



LA County DEO High Road Training Partnership Fund

Information Sessions April 14 – 18, 2025

department
of **economic
opportunity**
COUNTY OF LOS ANGELES

**HIGH ROAD
TRAINING
PARTNERSHIP
FUND**
Economic Mobility in Action

Over the week of April 14, seven information sessions were held to support participants

Hybrid (in-person with Zoom connection)

April 14 | 9.30 AM - 11.30 AM | DEO Headquarters (Supervisorial District 2)

April 15 | 9.00 AM - 11.00 AM | Rio Hondo AJCC (Supervisorial District 4)

April 15 | 2.00 PM - 4.00 PM | Pomona AJCC (Supervisorial District 1)

April 16 | 11.00 AM - 1.00 PM | Palmdale AJCC (Supervisorial District 5)

April 16 | 4.30 PM - 6.30 PM | Rancho Dominguez AJCC (Supervisorial District 2)

April 17 | 10.00 AM - 12.00 PM | Northeast San Fernando Valley AJCC (Supervisorial District 3)

Virtual

April 18 | 11.00-1.00 pm | Zoom webinar

Event details are available on our website. For virtual attendance, you must register for the specific session with an online ticket to receive the Zoom link. Recordings of all information sessions will be made available on our website.

**Los Angeles County DEO, Dalberg, and
the UCLA Labor Center welcome you!**

About our organizations



Dalberg

UCLA Labor Center

With its mission, DEO creates quality jobs, helps small businesses and high road employers start and grow, and builds vibrant local communities and spaces.

Dalberg is an impact-first consulting firm with a focus on economic mobility.

Dalberg is serving as the third-party administrator for the HRTP Fund.

UCLA Labor Center works at the cutting edge of labor research, education, and policy development—serving the interests of workers and their communities in Southern California. It is serving as the technical assistance partner for the HRTP Fund.

Agenda

Time	Activity
10 mins	Opening Remarks
50 mins	Overview of how to establish HRTPs by UCLA Labor Center
15 mins	Q&A Session Led by UCLA Labor Center
30 mins	Overview of the Application Process and Applicant Support by Dalberg
15 mins	Q&A Session Led by Dalberg and Wrap Up

LA County DEO's \$17.8M High Road Training Partnership Fund application is now live!

The H RTP Fund will provide grants for industry-informed, worker-centered, skill-based training models that:

- Catalyze employment opportunities for LA County residents in need of an equitable economic recovery
- Reduce economic hardships and improve long-term outcomes (e.g., wealth building and economic mobility)

 <h2>FUNDING SOURCES</h2> <p>American Rescue Plan Act (ARPA)</p> <table border="1"><tr><td>\$8.06M in grants</td><td>\$800K in Worker Equity Fund¹</td></tr></table> <p>+</p> <p>Care First Community Investment – \$9.86M</p>	\$8.06M in grants	\$800K in Worker Equity Fund ¹	 <h2>AWARD</h2> <p>~20 grants with \$500K to \$1M in funding per grant</p> <p>~1,300 participants across all five Supervisorial Districts in diverse industries & occupations</p> <p>12-month grant period</p> <p>With additional technical assistance and stipends for highest need participants</p>	 <h2>APPLICATION PERIOD</h2> <p>April 14 – May 9, 2025</p> <p>Information sessions and virtual office hours will be available to support applicants</p> <p>Detailed <i>Request for Applications</i> document available on the website</p>
\$8.06M in grants	\$800K in Worker Equity Fund ¹			

Note: (1) Supplementary financial support for training participants

This Fund builds on existing LA County and state-level H RTP initiatives



The High Road Training model is a California statewide initiative designed to promote partnerships between industry leaders—employers, workers and worker representatives—that create industry-informed, worker-centered, skill-based training models.

Across California, H RTPs have helped train over 15,000 workers through \$248M awarded to 93 projects tackling workforce gaps and expanding career pathways.



LA County has committed **\$34M** from Federal and County Funds for the H RTP program. So far, **500+ workers** are enrolled or have completed trainings, of which **350 have been placed** in related employment.

Of the funds committed, this H RTP Fund includes **\$17.8M** in available funding for new H RTPs.



