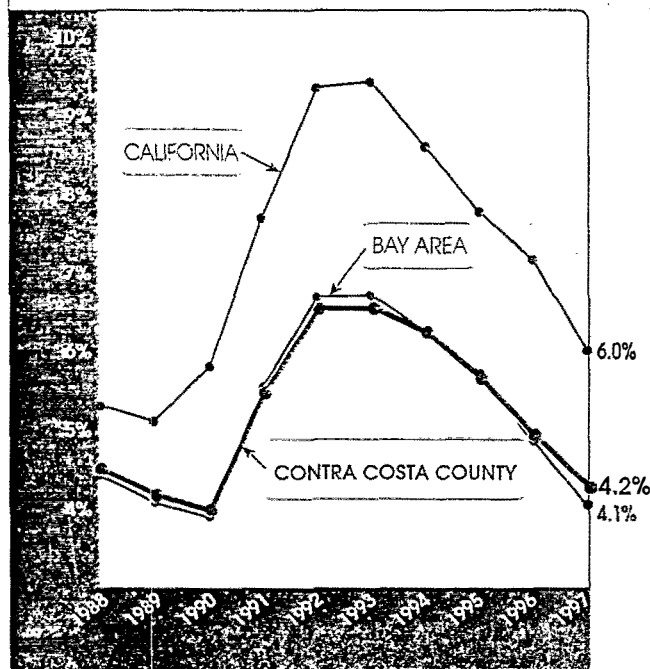
Figures for total labor force and total employment reflect the potential and actual pool of labor available within the County at a given time. Trend lines illustrate the relationship between these variables over time.

### How We're Doing

The total labor force available within Contra Costa County topped 460,000 in 1997, with the number of employed residents reaching 441,200. Since 1993, the percentage of labor force actually employed has increased to 95.8%.

## UNEMPLOYMENT

AVERAGE UNEMPLOYMENT RATE  
1990 TO 1997



SOURCE: California Employment Development Department (1997 figures are for month of May)

### Why It's Important

Unemployment figures provide a general indicator of business health in an area.

### How We're Doing

Unemployment has declined steadily in Contra Costa County since 1993, reaching 4.2% in 1997. Over the past decade, the County's unemployment rate has kept pace with Bay Area unemployment figures and remained significantly lower than California's rate.



## EMPLOYMENT CLASSIFIEDS

### WHY IT'S IMPORTANT

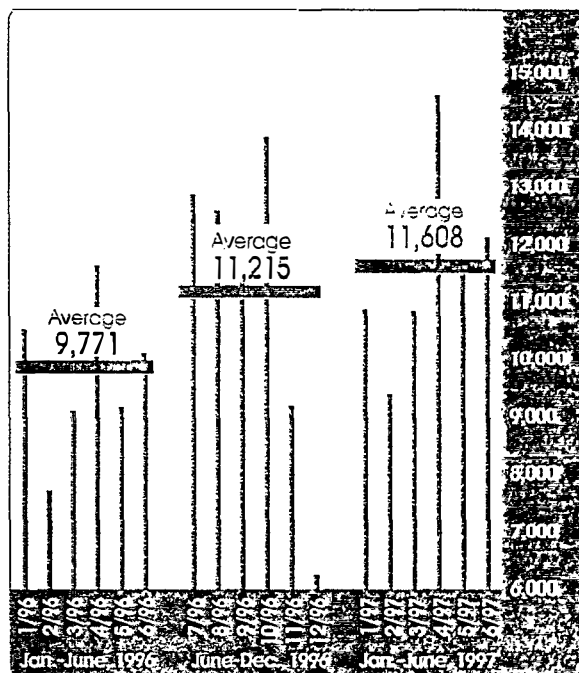
Classified employment ads in an area's daily newspaper provide a good indicator of jobs available within the community; employment ad trends serve as a barometer of the local business climate.

### HOW WE'RE DOING

The Contra Costa Times is the daily newspaper serving Contra Costa County. During the first six months of 1997, the Times ran an average of 11,600 employment ads, an increase of 19% over the same period in 1996.

## JOB QUANTITY/QUALITY < ECONOMY

NUMBER OF EMPLOYMENT ADS  
CONTRA COSTA TIMES, JAN. '96 TO JUNE '97



SOURCE: Contra Costa Newspapers, 1997

## EMPLOYMENT COMPOSITION

### WHY IT'S IMPORTANT

The employment composition of workers living within the County provides an overall profile of skills and experience available in the workforce. Since almost two out of three (63%) employed residents work within Contra Costa County, this profile also presents a broad picture of occupations available within the County.

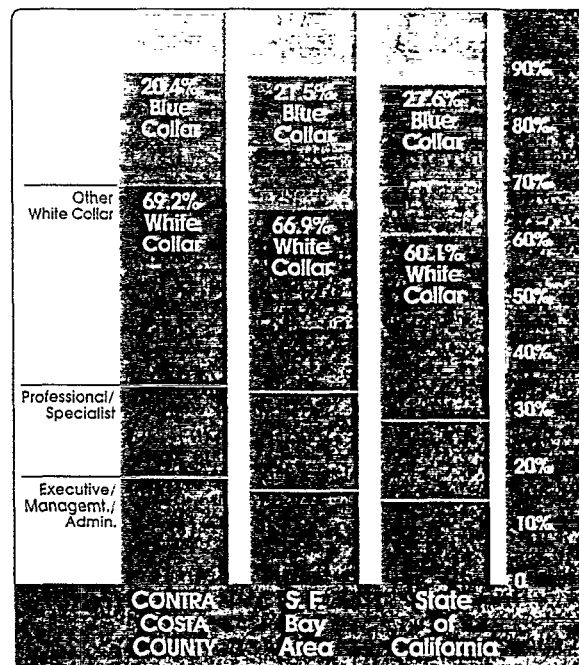
### HOW WE'RE DOING

Seven out of ten employed residents in Contra Costa County work in white-collar occupations — 21% in executive or management positions, 23% in professional capacities and the remainder in sales and administrative roles.

The County's figure of 69.2% white collar employment outpaces that of the Bay Area (66.9%) and California (60.1%).

One of five County residents works in a Blue Collar occupation; one of 10 works in a service role.

OCCUPATION COMPOSITION OF  
EMPLOYED RESIDENTS 1996

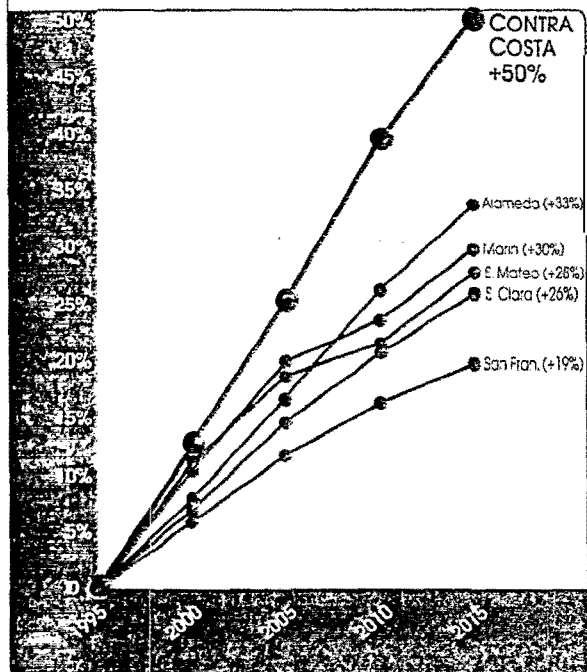


SOURCE: Claritas, Inc. 1996



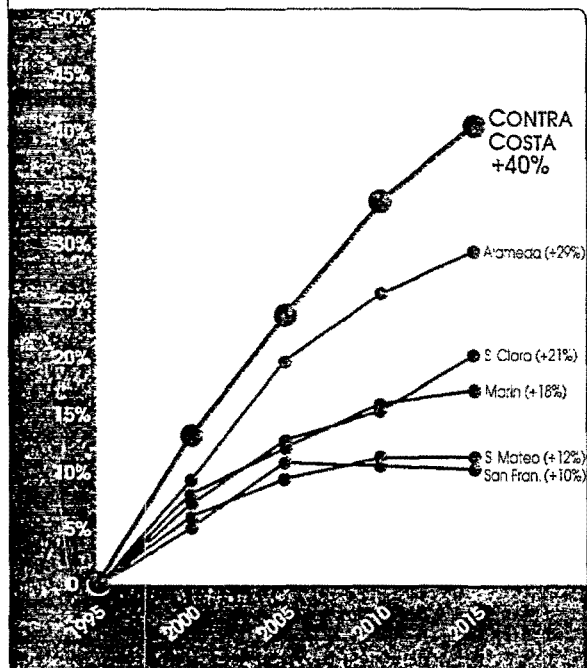
## ECONOMY ➤ EMPLOYMENT PROJECTIONS

PROJECTED PERCENTAGE GROWTH  
IN TOTAL JOBS, 1995 TO 2015



SOURCE: Association of Bay Area Governments, Projection '96

PROJECTED PERCENTAGE GROWTH  
IN EMPLOYED RESIDENTS, 1995 TO 2015



SOURCE: Association of Bay Area Governments, Projection '96

## PROJECTED JOBS

### WHY IT'S IMPORTANT

The number of households in Contra Costa County is expected to increase by as much as 108,000 (34%) by the year 2015. Stable long-term growth will require adequate job growth to complement this expected household growth.

### HOW WE'RE DOING

The number of jobs within Contra Costa County is projected to increase by as much as 147,000 over the next 20 years, an increase of 50%—well ahead of the pace of anticipated household growth.

Contra Costa County's expected 50% increase in jobs substantially outpaces the 27% average growth projected for other counties within the six-county Bay Area.

## AND PROJECTED WORKERS

### WHY IT'S IMPORTANT

The relationship between the number of jobs available within the County and the number of employed residents is important. If there are fewer jobs than workers, residents are forced to look elsewhere for work, adding to commute pressures on highways and public transportation.

