

Bay Area Jobs First Collaborative

Monthly Stakeholder Meeting
April 29, 2026



**BAY AREA
JOBS FIRST**
COLLABORATIVE

Agenda

- Welcome + Agenda
- Catalyst Story Telling Project
- Tribal Community Engagement Update
- *Building Local Prosperity Together* event updates
- Regional Updates
- Closing

Update: Catalyst Storytelling Project

Catalyst Funding Background/Purpose

What: \$9M in funding for pre-development activities to prepare projects - pilots, research, planning (e.g. site plans or community engagement and outreach plans), etc.

Purpose: to support projects to move from ideas/pilots (“pre-development activities”) to ready-to-go projects that will be well-positioned for funding from other sources (federal, private, etc.)

Procurement process: Projects were selected and funded through each region’s Collaborative; up to \$1.5M for multi-county projects and up to \$1M for single-county.

Awardees: 10 projects in the Bay Area - see the [Collaborative’s website](#) for more details.

Project Timeline: Projects are underway and have funding through September 30, 2026.



The Assignment

Create a piece of content that tells a story about your Catalyst project.



Blog Post + Photo



Photo Series



Short DIY Video

Bay Area High-Road Manufacturing Initiative

Working Partnerships, USA

This project is a regional effort to develop a high-road manufacturing ecosystem by combining landscape analysis with three high-impact pilot projects and a stakeholder-developed code of conduct

Counties of Operation: Contra Costa, San Mateo, Santa Clara, Solano, Alameda

Sectors: Manufacturing, Battery Storage & Other Renewable Energy Technologies

Louise Auerhahn, lauerhahn@wpusa.org

High Road Clean Transportation Career Pathways West Oakland Job Resource Center

This project will research, design, and pilot a model to create equitable access to quality transportation careers that address the climate crisis, starting in Oakland and San Rafael. This project will help prepare the region to implement new and enhanced, accessible pathways for priority communities into High Road clean transportation occupations at scale

Counties of Operation: Alameda and Marin

Sectors: Transportation Electrification

Tarecq Amer, tamer@wojrc.org

The East Contra Costa Health Homes Collaborative **Richmond Community Foundation**

This project supports California's net-zero emissions goals by prioritizing equity and raising the floor for residential trade workers through building electrification. Using a holistic, whole-home direct-install approach, the project addresses housing justice, while enhancing health, safety, asset development, and resilience for households in Pittsburg and Antioch.

Counties of Operation: Contra Costa

Sectors: Construction, Sustainable Environmental Management

Alison Labonte, alabonte@richmondcf.org

Regenerative Jobs Program

Greenbelt Alliance

This project will expand equitable access to environmental education and workforce training for underrepresented communities by delivering industry-aligned, nature-based curricula and accredited certificates. It will combine hands-on learning through Regenerative Labs with comprehensive career support, including assessments, resume building, and job search coaching. The program will also track participant outcomes over time to ensure long-term success and continuously improve training effectiveness.

Counties of Operation: Alameda, Contra Costa, Marin, San Francisco

Sectors: Sustainable Environment Management

Cailin Notch, cnotch@greenbelt.org

Discussion Questions

1. What regional narrative do these stories help to tell?
2. What do these stories say about the Bay Area's economic future?
3. How do these projects demonstrate the principles of high-road jobs, equity and climate resilience?

Next Steps for Sharing These Stories:

- What other ideas do you have for sharing?
- How can you help amplify these stories?

Update: Tribal Community Engagement

Tribal Community Engagement

RFP Objectives:

- Increase the Collaborative's understanding of the Bay Area region's Tribal communities (including federally and non-federally recognized Tribes, as well as Tribal organizations and Tribal entities) and their economic development interests/needs.
- Determine the interest of the region's diverse Tribal communities in engaging with the Collaborative's economic development processes and opportunities.
- Purposefully engage Tribal communities keen to participate in the Collaborative's economic development in its processes and opportunities.
- Grow the Collaborative's authentic and meaningful relationships with regional Tribal communities.

Selected Consultant: [ReScape California](https://www.rescape.com)

Timeline: Early September - April 30, 2026.



Reflections and Approach

- The Bay Area has a uniquely complex Tribal landscape.
- Federally recognized and non-federally recognized Tribal communities are distinct networks with different legal standing, funding access, and engagement needs.
- Engaged through warm handoffs.
- The engagement response was primarily from non-federally recognized Tribal communities.
- This process was just the beginning - through ReScape's meetings they were referred to additional 20+ contacts who they did not have enough time to engage. All Home will continue building connections.