Target outcomes

- ✓ 85% training completion of participants enrolled
- ✓ 75% for placements of people enrolled
- ✓ Industry changes
- ✓ Equity and inclusion

The \$17.8M HRTP Fund has four key priority areas



General Training for **LA County residents affected by COVID-19**
\$8M funding
Targeting over 600 participants

General Training for **Underserved or Under-resourced Populations**
\$3.7M funding
Targeting over 280 participants



General Training for **Justice-Involved individuals**
\$4.2M funding
Targeting over 320 participants

Ethical AI Training for Opportunity Youth¹
\$1.9M funding
Targeting over 140 participants



The Fund will support two types of projects

	Piloting or Emerging projects	Thriving and Growing projects
Description	<ol style="list-style-type: none"> 1. A Piloting project demonstrates commitment to the high road model. It will catalyze labor market interventions in regions and/or industries where no HRTP currently exists and will pilot a training model during the 12-month grant term. 2. An Emerging project is an existing HRTP or industry partnership that can demonstrate its alignment with the HRTP framework and is ready to implement a training model. 	<p>An existing HRTP or industry partnership that can demonstrate its alignment with the HRTP framework. It is expanding the partnership and/or program scope, and is able to show evidence of past success to inform their expansion.</p>
Award range	\$500K-\$1M for 12 months	\$750K-\$1M for 12 months
Estimated number of awards	12	8

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What is High Road?



The High Road Training Partnership Initiative

High Road: Guided by policies that jointly uphold and advance the social values of shared prosperity, environmental sustainability, and shared decision making

- **1990s** • High road was coined by Joel Rogers (University of Wisconsin–Madison) as an inclusive economic development strategy
- **2017** • The Labor and Workforce Development Agency (LWDA) and the California Workforce Development Board (CWDB) adopted High Road Training Partnerships (HRTPs) as a model for statewide workforce and industry partnerships. CWDB’s HRTTP framework was shaped by high road partnerships in California, Washington, Wisconsin, Pennsylvania, Michigan, New York, and Massachusetts
- **2024** • Over 90 HRTPs are created in California
• The Los Angeles County Department of Economic Opportunity (DEO) launched a regional HRTTP strategy to implement these models throughout all of Los Angeles County
- **2025** • DEO launches the HRTTP Fund!

Ecosystem of Shared Prosperity

WHY IT MATTERS

The HRTP framework offers a **comprehensive workforce development strategy** that leverages **industry leaders—employers, workers and worker representatives—partnerships** to ensure California’s prosperity benefits both employers and workers through skilled jobs and economic mobility.

High Road Training Partnerships (HRTPs) in Practice



Click this link to watch:

https://www.youtube.com/watch?v=L0JuA65_fds

What are H RTPs?



H RTP Core Components

H RTPs embody a bold and equity-focused approach to workforce development. To ensure that these programs effectively drive systemic change and foster an inclusive, resilient workforce, the following core components must be integral to all workforce development and training initiatives:

Strong Partnerships

H RTPs require strong, cross-sector partnerships with intentional collaboration and coordination in design, delivery, and achievement of training outcomes and systems change impacts.

Worker-Centered

Worker-centered means the expertise and insights of workers are integrated at every stage of the partnership, ensuring their perspectives and contributions shape program need, design, implementation, and evaluation of impact.

Industry-Driven

Industry-driven means identifying current and future industry-wide needs for a skilled workforce that can be solved for specific local employers with a collaborative training solution.

Training Solutions

Training involves building a skilled workforce that meets current employer needs and adapts to future challenges. Training solutions must be designed to support success in participation, completion, and employment.



Systems Change and Modernization of the Public Workforce System

An H RTP goes beyond a typical job training program and drives towards systems change. H RTPs aim to not only address immediate workforce needs but also reshape economic and labor systems to create lasting positive change

Systems Change

The process of addressing the root causes of complex social, economic, or environmental issues by transforming the underlying structures, relationships, and dynamics within a system.

Systems change goes beyond solving individual problems and focuses on creating lasting improvements by reshaping the way systems operate. Systems change involves altering policies, power dynamics, cultural norms, and mindsets to achieve sustainable and equitable outcomes. It is essential for addressing interconnected challenges and creating meaningful, long-term impact.

Public workforce system modernization

Integrating and leveraging H RTPs into Los Angeles County's America's Job Centers of California (AJCC) network is a critical step in DEO's broader mission to modernize the public workforce system for nearly 10 million county residents.

H RTPs introduce innovative training strategies that emphasize worker voice, sector-based solutions, and systems change, elements often missing from conventional workforce training models.