### HOW WE'RE DOING

As noted above, the County is projected to add 147,000 jobs over the next 20 years; in the same period 166,000 additional workers will call Contra Costa County home, an increase of 40% over 1995.

The County's job deficit of 120,000 more workers than jobs in 1995 is expected to grow to 140,000 over the next 20 years. While this imbalance has implications for the area's transportation system, it does assure a large and growing pool of skilled, well-educated workers available for firms considering locations in Contra Costa County.

## TELECOMMUNICATIONS

Of the several cutting edge industries establishing a strong presence in Contra Costa County, telecommunications is the most well established. A number of smaller telecommunications firms have joined major firms such as Pacific Bell and AirTouch along the I-680 corridor in the past few years. (See map on pages 9-10).

Telecommunications employment in Contra Costa County grew by 32% from 1990 to 1995 (twice the Bay Area rate) and is expected to continue at about the same rate through the year 2000, outpacing both the Bay Area and the State of California.

## COMPUTERS & RELATED ELECTRONICS

In 1988, Contra Costa County began a growth surge in computers and related electronics employment that has continued to outpace the region and the state.

From 1990 to 1995, employment growth was 94%, more than four times the Bay Area's growth rate in this sector. Contra Costa's growth rate for computer-related employment is expected to slow to 32% for the period from 1995 to 2000, yet the County will continue to grow at a rate significantly higher than the Bay Area and California.

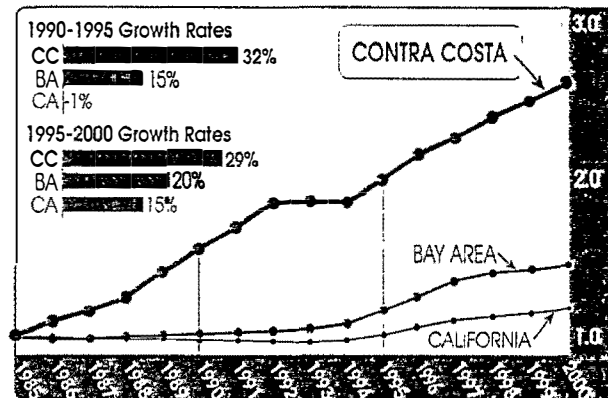
The County has also become home to a number of computer software firms, whose locations are noted on the map on pages 9-10.

## BIOSCIENCE

After a brief dip in bioscience employment from 1989 to 1991, Contra Costa County has enjoyed a strong double-digit rate of growth that is expected to continue through the end of the century, well ahead of the growth rate expected for the Bay Area and California.

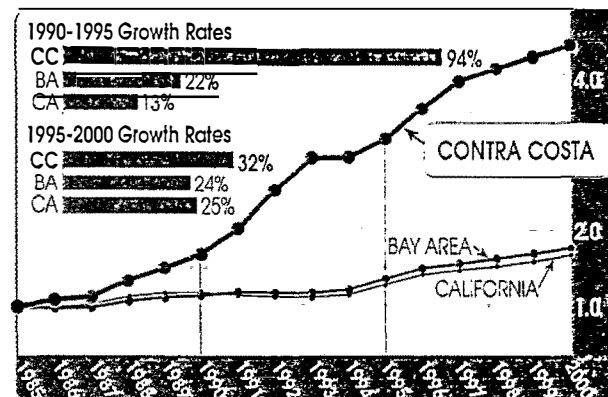
See the map on pages 9-10 for locations of biotech firms in the Contra Costa area.

TELECOMMUNICATIONS EMPLOYMENT INDEX  
1985 TO 2000 (Index, 1985 = 1.0)



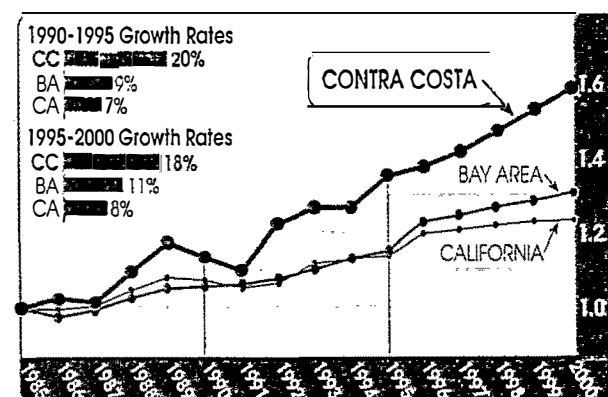
SOURCE: PG&E, Community Relations Dep't.

COMPUTER/RELATED EMPLOYMENT INDEX  
1985 TO 2000 (Index, 1985 = 1.0)



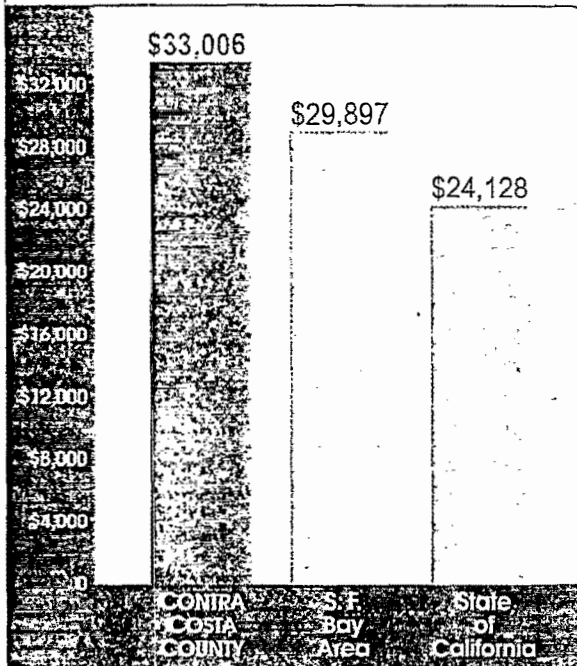
SOURCE: PG&E, Community Relations Dep't.

BIOSCIENCE EMPLOYMENT INDEX  
1985 TO 2000 (Index, 1985 = 1.0)



SOURCE: PG&E, Community Relations Dep't.

## MEDIAN PERSONAL INCOME 1995



SOURCE: California State Franchise Tax Board, State Reports on Median Income for 1995. (Note: Bay Area median income estimated)

## MEDIAN PERSONAL INCOME

### WHY IT'S IMPORTANT

A higher median personal income level generally translates into greater buying power and increased personal investment. It also tends to attract a better educated, more qualified workforce seeking the advantages of an upscale, dynamic lifestyle. Together, these elements offer prospective companies an attractive environment.

### HOW WE'RE DOING

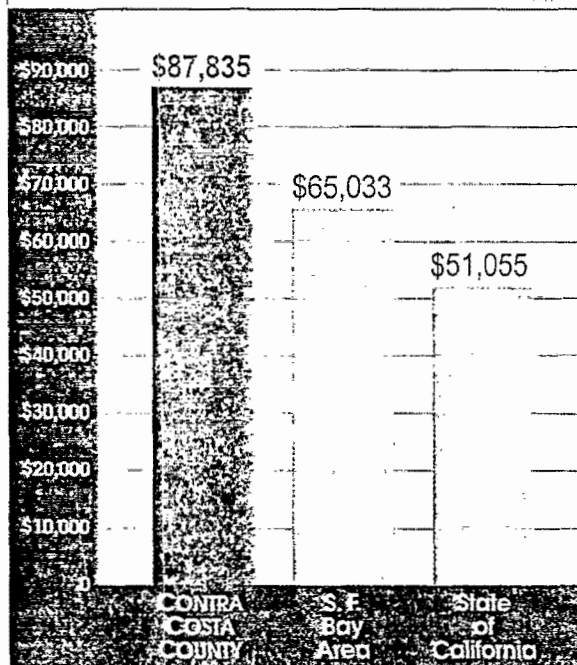
Contra Costa County has the highest median personal income in the State.

Bay Area counties (State Rank):

• CONTRA COSTA CO. (#1)	\$33,006
• Marin Co. (#2)	\$32,401
• San Mateo Co. (#3)	\$31,447
• Santa Clara Co. (#4)	\$30,893
• Alameda Co. (#5)	\$28,629
• San Francisco Co. (#15)	\$25,241

## MEDIAN HOUSEHOLD WEALTH

## MEDIAN HOUSEHOLD WEALTH 1996



SOURCE: Claritas, Inc. 1996. Wealth is defined as the sum of all financial assets (checking and savings accounts, stocks, bonds and primary home value) minus financial liabilities (all credit, mortgage, auto, personal, home improvement and other loans)

### WHY IT'S IMPORTANT

The household wealth measure, unlike an income report, provides a point-in-time snapshot of the overall financial health of households in an area, essentially the households' assets minus liabilities. It provides an indication of monies currently (or potentially) available for spending.

### HOW WE'RE DOING

The median household in Contra Costa County had \$87,835 in wealth in 1996 — 35% higher than the nine county Bay Area and 72% higher than the State.

Top counties in the Bay Area:

• Marin Co.	\$91,443
• CONTRA COSTA CO.	\$87,835
• San Mateo Co.	\$81,819
• Santa Clara Co.	\$71,417
• Alameda Co.	\$49,588
• San Francisco Co.	\$24,889



## NUMBER OF RETAIL OUTLETS

### WHY IT'S IMPORTANT

Ample retail outlets provide the conduits for a thriving retail economy. More outlets provide more choices for consumers, ensure a diversified retail base and promote entrepreneurship in the community.

A tally of retail outlets per 1,000 population provides a consistent yardstick of retail density and diversity across markets.

### HOW WE'RE DOING

On average there are slightly more than 10 retail outlets for every 1,000 California residents. Consumers in Contra Costa County can select from a 42% greater range of choice than the state average, reflecting the diverse and robust retail landscape in Contra Costa County.

## RETAIL GROWTH

### WHY IT'S IMPORTANT

Obviously, dynamic retail growth reflects a robust consumer economy. By measuring the growth in retail outlets as well as retail sales, we're able to gauge retailers' collective evaluation of a market's consumer strength over time.

