

DOL Critical Sectors Job Quality Grant Tier 1 Program Descriptions

In September 2023, the Employment and Training Administration announced \$16 million in grants to support 12 organizations in 12 states as they pilot strategies to improve job quality and increase the availability of good jobs in the care, climate resiliency, and hospitality sectors.

The Critical Sectors Job Quality Grants Program grants will enable recipients to design and deploy programs aligned with the Good Jobs Principles developed by the Department of Labor and Commerce. These principles will guide employers, local workforce systems, and partner organizations to enhance job quality in their communities.

The U.S. Department of Labor awarded 12 DOL Critical Sectors Job Quality grants to the following types of entities:

- Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations (1)
- Workforce Intermediaries (2)
- State and Local Workforce Development Boards (3)
- Education/Training Provider(s) (2)
- National or Community-based Nonprofit Organizations (4)

The Critical Sectors Job Quality Grant has two tiers:

- **Tier 1: Developing New Partnerships and Programs (Planning Grants)**
To support the formation of worker-centered sector partnerships in local or regional economic areas to design workforce strategies to enhance equity and job quality within the care, climate resiliency, or hospitality sectors.
- **Tier 2: Launching Effective Worker-Centered Sector Strategy Programs (Implementation Grants)**
To invest in established partnerships that have a proven history of implementing sector strategies and are ready to implement specific worker-centered sector strategies that will improve job quality within the care, climate resiliency, or hospitality sectors.

See a description of each Critical Sectors Job Quality Tier 1 grantee below.

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Bay Consortium Workforce Development Board, Inc. (BCWDB), Virginia

Project Name: Eastern Shore and Northern Neck Coastal Resiliency Sector Partnership (ESNN-CRSP)

Award Amount \$495,878

Industry Focus Climate Resiliency

Service Area

Eastern Shore and the Northern Neck areas of Virginia

Target Population

The BCWDB will serve communities and populations in the service area, focusing on rural communities and underserved Black/African American residents.

Good Job Principles

Skills and Career Advancement, Recruitment and Hiring

Project Description

This Tier 1 planning grant will support a strategic assessment of Virginia's emerging coastal climate resiliency sector in the Eastern Shore and Northern Neck regions. The project will

- 1) implement evidence-based sector partnership strategies to understand the landscape of Coastal Resiliency employment and identify barriers to entry and upward mobility,
- 2) assess employer supports needed to improve job quality, including small business and entrepreneurship supports, and
- 3) create a plan to implement initiatives to integrate community supports, worker voices, educational on-ramps to skills building, and barrier removal for underserved, low-income, rural populations.

Point of Contact

[Jacqueline Davis](#), Executive Director

Cheyney University of Pennsylvania, Pennsylvania/National

Project Name: Cheyney University – Hospitality Career Advancement Collaborative

Award Amount \$495,878

Industry Focus Hospitality

Service Area

Greater Philadelphia, PA, Camden, NJ, Elkton, MD, and Wilmington, DE regions including the Pennsylvania counties of Buck, Chester, Delaware, Montgomery, and Philadelphia; New Jersey counties of Burlington, Camden, Gloucester, and Salem; Delaware's New Castle County, and Maryland's Cecil County

Target Population

Cheney University will serve Black, Latinx, and other persons from historically marginalized groups.

Good Job Principles

Skills and Career Advancement; Diversity, Equity, Inclusion, and Accessibility (DEIA)

Project Description

This Tier 1 planning grant will

- 1) focus on the hospitality sector by planning for the Cheyney University Hospitality Career Advancement Collaborative (CU-HCAC) to create pathways to hospitality management and entrepreneurship through stackable credentials,
- 2) engender hospitality industry knowledge building through an accredited Hospitality, Restaurant, Tourism, and Management degree program,
- 3) provide access to populations preparing to enter the field and are underrepresented in the hospitality industry and
- 4) support strategic partnerships with companies in and adjacent to the hospitality industry.

