



# High Road Training Partnerships

**Presented by:**  
**Aida Cardenas**

# What do you think about when you hear High Road?

Do you have any projects/programs in your area that may be high road?

## Defining High Road.....

- As an integrated approach to labor, workforce and economic policy, the high road can be expressed as a commitment to **equity, sustainability, and job quality**.
- Where **equity** means reducing income inequality created variously by, e.g., race, ability, class, gender, etc); **sustainability** includes climate mitigation, adaptation, and resilience; and **job quality** means, e.g., wages, benefits, paid sick leave, predictable scheduling, opportunities for training and advancement, worker voice, etc.

## Results.....

- Not a program or a project or curriculum, but an industry-led skills infrastructure that can negotiate future of work in a way that builds regional economies for California.

# **HRTP 1.0 and 2.0 PARTNERSHIPS**

- **Studying the Model and looking at best practices**
- **12 HRCC's (Construction Careers)**
- **8 current HRTPs in 8 industries**

# Essential Elements of an H RTP

## 1) 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.

## 2) 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.

## 3) 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.

## 4) 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.

# Next Steps

- **Expanding HRTP Model via current industries and build this model in new industries**
- **GGRF Funding to support expansion**
- **Going into new industries without labor representation – how to create a structure/space for worker voice?**
- **Industry expansion (geography), going deeper AND regional efforts.**

**Questions?**