### HOW WE'RE DOING

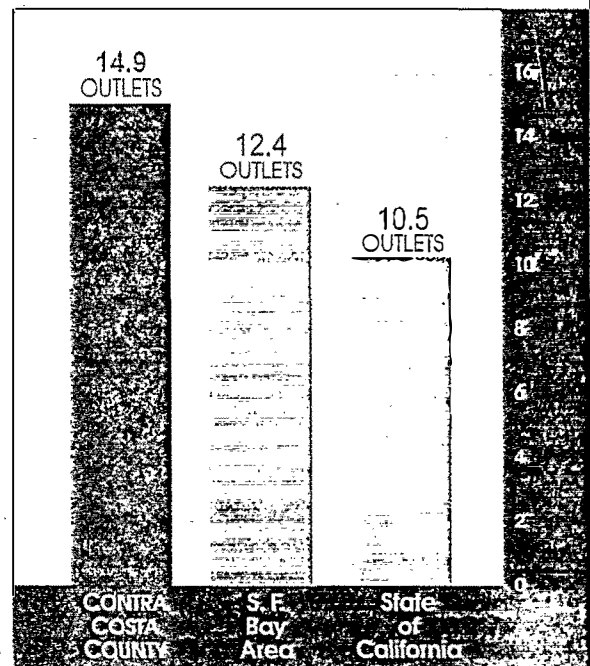
Retail sales in Contra Costa County jumped by more than a half-billion dollars from 1993 to 1996, an increase of 10.2%. In categories reflecting market growth, building materials jumped 15.9%, appliances 19.3%.

Over the 10-year period from 1985 to 1995, the number of retail outlets per 1,000 residents in Contra Costa County increased three times more than in the San Francisco Bay Area and close to seven times more than in California as a whole.

The Contra Costa market is clearly viewed by retailers as one of California's premier opportunities for retail growth.

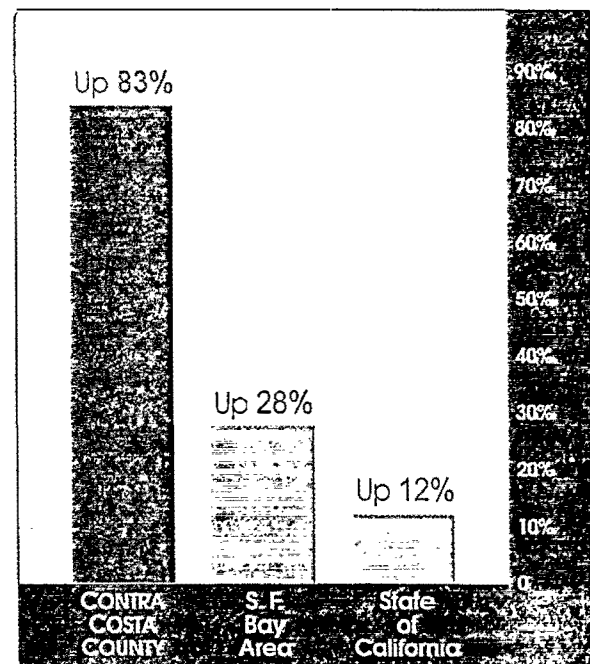
## BUSINESS VITALITY < ECONOMY

RETAIL OUTLETS PER 1000 POPULATION  
1995

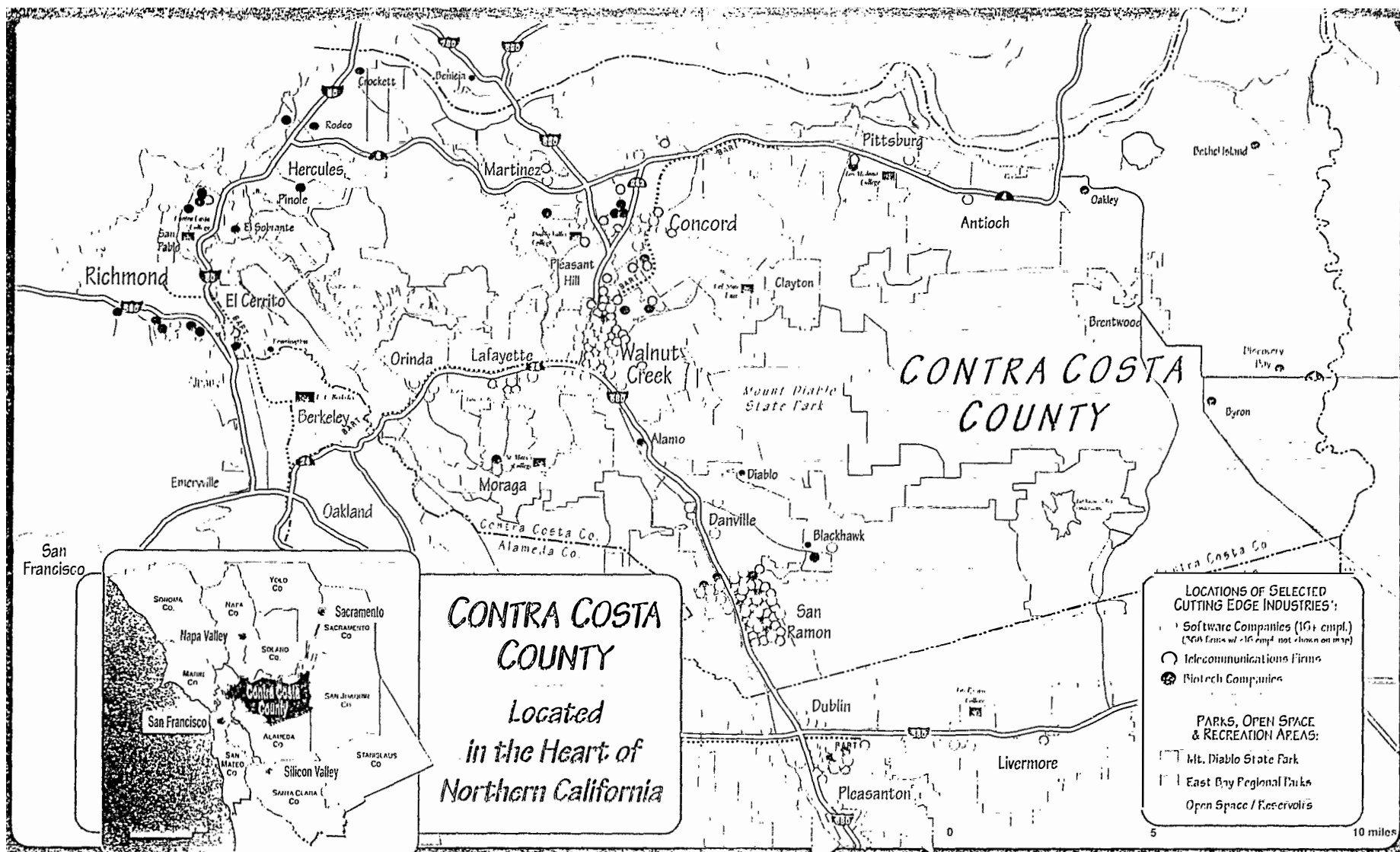


SOURCE: California Retail Survey, 1997 Edition

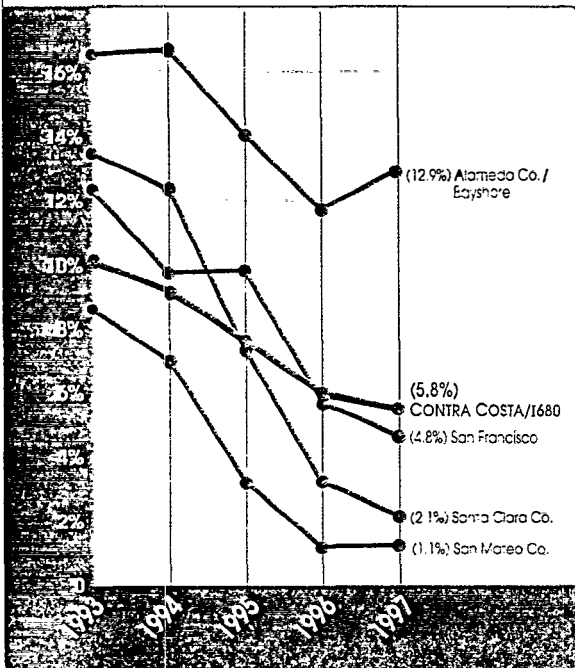
GROWTH IN OUTLETS PER 1000 POPULATION  
1985 TO 1995



SOURCE: California Retail Survey, 1997 Edition



OFFICE VACANCY RATES  
1993 TO 1997



## OFFICE VACANCY

### WHY IT'S IMPORTANT

Office market vacancy and rental rates provide a snapshot of locational conditions facing office-based businesses. Comparing trends in different areas can reveal shifts in competitive market advantages and disadvantages.

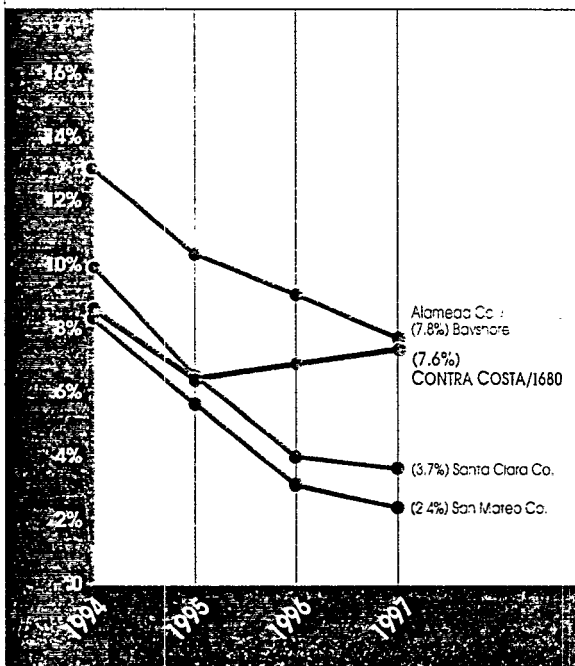
### HOW WE'RE DOING

The supply of available office space has fallen dramatically in the Bay Area over the past few years, particularly in Santa Clara, San Mateo and San Francisco Counties.

