



High Road Training Partnerships

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Agenda

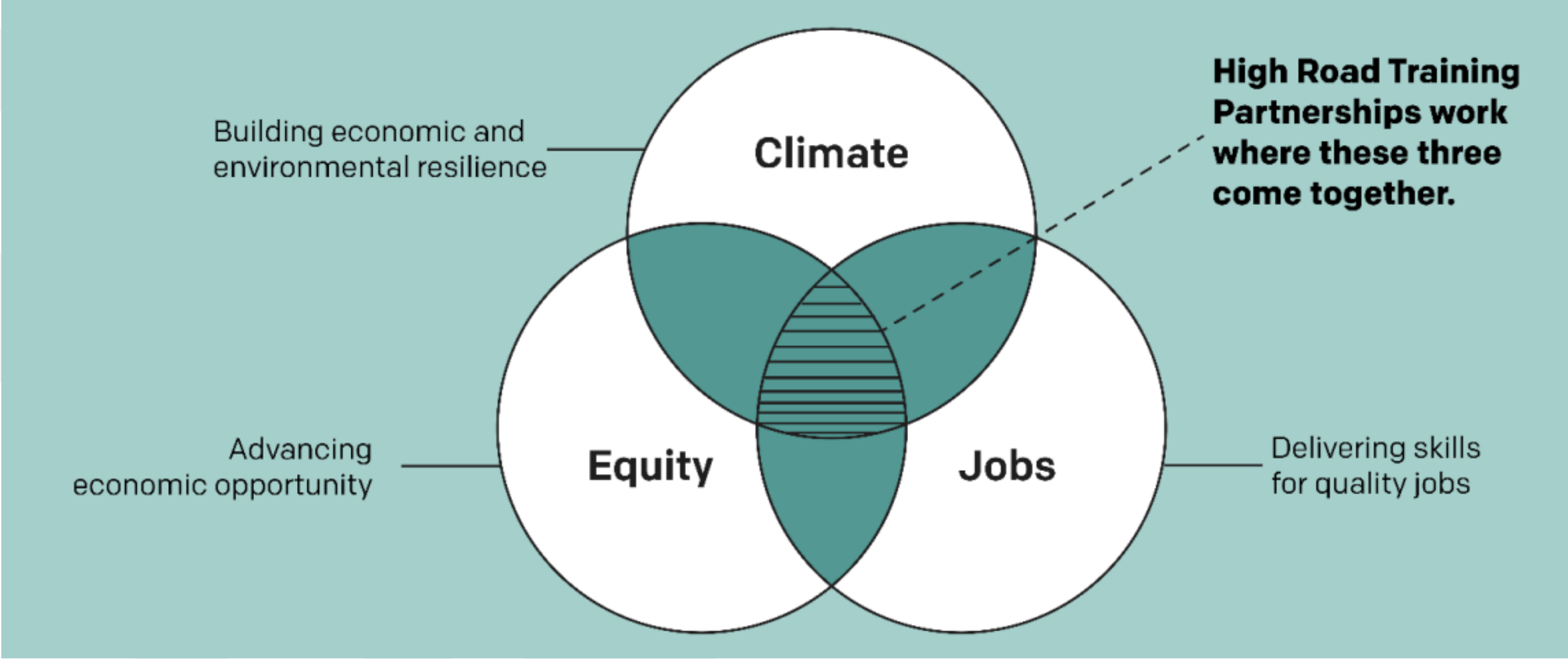
- Who are we and what do we do?
- High Road Training Partnerships
- Case Studies
- Funding opportunity



Who are we and what do we do?

