

## **West Oakland Job Resource Center (WOJRC)**

*Regional Transportation, Distribution and Logistics (TDL) Industry  
Workforce Equity System*

An Initiative of the California Workforce Development

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
-