



HOLLY J. MITCHELL

LOS ANGELES COUNTY SUPERVISOR ♦ 2ND DISTRICT

**WHITE HOUSE SUMMIT ON THE
AMERICAN RESCUE PLAN AND THE
WORKFORCE:**

**INFRASTRUCTURE JOBS WITH A SPECIAL
FOCUS ON PRE-APPRENTICESHIPS**

Los Angeles County Board of Supervisors Chair Holly J. Mitchell

Wednesday July 13, 2022

ABOUT THIS PRESENTATION

ON WEDNESDAY JULY 13, LOS ANGELES COUNTY BOARD OF SUPERVISORS CHAIR HOLLY J. MITCHELL ATTENDED THE WHITE HOUSE SUMMIT ON THE AMERICAN RESCUE PLAN (ARP) AND WORKFORCE. THE SUMMIT INCLUDED REMARKS FROM VICE PRESIDENT KAMALA HARRIS, SECRETARY OF LABOR MARTY WALSH, AND WAS HOSTED BY THE WHITE HOUSE AMERICAN RESCUE PLAN IMPLEMENTATION TEAM AND THE WHITE HOUSE OFFICE OF INTERGOVERNMENTAL AFFAIRS.

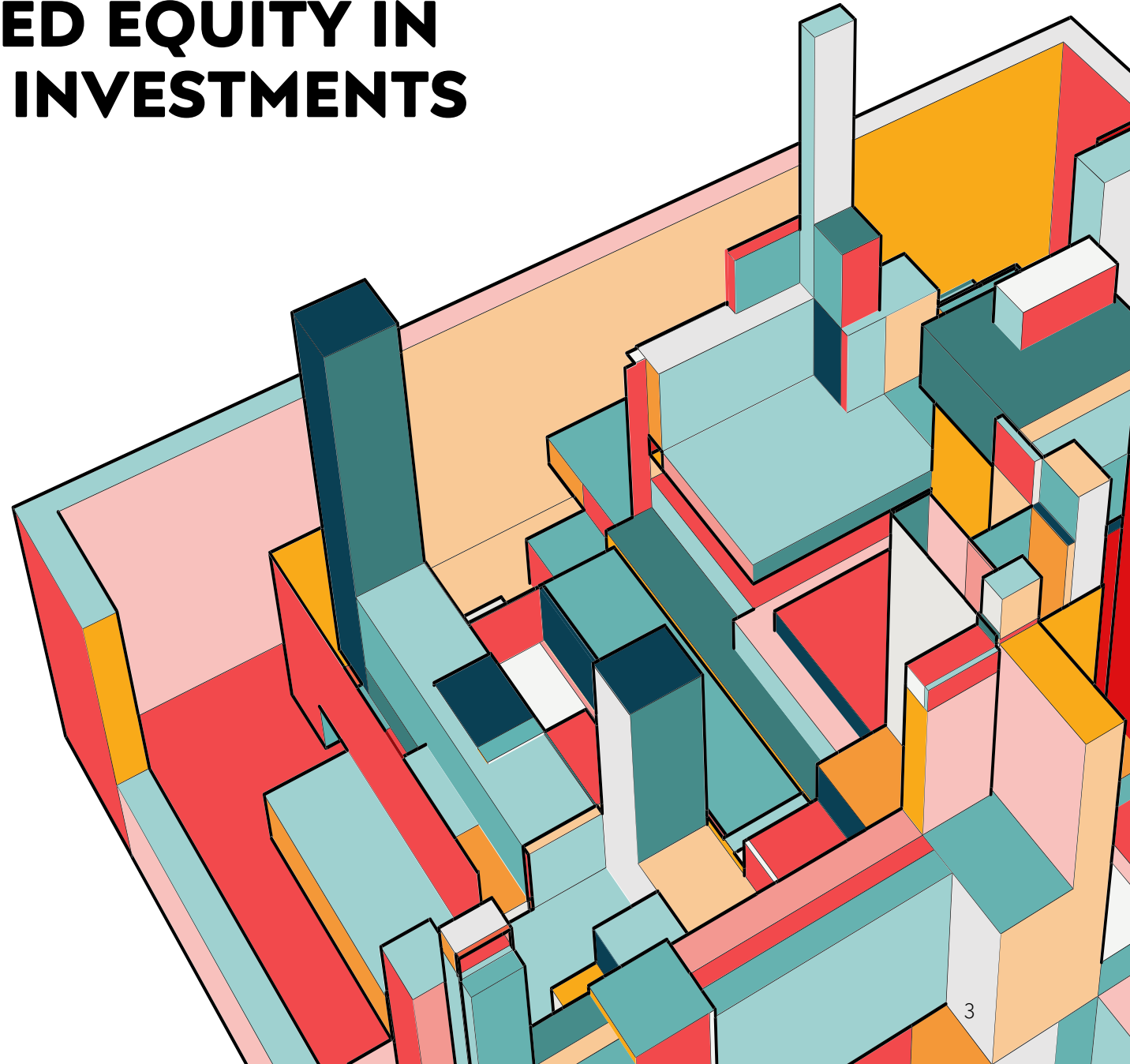


- This event featured **state and local leaders** across the country and highlighted model American Rescue Plan investments in workforce development across the areas of care and public health, infrastructure, and expanding the workforce.
- Supervisor Mitchell spoke specifically on a **panel focused on infrastructure jobs and pre-apprenticeship programs**. Supervisor Mitchell shared LA County's High Road Training Partnerships model, which LA County has successfully implemented and will expand using ARP funding. The Supervisor shared how **LA County is centering equity** in the design and implementation of its ARP programs.
- The Supervisor was joined on the panel by DC Mayor Muriel Bowser, Louisville (KY) Mayor Greg Fischer, Franklin County (OH) Commissioner John O'Grady, and NABTU Special Assistant to the President Melissa Wells.
- The following slides provide an overview of the topics the Supervisor covered in her presentation. If you would like to learn more about the work the Office of Supervisor Mitchell is doing to invest ARP funding towards an equitably recovery, contact **Senior Workforce Development & Economic Opportunity Deputy, Caroline Torosis** at Ctorosis@bos.lacounty.gov