- Oversight and continuous improvement of California's workforce investment system
- Alignment of workforce training and education programs at state, regional, and local levels
- Policy development and grant administration
- Workforce investments rooted in equity

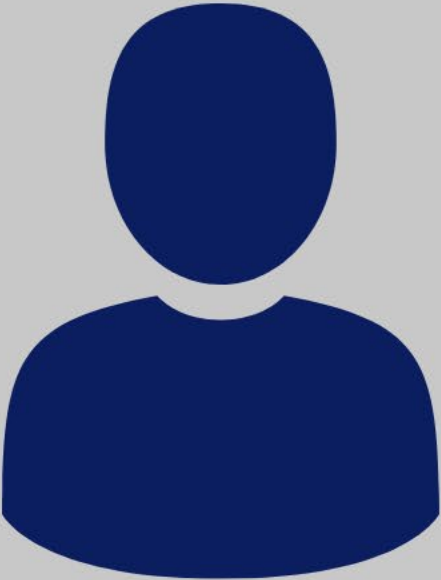
H RTP Works Here



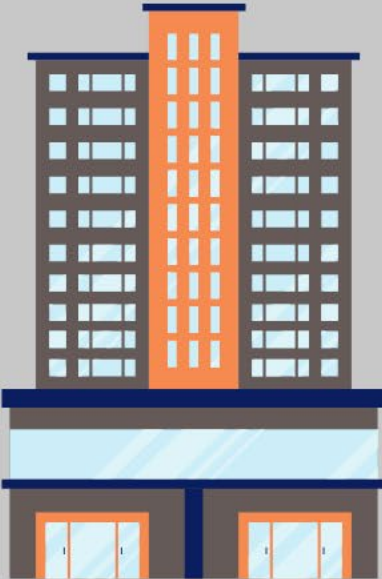
Essential Elements – Lessons learned, the inter-related elements essential to operating as a successful H RTP

- **Industry Led Problem Solving:** Foundational is that the industry – including leaders representing both employers and workers – lead the problem solving for the workforce demands unique to that industry.
- **Partnerships a Priority:** It is key to have strong and durable industry partnership as a goal in and of itself. Here it means a formal relationship that is neither loose nor ad hoc but forms the basis of sustained problem-solving.
- **Worker Wisdom:** These H RTPs have developed innovative ways to explicitly bring worker voice into their strategies and tactics as a core value undergirding the partnership.
- **Industry Driven Education & Training Solutions:** Partnerships can tap into training already out there, develop and deliver their own programs or use a hybrid specific to their particular workforce needs.

Ecosystem of Economic Prosperity



Workers



Employers



Worker Organizations



Communities

H RTP Projects – First Cohort



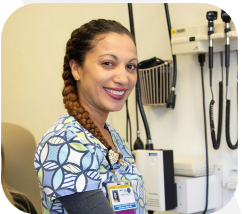
Hospitality
(Hospitality Training Academy) The high road to hospitality



Water
(Jewish Vocational Services) Water Utilities Career Pathway Project



Public Transit
(California Transit Works!) Establishing transit training infrastructure



Healthcare
(Shirley Ware Education Center) Multi-Occupation Pre-Apprenticeship



Janitorial / Property Services
(Building Skills Partnership) Green Jobs, Good Jobs Project



Distribution & Logistics
(West Oakland Job Resource Center) Transportation & Logistics Apprenticeship



Public Sector
(Worker Education and Resource Center) Healthcare workforce training institute



Ports
(Port of LA) Designing local pathways into quality jobs

2021

Statewide

- Building Skills Partnership
- California Transit Works! (expanding)
- Labor Management Cooperation Committee (NECA – IBEW)
- United Food and Commercial Workers (UFCW)

Bay Area

- West Oakland Job Resource Center
- Shirley Ware Education Center
- Jewish Vocational Services
- Rising Sun Opportunity Center
- BlueGreen Alliance

Central Coast

- Equitable Food Initiative
- San Luis Obispo County Office of Education

Los Angeles

- Hospitality Training Academy
- WERC (BYD-SMART)
- LAANE
- WERC (LA Black Worker Center – LA DPW)
- Center for Caregiver Advancement
- Miguel Contreras Foundation (Proterra-USW)

