



LA County DEO High Road Training Partnership Fund

Equity, Economic Resilience, Climate Resilience, Job Quality, and
Intro to an Industry Analysis
Friday, May 2, 2025

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

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

About UCLA Labor Center

UCLA Labor Center

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 H RTP Fund.



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Office Hours: What to Expect

- This is the last Office Hour session that we will host. All the Office Hour recordings are available at highroadlac.com.
- These Office Hour sessions are intended to provide general information and ensure a level playing field for all applicants and information seekers. We will not offer assistance with or answer questions about specific programs or individual applications.
- To maintain a fair grant-making process, UCLA will not participate in scoring applications. All applications will be scored by Dalberg, who will not be involved in Office Hour sessions or other technical assistance offered to applicants.
- All questions received during any of the Office Hour sessions or via email at hrtf@dalberg.com will be answered in an FAQ document updated every Wednesday by 6PM Pacific Time, available to all on highroadlac.com. To be included in the weekly FAQ 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.

Agenda


Time	Activity
12.00-12.05	Opening Remarks
12.05-12.25	Overview on Equity, Economic Resilience, Climate Resilience, Job Quality
12.25-12.35	FAQs on Goals
12.35-1.00	Live FAQs

HRTP Fund Goals



Equity

Climate Resilience





Economic Resilience

Job Quality



What is equity?

The condition in which all workers have access to quality jobs, wealth-generating opportunities, and safe and healthy workplaces, regardless of race, ethnicity, gender, sexual orientation, religious beliefs, or ability, and in which the benefits of productivity gains are widely distributed to workers.

Why are equity goals important?

Identify race and gender disparities in the industry.

Prioritize historically underserved communities by customizing services and approaches and identifying ways to build worker leaders.

Supports not only historically underserved groups but also raises the floor for everyone, improving job quality and stability across an entire industry. Allows partners to evaluate opportunities and benefits that already exist and leverage them to create standards and pathways that elevate all workers within the industry.

What is economic resilience?

Involves building a workforce that can adapt to future needs and evolving industry needs, in part by anticipating industry shifts and mitigating disruptions.

Why are economic resilience goals important?

Enable industries to proactively adapt to changing market demands, technological advancements, and other disruptions, ensuring long-term sustainability.

Cultivate a workforce with transferable, adaptable skills so industries can respond more effectively to shifting job roles and emerging technologies.

Promote inclusive growth by identifying and reducing disparities in access to education, training, and employment opportunities.

Encourage collaboration among workers, employers, educators, policymakers, and communities to align workforce development with real-time industry and regional needs.

Identify strategies to quickly retrain and redeploy workers during economic downturns, technological disruptions, or shifts in demand, minimizing unemployment and lost productivity.

What is climate resilience?

Developing environmentally resilient communities by prioritizing the reduction of greenhouse gas emissions, improving conditions for climate-impacted communities, and creating connections between climate-change reduction strategies and high road workforce practices.

Why are climate resilience goals important?

Creates collective awareness of the industry's contributions to climate issues.

Identifies climate policies and/or mandates that may impact industry.

Creates opportunities for workers and employers to have conversations about future technological transitions. Identifies opportunities for labor and environmentalists to work together towards a common goal.

Supports healthy workplaces and communities. Considers workers and communities most impacted by environmental injustices and identifies strategies to protect workers, maintain income stability, and preserve community well-being.

What is job quality?

A commitment to jobs that provide a family-sustaining wage, health benefits, a pension, worker advancement opportunities, a safety net, and collective worker input; these jobs are safe and stable, with predictable schedules.

Why are job quality goals important?

Go beyond wages. Start with the jobs that are in demand and develop strategies to raise the industry floor.

Holistically promote worker well-being, including defining career pathways; promoting health and safety in the workplace and community; integrating fringe benefits; and so on.

Identify specialized and highly coveted skills that workers can use to advocate for wage increases and bonuses with employers. Feedback from employers can provide insights on willingness to raise wages.

Pre-apprenticeships and apprenticeships can provide workers with opportunities to upskill and help create career pathways.

Identifying Goals

Consider:

Equity

Are there pathways for upward mobility like managerial or supervisory roles? Who gets access to them?

Are the jobs this industry is generating accessible to the community surrounding this workplace?

How are the communities surrounding this workplace being impacted by this industry's activities?

Climate Resilience

What are the practices within this industry that are contributing to environmental and climate risks?

Are workers being trained in skills or technologies that help industries to adapt to climate change and promote sustainability?

How is the industry preparing for climate-related disruptions (e.g., extreme weather, supply chain impacts)?

Job Quality

Are there career pathways, benefits, and best practices that some employers offer that can be used to leverage industry standardization negotiations?

Are there occupations that require specialized skills in the industry that can help advocate for higher wages?

What needed supports have workers in the industry identified as priorities?

Economic Resilience

What major trends in the industry are anticipated in the next 5-10 years?

Is the training program preparing workers for a job in a growing sector?