Point of Contact

[Pamela Keye](#), Chief Social Equity Officer

Cincinnati Union Cooperative Initiative (Co-op Cincy), Ohio

Project Name: Creating Good Jobs in Clean Energy and Sustainable Construction

Award Amount \$495,816

Industry Focus Climate Resiliency

Service Area Greater Cincinnati

Target Population

Co-op Cincy will serve individuals from historically marginalized communities, particularly women, people of color, and blue-collar workers.

Good Job Principles

Diversity, Equity, Inclusion, and Accessibility (DEIA), Empowerment and Representation, Organizational Culture, and Pay

Project Description

This Tier 1 planning grant will design strategies that improve equity and strengthen the workforce in clean energy and sustainable construction jobs.

Point of Contact

[Ellen Vera](#), Co-Director

EDvance College, California

Project Name: Advancing Job Quality in Early Childhood Education: EDVance's Comprehensive Approach

Award Amount \$495,870

Industry Focus Care Sector – Early Childhood Educators

Service Area

California's San Francisco Bay Area and Central Valley regions

Target Population

EDvance College will serve historically marginalized populations and students identifying as culturally and racially diverse.

Good Job Principles

Empowerment and Representation and Skills and Career Advancement.

Project Description

This Tier 1 planning grant will build a diverse and well-qualified early childhood education (ECE) workforce in the greater San Francisco Bay Area and Central Valley regions of California. To address the urgent need for culturally and racially diverse lead and assistant early childhood educators, EDvance will:

- map existing community ECE resources,
- formalize partnerships with local ECE agencies, employers, and industry groups, and
- recruit and train underrepresented and multilingual early childhood educators, providing them with job-embedded, competency-based, and cost-effective degree pathways.

By offering accessible education opportunities working early childhood educators, EDvance will cultivate opportunities for career growth, higher pay, and improved job security in the critical ECE sector.

Point of Contact

[Lygia Stebbing](#), President

Industrial Development Advantage of East Chicago, Indiana

Project Name: East Chicago Sustainable and Renewable Construction Workforce Training Project

Award Amount \$495,878

Industry Focus Climate Resiliency

Service Area

East Chicago, Indiana. Industrial Development Advantage is headquartered in Ogen, UT.

Target Population

Industrial Development Advantage will serve historically marginalized populations and communities in the city of East Chicago, Indiana, particularly Hispanic and Black individuals.

Good Job Principles

Empowerment and Representation, Recruitment and Hiring, Skills and Career Advancement, Diversity, Equity, Inclusion and Accessibility (DEIA), and Pay

Project Description

This Tier 1 planning grant will

- 1) establish a strategic partnership to develop a worker-centered sector strategy program in East Chicago, IN, focused on climate resiliency through on-the-job training on sustainable and renewable construction,
- 2) develop a replicable on-the-job (OJT) training platform that supports marginalized populations to improve their skills and acquire good-paying, quality jobs and
- 3) advance union-certified training.

Point of Contact

[Steve Radel](#), President

Lane Workforce Partnership, Oregon

Project Name: Oregon Coast Hospitality Sector Partnership

Award Amount \$446,786

Industry Focus Hospitality

Service Area

Oregon's Coastal Communities

Target Population

Lane Workforce Partnership will serve residents of rural communities, unemployed and underemployed adults (including Able-bodied Adults without Dependent Children), youth (age 17 and over), immigrants, BIPOC residents, and returning citizens.

Good Job Principles

Recruitment & Hiring, Pay, and Skills and Career Advancement

Project Description

This Tier 1 planning grant will develop the foundation of a sustainable Coastal Hospitality Industry Sector by

- 1) building a cross-regional support team,
- 2) defining the scope of the Oregon Coast hospitality industry,
- 3) convening industry listening sessions and conducting industry surveys,
- 4) conducting a workforce study to understand career advancement opportunities, access to low-barrier jobs, and opportunities for stackable credentials to support promotion opportunities and access to higher pay and
- 5) creating an occupational outlook career pathways report.

