

The California Labor Federation, made up of over 1,300 unions representing 2.3 million members, aims to lead the recruitment and training of workers for an Organizing Apprenticeship through a High Road Training Partnership. The Federation will develop a Union Organizer Apprenticeship Program to create new career pathways to good-quality organizer jobs.

The project's objectives include creating a training and skills building program for workers to become union organizers, providing stable, quality careers to residents in high-poverty areas. By recruiting, hiring, and training apprentices from targeted communities, the program seeks to create high road jobs with union benefits and career pathways, particularly for young, immigrant, communities of color, justice-involved individuals, and low-income residents.

The Organizing Apprenticeship project is designed to meet the need for skilled organizers and create meaningful career opportunities in the labor movement for individuals in underrepresented communities.

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## **TARGET POPULATION**

This project will serve youth, immigrant, communities of color, justice involved individuals and low-income residents.

## **PROJECT HIGHLIGHTS**

- Convene initial partners to determine the ideal region for the Organizer Apprenticeship.
  - Develop a quality training and skills building program for workers to become union organizers, which will give them access to jobs with high pay, comprehensive benefits, union representation and career pathways in the labor movement.
  - Provide stable, quality careers to residents in high-poverty areas like the Central Valley or Inland Empire.
  - Expand the capacity of unions to organize workers in priority sectors such as health care by developing skilled, well-trained, culturally competent organizers.
  - Assist unions in organizing industries with existing union density and expand high road job creation into new sectors.
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