Are the skills the training is focusing on adaptable and transferable to different occupations and industries?

How can the partnership sustain and strengthen collaboration to drive solutions?

Examples of ECJE Goals

Consider:

Equity

- Increase access for underserved populations
- Support wraparound services to promote retention
- Strengthen career pathways for advancement
- Invest in worker voice and leadership
- Address regional or sectoral disparities

Climate Resilience

- Prepare workers for climate-resilient jobs
- Align training with regional climate action plans
- Advance equitable access to green jobs
- Build employer capacity for sustainable practices
- Embed climate literacy across curricula

Job Quality

- Increase access to quality jobs
- Promote industry-recognized standards and credentials
- Support worker advancement and mobility
- Center worker voice and representation
- Promote stable and reliable employment
- Ensure safe and healthy work environments
- Address racial and gender equity in job quality

Economic Resilience

- Support economic mobility in disinvested communities
- Prepare workers for industry transitions and disruptions
- Diversify and strengthen regional labor markets
- Create a network of industry leaders that is inclusive of small businesses and community-based organizations
- Strengthen cross-sector coordination for long-term impact

An industry analysis is a method for understanding the current conditions, trends, and dynamics of a specific sector.

An industry analysis helps identify:

- Key occupations and job trends
- Wage and employment data
- Workforce composition (race, gender, age, etc.)
- Emerging technologies and innovations
- Shifts in labor demand and skills requirements
- Opportunities for worker engagement in shaping job quality

Key tools

A comprehensive industry analysis often includes multiple data sources, including (but not limited to):

- Labor market analysis
- Surveys/interviews/focus groups with workers and employers
- Mapping of key stakeholders, organizations, and industry leaders shaping the sector

How Industry Analysis Supports H RTPs

Industry analysis help grantees:

- Understand the current state and history of their industry
- Demonstrate how their industry is critical to California's economy
- Align training with real-world labor market needs
- Anticipate changes in work and job requirements
- Improve job access and quality
- Anticipate transformation and disruptions and strategize accordingly

The UCLA Labor Center research team will collaborate with each H RTP to:

- Identify priorities and data needs
- Explore the data and their relevance to the industry
- Tailor insights to support the partnership's strategic goals
- Introduce partnerships to tools, approaches, and data that can help them conduct their own industry analyses beyond the grant period

Industry Analysis – Example

In collaboration with an HRTP, we conducted an analysis of an industry sector in California. Together, we explored key questions:

- How large is the industry in terms of workers and employers?
- What is its significance to California's economy?
- Who makes up the workforce and employer base?
- What are the working conditions and employment practices?

Equity

- 85% women
- 60% foreign-born
- Majority of industry leadership is white, men

Climate Resilience

- Outdated, energy intensive workplace infrastructure
- Workers exposed to hazardous chemicals with CO2 effects

Job Quality

- 77% earn low wages
- 35% annual turnover rate
- Unpredictable scheduling, long hours

Economic Resilience

- Skills gap from changing technologies
- No clear pathway or training for incumbent or new workers to fill needed, higher paying positions

H RTP Interventions - Examples

	Employer	Worker Representative	Training and Implementing Partners
Equity	<p>Create a peer mentorship program to cultivate leadership skills, strengthen community trust, and enhance employers' reputations as supportive and equitable workplaces.</p> <p>Conduct pay equity audits.</p>	<p>Identify and negotiate agreements to ensure target populations have access to the skills and supports needed to enter and advance along career pathways.</p>	<p>Design curriculum that meets workers where they are, equips them with in-demand skills sought by employers, and is culturally responsive and identity-affirming.</p> <p>Provide comprehensive supportive services for training participants.</p>
Economic Resilience	<p>Identify pathways from training to upward mobility that expand economic opportunities for workers, strengthen local economies, and provide employers with a more stable workforce and stronger consumer base.</p>	<p>Support and represent workers in advancing worker protection and career advancement policies.</p>	<p>Create a network of providers and trainers to respond to industry shifts, crises, etc.</p>
Climate Resilience	<p>Implement environmentally sustainable practices.</p> <p>Identify upgrades to energy-efficient infrastructure.</p>	<p>Support and represent workers in identifying and leading environmental impact improvements in the workplace.</p>	<p>Incorporate modules on sustainability into training curriculum.</p>
Job Quality	<p>Implement systems to reduce work schedule unpredictability, providing workers with greater stability and benefiting employers by fostering a more reliable and committed workforce.</p>	<p>Ensure mechanisms for worker input are created and sustained.</p>	<p>Offer industry-recognized credentials that support workers' advancement into higher-paying roles and promote the professionalization of their occupations.</p>

FAQ



FAQ: Equity, Economic Resilience, Climate Resilience, Job Quality

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1. Do H RTPs need to meet all four goals, including climate resilience, irrespective of the target industry? Do we have to integrate climate resilience even if it's not the main focus of the program? Are programs encouraged to address equity even if it's not their primary focus?
 2. Is there assistance available to gather industry data and metrics?

Thank you!