Point of Contact

[Cindy Perry](#), Director of Workforce Programs

Tampa Bay Academy of Hope (TBAH), Florida

Project Name: Climate Labor Initiative: Maximizing Access to Training and Employment (CLIMATE) Program

Award Amount \$495,879

Industry Focus Climate Resiliency

Service Area

Florida's Tampa Bay Region (Hillsborough, Pinellas, Manatee, and Polk Counties, Florida)

Target Population

TBAH will serve Justice-Involved Individuals, Long-term Unemployed, High School Juniors, Seniors, School Dropouts, Dislocated Workers, and Incumbent Workers.

Good Job Principles

Recruitment and Hiring, Diversity, Equity, Inclusion, Accessibility, and Career Advancement

Project Description

This Tier 1 planning grant will build pathways to good jobs, improve job quality and hiring practices, and increase workplace diversity and inclusion by

- 1) convening a strategic partnership composed of labor unions, employer partners, workforce development organizations, and academic entities,
- 2) facilitate registered apprenticeship programs,
- 3) deliver robust supportive services to enhance training success and
- 4) incorporating workers' diverse voices and their lived experiences to ensure strategies and solutions are grounded in the realities of the workforce.

Point of Contact

[Titania Lamb](#), Executive Director

DOL Critical Sectors Job Quality Grant Tier 2 Program Descriptions

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Civic Works, Inc., Maryland	2
Employ Milwaukee, Inc., Wisconsin	3
Hospitality Industry Training and Education Fund (Hospitality Training Academy, or HTA), California/National	4
Portland General Electric Company, Oregon	5
Resilience Force, Louisiana/National	6

Civic Works, Inc., Maryland

Project Name: Transforming Job Quality in the Climate Resiliency Sector Through Worker-Centered Partnerships with Solar Employers

Award Amount \$ 2,975,276

Industry Focus Climate Resiliency

Service Area

City of Baltimore, Maryland

Target Population

Civic Works, Inc. will serve incumbent solar workers and historically marginalized citizens.

Good Job Principles

DEIA and Career Advancement

Project Description

This Tier 2 implementation grant will enroll 240 incumbent and entry-level workers in skills training and engage ten employers in an in-depth job quality transformation process by

- 1) assessing each employer's workplace through management and employee surveys to establish a baseline and determine areas of job quality concern,
- 2) developing tailored job quality intervention proposals,
- 3) supporting employers' efforts to implement the recommendations,
- 4) conducting a post-recommendation implementation assessment of workers and, employers, and
- 5) producing case studies to report on job quality findings.

Point of Contact

[Brooke Paluzzi](#), Grants Administration and Compliance Manager

Employ Milwaukee, Inc., Wisconsin

Project Name: Serve MKE: Quality Jobs for Hospitality Workers (Serve MKE)

Award Amount \$2,661,661

Industry Focus Hospitality

Service Area

Milwaukee, WI

Target Population

Employ Milwaukee, Inc. will serve underemployed and unemployed historically marginalized populations, including women, people of color, Veterans, economically disadvantaged people, individuals with disabilities, and justice-involved individuals,

Good Job Principles

Benefits; Diversity, Equity, Inclusion and Accessibility (DEIA); and Skills and Career Advancement

Project Description

This Tier 2 implementation grant will improve job quality for 400 hospitality workers by implementing worker-centered sector strategies through diverse partnerships that enable participants to

- 1) cultivate valuable hospitality skills and experience via work-based learning, Registered Apprenticeships, certification, and academic training, and
- 2) obtain gainful, quality employment in high-demand hospitality occupations.