The H RTP Fund will accept applications for programs aimed at achieving transformative goals and outcomes

Promote Equity

All workers have access to quality jobs and living wages, upward mobility and wealth-generating opportunities, and safe and healthy workplaces—regardless of race, ethnicity, gender, sexual orientation, religious beliefs, or ability—and productivity gains are widely distributed to workers.

Strengthen Economic Resilience

A resilient workforce that can adapt to evolving industry needs and future challenges, fostering a robust local economy. Strengthening economic resilience through H RTPs means anticipating industry shifts, advancing a skills-based economy, addressing disparities, enhancing collaboration, and mitigating disruptions.

Support Climate Resilience

Achieve economically and environmentally resilient communities through reducing greenhouse gas emissions, addressing the vulnerabilities of disadvantaged communities, and connecting climate-change reduction to high road workforce practices.

Improve Job Quality

Quality jobs offer pathways to living wages and have the potential to transform workers' lives, strengthen businesses and make them more resilient, and foster thriving communities, contributing to a more just and equitable economy.



How do you establish an HRTP?



Process to Establish an HRTP

1 Bring the **right partners** together

2 Understand the **industry landscape**

3 Create **solutions**

4 Set **goals** – articulate a **Theory of Change**
and create **Logic Model**

5 Center **worker voice**

6 Sustain the **partnership**

The next few slides will provide information on each one of these steps

1. Bring the Right Partners Together (1/2)

H RTPs require deep collaboration from:

Core Partners: Conveners, employers, labor or worker representatives, and workers

Training providers and other implementing & Service Delivery Organizations: America's Job Centers of California (AJCCs), workforce development providers, and training providers, such as community colleges, adult education schools, local workforce development boards

Fiscal Agent: to administer the H RTP grant on behalf of the partnership

Key Considerations:

- ✓ Build **trust** through **shared values and mutual goals** and **garner buy-in** at all levels
- ✓ Host **collaborative meetings** to **align** vision and goals
- ✓ Ensure **inclusive leadership**
- ✓ Establish **clear communication** channels and shared governance
- ✓ Consider **leveraging union networks or community-based organizations**
- ✓ All partners will need to **be based in LAC and serve LAC residents**

1. Bring the Right Partners Together (2/2)

H RTP Partner Roles

Convener	Employer	Labor or Worker Representative	Training Providers and Other Implementing Partners and Service Delivery Organizations	Lead Applicant/Fiscal Agent
Brings together workers, labor reps, and employers to foster collaboration	Provides insight into industry and workforce needs	Ensures workforce strategies are worker-centered	Includes training providers, such as community colleges, adult ed schools, and CBOs, AJCCs, workforce providers, local boards, etc.	Serves as the primary grant administrator and point of contact
Guides decision-making and frames issues as both challenges and opportunities	Identifies skills gaps, upskilling opportunities, and pathways to jobs with living wages and upward mobility	Identifies shared needs, challenges, and opportunities for equitable access to quality jobs	Expands capacity to deliver equitable, sustainable, workforce solutions	Responsible for coordinating, overseeing, and reporting all project activities and outcomes
Mediates conflicts and unites the partnership around a shared mission	Collaborates on training design and supports worker adaptation to changing job demands	Collaborates with employers to align goals with worker concerns	Supports both industry needs and worker well-being	Manages data collection, deliverables, and compliance
Oversees planning, coordination, data collection, and administration	Offers industry-specific input on training models and curricula	Helps shape training programs to support upskilling and career mobility	The number and type of implementation partners depends on the core team's capacity	Should have experience with State and/or Federal grant management
May also serve as a training provider, employer, or worker representation	Commits to interviewing, hiring, and/or promoting H RTP participants	Identifies leadership development opportunities		<i>May also serve as a core or implementing partner, but not required to</i>

2. Understand the Industry Landscape



Start with the jobs that will be in demand and identify needed skills and competencies.



Understand workplace shifts, including emerging technologies, skill needs, and opportunities for worker engagement in shaping job quality.

Key Considerations:

- ✓ Conduct needs assessments and labor market analysis
- ✓ Engage with industry experts and collect “on the ground” information
- ✓ Map influential leaders and organizations & utilize industry networks
- ✓ Assess industry trends—technology use, and job classification changes
- ✓ Identify industry challenges, needs, and opportunities for transformation
- ✓ Identify jobs with pathways to living wages and opportunities for upward mobility

3. Create Solutions



Develop solutions to improve worker retention, upskilling, and reskilling so the workforce is trained to support industry-wide solutions.



