

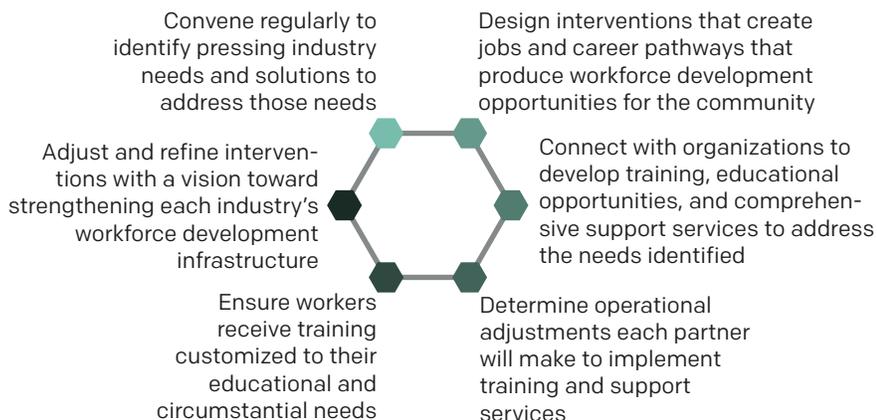
Innovations like automation, artificial intelligence, digital platforms, and mass retirement are changing the fundamental nature of work. In times of crisis such as the COVID-19 pandemic, economic inequities are laid bare in the success of a minority of top earners and the vulnerability of millions who are left with a dilemma: to risk their health and safety or face financial devastation. To create an equitable California for all and address the needs of both industry and workers, partnerships between the two are working together to develop high road solutions to the state's most pressing issues, especially in times of crisis, including advancing economic recovery and racial equity.

High road training partnerships (HRTPs) aim to create economically resilient communities by focusing first and foremost on equity and job quality. Workers, labor and other worker organizations, and employers are recognized as industry experts and work alongside community-based organizations and training institutions to provide workforce development solutions with pathways to quality jobs for all Californians, especially those from the most disadvantaged communities. HRTPs are creating a comprehensive infrastructure of support for industries, employers, labor, and workers to collaboratively negotiate industry needs in real time and prepare for the future of work.

This partnership model promotes systems change and worker power to build an economy based on equity, skills, innovation, and shared prosperity. The approach ensures workforce development and employment opportunities are accessible to and shaped by communities of color and low-wage workers, that jobs offer family-sustaining wages and benefits, that workplaces are safe and healthy, and that workers have agency and voice and are treated with dignity and respect. HRTPs also ensure that industries develop mechanisms to become sustainable and competitive in a high road economy and adopt practices to address vital concerns like increasing racial equity and environmental sustainability.

HOW DO HIGH ROAD PARTNERSHIPS WORK?

Intermediary organizations convene workers, unions and other worker organizations, and employers to build committed partnerships based on trust to undertake the following activities:



The end goal is not a program or curriculum but an industry-led skills infrastructure that builds more robust regional economies for California.

H RTP CORE COMPONENTS

Grounded in Equity, Job Quality, and Climate Resilience Principles

HRTPs recognize that in order to achieve equity, we must have local quality jobs for all, and we cannot build economically resilient communities without addressing environmental concerns. The approach lifts up workers hardest hit by discrimination, economic exclusion, and exploitation—including Black, undocumented, and formerly incarcerated workers. HRTPs commit to generating jobs that provide the pay, benefits, physical safety, stable schedule, and career pathways that result in economic mobility. H RTP regional strategies support workers and communities in adapting to and creating new workforce opportunities in the transition to a carbon-neutral economy.

Industry-Driven

HRTPs lead problem solving customized for the needs and future demand of each industry. HRTPs develop solutions to improve worker retention, upskilling, and reskilling so the workforce is trained to support industry-wide solutions. HRTPs also help industries address statewide priorities, like integrating sustainable operating practices.

Worker-Centered

Workers are invaluable members of the partnerships, and their industry expertise is valued as much as employer knowledge. Workers help shape training programs and curricula, train and mentor others, and function at the center of developing industry solutions. Workers are afforded leadership opportunities and are encouraged to organize and mobilize others to help raise industry standards.

THE H RTP APPROACH CREATES AN ECOSYSTEM OF ECONOMIC PROSPERITY



Workers

All workers gain access to training programs, on-the-job mentoring, and career pathways that help them achieve success on the job and economic security.



Employers

Employers gain a high-performing and reliable workforce that improves productivity and service quality and increases profits and simultaneously contribute to industry solutions that secure their competitive advantage.



Worker Organizations

Worker organizations and unions are able to set industry standards and secure higher wages when workers are trained to meet employer needs and valued for the services they provide.



Communities

Communities become environmentally and economically resilient by working alongside labor and worker organizations and employers to develop recruitment pipelines, equitable employment opportunities, climate mitigation strategies, and other worker-centered systems that empower communities.