Point of Contact

[Cindy Anderson](#), Program Manager

Hospitality Industry Training and Education Fund (Hospitality Training Academy, or HTA), California/National

Project Name: Hospitality Culinary Registered Apprenticeship Replication Project

Award Amount \$2,975,276

Industry Focus Hospitality

Service Area

Baltimore City and County, Maryland; the City of Chicago and Cook County, Illinois; the City and County of Philadelphia, Pennsylvania; and the City of Phoenix and Maricopa County, Arizona. HTA is headquartered in Los Angeles, CA.

Target Population

HTA will serve BIPOC individuals, immigrants and refugees, justice-impacted individuals, persons with disabilities, LGBTQ+ individuals, low-income and disconnected young adults, survivors of domestic violence and human trafficking, and communities and groups that were disproportionately impacted by the pandemic, including women.

Good Job Principles

Pay, Skills and Career Advancement, Empowerment and Representation, Job Security and Working Conditions.

Project Description

This Tier 2 implementation grant will create a Cook/Chef de Partie Registered Apprenticeship Program (RAP) with Taft-Hartley training trust organizations to transform low-wage culinary positions into good jobs by

- 1) orienting training trust partners on the RAP model,
- 2) customizing instructional content in concert with employers,
- 3) submitting a RAP application to USDOL for Baltimore and Philadelphia,
- 4) securing suitable training locations for RAP culinary instruction in Baltimore, Philadelphia, and Phoenix,
- 5) hiring staff and instructors and providing intensive training at all sites,
- 6) initiating worker training aligned with each site's schedule,
- 7) providing wrap-around supportive services to ensure apprentice success and
- 8) connecting trainees to union jobs with representation, good working conditions, and job security.

Point of Contact

[Adine Forman](#), Executive Director

Portland General Electric Company, Oregon

Project Name: Jobs for a Clean Energy Future

Award Amount \$ 2,975,276

Industry Focus Climate Resiliency

Service Area

Oregon's Clackamas, Hood River, Wasco, Sherman, Gilliam, Wheeler, Jefferson, Crook, Deschutes, Klamath, and Lake Counties.

Target Population

The Jobs for a Clean Energy Future project will serve two historically marginalized populations: adults in custody and opportunity youth.

Good Job Principles

Recruitment and Hiring, Skills and Career Advancement, and DEIA

Project Description

This Tier 2 implementation grant will increase the representation of women and people of color within the clean energy sector by

- 1) engaging interested incarcerated adults in the state's Union Pre-Apprenticeship Construction Training program, a 12-week program to learn the soft and technical skills needed by cement masons, bricklayers, and ironworkers,
- 2) facilitating pre-apprenticeship program completers' direct entry or preference into Registered Apprenticeships or jobs in one of the three participating crafts post-release,
- 3) exposing opportunity youth to a variety of available jobs and career pathways within Oregon's clean energy industry via an interactive website and
- 4) creating internships and on-the-job training for eligible opportunity youth.

Point of Contact

[Brooke Brownlee](#), Senior Government Affairs Manager

Resilience Force, Louisiana/National

Project Name: A Good Jobs Blueprint in The Climate Resilience Economy

Award Amount \$991,759

Industry Focus Climate Resiliency

Service Area

Louisiana (statewide), Florida's Broward, Miami-Dade, and Monroe Counties, and California's Sonoma and Mendocino Counties

Target Population

Resilience Force will serve people of color, immigrants, women, and justice-impacted individuals.

Good Job Principles

Recruitment and Hiring, Skills and Career Advancement, Empowerment and Representation, Job Security and Working Conditions, and Pay

Project Description

This Tier 2 implementation grant will provide employers with the labor pool they need and create good jobs restoring areas impacted by climate disasters and jobs weatherproofing and decarbonizing to enable the nation to withstand future disasters by

- 1) recruiting, training, and certifying climate resilience workers through a high-road training partnership and
- 2) connecting participants with mission-aligned employers who embrace quality job standards.

Point of Contact

[Molly Bartlett](#), Managing Director