ReScape's Eight Cross-Cutting Themes

1. Relationship first, structure second. Policy alignment follows trust.
2. Trust deficit is real and earned. Engagement must acknowledge history.
3. Bay Area Tribal complexity is a feature (and a gift), not a barrier.
4. Ongoing engagement is essential, not optional.
5. Urban health centers are community organizing hubs – not just clinics – and strong entry points for tribal community relationships.
6. Land stewardship is a strong point of alignment with BAJF goals.
7. Plain language is non-negotiable and terms like “stakeholder” or “consultation” may carry unintended weight in Tribal contexts.
8. No single model fits. The right engagement strategy must remain flexible and responsive to the Bay Area's unique complexity.

Tribal–Priority Sectors Identified

Sustainable Environmental Management / Land Stewardship

Direct entry point for Tribally-led partnership

STRONG ALIGNMENT

Cultural burns, land-back initiatives, and land stewardship are deeply held Tribal priorities with active organizational infrastructure already in place. Traditional Ecological Knowledge (TEK) is a direct, non-duplicative contribution tribes bring to climate resilience planning – something no other sector partner can offer.

Housing & Development (Construction)

Targeted strategy first

Tribal organizations consistently described housing and development processes as burdensome, bureaucratic, and misaligned with Tribal governance structures. Tiny homes built on reservation land are an example of a Tribally-led model that works – but scaling requires trust and tailored frameworks, not a sector-standard approach. Develop a separate, more targeted Tribal housing strategy.

Arts & Culture

Build relationships first

Real and significant potential – Tribal arts, cultural programming, and traditional knowledge transmission represent meaningful economic activity for many Bay Area communities. However, this sector requires established trust before formal engagement. Cultural assets are not a resource to be extracted – Tribal communities must define the terms.

Sector Alignment with Tribal Priorities continued

Advanced & Precision Manufacturing

Pre-apprenticeship programs, trades named as top community ask

Battery Manufacturing

Active training in battery storage & EV charging – realistic near-term on-ramp for Tribal workforce entry into clean energy manufacturing

Early Care & Education (ECE)

Childcare named as critical workforce barrier. No direct Tribal ECE programs yet – open entry point via bridge organizations

Healthcare

Strong alignment: Tribally-led healthcare clinics, workforce development programs

Transportation Electrification

Active EV charger installs via CARB Communities in Charge; solar carports w/ EV charging; training in N. CA and Inland Empire now

Example Models for Engagement

Model 1: Tribal Table

A standing advisory body with rotating tribal and urban Indian representation. Low burden, high visibility.

Model 2: Tribal Liaison

A dedicated staff role or contracted position to maintain relationships and coordinate tribal input over time.

Model 3: Existing Infrastructure

Leverage already existing infrastructure such as Tribal health centers and urban Indian organizations or Tribal liaisons in other spaces

Model 4: Needs-Centered Outreach

Regular touchpoints tied to specific activities, funding cycles and community needs, not a standing

ReScape's Recommendations for BAJF

ReScape Recommendation: A Hybrid Approach combining Model 2 (Tribal Liaison) + Model 4 (Existing Infrastructure), guided by Model 3 philosophy throughout.

1. Hire a Tribal Liaison

A liaison with deep roots in the Tribal Community can sustain and grow the relationships built during engagement.

2. Center Engagement Through Health Centers

Use CCUIH, NAHC, and IHCSV as trusted hubs — already staffed, already doing the community organizing work BAJF needs.

3. Apply Needs-Centered Philosophy

Go to tribal organizations, attend their events, support their work — before asking them to participate in BAJF's spaces.

4. Defer the Tribal Table

Bay Area political complexity makes a formal Tribal Table premature. Revisit once the liaison is in place.

Model 3: Needs-Centered Outreach

Regular touchpoints tied to specific BAJF funding cycles and community needs, not a standing committee.

Next Steps

- Review Final Report and select an engagement model to carry forward
- Ensure someone is actively maintaining Tribal relationships and moving this work forward until the model for engagement is finalized/fundraised
- Connect the Catalysts Projects with Tribal contacts

Questions?

[Register Here](#)

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CALIFORNIA
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YOU'RE INVITED TO A CELEBRATION

BUILDING LOCAL PROSPERITY TOGETHER

WHEN: May 15, 2026, 8:30am-4:30pm

WHERE: Oakstop Ballroom,
1736 Franklin St, Oakland, CA 94612



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