

Cannabis is a burgeoning industry unique in its mandate to result in High Road jobs for communities negatively impacted by the war on drugs. Moreover, local governments have adopted progressive equity standards to advance local interests in terms of both economic and workforce development. United Food and Commercial Workers (UFCW) and partner signatory cannabis employers employ roughly 6,000 workers, yet there remains insufficient infrastructure to support middle-skill career growth.

This project seeks to correct this by implementing broad strategic and structural changes for this critical workforce to include expanding curriculum for three additional industry related occupations, upskilling workers, creating career ladder opportunities and how UFCW Union representatives and employer partners identify and approach mutual training objectives and outreach efforts in their communities.

PROJECT HIGHLIGHTS

- Serve 35 participants through Cal-OSHA 30 trainings for cannabis workers and equity owners.
- Develop Equity Owner Partner Labor Management Curriculum and digital instructional design for equitable apprenticeship curriculum.
- Connect workers to high-quality jobs or entry-level work with clearly defined routes to advancement.
- Support both labor and management to increase productivity by increasing the health, safety, and specialization of jobs.
- Inclusion of worker voice and worker participation in program design, delivery, and evaluation.
- Create industry recognized career pathway for a specific industry or industry cluster based on mapping knowledge, skills, abilities, and skill attainment at multiple entry and exit points.
- Address worker, employer and industry needs as they respond and adapt to climate change, increasing environmental sustainability and building community and economic resilience.

KEY PARTNERS

- UFCW International Union (IU)
- Marsh and Ash
- MedMen
- Canna Craft
- Perfect Union
- Sonoma Lab Works
- Catalyst
- STIIIZY
- Upline Solutions LLC