Ensure solutions are industry-driven by aligning training programs with workforce needs, co-designing with employers and workers, and using data to guide decisions.

Key Considerations:

- ✔ Understand the industry landscape to ensure solutions respond to industry needs and support systems change
- ✔ Co-design the solutions with employers and workers to ensure they are relevant and effective
- ✔ Identify and work with trainers and comprehensive supportive services providers with a strong track record of success with your target worker populations
- ✔ Focus on quality outcomes that ensure programs lead to job placements with clear pathways to careers and wages that support workers and their families

4. Set Goals – Articulate an Initial Theory of Change and Logic Model



Develop a ToC that clearly articulates the industry and workforce challenges the proposed program seeks to address, how the proposed program will respond to these challenges, and outlines the intended systems-level change.



Create a logic model that maps out specific inputs, outputs, and short-, medium-, long-term outcomes, and impacts.

Key Considerations:

- ✓ Understand **industry problems** the H RTP aims to address, such as unemployment, racial justice, or climate concerns, and **ensure job seekers have access to opportunities**, are meaningfully served, or gain skills for emerging jobs with pathways to living wages and opportunities for upward mobility
- ✓ **Identify interventions aside from training**, such as mentoring and changes in hiring practices, **that will create a comprehensive solution, and provide a workplan** outlining the necessary activities and estimated timeline for implementation

5. Center Worker Voice



HRTPs build systems for genuine worker engagement, recognizing that workers' frontline knowledge is key to sustaining industry expertise



Ensure training programs are designed by workers so that they align with the day-to-day work environment, meet workers' needs, and are effective

Key Considerations:

- ✓ **Workers may not initially be ready to engage in high-road strategies** like career advancement or industry reform— immediate needs often come first
- ✓ **Understand what workers are experiencing day-to-day**
 - Connect their personal experiences to broader industry issues
 - Identify urgent needs to build trust and engagement
 - Start with what workers care about
- ✓ **Gather worker wisdom and feedback** through the designated seat for workers as a core partner, as well as engaging workers in surveys, committees, summits and other activities

6. Sustain the Partnership



Ensure leaders at all levels are committed to the partnership.



Invest in the ability to sustain the work.

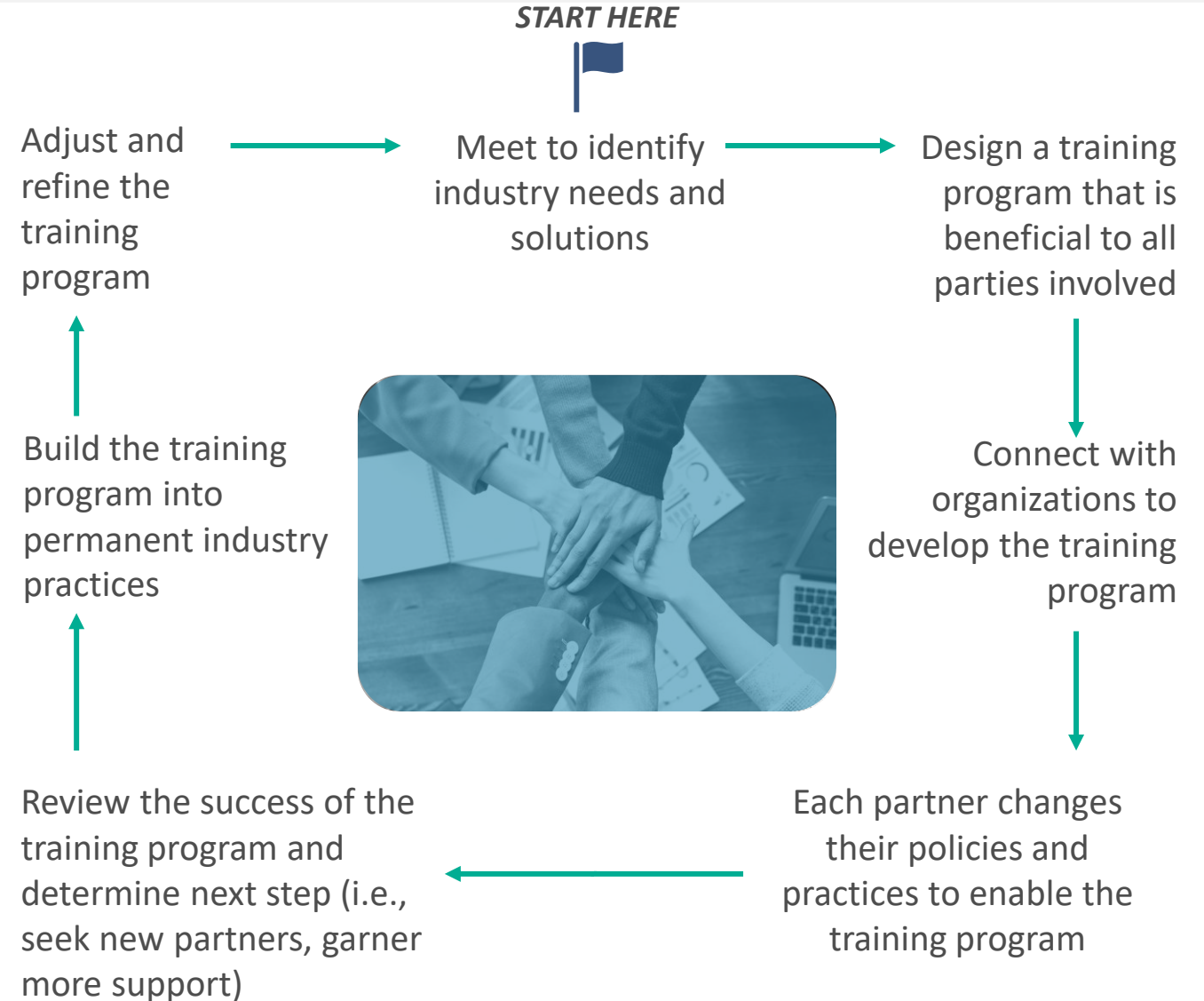
Key Considerations:

- ✓ Secure **support from top leaders** particularly during the star-up phase and as the partnership expands
- ✓ Secure **support from those implementing the partnership**, such as front-line workers and training participants
- ✓ **Reinforce buy-in and establish trust:**
 - Support champions in concrete ways
 - Invest in leadership development
 - Celebrate wins
- ✓ **Institutionalize the partnership:**
 - Reinforce buy-in
 - Establish dedicated conveners and staff
 - Diversify funding sources

In a nutshell – the H RTP Model



Once a partnership is formed, the groups collaborate to identify industry problems and implement mutually beneficial solutions, with a focus on training programs and other solutions that are continually reviewed and refined to meet the evolving needs of the industry.



How do you measure success?



Measuring Success



H RTP Fund Indicators

- The target number of participants enrolled in training program(s)
- The target completion rate for participants successfully completing high road training programs (85% of the target number of participants enrolled in training program(s))
- The target placement rate for participants securing jobs related to program training (75% of the target number of participants enrolled in training program(s))
- The target median wage achieved in placed employment
- The target number of participants that received supportive services
- The target number of unionized job placements (if applicable)
- Applicants shall add additional indicators and goals that showcase their program impact



Customized Metrics

To be determined with support from the UCLA Labor Center through:

- Industry analysis: identify metrics informed by industry data
- Theory of Change Exercise: Identify metrics that support the partnership's growth into a strong H RTP, including benchmarks for both programmatic outcomes and systemic change



Evaluation

- Interim and final evaluation of the program and grantees: Grantees are expected to participate in all evaluation activities, including but not limited to data collection and reporting activities, interviews and/or focus groups, and co-develop outcomes and impact indicators

Challenges, Lessons Learned, and Best Practices



How to Navigate Hurdles (1/2)



CHALLENGE

H RTPs strive to change workplace norms, behaviors, and practices. These changes often require time, transparency, and a reimagining of power dynamics and institutional policies



LESSONS LEARNED

An H RTP isn't business as usual. Transforming workplace norms, behaviors, and practices takes time, transparency, and a willingness to reimagine power dynamics and institutional policies. Meaningful change requires sustained engagement, trust, and a deep commitment to doing things differently



BEST PRACTICES

Create spaces for honest dialogue between partners, invest time in relationship-building, and co-develop strategies that center equity and shared power. Regular reflection and inclusive decision-making help shift entrenched norms and foster lasting institutional change

How to Navigate Hurdles (2/2)



CHALLENGE

While convening organizations were eager to secure early commitments, they faced ongoing challenges—such as staff turnover, contract negotiations, partner disengagement, and unclear decision-making structures—that hindered progress.



LESSONS LEARNED

Building trust with partners can be challenging—and that's normal. Early commitments are important, but sustaining collaboration requires ongoing trust-building, clear decision-making structures, and the flexibility to adapt to challenges like staff turnover, contract negotiations, and shifts in partner engagement.



