

Regional Impact Council

April 29, 2026 11-12:30 pm



RIC
REGIONAL IMPACT COUNCIL



Our Vision



All Home envisions a Bay Area that has rendered homelessness rare, brief and non-recurring, and where everyone has access to a safe, secure, and affordable home.

Those who work have access to a job that pays at least a living wage; and the region has a robust, coordinated, and responsive safety net that is accessible to anyone who needs it. People with extremely low incomes, particularly Black, Indigenous and other people of color are fully included as valued members of the Bay Area community—regardless of their age, ability, or employment status.

People of all backgrounds throughout our region understand that when those marginalized by the housing and economic systems of the past have a dignified home and the means to thrive, everyone in the community benefits.

Agenda

- | | |
|---|---------------|
| 1. Welcome + Agenda Overview | 11:00 - 11:10 |
| 2. Policy and Advocacy | 11:10 - 11:25 |
| 3. Grounding Our Work: Housing and Economic Security | 11:25 - 11:45 |
| 4. Workforce Training and Housing: First Year of Homes and Jobs Connect | 11:45 - 12:20 |
| 5. 2026 Plans | 12:20 - 12:30 |
| 6. Action Steps | 12:30 |



Policy and Advocacy

Advocating for local, regional, and state policies to reduce racial disparities and create housing and economic security for people with extremely low incomes.

AB 1924 (Gabriel): Statewide Homelessness Prevention Strategy

About the Bill

This bill would require the Department of Housing and Community Development (HCD) to develop a statewide homelessness prevention strategy, and to develop and disseminate model practices for preventing homelessness by July 1, 2027. HCD would also establish the state's first-ever homelessness prevention goals and metrics to track progress.

Anticipated Bay Area Impact

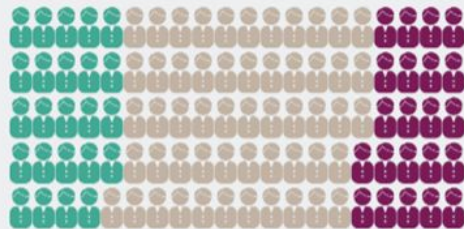
- Aligning state guidance and strategies for prevention with evidence-based practices already working in the Bay Area
- This bill does not include funding for prevention, but having a state strategy is key to understanding what statewide funding needs and set goals

Co-sponsors: All Home, Destination: Home, Innercity Law Center

**Our Foundational Plans:
Regional Action Plan and
Big Moves for Housing &
Economic Security**

EXTREMELY LOW-INCOME HOUSEHOLDS IN THE BAY AREA

Almost half the ELI population are **under 18** or **over 65**



24% under 18 **22% over 65**

46% of ELI working-age adults are employed in jobs such as:

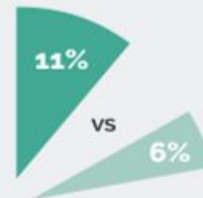
-  **Personal Care Aides**
-  **Cashiers**
-  **Janitors and Housekeepers**
-  **Cooks**
-  **Childcare Providers**

In **Solano County** the average ELI household makes **\$11,000** a year

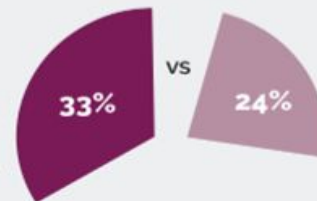


In **San Mateo County** the average ELI household makes just over **\$21,000** a year

Black individuals make up **11% of the ELI population**, despite being just **6%** of the Bay Area population overall



Hispanic/Latinx people make up **33% of the ELI population**, despite being **24%** of the Bay Area population overall



Regional Action Plan

The Regional Impact Council's plan to drastically and rapidly reduce unsheltered homelessness in the Bay Area (released in April 2021, updated June 2024)

Updated Regional Action Plan

Goal: Functional Zero Homelessness

Expand 3 Concurrent Solutions



Targeted Homelessness Prevention: Identifies households with evidence-based risk factors for homelessness and provides short-term financial assistance, legal counseling, other services as needed.



Interim Housing: Dwellings that provide a short-term place in which to stabilize and heal after living on the streets, on the way to a permanent home.



Permanent Housing Solutions: New construction of ELI housing and Permanent Supportive Housing, plus short-term rental assistance and housing subsidies.

Stronger planning and coordination:

A foundation for counties, cities, service providers, and other stakeholders to effectively respond to homelessness.

Big Moves for Housing and Economic Security

Goal: Increase housing and economic security for people with extremely low incomes in the Bay Area



Increase housing supply by meeting the Bay Area's regional targets for 57,000 extremely-low income housing units.



Build a dignified and effective social safety net that recognizes housing as a basic human need.



Design a regional workforce development system to serve people overcoming barriers to employment.