Vacancy rates have declined more slowly in the Contra Costa/I680 area giving prospective tenants a relatively broader range of choices at generally more favorable rental rates than those available in other Bay Area counties.

## INDUSTRIAL VACANCY

INDUSTRIAL VACANCY RATE  
1994 TO 1997



### WHY IT'S IMPORTANT

The industrial, using manufacturing, wholesaling and international trade-oriented sectors are vital economic building blocks. The availability of industrial properties at reasonable rates is important to the growth of these sectors within the local economy.

### HOW WE'RE DOING

Unlike other industrial-based counties surrounding San Francisco, the Contra Costa/I680 corridor area has actually experienced a slight increase in vacancies during the past two years, in large part due to opportunities in northern Contra Costa, southern Solano and eastern Alameda counties.

SOURCE: CB Commercial, Grubb & Ellis, 1997. Notes:

1. Alameda Co./Bayshore includes western Alameda County plus the Richmond area of western Contra Costa Co. (1997 figure is 2nd Qtr.)
2. Contra Costa/I680 includes central and eastern Contra Costa Co., Livermore, Pleasanton in eastern Alameda Co. plus Solano County (1997 figure is 2nd Qtr.)
3. Santa Clara is entire county (Year end for 1994-'96; August for 1997)
4. San Mateo Co. (4th Qtr. for 1994-'96; 2nd Qtr. for 1997)



## SMALL BUSINESS STRENGTH

### WHY IT'S IMPORTANT

A healthy mix of small businesses— together with a population of affluent, well-educated, technologically-savvy residents— is a breeding ground for entrepreneurial success and the emergence of tomorrow's cutting-edge industries.

### HOW WE'RE DOING

More than 94% of the businesses in Contra Costa have fewer than 50 employees. Four of every ten (41.2%) workers in the County are employed in these small businesses, compared to 35.6% in the Bay Area and 37.8% in California.

By employment, the County's fastest growing sectors from 1992 to 1999 are engineering/management research (40.8% growth) and business services including computer software (34.8%). Ninety-one percent of engineering/management research firms in Contra Costa have fewer than 20 employees; 87% of business services firms have fewer than 20 employees.

## FUTURE ENTREPRENEURS

### WHY IT'S IMPORTANT

There's no clear way to accurately gauge a market's ability to generate tomorrow's entrepreneurs. However, one promising indicator is the propensity of young people to adopt and use the computer-based tools that underpin tomorrow's most promising industries.

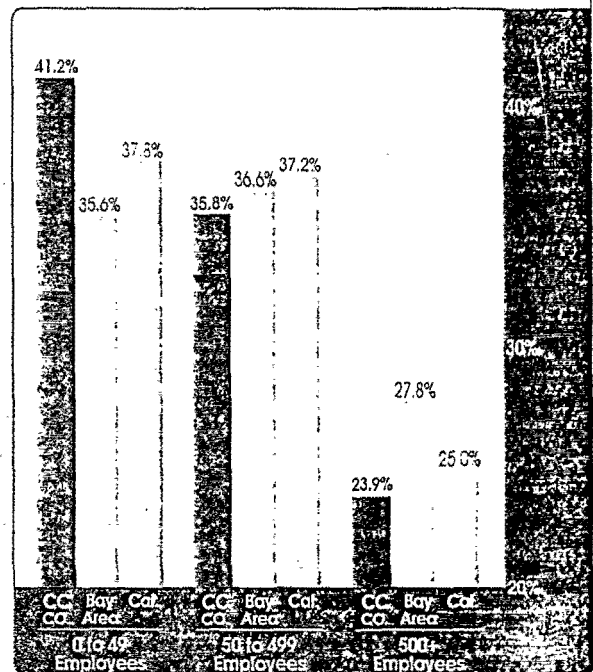
### HOW WE'RE DOING

A 1996 survey comparison of households with children in the six primary Bay Area counties shows that children in Contra Costa households are more likely to use a computer than children in any of the other counties.

Four of every ten (40.8%) Contra Costa children under 12 years of age use a computer in a week (averaging 5.6 hours/week); three of ten (30.9%) children 12 to 17 use a computer (averaging 6.3 hours/week).

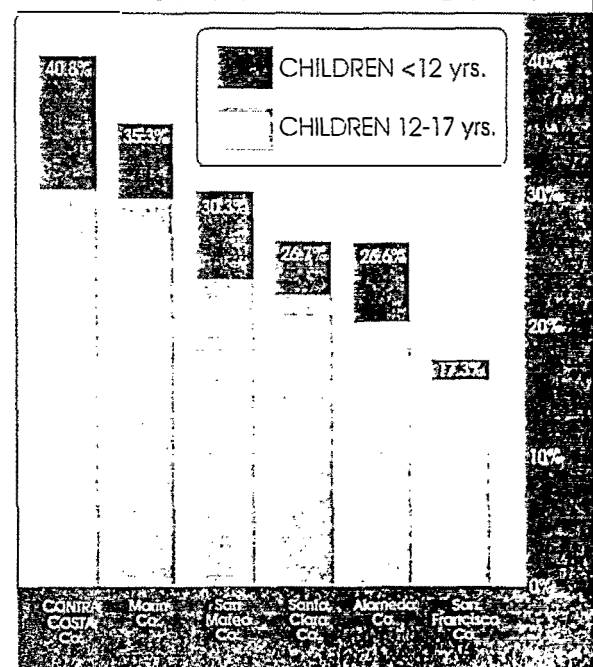
## BUSINESS VITALITY & ECONOMY

PERCENT OF EMPLOYEES BY SIZE OF FIRM, 1996



SOURCE: California Employment Development Department (unemployment insured employment by size of business, 3rd. Qtr., 1996); U.S. Bureau of the Census.

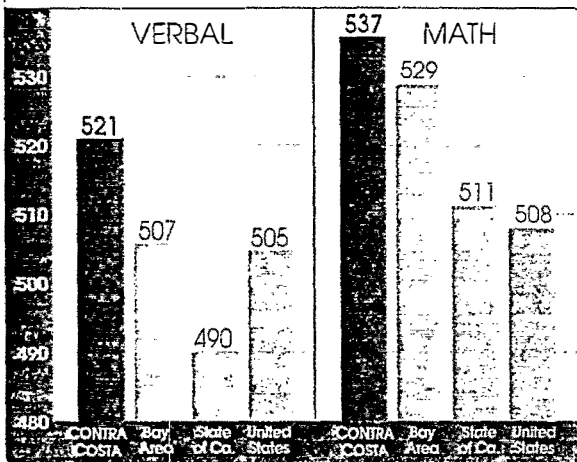
PERCENT OF HOUSEHOLDS WITH CHILDREN USING COMPUTER IN PAST WEEK, 1996



SOURCE: The Gallup Organization, 1996 (data are based on households having children; computer use is defined as one hour or more per week)

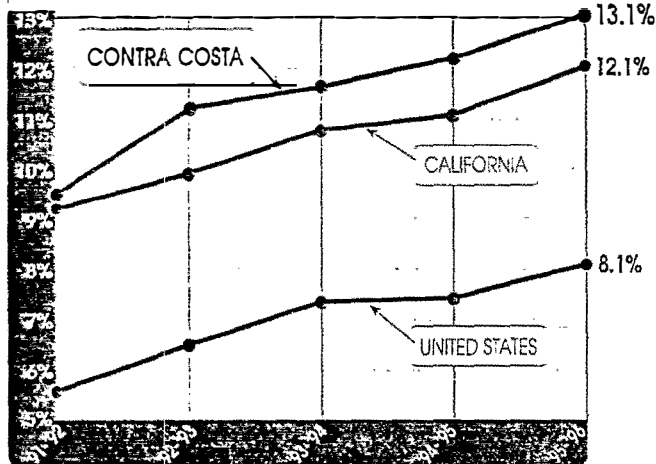
## QUALITY OF LIFE ➤ EDUCATION

### SCHOLASTIC APTITUDE TEST (SAT) SCORES 1996



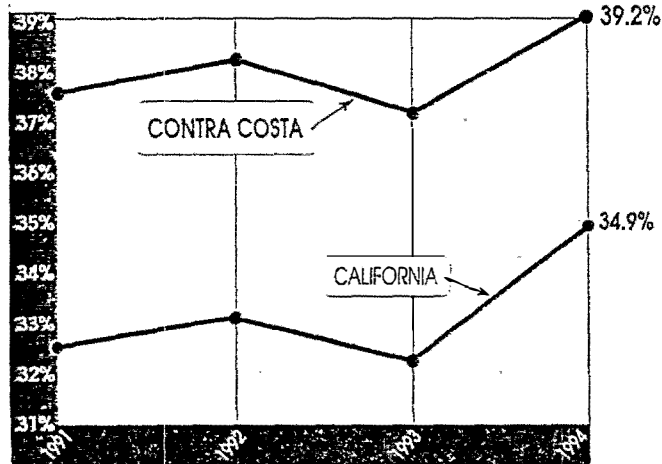
SOURCE: California Dep't. of Education (figures are for public schools only)

### ADVANCED PLACEMENT RATES 1996



SOURCE: California Dep't. of Education (regional data not available)

### PERCENT COMPLETING UC "a-f" SEQUENCE 1996



## SAT SCORES

### WHY IT'S IMPORTANT:

Scholastic Aptitude Tests (SAT) are a basic indicator of a student's ability to learn. For the workplace of the 21st century, the average worker will need to adapt to continuous change and learn new skills in the process.

### HOW WE'RE DOING:

Contra Costa's average SAT scores significantly exceed regional, state and national averages.

## ADVANCED PLACEMENT

### WHY IT'S IMPORTANT:

Advanced Placement Exams give high school Juniors and Seniors the opportunity to receive college credit for those exams passed with a score of "3" or higher. This program helps students accelerate their education.