BEST PRACTICES

Establish clear governance frameworks early on, including decision-making protocols and communication channels, and regularly revisit agreements to adapt to staffing changes, contract developments, and shifting partner engagement levels.

Q&A led by UCLA Labor Center on HRTP Framework

Agenda

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10 mins	Opening Remarks
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Application Process

Application Support



The application window is open from April 14 through May 9

Application Process

APPLICATION
OPENS

April 14

APPLICANT
SUPPORT

April 14 – May 8

APPLICATION
CLOSES

May 9

ANNOUNCEMENT OF
INTENDED AWARDEES

June 9

To be eligible, Fund applicants must meet the below requirements

Partnership eligibility

- ✓ H RTP **must include** a convener, an employer, a labor or worker representative, a training provider, and additional implementing partners ¹
- ✓ One organization must serve as the **lead applicant and fiscal agent**. It is strongly recommended that the fiscal agent has experience managing state and/or federally funded grants and the capacity to organize and coordinate project teams involving multiple organizations
- ✓ All partners must be **located in Los Angeles County**
- ✓ Must **attest** that all partner organizations are legally registered, not debarred, and in good standing with all local, state, and federal taxing and licensing authorities

Process eligibility

- ✓ Must **submit a complete application before the deadline** of May 9, 2025, ensuring all the required details and documents are provided
- ✓ Must be able to **execute the grant agreement by June 30, 2025** if awarded the grant, and agree to expending grant funds and concluding the grant program by July 1, 2026

Program eligibility

- ✓ All industries are eligible **except for non-sustainable industries** such as oil or gas
- ✓ At least **two priority populations** must be served by the program
- ✓ All **occupations** are eligible as long as they **align with the components of the H RTP framework**
- ✓ All awardees must **collaborate** with LA County's AJCCs

Note: (1) Proof of partnership in the form of partnership letter of commitment is required for submission; (2) Populations aged 16+ that include COVID-impacted individuals, Justice-involved individuals, Opportunity youth, English language learners, Immigrants & refugees, Incumbent workers, Workers in low-wage industries, Low wage workers, Low-income (per Fed income guidelines), People experiencing homelessness, People with disabilities, Older workers, Public assistance recipients, Underemployed, Unemployed, Veterans, and Other historically disinvested communities

The Fund application form is comprised of six sections and 52 questions

Application section	Question numbers	Out of total 100 points
1. Program Design and Implementation	1-11	25 points
2. High Road Training Partnership Framework Alignment	12-29	25 points
3. Training Model and Supportive Services	30-40	25 points
4. Performance Indicators and Reporting	41-44	10 points
5. Budget Narrative	45-49	10 points
6. Organizational and Partner Capacity and Readiness	50-52	5 points

The following slides provide guidance on how to competitively respond to questions in each section, with more information available in the RFA, Application Guide, and other resources on highroadlac.com

1. Program Design and Implementation



WHAT IT ASKS FOR

Questions 1-11 require the development of an initial **Theory of Change** and a **logic model** for your proposed H RTP program, that articulate the industry and workforce challenges the proposed program seeks to address and how the proposed program will respond to these challenges and outlines the intended systems-level change.



HOW TO RESPOND

Goal: Clearly articulate the proposed program design in the Theory of Change and Logic Model

Guidance:

For a clear Theory of Change include:

- A problem statement and context for a specific workforce challenges and inequities in the industry or region, population needs, or a structural issue
- Conditions and assumptions that shape the interventions and activities leading to intended outcomes
- Systems change impacts to articulate the desired end state (e.g., economic growth and resilience)

For a clear Logic Model include:

- Inputs in the form of various resources and assets needed for successful implementation
- Interventions and activities, certain comprising training program and beyond (e.g., career ladders)
- Outputs which are tangible goals for participant outreach, enrolment, stipends, and others
- Outcomes to capture the effects or changes that result from program outputs (e.g., job placements)
- Impacts achieved through the accomplishment of outcomes

Required documents: (1) A Logic model using the template in Attachment B of the RFA; (2) Activities workplan

2. HRTP Framework Alignment



WHAT IT ASKS FOR

Questions 12-29 aim to understand how and how well the program is designed, and its ability to achieve systems change through alignment with HRTP goals, outcomes and outputs, and core components.