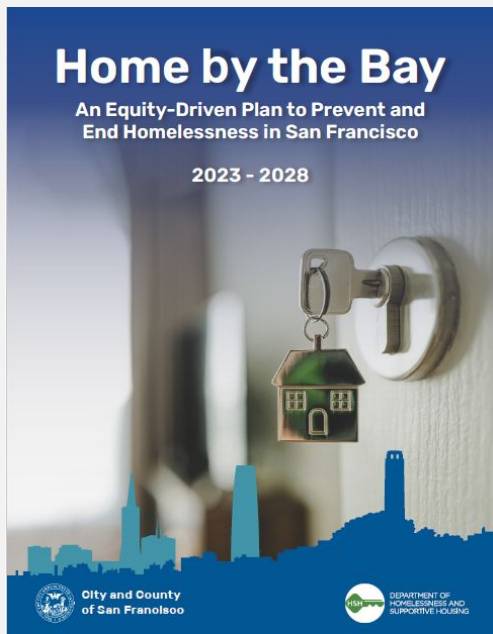


Boost economic and housing security by giving direct financial assistance to the people who need it most.



Inspire the Bay Area to value and include people with extremely low incomes as vital members of our communities.

**Our Results:
Regional Action Plan
& Big Moves**



The *Regional Action Plan's* framework is increasingly reflected in local strategic planning.

Over 30,000 Households Served by Regional Network of Prevention Programs

Sonoma County*

354 households
\$2.6M from All Home
Grant period ending 2026

Marin County

\$1M from All Home
Launch in 2026

San Francisco City & County

19,736 households

San Mateo County

Anticipated launch through Right at Home Initiative in next two years

Santa Clara County

Aligned with regional strategy



Napa County

293 households
\$1.3M from All Home
Program Paused

Solano County

618 households
\$2.65M from All Home
Grant period ending in 2026

Contra Costa County

626 households
\$400,000 from All Home

City of Oakland

8,650 households
\$2M from All Home

City of Fremont

1,596 households
Program Paused

Solutions Dashboard

Modeling Solutions to Homelessness in the Bay Area



allhomeca.org/rap-dashboard

In 2026, Oakland, Alameda County, & Contra Costa County will each release homelessness strategic plans guided by All Home's system modeling technical assistance.



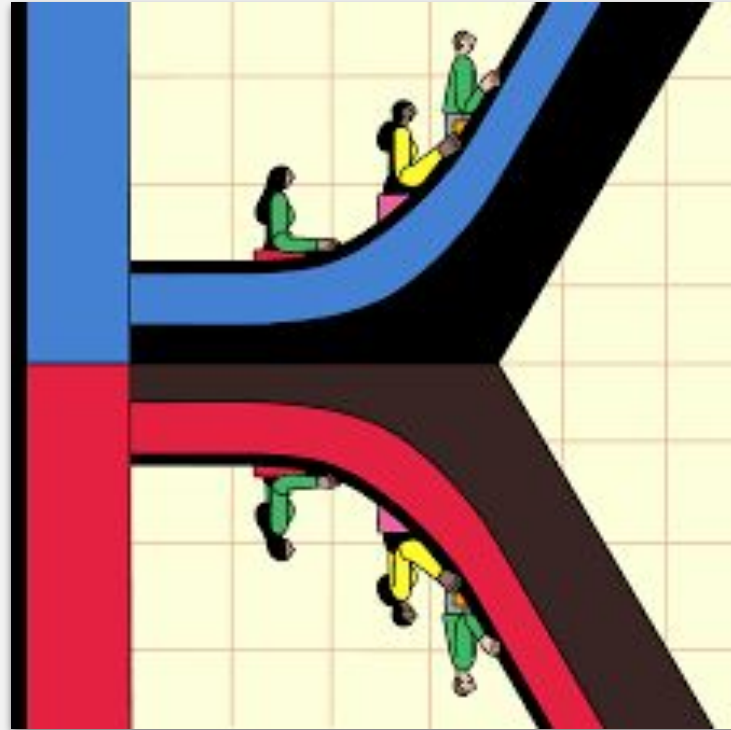
QUESTIONS?

Project Spotlight: Homes and Jobs Connect

Employment as a solution to prevent and disrupt the cycle of homelessness



Bifurcated Economy



1M + living with extremely
low incomes who have lived
experience of housing
insecurity.

Not only brief and non-recurring,
but increasingly rare.

Workforce Development Big Move



Design a regional workforce development system to serve people overcoming barriers to employment.

Homes and Jobs Connect

*Employment to prevent and disrupt
the cycle of homelessness*



For everyone to thrive in the Bay Area, well-paying, in-demand career opportunities must be accessible to people with extremely low incomes. **Stable, good-paying jobs are critical to prevent and address homelessness.**

Usually, housing programs don't have the resources to help people gain and retain quality jobs, and workforce development programs don't take into account the needs of people experiencing housing insecurity. **All Home is aiming to change that with a model that can scale**, to develop overlooked talent and meet pressing workforce needs all across the region.

Homes and Jobs Connect provides paid training and quality employment opportunities to people recovering from or at risk of homelessness. Wrap-around services help participants stay stably housed and employed long-term, promoting upward mobility.

