JOBTRAIN Pathways

FALL 2026



Working Hard Isn't the Same as Getting Ahead

People need help now. Economic Advancement Centers provide it.







6,000
clients served through all 5 EACs since 2024

- ★ South San Francisco
- ★ North Fair Oaks
- ★ Half Moon Bay
- ★ San Jose
- ★ East Palo Alto

IT BREAKS MY HEART to see the income gap widening, not narrowing.

Every day, people come through the doors of our five Economic Advancement Centers already working hard at something: finding a better job, filling out another application, or figuring out how to make rent stretch another month. What they're missing isn't effort. It's a foothold.

Across the Bay Area, families are facing pressure from every direction. The cost of living remains extraordinarily high. Entry-level hiring has tightened. Public benefits that help families stay stable are becoming harder to access or maintain. For people already living close to the edge, one setback can quickly become a crisis.

The Economic Advancement Centers (EACs) were created for this reality. They are simple by design: neighborhood storefronts where people can walk in and get help without an appointment. Sometimes that means a resume. Sometimes it means career coaching, a connection to an employer, or a referral to another organization. Often, it means having someone sit down with them and help figure out what comes next.

What encourages me most is seeing this model take hold. These centers are showing what can happen when employment services and community resources are brought closer to the people who need them.

None of it works without you. Your support helps make these doors accessible and keeps people moving toward greater stability and opportunity.

On the next page, we share what the first 18 months at three of the Economic Advancement Centers are teaching us about who is coming through the doors, what they need, and what is helping them move forward.

Thank you for being part of that work.



Barrie R. Hathaway
President & CEO

"What's really incredible is that I always feel welcome. I get all the support I need, and I'm treated respectfully and kindly."

— Jeff Bastien, placed as a home helper with MKH Group through the Half Moon Bay center

PROGRESS UPDATE

Interim Report on Rapid Employment

How Economic Advancement Centers help people advance their career mobility.



Meeting People Where They Already Are

For people trying to find stable work in one of the country's most expensive regions, getting the right help at the right time matters. Economic Advancement Centers provide that first rung of support for people who need to start or jump-start their careers, combining job preparation and employment services with connections to other resources they may need.

JobTrain provides employment services at five Economic Advancement Centers in San Mateo and Santa Clara counties. Located in the communities they serve, the centers offer walk-in access to job readiness, career coaching, resume assistance, job-search support, and placement, alongside partners addressing needs such as housing, food, and health care.

Beginning in January 2025 (when the centers opened), and June 2026, the three centers in San Mateo County (South San Francisco, North Fair Oaks, and Half Moon Bay) served 2,070 people seeking jobs**.** More than half were searching for work in a language that is not their native language, and nearly six in ten arrived unemployed, in a county where unemployment is otherwise low.

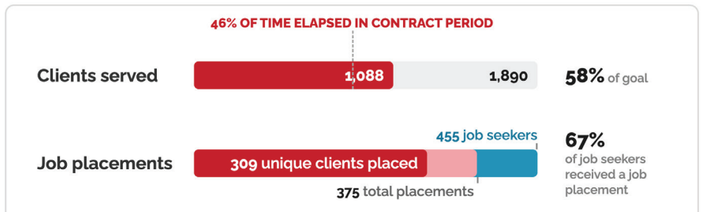
Of those served, 690 people secured work, accounting for 865 total placements as some moved into better jobs more than once.

EAC Progress Report for 3 EACs

December 1, 2025 – August 7, 2026

1,088	7,492	$24.11
Clients served	Services provided	Average hourly wage

PROGRESS AGAINST 18-MONTH GOALS



PROGRESS AGAINST GOALS BY CENTER

	South San Francisco ACTUAL	South San Francisco GOAL	North Fair Oaks ACTUAL	North Fair Oaks GOAL	Half Moon Bay ACTUAL	Half Moon Bay GOAL
Clients	530	810	421	540	163	540
Services	3,324	4,860	3,225	3,240	943	4,680
Placements	152	432	145	288	54	180
Average wage	$24.28		$23.56		$25.15	

A Deeper Evaluation of Our Impact

A third-party evaluator did an analysis of three EACs in San Mateo County covering a shorter time frame of December 1, 2025 through August 7, 2026 which covers a contract period funded by Sobrato Philanthropies. Our three goals were to serve 1,890 clients, make 900 job placements, and achieve an average placement wage of $22.20 an hour across the three centers.