HOW TO RESPOND

Goal: Justify why and how the proposed program aligns with the HRTP Framework described in the RFA

Guidance:

Core Components include:

- Strong Partnerships: Show proof of formal relationships with key partners identified in the eligibility criteria
- Worker-Centered: Demonstrate how you integrate worker voice in program design, delivery, and evaluation
- Industry-Driven: Using data, identify employer- and worker-informed solutions to meet industry needs
- Training Solutions: Offer industry-vetted training that leads to quality job placements

Goals include:

- Equity Focus: Outline equity-centric and inclusive recruitment, outreach, and retention strategies
- Economic Resilience: Describe how HRTP will help create a more adaptable and inclusive workforce
- Climate Resilience: Propose strategies in line with global climate goals
- Job Quality: Commit to raising industry standards, wages, and creating sustainable career pathways

Required documents: (1) List of HRTP Partners; (2) Letters of Commitment from HRTP Partners and/or Memoranda of Understanding

3. Training Model and Supportive Services



WHAT IT ASKS FOR

Questions 30-40 cover the selection and description of **training model**, participant **outreach plan**, **training curriculum** and **operational plan**, past experience, and plan for offering **case management** and **supportive services**, including information on service providers if available.



HOW TO RESPOND

Goal: Justify links between the proposed training model and Theory of Change & Logic Model for the program, along with integration of training model with supportive services

Guidance:

Training Model

- Choose from the provided list of accepted training models (non-exhaustive) and justify how your proposed training model meets workforce and industry needs

Case Management and Supportive Services

- Demonstrate how your program will provide individualized case management to all participants and provide or coordinate access to comprehensive supportive services such as stipends, transportation, job-readiness support, and others outlined in the RFA Table A
- Showcase how your program will provide supportive services post program completion to mitigate any barriers or challenges that may arise in achieving participant outcomes

Required documents: N/A

4. Performance Indicators and Reporting



WHAT IT ASKS FOR

Questions 41-44 ask about your proposed program's target participant indicators, deliverable workplan, and data collection and management approach.



HOW TO RESPOND

Goal: Define measurable and observable metrics, characteristics, or attributes that help assess or evaluate the results or effectiveness of a particular process, activity, or intervention, and expand on your approach of continuous learning

Guidance:

Defining the Indicators

- Review the minimum targets for an H RTP for training completion rate (85%) and placement rate (75%) for enrolled participants
- Consider a baseline set of indicators to track in line with the H RTP Framework, further customizing based on the proposed program's context

Defining the Deliverables

- Identify the deliverables that will be accomplished with grant funding

Reporting

- Fund awardees are required to report on ongoing basis and participate in a mid- and final program evaluation

Required documents: N/A

5. Budget Narrative



WHAT IT ASKS FOR

Questions 45-49 ask for justification of the overall funding request, with estimated budget for salaries and all activities expected to be paid for directly by grant funds, and a declaration of existing funding sources.



HOW TO RESPOND

Goal: Provide a detailed budget that aligns with the Theory of Change and planned activities

Guidance:

- **Funding amount requests should be clearly justified and align with the Theory of Change**, with detailed budget developed using the provided template
- Indirect cost rates cannot exceed 10%, unless the applicant has a Negotiated Indirect Cost Rate (NICRA) approved by a federal agency
- **Any relevant information on any funders providing leveraged/match contribution should be included**, including disclosure of past funding received from DEO, LA County, or CWDB's H RTP

Required documents: Budget Template

6. Organizational and Partner Capacity and Readiness



WHAT IT ASKS FOR

Questions 50-52 focus on the partnership's capacity to deliver a complex multi-stakeholder program and meet the overall H RTP initiative requirements and lead applicant's capacity to be the fiscal agent, as well as affirming that all parties are in good standing.



HOW TO RESPOND

Goal: Demonstrate resources, experience, and acumen to deliver on the outlined goals and plans for your proposed program, to lead to successful outcomes under the H RTP Fund

Guidance:

- Demonstrate experience managing complex, multi-stakeholder programs, as well as highlight any relevant experience on similar workforce development grants or initiatives
- Demonstrate strong project management and reporting capacity

Required documents: N/A

Application Process

Application Support



The HRTP website is now live!

