

# DOL Critical Sectors Job Quality Grant Tier 2 Program Descriptions

In September 2023, the Employment and Training Administration announced \$16 million in grants to support 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 2 grantee below.

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## **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