

# High Road Training Partnership – Planning & Development Grants Training Implementation Plan

## **PARTNERSHIP INFORMATION**

**Who will be the core organizations that will lead the partnership in implementation activities?**

**What will the partnership be named?**

**Which sectors/industries will be prioritized?**

**Which occupation(s) will be targeted?**

**Which region(s) will be served?**

## PROJECT PARTNERS

List secured project partners and their role in project implementation.

**Required Partner:**  
**Employer(s)/Employer Association(s)**

**Partner's Role**

**Memorandum of Understanding (MOU) or Agreement in place?**

Yes  No

**Required Partner:**  
**Worker Representative(s)**

**Partner's Role**

**Memorandum of Understanding (MOU) or Agreement in place?**

Yes  No

**Required Partner:**  
**Training Provider**

**Partner's Role**

**Memorandum of Understanding (MOU) or Agreement in place?**

Yes  No

**Other Partners:**

**Partner's Role**

**Memorandum of Understanding (MOU) or Agreement in place?**

Yes  No

## TARGET POPULATIONS

Check all that apply & provide a detailed description of the targeted population(s) that will be served.

**Workers Served (check all that apply):**

Incumbent Workers

New Hires

Target Population	Detailed description of outreach and retention strategies unique to target population	Approximate # of participants served
<input type="checkbox"/> English Language Learners		
<input type="checkbox"/> Homeless and Housing Insecure		
<input type="checkbox"/> Justice-involved Individuals		
<input type="checkbox"/> People with Disabilities		
<input type="checkbox"/> Veterans		
<input type="checkbox"/> Youth		
<input type="checkbox"/> Immigrants/Refugees		
<input type="checkbox"/> Low-Income		
<input type="checkbox"/> Unemployed/Displaced Workers		
<input type="checkbox"/> Other Under-Resourced Communities		

## TRAINING OBJECTIVES

What are the proposed objectives for the training that will be delivered through the implementation project? Provide objectives and specific projected outcomes regarding numbers of participants to be served, % of participants completing training and/or obtaining an industry-recognized credential, and % of participants with measurable skills gains. Include detail on actual services that will be delivered, including the training modality, who will provide it, and duration.

Objective:	How will this be measured/achieved:

## EMPLOYMENT & CAREER ADVANCEMENT OBJECTIVES

What are the proposed employment and/or career advancement objectives for the implementation project? Include separate objectives for new hires and incumbent workers. Provide specific projected outcome for job placement in a training-related industry, career progression, or other employment outcomes.

Objective:	How will this be measured/achieved:
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## SUPPORTIVE SERVICES

Describe the types of supportive services (e.g., transportation, childcare, food assistance, financial literacy, other) that will be provided to program participants and how the partnership will provide them.

## JOB QUALITY

Describe how the Partnership will increase access to quality jobs that pay at or above local or regional living wage (using MIT Living Wage Calculator, <https://livingwage.mit.edu/>), provide employer benefits, create safe working conditions, establish fair and predictable scheduling practices, and ensure career advancement opportunities are equitable and transparent. Provide specific projected targets for median wages and % of participants with employer provided benefits.

## WORKER VOICE

Describe how the Partnership will create opportunities for workers to participate in decisions that affect their livelihoods. What structures will be used to amplify worker voice, such as labor unions, worker centers, labor-management partnerships, or other entities with a demonstrated history of providing consistent and independent worker voice that informs employer decision-making.

## EQUITY

Describe how the Partnership will broaden and diversify the worker organizations' base to increase representation and create structural opportunities for upward mobility for disadvantaged communities and low-wage workers. How will the training project institutionalize industry standards (e.g., workforce standards such as those of skill, pay, or inclusion) and eliminate systemic barriers.

## CLIMATE RESILIENCE

If applicable: Identify short-term and long-term Partnership priorities and opportunities for mitigating or adapting to climate disruption and environmental threats. This may include:

- Addressing worker, employer, and industry needs as they respond and adapt to climate change and environmental sustainability.
- Supporting workers and communities in adapting to and creating new workforce opportunities in the transition to a carbon-neutral economy.
- Connecting dislocated workers to existing resources and services and plan for long-term retraining.
- Helping communities prosper and workers advance in the labor market by creating accessible local pathways into safe, healthier, and more highly skilled jobs.
- Regional planning in response to existing or impending industry disruption due to the transition away from fossil fuels and other climate mitigation strategies.