### HOW WE'RE DOING:

In the 1995-96 year, Contra Costa students passed AP exams at a rate almost twice the national average.

## % COMPLETING UC SEQUENCE

### WHY IT'S IMPORTANT:

The University of California "a-f" course sequence is a college preparatory curriculum including English, math, foreign language, laboratory science, U.S. history and world history, plus electives.

### HOW WE'RE DOING:

Four of every ten Contra Costa students complete the UC college prep sequence, a significantly higher rate than the State of California.



## DROPOUT RATE

### WHY IT'S IMPORTANT

The high school dropout rate reflects on an area's ability to prepare productive workers with adequate skills for the labor marketplace.

### HOW WERE WE DOING

In the 1995-96 school year, Contra Costa's dropout rate of 2.2% was 31% lower than the Bay Area and 44% lower than the state. While County school enrollments went up 5.1% from '93-'94 to '95-'96, the County's dropout rate went down 14.3% in the same period.

## % CHANGE IN H.S. GRADS

### WHY IT'S IMPORTANT

High school graduates are the basic building blocks in a well-qualified labor force.

### HOW WERE WE DOING

From 1991 to 1996, the number of high school graduates in Contra Costa County increased by 10.7%, compared to only 2.7% growth in the entire Bay Area. During that period, Contra Costa increased its share of Bay Area grads from 18.1% to 19.5% (CC Co. has 15.6% of Bay Area population).

## % WITH COLLEGE EDUCATION

### WHY IT'S IMPORTANT

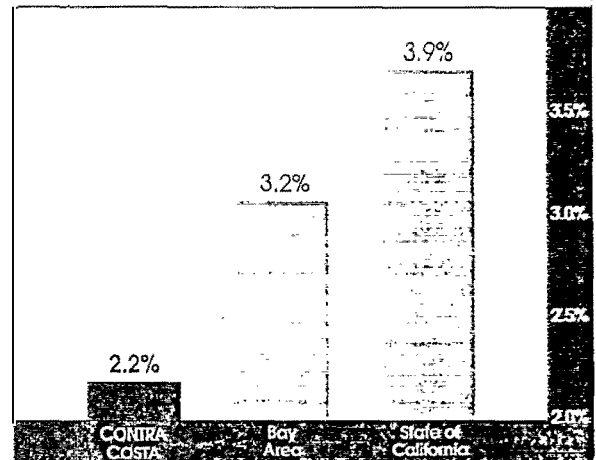
College training is essential for many jobs in today's marketplace.

### HOW WERE WE DOING

Nearly two out of every three (64%) Contra Costa residents have attended college—a percentage 10% above the state average—and half (49%) of this group completed four or more years of college.

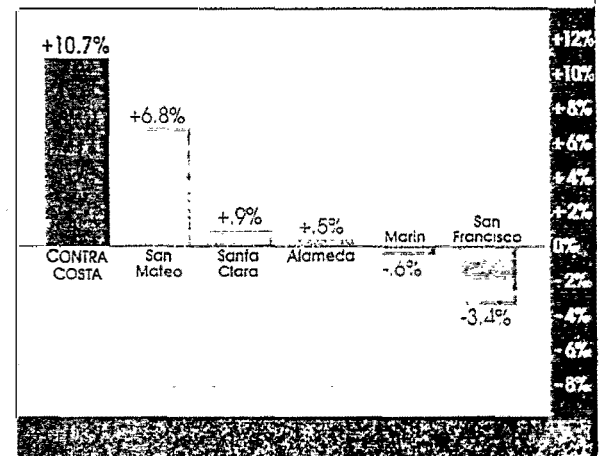
## EDUCATION < QUALITY OF LIFE

### HIGH SCHOOL DROPOUT RATES 1995-1996 SCHOOL YEAR



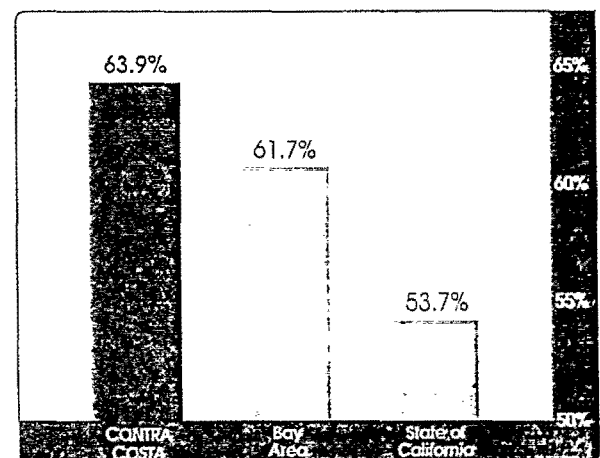
SOURCE: California Dep't. of Education

### % CHANGE IN NUMBER OF H.S. GRADUATES BY COUNTY, 1991 TO 1996



SOURCE: California Dep't. of Education, Educational Demographics Unit

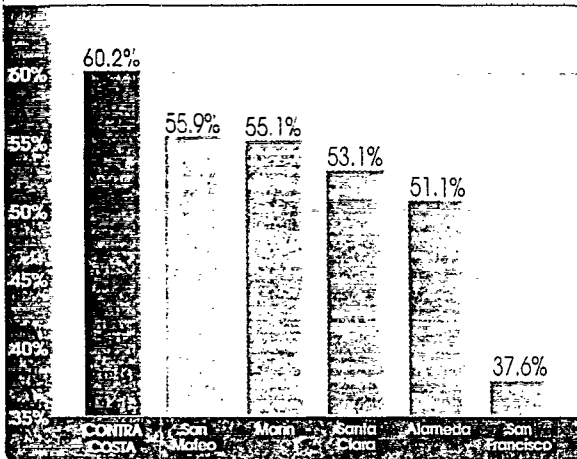
### PERCENT OF ADULTS WHO ATTENDED COLLEGE



SOURCE: Claritas, Inc. 1996

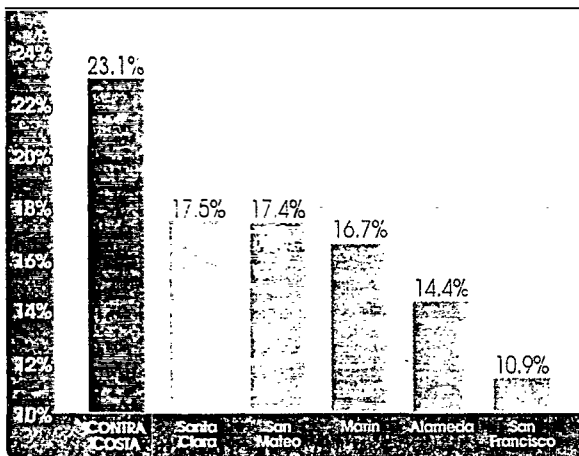
## QUALITY OF LIFE ► FAMILIES

PERCENT OF ADULTS WHO ARE MARRIED,  
BY COUNTY IN BAY AREA, 1996



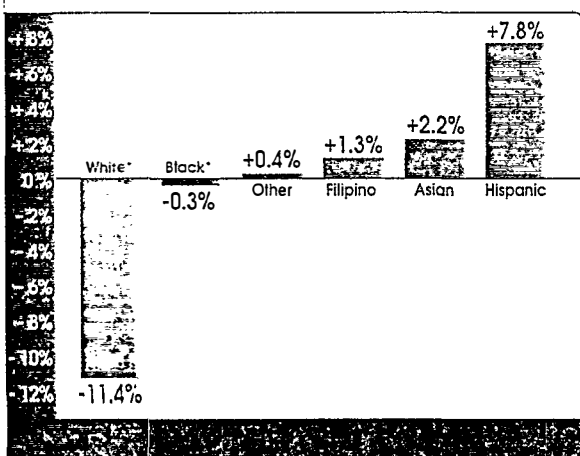
SOURCE: The Gallup Organization, Inc. 1996

PERCENT OF ADULTS WHO PARTICIPATE  
IN CHILD'S SCHOOL (e.g. PTA), 1996



SOURCE: The Gallup Organization, Inc. 1996

CHANGE IN % OF SCHOOL ENROLLMENT  
CONTRA COSTA COUNTY, 1985 TO 1996



SOURCE: California Basic Educational Data System (Cal. Dept. of Educ.)

## PERCENT MARRIED

### WHY IT'S IMPORTANT

While families are defined in a variety of ways in today's culture, married adults remain the traditional foundation of a family-oriented community.

### HOW WE'RE DOING

Sixty percent of adults in Contra Costa County are married — a significantly higher percentage than any other primary Bay Area county. And 58% of Contra Costa adults are living in two-adult households.

## % INVOLVED IN CHILD'S SCHOOL

### WHY IT'S IMPORTANT

Adults who participate in their child's school reflect a community that cares about its children, its schools and its future.

### HOW WE'RE DOING

Nearly one in four (25%) Contra Costa adults is actively participating in school activities, a considerably higher percentage than any other Bay Area county.

## CHANGE IN SCHOOL ETHNIC MIX

### WHY IT'S IMPORTANT

As our society becomes increasingly multi-cultural, it is important that our schools embrace diversity and continue to thrive.

### HOW WE'RE DOING

During the past 11 years, the percentage of Hispanic students in Contra Costa's school population increased 7.8% and the percentage of Asian students increased 2.2%, while the percentage of white students declined 11.4%. In 1996, 57.6% of students were white, 17.0% Hispanic, 12.6% Black, 7.9% Asian,

## PERCENT HOME OWNERS

### WHY IT'S IMPORTANT

Home owners traditionally feel a significant level of investment in their communities along with the obvious financial investment they have in their property.

### HOW WE'RE DOING

Seven of every ten adults in Contra Costa County are living in owned homes, a far higher percentage than any other primary Bay Area county.

## % IN SINGLE FAMILY RESIDENCE

### WHY IT'S IMPORTANT

Typically, residents in single family units experience a broader sense of neighborhood and an increased range of responsibilities compared to apartment residents.

