

Pathways To Careers in Healthcare, Trades, IT, & Management



Why is this topic important?

Why are pathways to quality jobs in healthcare, construction & related trades, information technology (IT), and management important for a strong and inclusive regional economy?

This strategy can contribute to inclusive regional economic development by providing pathways to stable employment and upward mobility for individuals from different backgrounds. Strengthening pathways into these careers will expand Inland SoCal residents' access to quality jobs, even for those without a four-year degree. Because many of these occupations offer opportunities for career advancement, including leadership roles, this can foster long-term economic stability and wealth-building for those from equity-seeking groups, especially as individuals from equity-seeking groups secure high-demand, well-paying jobs that help reduce disparities in income and opportunity. Combined with efforts to diversify the healthcare workforce, this can also increase sector innovation and adaptability.

How will pathways to quality jobs in healthcare contribute to a more equitable Inland SoCal?

Pathways to quality jobs in healthcare, construction and related trades, IT, and management can open doors for individuals from equity-seeking groups to secure high-paying, stable jobs, which reduces income disparities. These pathways promote social mobility and wealth-building for individuals from equity-seeking groups. These various pathways additionally create career advancement opportunities through apprenticeships and continuous training, fostering mobility into higher-level positions and providing multiple ways to remain competitive in the job market.



What we have heard from the community ...

Valeria Cordoba (pseudonym), a county labor division employee in Riverside, emphasized the potential wrap around services can provide for high road careers that require long-term training. She stated, “*You’d have to have something to help you cover housing and utilities. I think it would be doable for maybe two months with services that are out there, but for the short term training to high level jobs, and you might make a little bit more than minimum wage - if you become like a phlebotomist or a medical assistant, or even in construction. I mean, they get overtime and everything . You really need a longer, more intense career technical training to make higher wages.*”

As one former executive put it “*There are no opportunities in the High Desert. For instance, there are no consulting firms; there is no Deloitte. You have to go to Vegas or LA to find that. There are a lot of people that have to leave the community. There is an overabundance of entry-level positions - like 90 to 95% of the roles in the area. Very few leadership roles.*”

Benni (pseudonym) an organizer, similarly felt that reskilling can help an individual move into a higher paying job. The impact of paid training and upskilling support was also highlighted when considering that internships that are unpaid, however good, are not always a realistic option. As a government relations manager for a major company put it, “*you have to be able to afford that sacrifice [...] and that eliminates a lot of people* ”.

Sam, who trained as a nurse and worked in physical therapy, mentioned that she would be interested in seeing more apprenticeships in construction. “*Yeah. I would like to see more apprenticeships, like, you know, for building homes and stuff like that . . . I’m sure there’s a lot of young men, you know, that will be more than interested in trying to get jobs doing that, you know, if they had training for them.*”

Gary Resvaloso, Youth Council Advisor and Tribal Council Member from the Torres Martinez tribe, spoke to the power of hands-on learning, recounting that some who participated in “*our carpenter class went on to actually become frame makers or building houses.*”



Strategies and tactics

Create Pathways

Encourage individuals to pursue long-term careers in healthcare, construction and related trades, IT, and management in Inland SoCal : Create clear pathways into quality jobs in these fields that offer professional development and advancement opportunities.

- **Introduce the trades as a viable career option in K-16:** Exposing students to different career paths and giving them opportunities to acquire relevant hands-on skills will increase awareness of career possibilities and build interest early.
- **Train the workforce needed to accelerate the region’s transition to zero-emission vehicles (ZEVs) and related green economy jobs :** By starting programs early and addressing community support gaps, hands-on training programs will put more people into quality jobs and ensure that the region has the skilled workers it needs in electrical trades, construction, and ZEV automotive technology, among others..

Investment in education and relevant training opportunities

Increase investment in higher education (e.g., university satellite campuses, online distance learning, continuing education programming) : This will provide more accessible and flexible education opportunities for residents, increase education attainment rates, and meet the growing demand for skilled professionals in various sectors.

- **Partner with local colleges, universities, and vocational schools to develop tailored training programs for in-demand roles**

Support & Training

Connect people with employment search support and career training services

- **Provide scholarships, tuition reimbursement, and other financial incentives to help individuals overcome barriers to careers :** Addressing financial barriers will make it easier for individuals from lower-income households to pursue high-road careers.
- **Address employment stability and develop solutions to ensure consistent employment for tradespeople :** Collaboration between companies and unions can help workers find continuous employment, improving their job security and financial stability.

Expand people’s awareness of postsecondary education and training to include trade, technical, and vocational programs : Broaden awareness in order to attract a more diverse workforce, address regional staffing shortages, and ensure a steady supply of skilled workers.

Connect aspiring professionals with mentors in the sector : Mentors can support early-career workers in navigating challenges and achieving career goals.

Offer financial support & wraparound services such as childcare, mental health support, transportation, technology access, & legal assistance to lower barriers to participation in training and education programs : Offering support and services can increase access to education and training opportunities for individuals from historically underrepresented and low-income communities, supporting their successful participation and completion of these programs.

Redirect workforce training towards quality jobs that complement workplace automation : Focusing on emerging markets and aligning training programs with industry demands can prepare the workforce for the future economy and ensure sustainable, high-quality employment opportunities.

Entrepreneurial and Small Business Support : Support such as programming, access to capital and resources, and networking opportunities can help entrepreneurs and small businesses drive job creation and innovation.

Outreach & recruitment - equity

Launch outreach and recruitment efforts targeting individuals from equity-seeking groups

Expand access to pre-apprenticeship programs : By using established models and partnering with local unions, schools, and community colleges, these programs seek to create clear pathways to quality jobs and meet the future workforce needs of the region.

Enforce anti-discrimination policies, combat implicit bias, and establish mentorship programs with ongoing support services that incorporate continuous improvement and regular feedback : Incorporating continuous improvement and regular feedback opportunities can create an inclusive and supportive environment for all individuals, especially those from historically underrepresented communities.

- **Promote diversity and inclusion by actively recruiting and supporting individuals from equity-seeking groups :** Implementing public awareness campaigns, adjusting policies to improve early career support, and increasing access and advocacy will create a more supportive, inclusive, and equitable working environment.
- **Actively recruit and support individuals from equity-seeking groups and connect aspiring professionals with mentors :** Improved recruitment, support, and mentorship programs for workers from equity-seeking groups will help them navigate their careers and achieve their goals.

