

# Critical Sectors Job Quality Grant

## Program Round Two Grantee Project Summary

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

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

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

The Critical Sectors Job Quality Grant has two tiers:

▪ **Tier 1: Developing New Partnerships and Programs (Planning Grants)**

Tier 1 projects 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. The Tier 1 Critical Sectors recipients follow.

- [National Restaurant Association Educational Foundation](#)
- [United Way of Dane County](#)
- [Washington State Labor Council, AFL-CIO](#)
- [Workforce Development Board of Herkimer Madison and Oneida Counties](#)

▪ **Tier 2: Launching Effective Worker-Centered Sector Strategy Programs (Implementation Grants)**

Tier 2 projects invest in established partnerships with a history of implementing sector strategies and that are ready to implement specific worker-centered sector strategies to improve job quality within the care, climate resiliency, or hospitality sectors. The Tier 2 Critical Sectors awardees follow.

- [Alaska Southcentral/Southeastern Sheet Metal Workers Local Union #23](#)
- [Charles Stewart Mott Community College](#)
- [Seattle-King County Workforce Development Council](#)
- [SEIU United Healthcare Workers-West](#)

## National Restaurant Association Educational Foundation

**Lead Entity Type:** Workforce Intermediaries

**City:** Washington

**State:** DC

**Region 2 - Philadelphia**

### Supporting Hospitality Advancement, Representation & Employment (SHARE)

**Tier:** 1

**Industry Focus:** Hospitality

**Award Amount:** \$499,890

#### Good Job Principles Addressed:

- Recruitment & Hiring
- Organizational Culture
- Skills and Career Advancement
- Pay

**Service Area:** Delaware; Maryland; Pennsylvania; Virginia

**Target Populations:** Rising seniors or seniors from historically marginalized populations majoring in hospitality management or related fields at Historically Black Colleges and Universities (HBCUs).

#### Summary

The National Restaurant Association Educational Foundation (NRAEF) is the lead applicant for the proposed Supporting Hospitality Advancement, Representation & Employment (SHARE) project. NRAEF will use Tier 1 funds to form industry-led, worker-centered hospitality sector partnerships and develop a program designed to put individuals on career pathways to Good Jobs and career advancement in the hospitality sector. SHARE's program framework materials and training will be developed with and reviewed by key stakeholders. Stakeholder groups include hospitality industry representatives, employers and staff, current students and recent graduates from HBCU hospitality programs, worker organizations, and current industry employees and apprentices.

#### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:** Hispanic Chefs Association; Feed the Soul Foundation

**Industry and Employer Partners:** Delaware Restaurant Foundation, Restaurant Association of Maryland Educational Foundation, Pennsylvania Restaurant & Lodging Association

Educational Foundation, Virginia Restaurant, Lodging, and Travel Association Foundation,

**Workforce Development Entities:** Delaware Works, Workforce Development Entity; Chester County Workforce Development Board, Philadelphia Works, Virginia Works, Howard County Office of Workforce Development

**Point of Contact:** [Allison Rhyne](#), Vice President of Development

## United Way of Dane County

**Lead Entity Type:** National or Community-based Nonprofit Organizations

**City:** Madison

**State:** WI

**Region 5 - Chicago**

## Building a Stronger, More Diverse, Clean Energy Workforce for South Central Wisconsin

**Tier:** 1

**Industry Focus:** Climate Resiliency

**Award Amount:** \$147,384

### Good Job Principles Addressed:

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

**Service Area:** Dane County, Wisconsin

**Target Populations:** Historically marginalized populations that are underrepresented in clean energy jobs include Black, Hispanic/Latino, Asian, and community members who identify as "other races/multiracial."

### Summary

This project will focus on increasing the diversity of the workforce in the climate resiliency sector. This sector has a high demand for workers and strong projected job growth, and it provides jobs offering family-sustaining wages and benefits for workers without a four-year college degree. However, since the sector's workforce is less diverse than the surrounding community, it will benefit from connecting with workers from historically marginalized populations who represent a largely untapped labor pool. The project will map career pathways related to each target occupation. Career pathway maps will include information about how workers can enter the target occupation(s) and move up the career ladder.

The project will develop a curriculum for the target occupation(s) that meets identified employer needs and provides a portable credential that prepares individuals to enter related Registered Apprenticeship tracks. Supportive services for trainees will be included in the planning, with community partners identified to provide these services.

In addition, the project will plan a youth awareness component to expose teens and young adults, especially Black, Indigenous, and People of Color (BIPOC) youth, to career opportunities in the climate resiliency sector. This component will also help them develop the skills and knowledge necessary to enter and excel in these careers. The project will solicit advice from youth development organizations and technical education teachers in local high schools for this component.

### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:** International Brotherhood of Electrical Workers (IBEW) locals

**Industry and Employer Partners:** Alliant Energy

**Workforce Development Entities:** The Workforce Development Board of South Central Wisconsin

**Point of Contact:** [Katie Castern](#), Director of Strategic Collaborations

## Washington State Labor Council, AFL-CIO

**Lead Entity Type:** Workforce Intermediaries

**City:** Seattle

**State:** WA

**Region 6 - San Francisco**

## Washington State Hospitality Pathways

**Tier:** 1

**Industry Focus:** Hospitality

**Award Amount:** \$500,000

### Good Job Principles Addressed:

- Skills and Career Advancement
- Diversity, Equity, Inclusion, and Accessibility
- Pay

### Service Area:

Kennewick, Pasco, and Richland communities in south-central Washington.

### Target Populations:

Workers, with an emphasis on Latine workers across the four occupational clusters of back-of-house, front-of-house, quick service, and lodging.

## Summary:

Washington State Labor Council, AFL-CIO intends to conduct a workforce study to understand the regional dynamics of the identified trends (occupational segregation, lack of skilled workers, and high employee turnover) and develop localized training and skill development pathways to support worker advancement. The study will center the needs of chronically underserved and disadvantaged populations in the region (specifically Latine workers) to identify the current challenges to job advancement and create clear action steps for workers and employers along with programmatic interventions to be addressed by the worker-centered sector partners. The study will focus on four occupational clusters: Back of House (BOH), (Front of House) FOH, Lodging, and Quick Service and use mixed-methods data collection to gather the comprehensive data needed to create the "Washington State Hospitality Pathways" program.

Through research, interviews, focus groups, and surveys, the project will identify promising practices to help underrepresented workers build skills to advance careers and pay; detail the specific barriers and challenges preventing career advancement and pay increase among workers; and describe the common themes experienced by employers trying to find and retain skilled talent in high-demand, higher-paying occupations. Based on the resulting data, the project will identify where workers struggle most to uplevel their skills and create strategies to help workers easily navigate and advance along career pathways.

### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:** Unite Here Local 8 and Washington State Labor Council AFL-CIO

**Industry and Employer Partners:** Kinetic West and Washington Hospitality Association

**Workforce Development Entities:** Benton-Franklin Workforce Development Council

**Point of Contact:** [Rachel McAloon](#), Workforce Development Director

## Workforce Development Board of Herkimer Madison and Oneida Counties

**Lead Entity Type:** State and Local Workforce Development Boards

**City:** Utica

**State:** NY

**Region 1 - Boston**

### Regional Child Care Workforce Development Strategy

**Tier:** 1

**Industry Focus:** Care

**Award Amount:** \$398,657

#### Good Job Principles Addressed:

- Pay

**Service Area:** The Greater Mohawk Valley region of New York State is located along the Erie Canal corridor in the east-central part of the state. It includes the counties of Oneida, Herkimer, Madison, Otsego, Chenango, Delaware, Fulton, and Montgomery.

**Target Populations:** Black, Hispanic, and New American, as well as childcare workers who are single moms; this region's target population lives in rural areas.

### Summary

This project will develop a job quality strategy for the regional childcare workforce focusing on pay, benefits, and skills attainment. The project has a strong worker voice component to ensure that two very different pools of childcare workers – rural and urban – are thoroughly involved in project discussions. The project will develop the first regional strategic workforce development plan for the childcare sector and will also:

1. create a regional workforce development council of employers, workers, training providers, labor unions, and parents using child care. WDB chairs the council,
2. develop employer panels for operators not offering licensed care to address regulatory barriers that can impede offering better wages and benefits,
3. create a panel of historically marginalized workers, including refugees, to increase worker knowledge of employee rights. Urban and rural workers will each have significant roles,
4. Create a career lattice showing connections between childcare workforce entry-level jobs and various careers within the sector and in adjoining sectors so that childcare workers can increase their income along a career pathway,
5. develop a resource map of funding that can assist in training and education in the sector,
6. develop curriculum at regional training providers to implement pathways, adapt existing instructional formats to maximize online instruction, and compress instructional time, and
7. develop a data reporting mechanism to highlight wages and inform workers about choices.

#### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and**

**Organizations:** Central New York Labor Council  
**Industry and Employer Partners:** Mohawk Valley

Community Action Agency, Inc.  
**Workforce Development Entities:** Mohawk Valley Community College

**Point of Contact:** [Alice Savino](#), Executive Director, Workforce Development Board

## Alaska Southcentral/Southeastern Sheet Metal Workers Local Union #23

**Lead Entity Type:** Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations

**City:** Anchorage

**State:** AK

**Region 6 - San Francisco**

### SMART 23 Workforce Initiative: Advancing Climate Resilience

**Tier:** 2

**Industry Focus:** Climate Resiliency

**Award Amount:** \$2,415,709

#### Good Job Principles Addressed:

- Recruitment and Hiring
- Empowerment and Representation
- Pay
- Skills and Career Advancement

**Service Area:** The regions of Anchorage and Fairbanks, Alaska.

**Target Populations:** Disadvantaged communities, women, and tribal members

#### Summary

The Alaska Southcentral/Southeastern Sheet Metal Workers Local Union #23 Joint Apprenticeship Training Program (JATC) recruits, trains, and certifies HVAC-R (Heating, Ventilation, Air Conditioning, and Refrigeration) workers. The JATC curriculum provides comprehensive training in HVAC-R, covering essential skills and knowledge for roles in installation service, Testing, Adjusting, and Balancing (TAB), Building Controls, Energy Efficiency, Indoor Air Quality (IAQ), Heat Recovery Ventilators (HVR), and Welding. The curriculum combines classroom instruction with hands-on training. The project focuses on the climate resiliency sector, providing training for various HVAC-R occupations critical for energy efficiency and climate resilience.

The project will train and certify individuals to fill approximately 80 HVAC-R positions within the next five years, with a target of graduating 33 students. Graduates will be placed in full-time, well-paying union jobs with ongoing professional development and career advancement opportunities, ensuring wages grow with increased skills and experience. Training and employment will adhere to Good Job Principles and focus on job security, fair pay, benefits, diversity, equity, inclusion, and accessibility. Strategic partnerships with Sheet Metal, Air, Railroad Transportation Workers (SMART) Local 23 and the Alaska Mechanical Contractors Association (AMCA) ensure that training programs meet industry needs, providing a pathway to good HVAC-R jobs in the climate resiliency sector. With labor market analysis and recruitment support from the Alaska Department of Labor and Alaska Work Partnership, the project will provide economic stability and mobility, and contribute to Alaska's community and economic development.

#### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:**

SMART (Sheet Metal, Air, Railroad Transportation Workers) Local 23

**Industry and Employer Partners:** Alaska Mechanical Contractors Association

**Workforce Development Entities:** Alaska Workforce Investment Board

Critical Sectors Job Quality Grant Program Round 2 Project Description

**Point of Contact:** [Bruce Bold](#), Project Manager,

## Charles Stewart Mott Community College

**Lead Entity Type:** Education/Training Provider

**City:** Flint

**State:** MI

**Region 5 - Chicago**

### Mott Region 6 Project CARE

**Tier:** 2

**Industry Focus:** Care

**Award Amount:** \$2,971,060

#### Good Job Principles Addressed:

- Recruitment and Hiring
- Benefits
- Diversity; Equity; Inclusion; and Accessibility
- Skills and Career Advancement

**Service Area:** Michigan Prosperity Region 6 includes Genesee, Huron, Lapeer, Sanilac, Shiawassee, St. Clair, and Tuscola Counties.

**Target Populations:** New entrants to the workforce, dislocated, incumbent workers, unemployed, underemployed, economically disadvantaged, Asset Limited Income Constrained Employed (ALICE), Covid-19 entry-level essential workers, underrepresented populations, and those living in distressed communities.

### Summary

Mott Community College (MCC) recognizes the importance of students creating a path and planning for their future. To support this process, a Career Navigator (Navigator) will engage students enrolled in the Mott Region 6 Project CARE (MR6PC) with individual support; academic guidance, advising, and support; appropriate recommendations and referrals; and determine their need for training services, employment, and job retention workshops and student support services (e.g., childcare, transportation, tools, or work clothes). These supports will be available through the College and local external partners as needed.

Providing program activities that address employment barriers will meet local employers' labor needs, and other workforce challenges in the Flint community will be resolved. Each student will receive comprehensive assessment, education and training, support services, and job placement aligned with their career pathway. MCC's career pathways are intensive job readiness programs founded on evidence-based research.

MCC will continue to provide in-demand training, leading to industry-recognized credentials and skill attainment from the certificate, credential, and degree programs listed below:

- **Healthcare:**
  - **Certified Nursing Assistant:** Duration: 4-8 weeks. Credentials: Prometric State Certification For Nurse Aid; CPR; MCC Career Credential Certification.
  - **Medical Administrative Specialist:** Duration: 26 weeks. Credentials: American Medical Technologist's Certified Medical Administrative Specialist (CMAS) Certification; MCC Career Credential Certification.
  - **Medical Assistant:** Duration: 26 weeks. Credentials: American Medical Technologist's Medical Assistant (RMA) Certification; MCC Career Credential Certification.
- **Human Services**



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- **Community Health Worker:** Duration:126 hours. Credentials: MiCHWA CHW Certification; MCC Career Credential Certification.
- **Early Childhood Certificate:** Duration: 1 year. Credential: Certificate of Achievement
- **Child Development Associate (CDA) Credential:** Duration: 8 months. Credentials: National CDA Credential.
- **Infant & Toddler Early Childhood:** Duration: 1 year. Credential: Certificate of Achievement
- **Substance Abuse Technician:** Duration: 1 year. Credential: Certified Alcohol & Drug Counselor Certificate of Achievement

### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:** AFSCME Local 875 and Greater Flint AFL-CIO

**Industry and Employer Partners:** Vicinia Gardens, Greater Flint Health Coalition, Hurley Medical Center, McFarlen Villages

**Workforce Development Entities:** GST Michigan Works

**Point of Contact:** [Autumn Scherzer](#), Director of Workforce Development

## Seattle-King County Workforce Development Council

**Lead Entity Type:** State and Local Workforce Development Boards

**City:** Seattle

**State:** WA

**Region 6 - San Francisco**

### A Shared Regional Approach to Improve Job Quality in the Hospitality Sector

**Tier:** 2

**Industry Focus:** Hospitality

**Award Amount:** \$3,000,000

#### Good Job Principles Addressed:

- Recruitment and Hiring
- Benefits
- Empowerment and Representation
- Job security and Working conditions
- Organizational culture
- Skills and Career Advancement
- Diversity, Equity, Inclusion, and Accessibility
- Pay

**Service Area:** Seattle King County region

**Target Populations:** Black, Indigenous, and People of Color (BIPOC) , immigrants, refugees, individuals impacted by the criminal legal system (justice involved), and people experiencing homelessness.

#### Summary

This project will serve historically marginalized populations disproportionately represented in the hospitality sector who have been precluded from accessing quality jobs due to systemic barriers and discrimination. Specific groups include BIPOC individuals, immigrants, refugees, justice-involved individuals, and people experiencing homelessness. These populations are over-represented in less visible, lower-wage jobs within the Hospitality sector and underrepresented in front-of-house positions that offer better pay and prospects for advancement.

The hospitality sector, including the hotel, grocery, and restaurant industries, plays a significant role in the King County economy and job market. The project will help advance the local hospitality sector by championing equity practices that directly support the marginalized populations working within the industries.

#### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:**

WeTrain Washington-UFCW 3000 and Unite HERE Local 8

**Industry and Employer Partners:** Town & Country Markets

**Workforce Development Entities:** Farestart and Seattle Good Business Network

**Point of Contact:** [Marie Kurose](#), CEO

## SEIU United Healthcare Workers-West

**Lead Entity Type:** Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations

**City:** Oakland

**State:** CA

**Region 6 - San Francisco**

### Expanding Good Jobs in Allied Healthcare

**Tier:** 2

**Industry Focus:** Care

**Award Amount:** \$3,000,000

#### Good Job Principles Addressed:

- Recruitment and Hiring
- Benefits
- Empowerment and Representation
- Job security and Working conditions
- Organizational culture
- Pay
- Skills and career advancement
- Diversity, Equity, Inclusion, and Accessibility

#### Service Area:

San Diego County, California

#### Target Populations:

New entrants and incumbent workers from historically disadvantaged communities

### Summary

This grant uses a three-part strategy designed to build capacity for improvement of all eight Job Quality principles - particularly for historically disadvantaged populations - in the allied healthcare sector. The allied healthcare sector represents roughly 60 percent of the healthcare workforce. The project will demonstrate the approaches that have the most significant impact on job quality that could be applied to more employers and workers across the state and nation. Centered on the needs and voices of workers throughout, the grant will:

1. address key barriers, particularly for historically marginalized people, to getting and retaining good-quality allied healthcare jobs by providing targeted outreach to historically disadvantaged communities, offering full-tuition scholarships for in-demand job training programs, providing career coaching, and offering paid work experience with committed employers,
2. radically re-envisioning the role that temporary and contract work can have in healthcare via the AlliedUp Worker Cooperative - a unionized staffing firm that supports and places contract and temporary allied healthcare workers in jobs with good wages, benefits, and working conditions while providing workers with direct involvement in governance, and
3. meeting High Road Employers' demand for skills by partnering with employers committed to hiring new entrants from historically marginalized communities for critical Medical Assistant, Patient Care Technician, Emergency Technician, and Phlebotomist/Lab Assistant jobs and providing Soft Skills training that employers have identified as critically important across all occupations.

#### Required Partners:

**Labor Unions and Organizations, Labor-Management Partnerships, and Worker Centers and Organizations:** SEIU United Healthcare Workers-West and Futuro Health

**Industry and Employer Partners:** Tri-City Medical Center; AlliedUp Cooperative

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**Workforce Development Entities:** San Diego Workforce Partnership

**Point of Contact:** [Hortencia Armendariz](#), SEIU-UHW's Director of Healthcare Justice & Healthcare Opportunities Department