Visit the Los Angeles County HRTP website
opportunity.lacounty.gov/hrtp



Visit the HRTP Fund application website
<https://www.highroadlac.com/>



Tips for using the application portal

About the portal

- Applicants must **submit their complete applications** and **supporting documents** through the application portal on the H RTP website: <https://www.highroadlac.com/>
- Applicants must **create an account** on the portal to get started

Question format

- Most questions are **open-ended**, narrative style and a few are **Multiple Choice Questions**
 - Open-ended questions have a 350-word limit
- Some questions require **uploading PDF attachments** (<5MB) such as
 - Letters of Commitment from partners
 - Budget spreadsheet with cost breakdowns
- Refer the Application Guide and templates (*coming soon*) for support on specific questions

Submission guidelines

- Application will **auto-save** and you can also **click “save” periodically**
- You can **toggle back and forth** across sections as needed
- Remember to submit your final application, inclusive of all attachments, **by Friday, May 9**

The Application Portal will go live on Thursday, April 17 on [highroadlac.com](https://www.highroadlac.com)

Resources | Three guiding documents will be available on our website

1

Request for Applications (RFA)

A detailed document outlining the Fund objectives, requirements, eligibility and scoring rubric, and process guidance.

2

Understanding HRTPs 101

An overview of key concepts to deepen the understanding of HRTPs and to support alignment with the H RTP framework.

- What are HRTPs?
- High road vs low road
- The H RTP framework
- How HRTPs work
- Examples of HRTPs
- Common terms and definitions

3

Application Guide and Checklist *(coming soon)*

Pre-structured form with clearly defined sections to guide applicants, including:

- Navigating the application portal
- Templates for letter of commitment and budget
- Industry wage identification guide
- Definitions and examples for goals, objectives, outputs, and outcomes
- Checklist for final pre-submission checks

Office hours | Four virtual office hours sessions will guide applicants on key H RTP components

Typical structure	<ul style="list-style-type: none">✓ 20 min presentation on a key topic relevant to the application✓ 10 min responding to FAQs on the framework component✓ 30 mins live FAQs for general applicant inquiries only												
Schedule and agenda	<table><tr><td>Tuesday, April 22</td><td>3.00-4.00 PM</td><td>Systems Change, Theory of Change, and Logic Model</td></tr><tr><td>Thursday, April 24</td><td>3.00-4.00 PM</td><td>H RTP Core Components: Strong Partnerships, Worker-Centered, Industry-Driven, Training Solutions</td></tr><tr><td>Monday, April 28</td><td>3.00-4.00 PM</td><td>Training Model and Supportive Services</td></tr><tr><td>Friday, May 2</td><td>12.00-1.00 PM</td><td>Goals: Equity, Economic Resilience, Climate Resilience, Job Quality</td></tr></table>	Tuesday, April 22	3.00-4.00 PM	Systems Change, Theory of Change, and Logic Model	Thursday, April 24	3.00-4.00 PM	H RTP Core Components: Strong Partnerships, Worker-Centered, Industry-Driven, Training Solutions	Monday, April 28	3.00-4.00 PM	Training Model and Supportive Services	Friday, May 2	12.00-1.00 PM	Goals: Equity, Economic Resilience, Climate Resilience, Job Quality
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Location	Zoom (link to be shared on the website, recording available later)												

FAQs | Updated weekly, available on our website

What it is

The FAQs document is a supplement to the RFA, intended to clarify guidance and policy about the H RTP Fund and grant application process

How you can submit questions and how questions will be answered

- Submit your questions via email at H RTP@dalberg.com
- All questions will be logged, answered, and included in the FAQs document on highroadlac.com. **Questions on individual applications will not be answered directly**
- The FAQs document will be **updated once every week, every Wednesday by 6.00 PM Pacific**
- To be included in the weekly update, **questions must be submitted by the prior Friday** no later than 3:00 PM Pacific.
- **The final update to the FAQs will be published on Wednesday, May 7, for which questions must be sent by Friday, May 2 by 3.00 PM Pacific**

Next steps to get you started

- ✓ **Review the website for RFA, application questions, and other resources to fully understand the requirements**
- ✓ **Identify collaborators and formalize partnerships to the extent possible before you start responding to the application**
- ✓ **Attend or watch recordings of all four virtual office hours to understand HRTP components in-depth and ask questions**
- ✓ **Submit ongoing questions via email at HRTP@dalberg.com and check out weekly updates to the FAQs document for responses**
- ✓ **Develop your application, ensuring all required attachments (e.g., partnership letters of commitment, budget) are included, double-check for completeness and accuracy before submission**
- ✓ **Submit a complete application before the May 9, 2025 11.59 PM Pacific Time**

Q&A led by Dalberg on Application Process, Eligibility, and Support

Thank you!