Access to Pathways Into Quality Jobs



Why is this topic important?

-16 schooling, we can expose students to a broad By partnering with educational institutions and integrating career awareness initiatives into K range of job possibilities early, helping them make informed decisions about their futures.

Why is access to pathways into quality jobs important for a strong and inclusive regional economy?

Increasing access to education, apprenticeships, and other skills training opportunities will contribute to inclusive regional economic development by lowering barriers to quality jobs. Partnering with educational institutions and integrating career awareness initiatives into K-16 schooling can expose students to the broad range of job possibilities early, which will help them make more informed decisions in the future. Efforts to challenge stereotypes and increase awareness of high-road job opportunities—particularly in the trades and healthcare—can also help individuals pursue fulfilling careers and contribute to a more resilient regional economy.

How will access to pathways into quality jobs contribute to a more equitable Inland SoCal?

Expanding access to education and training programs promotes equity by providing opportunities for underrepresented and low-income communities to pursue quality jobs. Offering training in accessible locations such as libraries can make these programs more approachable and inclusive. Financial incentives such as scholarships and tuition reimbursement can also help overcome barriers to entry.

What we have heard from the community ... —

Justin Shing, who is currently an industrial mechanic, is in the final stages of an electrical apprenticeship. This will allow him to "be able to become a journeyman electrician.[...] and then from there. I honestly feel like I could go anywhere with that ." Justin recounted that they started out with a business degree and had gone through several sales jobs before embarking on this new path, stating that "I've recommended this program to a lot of people because it's just changed. It changed my life ."

Collaborations with local employers are essential for ensuring that training programs align with industry needs. When employers are actively involved in the design and implementation of training initiatives, they are more likely to hire program graduates, leading to better job placement rates.

Work with educational institutions to provide working residents with flexible continuing education opportunities, such as evening classes, online courses, or part-time graduate programs, giving them the opportunity to earn higher academic or professional qualifications.



Key data findings...

In my community, efforts to provide entry -level job training and placement have had mixed results. On the positive side, there are programs that offer valuable skills training and connect participants with job opportunities. These programs often collaborate with local businesses to ensure that the training aligns with industry needs, which increases the likelihood of participants finding employment. However, there are also challenges and areas where these efforts could improve. One issue is the accessibility of these programs, as not everyone in the community may be aware of them or have the resources to participate. Additionally, there may be gaps in the types of skills training offered, with some programs focusing more on traditional industries while overlooking emerging sectors. Overall, while there have been effective initiatives to provide entry -level job training and placement, there is room for improvement in terms of accessibility, diversity of offerings, and alignment with evolving job market demands.



Strategies and tactics

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

Launch outreach and recruitment efforts targeting individuals from equity -seeking groups: Outreach and recruitment efforts can attract individuals from historically underrepresented and equity-seeking groups and help these communities effectively navigate professional environments.

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.

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.

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

Redirect workforce training towards quality jobs that complement workplace automation, and consider the potential for High -Road Training Partnerships to help meet these goals: Focusing on emerging markets, aligning training programs with industry demands, and leveraging successful models, can prepare the workforce for the future economy and ensure sustainable, high-quality employment opportunities.



TOPIC (Economic Mobility and Wealth -Building)



7目 Why is this topic in	nportant?	
INSERT TEXT		

What we have heard from community?

INSERT TEXT / QUOTES



INSERT GRAPH(S) / TEXT



Strategies and tactics

healthcare

Implement clear pathways into quality healthcare jobs and encourage individuals to pursue long the sector: Creating clear pathways into quality jobs that offer professional development and advancement opportunities can encourage more healthcare workers to pursue long-term careers in Inland SoCal.

Connect people with employment search support and career training services : Equipping people with the skills and resources they need to navigate the job market, advance in their careers, and start their own healthcare businesses can improve job readiness and entrepreneurial skills among Inland SoCal residents.

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

Collaboration among local colleges, universities, and vocational schools to develop tailored programs for in demand healthcare roles: These programs can provide students with the skills and knowledge they need to pursue a career in healthcare while also ensuring alignment with job market demand and increasing healthcare talent retention within the region.

Connect aspiring healthcare professionals with mentors in the sector : Experienced mentors can provide important guidance, support, and career development advice for early-career healthcare professionals; and associated mentorship programs can create robust support networks, particularly for those from historically

region's healthcare sector by actively recruiting and supporting individuals from historically underrepresented 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 for healthcare workers and patients alike.

construction

Implement clear pathways into quality jobs in construction and related trades: Creating clear pathways into quality jobs in construction and related trades and providing opportunities for skills development and career advancement will encourage individuals to pursue long-term careers in these sectors by integrating robust preapprenticeship programs and collaborating with unions for effective job development.

Train the workforce needed to accelerate the region's transition to zero -emission vehicles (ZEVs): 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.

Connect Inland SoCal residents to employment search support and career training services : Comprehensive employment search support and career training services will help bridge the gap between job seekers and available job opportunities in the region.

Expand people's awareness of postsecondary education and training to include trade, technology programs: Providing financial incentives and promoting these opportunities through compensate more Inland SoCal residents to explore these pathways into quality jobs. encourage more Inland SoCal residents to explore these pathways into quality jobs.