Program Model



Program participants receive stipends, ongoing housing support, and referrals to employment social enterprises, as needed.

Homes and Jobs Connect

For everyone to **thrive** in the Bay Area, well-paying, **in-demand career opportunities** must be accessible to people with extremely low incomes. Stable, good-paying jobs are critical to **prevent and address homelessness.**

Integrating housing and workforce programs, for a coordinated system that better serves people with extremely low incomes.

Core Principles

1. Creating **career pathways** to family-sustaining wages
2. Being **demand-driven** aligned with employer needs
3. **Sector-based** training designed for specific roles and career paths
4. **Earn-while-you-learn** approach to ensure income stability during training
5. Developing an **ecosystem of partners** with an intermediary at the center
6. Inclusion of **supportive and competitive employers**, including employment social enterprises as transitional on-ramps
7. Attending to the **social determinants of work** (i.e. transportation, childcare)

Program Model: Alameda



All Home serves as the **intermediary**, providing backbone infrastructure for the project.



Stipend is provided to all participants, in addition to ongoing support and referrals

Social Enterprises will serve as off-ramps and on-ramps for folks who need more time to develop their critical skills



Center for Employment Opportunities



urban university
educate. employ. empower.

Year 1 Outcomes and Success



Training & Retention

80 participants enrolled
(includes cohorts 1-4)

59 graduates
(includes cohorts 1-4)

**75% course training
retention rate**



Job Placements*

**Increase in placement
rate from cohorts 1 to 4**

Avg. 44% placement rate
(includes cohorts 1 & 2)

**\$20-23 average wage per
hour**



Employer Engagement

**Industry council of 10
employers & growing →
demand driven**

* Note that job placement outcomes will be calculated 6 months after graduation. This data is based on performance to date, even though cohorts 3 & 4 have not met this 6-month mark and based on YUPRO Placemnet, JobTrain and self reported data .

San Francisco Iteration

Overall goal:

- Support ~50 individuals over the course of 13 months where the focus will be developing the individuals' pathways into property management or tenant services within the affordable/supportive housing sector.

How:

Phase 1: Recruitment, Housing Stability & Career Navigation

Phase 2: Supportive Temporary Employment (Earn While You Learn)

Phase 3: Two Career Advancement Tracks (Paid Upskilling)

Measuring progress:

- Worker outcomes
- Employer and sector outcomes
- Program learning outcomes

What's Next & Support Our Work

Implementation of core principles

- Iterations continuing in Alameda and starting San Francisco
- Building partnership with Alameda County
- Strengthening employer partnerships
- Revising elements of model including enrollment, job readiness, training duration and data collection

Gathering insights and advice → Join us

- Solving for a systems level challenge
- Scaling core elements to new locations and sectors
- Employer engagement



QUESTIONS?

Getting Involved

- **Research: State of Homelessness in the Bay Area Working Group**
- **Economic Mobility: Early Care and Education Working Group**

State of Homelessness in the Bay Area

2026



**ALL
HOME**

Project Goals

- Define problem in terms that can most useful inform policy making
- Identify key metrics for tracking progress
- Track progress in RAP implementation across region

Working Group will...

- Meet ~4 times (May-September)
- Inform selection of priority metrics for tracking regional progress
- Advise on content, framing, & voice



BAY AREA JOBS FIRST COLLABORATIVE Early Care & Education Sector Proposed Activation Plan

June 30, 2025

Version 3.0



Image credits: Top - Low Income Investment Fund. Bottom - SquareCare Oakland

BAJF - Early Care & Education

Child Care ~ 20% of HH Income (1 kid) in the Bay

Access to High Quality Child care →

- ↑ Kinder readiness
- Can break cycle of poverty
- ↑ earnings for all parents
- ↑ female laborforce participation
- Businesses can recruit and retain talented candidates + ↑ worker productivity

ECE Activation Plan

- Strategy A: Workforce
- Strategy B: Access
- Strategy C: Infrastructure
- Strategy D: Process and Structure

Prepared for:



Prepared by:



Early Care and Education (ECE) Work Group

Most ECE work happens at the COUNTY level

What can we accomplish as a region that we can't do alone?

- Working Group would serve as a regional home (ECE sector & multi-sector ECE champions)
- Meet ~3 times (June-Sept)
- Be a sounding board and connector for ECE work esp. *ECE Playbook for Local Government*
- Funding and implementation

Action Steps



| Ask | Action |
|--|---|
| Support AB 1924 | Contact Irene Farnsworth to learn more! |
| Help grow Homes and Jobs Connect | Contact Diana Orozco to learn more! |
| Join the research report working group | Contact David Amaral to sign up! |
| Connect with the early care and education group | Contact Beth Munoz |
| Share your priorities! | Call to actions, advocacy support, topics of interest! |
| Attend Affordable Housing Month events in person and virtual | https://ebho.org/our-work/affordable-housing-month/ |

Next Meeting: June 3, 2026



ALL
HOME