High Road Training Partnership
Preparing People with Barriers to Employment for County Careers

Los Angeles County Board of Supervisors
June 12, 2018
Our Task

**Develop** a plan to serve people with barriers to employment, preparing them for and placing them in County careers.

**Design and Implement** pilot programs focused on specific County jobs. Pilot programs will include high quality work readiness curriculum, pre-employment training, and supportive services.

**Connect People** with barriers to permanent County jobs, providing pathways out of poverty, and contributing to the improved health of these workers, their families, and their communities.

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From Our Statement of Work:

“Create a strategic plan for the implementation of excellent County workforce development services, including the design and implementation of pilot programs to address occupational shortages, improve equity and cultural competency, and improve County service delivery.

The goal is to align these strategic County employment opportunities to targeted workers who experience unemployment, underemployment, or ongoing barriers to employment.”
Recommended Pilots
We recommend six pilot programs to place people with barriers to employment:

• Women in the Building Trades
• Grounds Maintenance
• Custodial
• Public Works Laborer
• Clerical / Typist-Clerical
• Fire Fighter Trainee (LA EMT)
Components of The High Road Training Model

- Job Matching: Orientation and Assessment
- Intensive Case Management
- Navigating the Application and Hiring Process
- Work Readiness and Pre-Apprenticeship
- Mentorship and On the Job Training
- Classroom Instruction
Process Needed to Move Forward with Pilot Programs:

Identify vacancies and sites for deployment

Parks
- Grounds Maintenance
- Custodial

DPW
- Laborer, Trades

DHS
- Clerical, Trades

ISD
- Custodial, Grounds, Trades

FIRE
- Fire Fighter Trainee

Establish recruitment and hiring protocol with DHR

Job bulletins
- Qualifications
- Geographic location
- Experience
- Transparent and predictable process for background check

Recruit with County and community partners

Collaborate with:
- DPSS
- WDACS - AJCCs
- ODR / DHS
- Probation
- DCFS
- Community and faith-based organizations
- Community colleges
- ROP/Adult and high schools
- Labor organizations

Identify resources to support success

Collaborate with:
- WDACS
- DPSS
- Board offices
- Grants
  - Stipends, tuition
  - Uniforms, tools, supplies
  - Textbooks and materials
  - Transportation vouchers
  - Childcare
Longer Term Goals and Objectives

Formalize the workforce development structure for people with barriers and set annual placement goals within County entry-level hiring.

Expand the County’s Local and Targeted Worker objectives to include hiring into permanent County jobs.

Establish standard components of high quality workforce development programs, based on lessons learned from High Road Training Partnership pilots.

Collect and maintain participant outcomes data.

Identify best practices, leverage ongoing funding, and continually evaluate programs.