● = New HRTPs

● = Previous HRTPs

Northern CA

- Tree Trimming – IBEW Local 1245

Sacramento

- California Mobility Center

Sierras

- Sierra Institute for Community and Environment

Central Valley

- California Labor Federation
- The LEAP Institute

Kern County

- Kern Community College District

Industries

- Distribution & Logistics
- Janitorial / Property Services
- Healthcare
- Hospitality
- Ports
- Public Sector
- Public Transit
- Water / Public Utilities
- Tree Trimming
- Battery Storage and Micogrids
- Grocery / Meat Processing
- Electric Bus Manufacturing
- Agriculture
- Long-Term Care
- Clean Mobility
- Tribal Forest Restoration
- Offshore Wind Energy
- Building Decarbonization
- Regional Workforce Strategies

Inland Empire

- Inland Empire Labor Institute
- West Valley Water District (JVS)
- Shirley Ware Education Center (expanding)
- Center for Caregiver Advancement (expanding)



Case Study: High Road to Water with Jewish Vocational Services (JVS)

- **Industry Led Problem Solving:** Water and wastewater industry identified workforce shortage, needs, and training capacity
- **Partnership is a Priority:** JVS convened partnership between BAYWORK, a consortium of San Francisco Bay Area water and wastewater utilities, and water industry union leaders
- **Worker Wisdom:** Workers are members of the regional water sector committee and help develop a regional apprenticeship model
- **Industry Driven Education & Training Solutions:**
 - JVS increases awareness of jobs in the public water sector, especially for job seekers from underrepresented communities
 - Partners develop and deliver targeted training

Case Study: High Road to Water

Partner Roles

Industry Leaders

Worker & Employer Representatives

- Evaluate industry needs.
- Identify skills solutions to shared needs.
- Collaboratively develop industry solutions.
- Identify methods to train for specialized occupations.
- Identify skills gaps while providing equitable access to jobs.

Convener

JVS

- Create a formal structure for partnership.
- Broker relationship between BAYWORK, labor unions, and other supply-side organizations.
- Test new ways of solving critical workforce needs.
- Find ways to aggregate demand for the water and wastewater utilities and other sectors.
- Develop curricula for cross-training in multiple sectors.

Workforce Development Service Providers

Community-based Organizations, Local Career Centers (CareerOneStops), Educational Partners

- Assist in recruiting workers who fit the target population.
- Help prepare workers for a rigorous academic environment.
- Help promote careers in the water and wastewater utilities sector.
- Provide wraparound services to ensure worker success.

Case Study: High Road to Building Decarbonization in the SF Bay Area with Rising Sun Center for Opportunity

- **Industry Led Problem Solving:** Convened building decarbonization industry (employers and labor unions) to conduct market research
- **Partnership is a Priority:** “A strong, lasting regional partnership with industry employers, local governments, worker representatives, workforce developers, equity advocates, and other stakeholders”
- **Worker Wisdom:** Worker voice brought forward by Construction Trades Workforce Initiative and Alameda Building Construction Trades Council
- **Industry Driven Education & Training Solutions:** “Support to employers, relevant unions, workforce developers, and educational institutions to develop appropriate job training programs to prepare the local workforce”

High Road Training Partnerships: Resilient Workforce Program (RWP)

This year, the CWDB will be launching the High Road Training Partnerships:
Resilient Workforce Program (RWP)

- Builds on HRTP program with additional funding streams, defining eligible project types, target industry sectors, and updated application process
 - "How to Apply for HRTP Funding" Webinar on Tuesday, January 24th (10-11:30am)
- 2022/2023 Budget Year
 - \$19 Million - Low Carbon Economy Grant Program.
 - \$14,250,000 - For the development of the Oil and Gas Well Capping Pilot initiative in Kern and Los Angeles Counties.
 - \$57 Million - Expand High Road Training Partnerships for health and human services.

Thank you! Questions?

High Road Training Partnerships

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HIGH ROAD
TRAINING PARTNERSHIP