
High Road Training Partnership (H RTP) Evaluation

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High Road Training Partnership Evaluation

The UCLA Labor Center conducted a process evaluation that provides a macroanalysis of the successes and challenges that the eight demonstration projects experienced during the initial eighteen-month period as they worked to develop partnerships and programming that address urgent questions of income inequality, economic competitiveness, and climate change.

Eight Project Briefs

- ❖ Describe each of the partnership models, how they have adopted the initiative frameworks and highlight expected impact and transformation within its industry.

Evaluation Report

- ❖ Describes the innovative work each H RTP is undertaking to advance equity, job quality, and climate resilience in its industry as part of the H RTP initiative.

Framing Documents

- ❖ Describe the H RTP core components and offer working definitions for equity, job quality, and climate resilience.

H RTP Evaluation Key Takeaways

H RTPs offer a more inclusive definition of industry leadership

- ❖ H RTPs understand that workers are invaluable members of the partnerships, and their industry expertise is valued as much as employer knowledge.
- ❖ H RTPs are creating an infrastructure of practices and systems for genuine worker engagement.



Photo: Courtesy of Building Skills Partnership

H RTP Evaluation Key Takeaways

H RTPs build collective power

- ❖ H RTPs reallocate power so that all members benefit, which secures long-term commitment to the partnership, and increases collective expertise and capacity of partnership.
- ❖ The H RTP framework proposes a worker-centered approach and a more inclusive definition of industry leadership that encourages changing work norms, behaviors, and practices.



Photo: Courtesy of Worker Education and Resource Center

H RTP Evaluation Key Takeaways

H RTPs place systematic issues like racial inequality at the forefront

- ❖ H RTPs start by identifying inequalities, such as misalignment between local demographics and the race/ethnicity of training program participants and employees in low-wage jobs.
- ❖ The workforce development interventions that are designed to address the misalignments include policies and practices that will sustain workers in the long term.

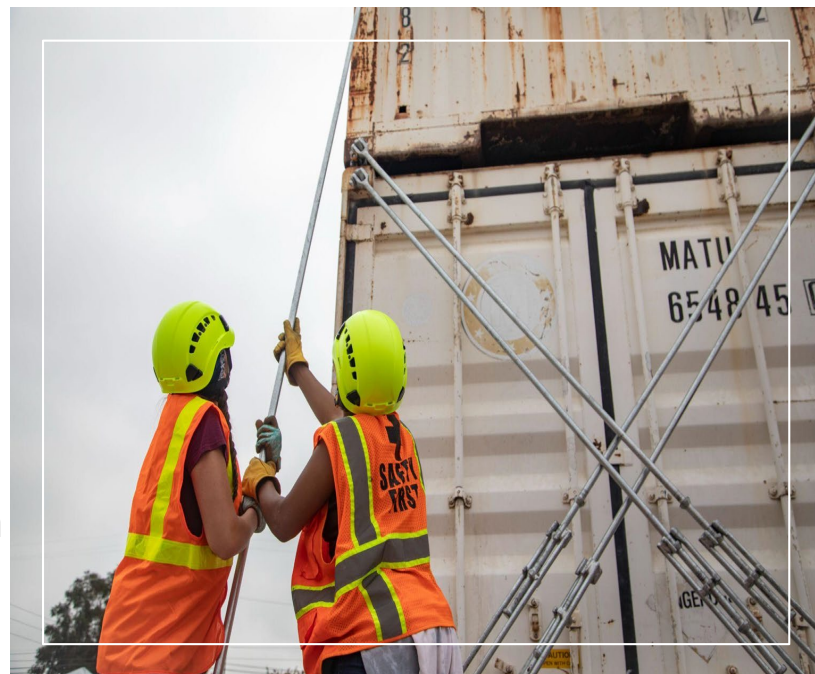


Photo: Courtesy of Labor Relations and Workforce Development for the Port of LA

H RTP Evaluation Key Takeaways

H RTPs offer an innovative model that is responsive to change

- ❖ H RTPs are continuously experimenting, learning, and refining their interventions. Because decision makers from each sector are at the table, H RTPs enable firms to respond quickly to urgent problems like economic downturn and the impact of climate change.
- ❖ The economic turmoil that industries experienced during the COVID-19 pandemic created a perfect storm that tested the effectiveness of the H RTP framework.



Photo: Courtesy of Hospitality Training Academy.

H RTP Evaluation Key Takeaways

The H RTP framework advances a shift in workforce development assessment

- ❖ The traditional metrics used to evaluate workforce development are often quantitative.
- ❖ Qualitative measures are better suited for evaluating success that is associated with the enactment of policies that improve workers' economic stability and wealth, the elevation of the worker's voice in decision making, and the promotion of worker-focused systems change within the firm.



Photo: West Oakland Job Resource Center.

H RTP Evaluation Framework

The University of California Los Angeles (UCLA) Labor Center will be a strategic thought partner with the CDWB's Research, Policy, and Legislation Department to collectively develop a consistent and reproducible High Road Evaluation Framework.

- Produce a logic model that defines the High Road Evaluation Framework and the High Road Theory of Change;
- Create outcome maps and establishing metrics aligned within the High Road Evaluation Framework;
- Define quantitative and qualitative measures for established metrics;
- Apply a statistically rigorous research methodology to assess the impact of High Road Training Partnerships (H RTP) and High Road Construction Careers (H RCC); and
- Develop a Theory of Change from the results obtained through the application of the High Road Evaluation Framework.

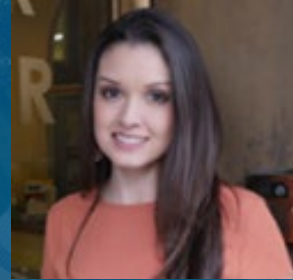
The overall question to be answered through this work will be to determine if the vision for the High Road creates a theory of change within and across California's workforce development system.

Thank You



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