### HOW WE'RE DOING

Fully three-fourths of Contra Costa adults are living in single family units, a dramatically higher proportion than in other counties surrounding San Francisco.

## MEDIAN HOME PRICES

### WHY IT'S IMPORTANT

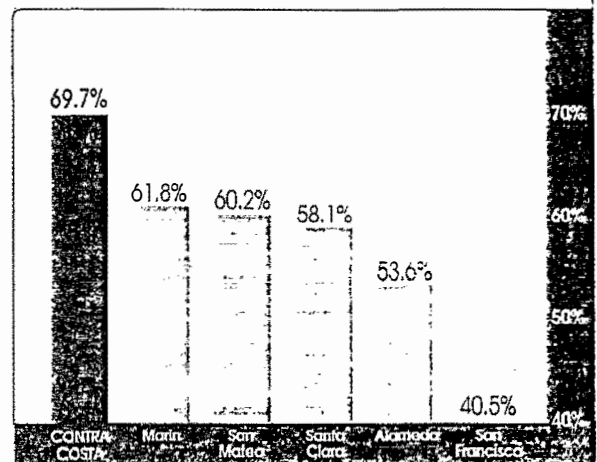
The ability to purchase an affordable home is critical to the development of a stable and viable workforce.

### HOW WE'RE DOING

While Contra Costa ranks number one in income in the Bay Area (see page 4), the median price of homes sold in the County ranked second from the lowest in 1997. And while median home prices jumped 75% in the Bay Area from 1996 to 1997, they were up just 2.3% in Contra Costa. So a greater proportion of Contra Costa families are able to afford a median priced home than families in other Bay Area counties.

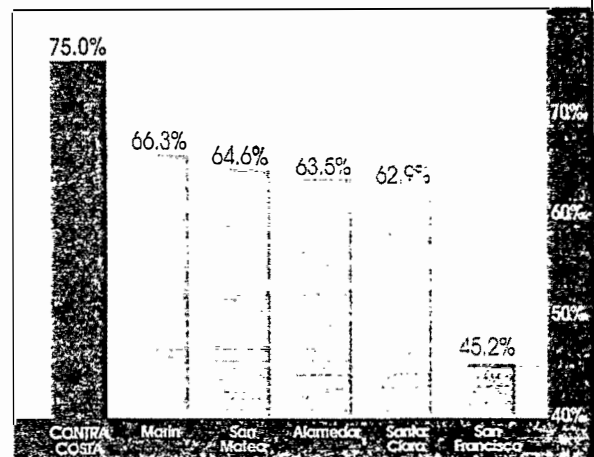
## EDUCATION & QUALITY OF LIFE

PERCENT OF ADULTS IN OWNED HOMES  
BY COUNTY, 1996



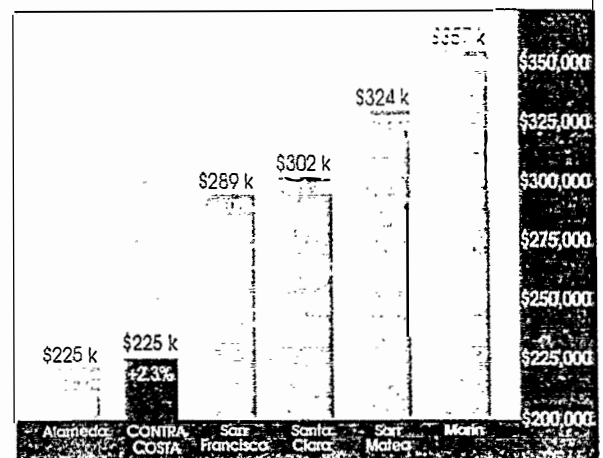
SOURCE: The Gallup Organization, Inc. 1996

PERCENT OF ADULTS IN SINGLE FAMILY RESIDENCE  
BY COUNTY, 1996



SOURCE: The Gallup Organization, Inc. 1996

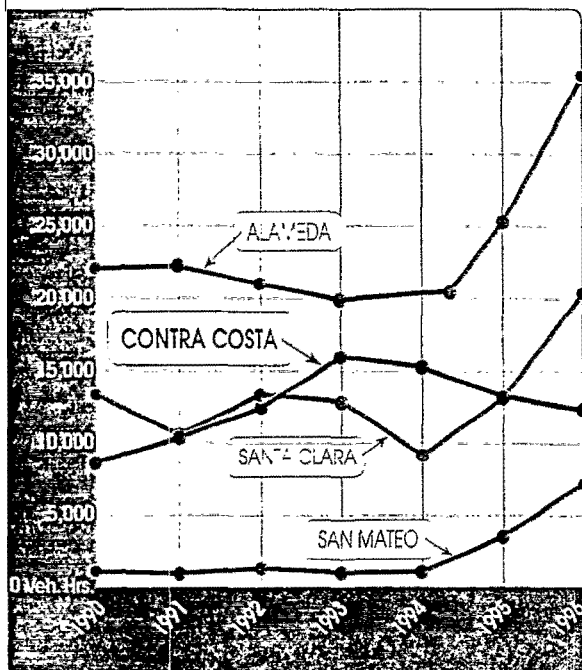
MEDIAN PRICE OF HOMES SOLD, 1997  
& PERCENT INCREASE, 1996 to 1997



SOURCE: Dataquick Information Services/S. F. Business Times

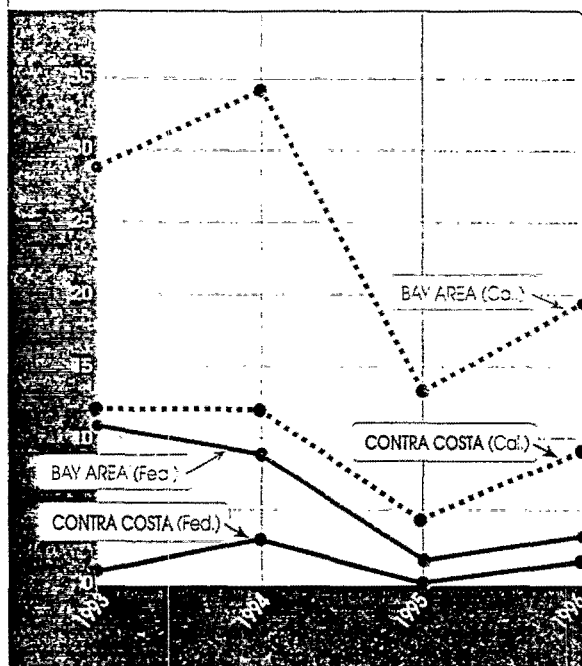


TOTAL DAILY TRAFFIC DELAY (VEHICLE HOURS)  
SELECTED COUNTIES, 1990 TO 1996



SOURCE: California Dep't. of Transportation (CALTRANS), Office of Highway Operations, District 4 (Note: 1992, 1995 and 1996 changes in capacity assumptions may make year-to-year comparisons within a county inaccurate, however county-to-county comparisons for any given year are accurate).

NO. DAYS EXCEEDED AIR QUALITY (OZONE)  
REGULATIONS, 1993 TO 1996



SOURCE: Bay Area Air Quality Management District

## HIGHWAY CONGESTION / BART

### WHY IT'S IMPORTANT

A rapidly growing population has put a strain on the Bay Area's transportation system, increasing the frequency of commute delays.

### HOW WE'RE DOING

While Contra Costa residents experienced increasing traffic delays in the early 1990s, delays have decreased since 1993. Other major Bay Area counties have experienced dramatic increases in traffic delays during the past two years.

During 1996-97, BART (Bay Area Rapid Transit) extended its Contra Costa line to North Concord (1996), Bay Point/Pittsburg (1997) and added a new line serving Dublin/Pleasanton in eastern Alameda County (1997). See map on pages 9-10.

## OZONE POLLUTION

### WHY IT'S IMPORTANT

Air quality is vital to the health of people and the natural environment.

### HOW WE'RE DOING

Contra Costa County has consistently performed better than the Bay Area in meeting both U.S. standards and more stringent California standards for ozone pollution.

In 1996, the County exceeded California standards on nine days and U.S. standards on just two days.

## CRIME

### WHY IT'S IMPORTANT

A safe environment is important to residents' well-being and peace of mind.

### HOW WE'RE DOING

Using both the California Crime Index and the FBI Crime Index, Contra Costa County has a crime rate lower than both the Bay Area and the State of California.

## PARKS AND RECREATION

### WHY IT'S IMPORTANT

Adequate park and open space land provides an attractive environment in which to live and ample opportunities for outdoor recreation.

### HOW WE'RE DOING

Contra Costa County and the greater East Bay are blessed with an ideal climate and over 180,000 acres of dedicated park and open space lands (see map on pages 9-10).

16,000-acre Mt. Diablo State Park forms the focal point of Contra Costa County.

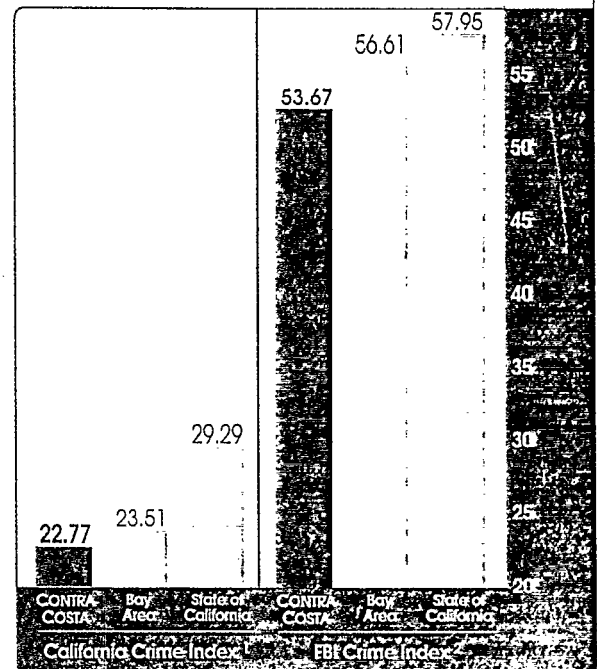
The East Bay Regional Park District includes 56 parks, recreation areas, wildernesses, shorelines, preserves, land banks and trails encompassing 85,000 acres, the largest such regional system in the United States.