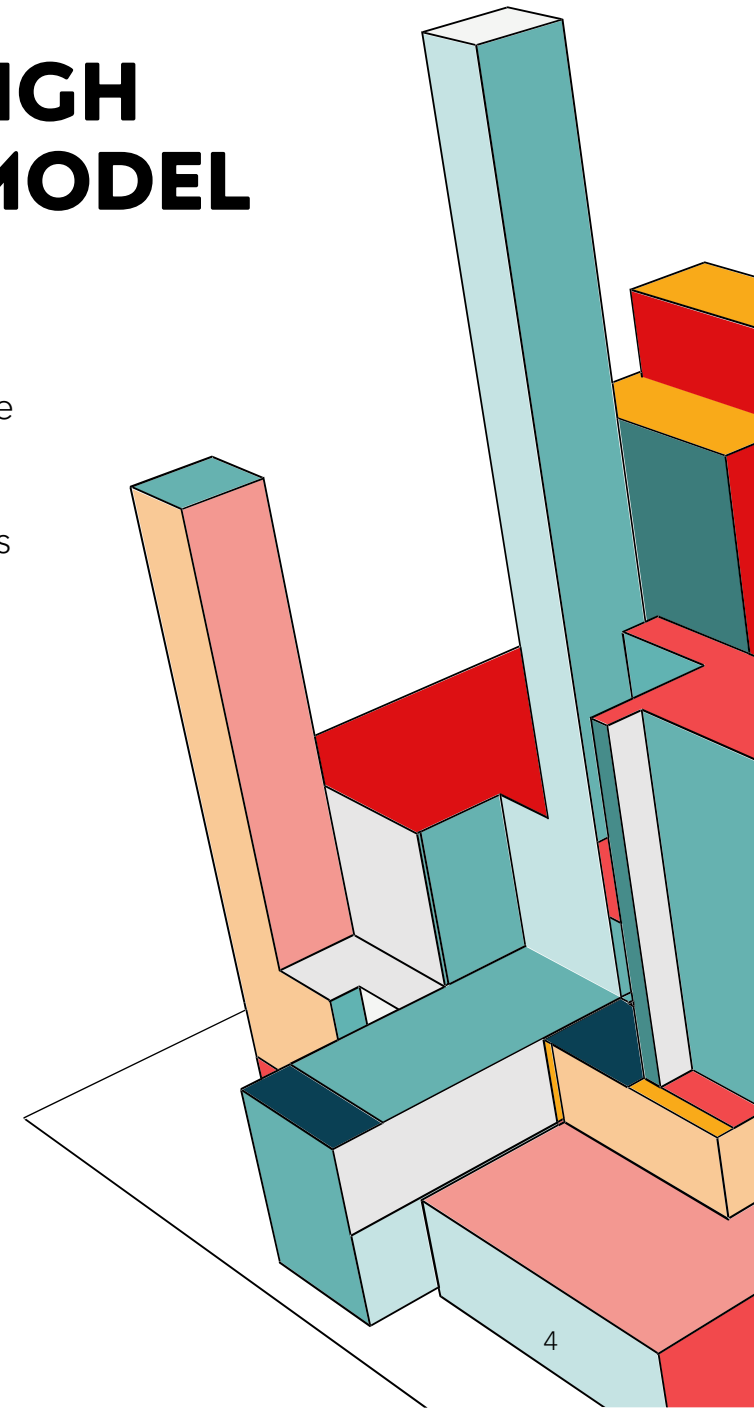
LA COUNTY HAS CENTERED EQUITY IN OUR APPROACH TO ARP INVESTMENTS

- LA County's ARP investment is focused on driving economic mobility for historically disinvested communities
- We are **centering equity** in our ARP strategy overall and in our workforce development programs specifically:
 - Prioritizing **historically disinvested communities and target populations with the greatest barriers to employment**, including a focus on workers of color (see [here](#) for more details on LA County's broader equity approach to ARP funding allocation)
 - Creating **quality jobs** with family sustaining wages and comprehensive benefits
 - Building career pipelines to prepare for a **just and inclusive transition to a climate resilient economy**



ARP'S ROLE IN SCALING LA COUNTY'S HIGH ROAD TRAINING PARTNERSHIP (H RTP) MODEL

- County is investing \$40 million of ARP funding in workforce development with a focus on High Road Training Partnerships - a training model relying on long-term collaboration between community organizations, labor, education partners, employers, and the County's public workforce system.
- The County has partnered with Los Angeles and Orange County Building and Construction Trades to launch a **High Road Apprenticeship Readiness Program** to ensure that our local communities who have been left at the margins for far too long are first in line for quality union jobs.
- ARP funding will allow the County to:
 - Double the number of trainees participating in and placed through construction and infrastructure high road programs through the end of 2024
 - Ensure 750 individuals are trained and at least 526 (70%) are hired into permanent employment with family sustaining wages
 - Deliver a **Worker Equity Fund** - flexible cash assistance up to \$1250 per person during training program to pay for unexpected expenses like gas, childcare, elder care, etc.
 - Provide **stipends** (earning while learning model) for \$450 per week
 - Support **multiple simultaneous training cohorts countywide**, truly creating a robust, ongoing talent pipeline



THE LA COUNTY HRTP MODEL INCORPORATES EXTENSIVE BEST PRACTICES IN THE FIELD



Employer-centered approach

- Start by **engaging employers** and understanding what an industry needs.
- For example, for infrastructure, we train workers on curriculum developed in concert with our trades - the Multi-Craft Core Curriculum (MC3). This comprehensive **pre-apprenticeship training curriculum was developed and approved by the National Building Trades National Apprenticeship and Training Committee.**



Worker voice

- **Labor plays a key role** in the development and implementation of the program. Jobs must pay a living wage, provide comprehensive benefits, and opportunities for worker voice and advancement.