Eight months into that commitment, the results are mixed, and instructive. We are ahead of the goal in the number of clients served. Placements are behind target, although some of that gap reflects the natural lag between when someone first receives services and when they are placed in a job. Wages, meanwhile, are running nearly $2 an hour above the target.

The results also vary by location. North Fair Oaks has already reached its full 18-month client-service goal. Half Moon Bay, the newest and smallest center, is at 30% of its client goal, but is producing the highest wages of the three.

Among those JobTrain placed, 87% work 30 or more hours per week, the threshold at which large employers are required to offer health coverage. And 87% entered regular, ongoing work rather than seasonal or temporary positions.

JobTrain is monitoring each center closely. We are learning what works, identifying where results are falling short, and adapting the approach.

What "A Job" Actually Means Here

A first job is the first span of the bridge to economic independence. It can lead to our training programs for higher-earning paths and our mobility mentoring coaching that helps people advance in their careers. None of it starts, though, without that first stable foothold.

Investment from our supporters makes it possible for JobTrain to strengthen a model that reaches people when they are ready.★

For the full report, please contact Nacole Barth-Ellis at nbarth-ellis@jobtrainworks.org



SUCCESS STORY

A Second Chance Becomes a New Horizon

Eric's journey from incarceration to journeyman carpenter shows what becomes possible when someone ready to change meets a real opportunity.

INSTITUTIONALIZED AT 14, Eric grew up fast and rough, pulled into gangs, robberies, and dealing drugs before he had much chance to be anything else. By 19, he was facing a double life sentence. In the end, he was sentenced to 15 years.

Inside his cell, stripped of everything but his own thoughts, something began to turn. "Sitting in that cell for 24 hours a day and knowing I may not come home," he recalls, sparked the change. He made himself a promise: if he got a second chance, he would take it.

> "These opportunities give us the fundamentals to be successful."
> —Eric Rico

Eric ultimately served nine years, earning early release through good behavior and hard-won college credits. In 2023, he walked out of prison ready to build the life he had spent years imagining.

What he found was a different kind of hard. As a parolee, getting a job became a daily test of hope against discouragement. One employer after another would show interest until they asked about his record. They urged him to be honest, then told him, "No."

Then Eric met Elaine, a counselor with Project Build, JobTrain's Carpentry Pre-Apprenticeship training. The program is accessible to formerly incarcerated individuals ready to change their lives. Eric signed on.

He completed Project Build in 2024. On the recommendation of Marty, his instructor, and Elaine, his counselor, a privately owned construction company took a chance on him.Eric made sure it was a chance worth taking. He showed up, worked hard, and earned trust. After two years as an apprentice, he was sponsored as a journeyman, bringing bigger pay, benefits, and a real foothold into economic mobility for himself and his family.

Then came the full-circle moment. Eric's own boss is also a JobTrain carpentry graduate. And Eric has since hired another JobTrain carpentry graduate onto the company.

Today, Eric takes deep pride in providing for his nieces and nephews and giving them the childhood he never had. JobTrain was the gift that let him start giving back.

"These opportunities give us the fundamentals to be successful," Eric says. "Thank you for the opportunities to open our horizons."★

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BREAKFAST of CHAMPIONS

Save the Date
May 14, 2027

Beyond "Good Enough"

We're building a system that tracks outcomes across different partner organizations.

PEOPLE SEEKING STABILITY often must navigate disconnected systems for employment, housing, food, childcare, and health support. Each organization may know one part of a person's story, but no one sees the full picture.

At JobTrain, we do not believe "good enough" is enough when people's futures are at stake. We recognized the obstacles and stepped up to convene approximately a dozen San Mateo County partners to design a shared referral and tracking system. The goal is to better coordinate support around each individual, reduce dead ends and repeated intake, and track progress toward employment and economic stability. The design phase is underway. Now, we welcome funders, technologists, and other partners interested in helping bring this collaborative tech system to life.★

The Supportive Services Partnership Ecosystem