The East Bay Municipal Utility District and the Contra Costa Water District manage 80,000 acres of watershed, reservoir lands plus recreation sites.

The 100 sq. mi. San Francisco Bay Delta provides hundreds of miles of waterways & shoreline along Contra Costa's northern and eastern borders.

## ENVIRONMENT & QUALITY OF LIFE

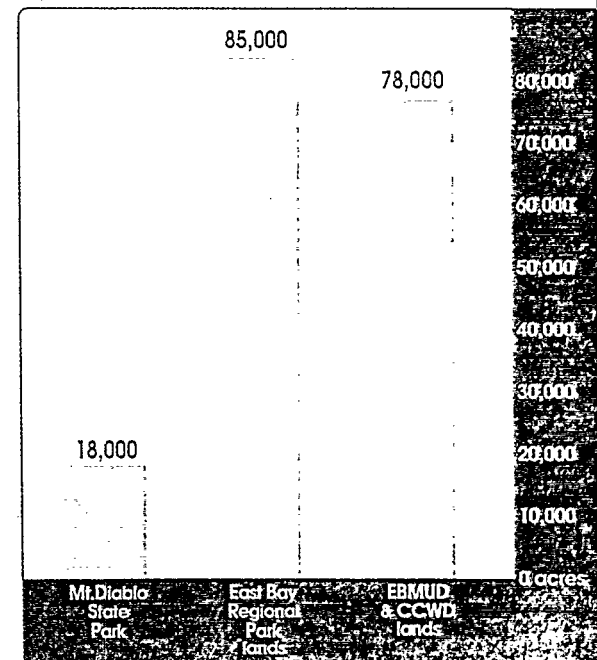
### CALIFORNIA CRIME INDEX & FBI CRIME INDEX (CRIMES/1000 POP), 1995



SOURCE: Criminal Justice Statistics Center, Bureau of Criminal Information & Analysis, California Department of Justice (1995 figures).

1. California Crime Index includes Willful Homicide, Forcible Rape, Robbery, Aggravated Assault, Burglary and Motor Vehicle Theft.
2. FBI Crime Index includes all of the above plus Larceny-Theft and Arson.

### ACRES OF PARK, RECREATION AND OPEN SPACE LANDS, 1997



SOURCES: California Department of Parks & Recreation, East Bay Regional Park District, East Bay Municipal Utility District, Contra Costa Water District.

# CITIES / POPULATION

CITY	1997 POPULATION	PROJECTED 2010 POPULATION
Antioch	76,500	116,600
Brentwood	14,500	35,000
Clayton	10,050	14,200
Concord	111,800	130,000
Danville	38,100	48,900
El Cerrito	23,300	31,700
Hercules	18,800	26,800
Lafayette	23,600	28,000
Martinez	35,350	48,500
Moraga	16,350	17,500
Orinda	16,900	17,800
Pinole	18,150	29,500
Pittsburg	50,800	97,100
Pleasant Hill	31,450	46,500
Richmond	91,300	123,600
San Pablo	25,900	31,300
San Ramon	41,950	48,200
Walnut Creek	62,200	88,700
Unincorporated	172,200	140,100
<b>CONTA COSTA CO.</b>	<b>879,200</b>	<b>1,120,000</b>

## In Alameda County . . .

Dublin	26,750	58,900
Livermore	67,800	96,700
Pleasanton	59,800	79,300

WE GRATEFULLY ACKNOWLEDGE THE  
FOLLOWING ORGANIZATIONS FOR  
PROVIDING INFORMATION & ASSISTANCE

---

Association of Bay Area Governments  
Bay Area Air Quality Management District  
Bay Area Rapid Transit (BART) District  
California Association of Realtors  
California Department of Education  
California Department of Finance  
California Department of Justice  
California Department of Parks & Recreation  
California Department of Transportation  
California Employment Development Dep't.  
California Franchise Tax Board  
CB Commercial Real Estate  
Commercial Real Estate Services  
Contra Costa County Office of Education  
Contra Costa Newspapers  
Contra Costa Transportation Authority  
Contra Costa Water District  
Craft Consulting Group  
East Bay Municipal Utility District  
East Bay Regional Park District  
Grubb & Ellis Real Estate  
Metropolitan Transportation Commission  
Pacific Gas & Electric Co.  
Tri-Valley Business Council  
U. S. Bureau of the Census

This booklet was compiled by

Donald Olmstead, Manager  
Market Research Department  
Contra Costa Newspapers

with assistance from

Heather Hewitt, Intern  
School of Economics and Business Admin.  
Saint Mary's College

Printed by Contra Costa Newspapers  
October, 1997

# ACKNOWLEDGEMENTS



Contra Costa Economic  
Partnership  
1001 Galaxy Way, Suite 102  
Concord, CA 94520  
Phone: (510) 681-3266  
FAX: (510) 681-3269

Bud Lake, Executive Director



Contra Costa Newspapers  
2640 Shadelands Dr.  
Walnut Creek, CA 94598  
Phone: (510) 935-2525

George Riggs, Publisher  
Donald Olmstead, Market  
Research Manager



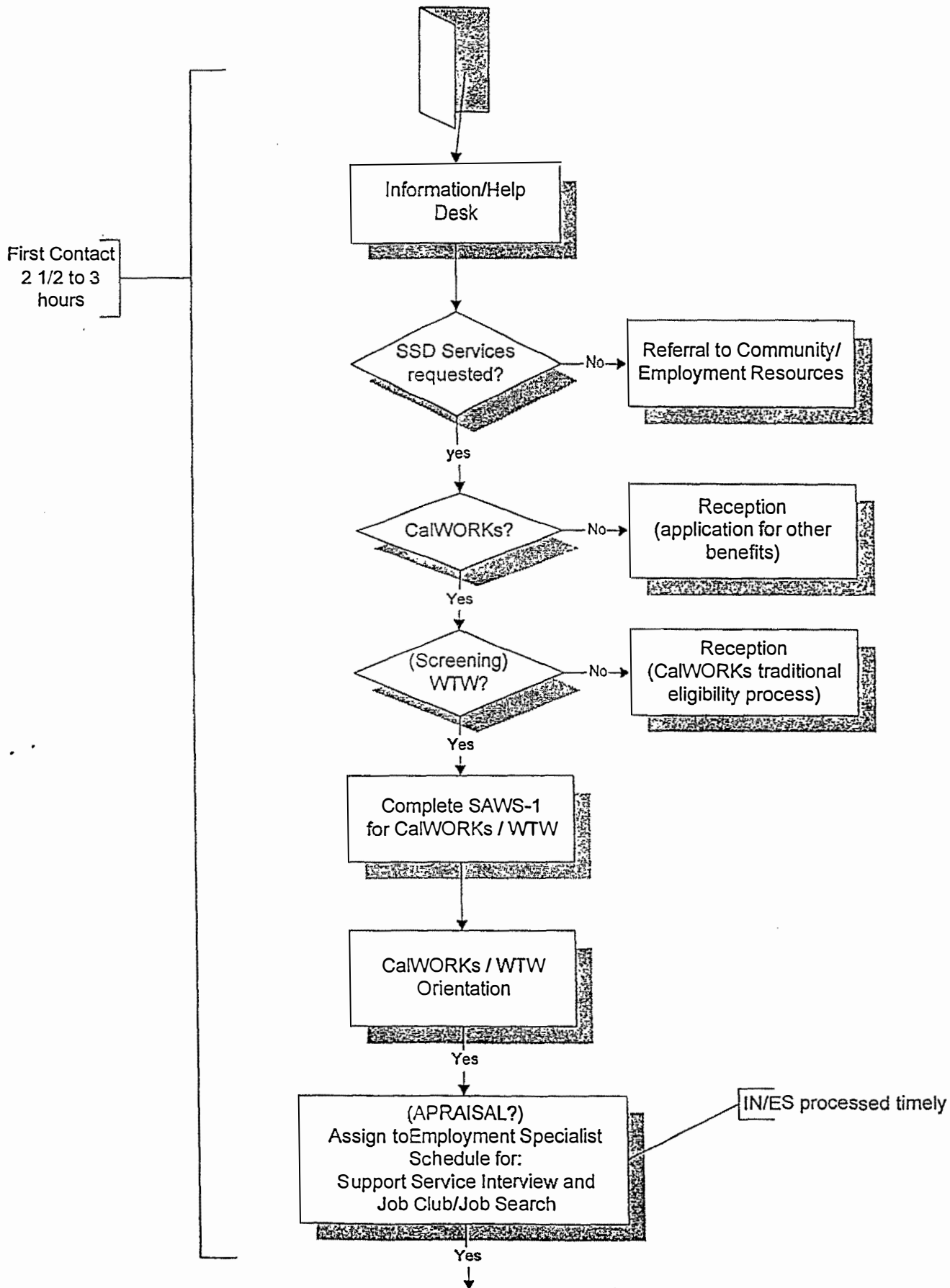
Saint Mary's College  
School of Economics and  
Business Administration  
P.O. Box 4230,  
Moraga, CA 94575  
Phone: (510) 631-4604  
FAX: (510) 376-5625

