LA County DEO High Road Training Partnership (HRTP) Fund Cycle 3

Virtual Informational Webinar

Thursday, October 1, 2026 at 1:00-2:30 PM Pacific Time

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HIGH ROAD TRAINING PARTNERSHIP FUND
Economic Mobility in Action

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Los Angeles County DEO and Dalberg welcome you!

Agenda

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Introduction	10 minutes
Overview of the HRTP model	15 minutes
Overview of the Cycle 3 Fund	40 minutes
How to apply	15 minutes
Q&A	10 minutes

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About our organizations

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The LA County Department of Economic Opportunity (DEO) has a vision for a more equitable economy with thriving communities, inclusive and sustainable growth, and opportunity and mobility for all.

The department, with its America's Job Centers of California, Office of Small Business, and hundreds of programs and partners, creates quality jobs, helps small businesses and high-road employers start and grow, and builds vibrant communities and spaces.

Dalberg

Dalberg is an impact-first consulting firm that supports organizations in Los Angeles and across the Country that are working to advance inclusive economic mobility.

Dalberg is serving as the Third-Party Administrator for the HRTP Fund Cycle 3.

The HRTP Fund Cycle 3 builds on existing LA County and state-level HRTP initiatives

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LA County HRTPs by the numbers

$39.7M
Invested

27
HRTPs

226
HRTP Organizational Partners

2,575
Participants Enrolled

1,964
Successful Graduates

745
Total Hires (Unsubsidized job placements only)

613
Apprentices

305
Employers Who Have Hired

DEO has secured over $7.7M for the HRTP Fund Cycle 3 to support up to eight new partnerships

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California Assembly Bill 338 (AB 338)

$3,350,000 *(Up to 3 grants)*

Wildfire rebuilding, recovery, and resilience

Safe Clean Water Program (SCWP)

$680,000 *(1 grant)*

Green stormwater infrastructure operations and maintenance (O&M) careers

Care First Community Investment (CFCI) – General WD

$1,202,000 *(1 grant)*

Industries tied to 2028 Olympic and Paralympic Games

CFCI – Justice-Involved

$792,000 *(1 grant)*

Justice-involved Angelenos in industries tied to 2028 Olympic and Paralympic Games

CFCI – AI

$957,000 *(1 grant)*

Ethical use of artificial intelligence (AI)

California Assembly Bill 109 (AB 109) and Careers for a Cause (C4C)

$755,000 *(1 grant)*

Angelenos with lived experience of homelessness or justice involvement

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What is an HRTP?

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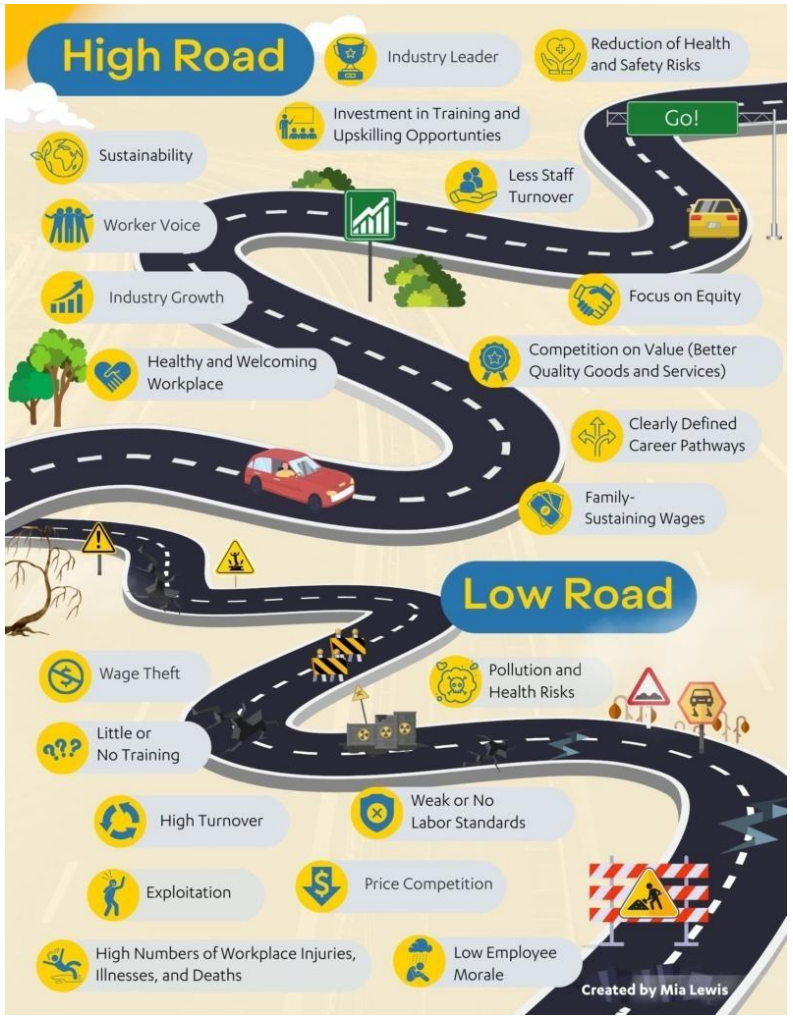
High Road Training Partnerships

A holistic and comprehensive approach to workforce development that brings together **workers, employers, labor unions, educators, and community service organizations** to design training for **quality jobs** that pay a **living wage** and offer clear paths to advancement.

High Road principles

HRTPs are built on the principles of the "High Road," an economic development strategy that creates **mutual benefits for businesses and workers** by promoting shared prosperity, environmental sustainability, and inclusive decision-making.



An HRTP involves five core partners, who work collaboratively to train and place participants, and advance systems change

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1. Lead applicant and fiscal agent

Oversees, coordinates, and reports on all program activities, data collection, deliverables, and outcomes to ensure effective partnership management and compliance.

2. Sector intermediary

Plays a strategic role in aligning employers, workers/labor, training providers, community-based organizations, and public partners around worker-centered, industry-informed workforce solutions; **brings a combination of industry knowledge, partnership leadership, and operational capacity.**

3. