West Oakland Job Resource Center (WOJRC) was established in 2012 as an outgrowth of the City of Oakland’s Local Hire Ordinance. Since then, WOJRC has built a talent acquisition system that creates a pathway for local residents to enter good jobs in the Transportation, Distribution and Logistics (TDL) industry.

The TDL Workforce Equity System includes the TDL Pre-Apprenticeship and the Teamsters Apprenticeship Programs. The programs provide training, skills advancement, and placement in warehouse, logistics, and Commercial A Truck Driver positions. Both programs are registered with the California Division of Apprenticeship Standards (DAS).

WOJRC is in the process of developing a Regional TDL Workforce Equity System with additional partners, including community colleges. This expansion will allow the model to address the needs over a larger geographic region. The expansion will increase opportunities and leverage resources in under-served, and under-resourced communities while meeting the

**PROJECT HIGHLIGHTS**

- Pre-apprenticeship training, including:
  - introduction to the TDL industry
  - job-readiness
  - Class A permit test prep
  - OSHA-10 preparation and certification
  - hands-on forklift training
  - Completion of two or more Warehouse & Distribution modules
- Teamsters Apprenticeship Behind-the-Wheel/On-the-Road Truck Driving Training Program
- Placement in warehouse, forklift/driver, or logistics employment
- Recruitment of local residents and incumbent warehouse workers

**KEY PARTNERS**

- Northern California Teamsters Apprenticeship Trust (NCTAT)
- Napa Valley College
- So. San Francisco Economic and Community Development and Job Train