Edwin M. Epstein, Dean

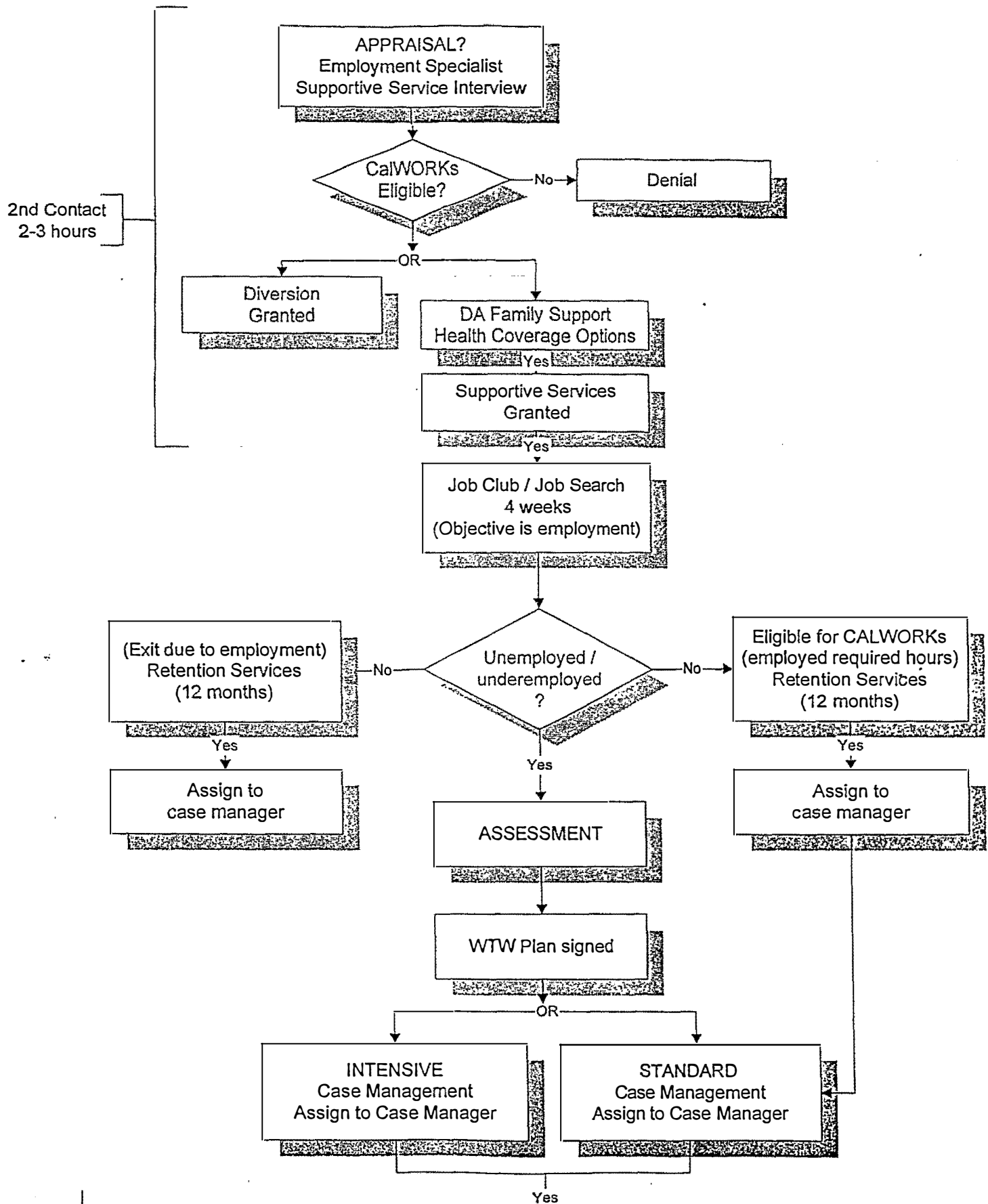


# Attachment H

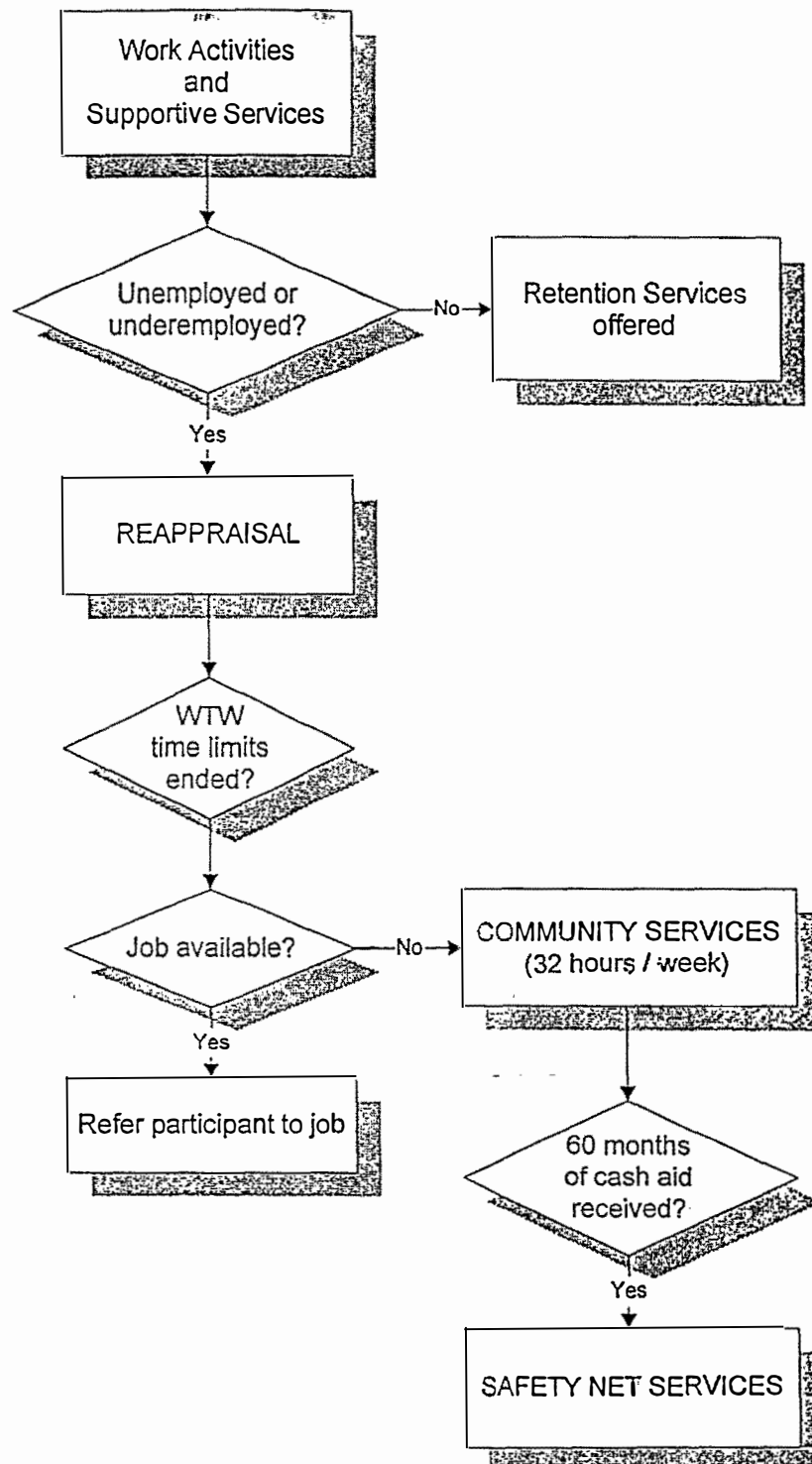
# Contra Costa County CalWORKs SERVICE DELIVERY MODEL



# Contra Costa County CalWORKs SERVICE DELIVERY MODEL



# Contra Costa County CalWORKs SERVICE DELIVERY MODEL



# Attachment I

CalWORKs STAGE 2 IMPLEMENTATION PLAN for CHILD CARE and DEVELOPMENT SERVICES  
(Deadline: 5:00pm, October 31, 1997)

County: Contra Costa

Date: October 28, 1997

Preparing Agency: Social Service Department

Contact Information:

Name: Patricia Nash

Address: 40 Douglas Drive, Martinez, CA 94553

Phone: (510) 313-1714 FAX: (510) 313-1651

(Attach contact information for all parties to this service plan)

1) County CalWORKs Stage 2 Implementation Plan

After working together to determine the best strategy for child care and development services in Stage 2, we have selected the following plan for our county.

Select one -

- a. APP will provide all child care services in Stage 2.
- ☐ b. CWD\* will provide all child care services in Stage 2.
- ☒ c. APP and CWD\* agree to divide child care services in Stage 2 using the following criteria.  
Attach a separate, concise one page narrative describing the county plan and submit with this form:

Describe service population - Families receiving aid. 1) in training or 2) employed

Geographic area served - County-wide or attach a descriptive map defining service allocations

Estimated number of child care slots needed

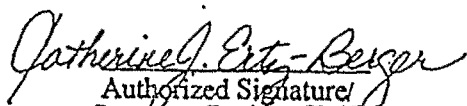
Estimated dollar amount to meet need for period from 1-1-98 to 6-30-98

Other criteria determined by parties to this agreement

- d. APP and CWD will delegate the division of services for child care in Stage 2 to CDD using the criteria established by CDD.

\* If CWD will serve as an APP and does not currently have an APP contract, an application must be submitted with this form.

2) Signatures of all parties to this service plan (attach additional page with signatures if necessary)

  
Authorized Signature  
Contra Costa Child  
Care Council

  
Authorized Signature  
Social Service  
Department

  
Authorized Signature  
PACE APP

## CONTRA COSTA COUNTY'S STAGE 2 CHILD CARE PLAN

The community based AP Programs will administer the child care payments countywide for the TCC recipients who no longer receive cash aid. These AP Programs would receive the following amount of Stage II monies to serve the following average number of cases and children:

\* \$713,236 for an average of 166 cases and 342 children.

The Welfare Department will administer child care payments for all other Stage II clients who are still getting cash assistance. The Department would receive the remainder of the Stage II monies to serve the following average number of cases and children:

\$756,590 for an average of 1,142 cases and 2,083 children.

*CEA, Contra Costa Child Care Council*  
*Grigley PMSA/DBA PACE*  
*Kullen Social Services*

\* These dollars should be allocated to PACE and the Contra Costa Child Care Council based upon the proration of their current AP contracts (General Fund, Federal Block Grant and Stage 3 Set Aside).