Strong educational partnerships

- Training is provided by local **community colleges or adult schools**



Local, equitable recruitment

- Programs recruit from local communities, surrounding infrastructure projects and historically disinvested communities. Recruitment is done with trusted CBOs and community partners.
- For the High Road Apprenticeship Readiness Program, **we are targeting BIPOC, homeless, justice involved, LGBTQ+ populations** that live in a concentrated disadvantaged census tract according to our County's COVID-19 Vulnerability and Recovery Index



Case management and wraparound supports

- **Case management from training through to placement and retention in apprenticeship.** This includes barrier removal for participants including expungements, access to drivers' licenses, and educational and mental health support.



ARP ALLOWS LA COUNTY TO BUILD ON STRONG OUTCOMES ACHIEVED TO DATE THROUGH ITS HIGH ROAD APPRENTICESHIP READINESS PROGRAM

30%

Individuals placed with justice involvement

\$20/hr

Median starting wages

48

Number of local unions the County and Apprenticeship Readiness Fund works with



H RTP PROGRAMS PROVIDE LIFE CHANGING PATHWAYS TO OPPORTUNITY

Crystal's story

- After graduating from Cal Poly San Luis Obispo with a BS in Environmental Engineering, **Crystal had issues finding employment**, which in turn affected her ability to secure housing. The **pandemic** further limited her ability to secure a job.
- She was **homeless and moving from home to home**, finding shelter wherever a friend or a relative would offer.
- Crystal applied and went through our High Road Apprenticeship Readiness Program with **WINTER (Women in Non Traditional Employment Roles)**, graduating with her MC3 credential.
- Shortly after graduating, with the help of her case manager, Crystal applied to **IBEW Local 40** and was accepted into their **Inside Wireman Program**.
- Crystal is currently **making over \$22/hour** as a second period Inside Wireman apprentice and will be moving up to third period where she will be **making over \$26/hour**. Crystal was able to move into her own apartment.



"Thank you all for your persistence and dedication in supporting all WINTER graduates and others into getting into the trades. It has changed my life in the best way possible." - Crystal



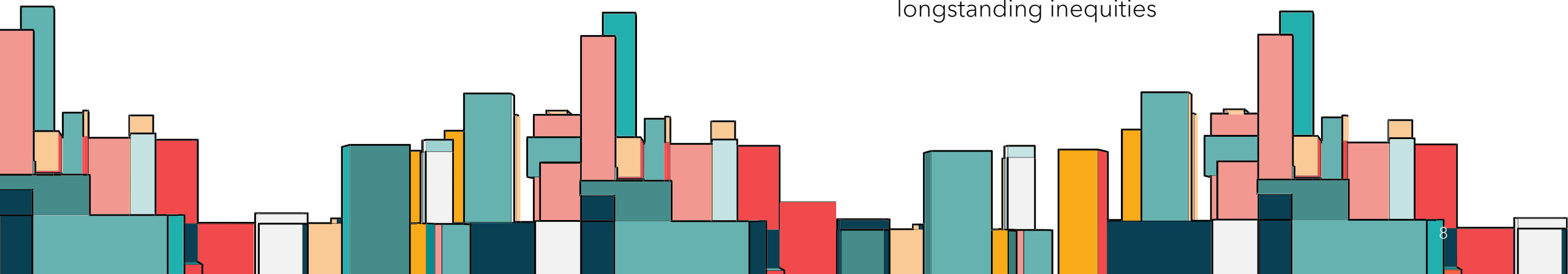
ARP PROVIDES A UNIQUE OPPORTUNITY TO INVEST IN HISTORICALLY MARGINALIZED COMMUNITIES

Preparing for the jobs of the future

- LA County is poised to **receive billions of dollars of investments** through the Bipartisan Infrastructure Law and state investments
- The County is **building training and workforce pipelines now** so that low-income communities can **benefit** from the unprecedented investments in our communities over the next decade

A once in a generation opportunity

- ARP is accelerating La County's mission to advance economic mobility and justice for communities that were historically disinvested and excluded from opportunity, particularly communities of color
- Local jurisdictions should **embrace this opportunity** and strategically invest in highest need workers to truly move the needle on longstanding inequities





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**CLICK ON LINK BELOW TO
LEARN MORE ABOUT
LA COUNTY'S AMERICAN
RESCUE PLAN INVESTMENTS**

[LA County ARP Equity Dashboard
and Spending Plan](#)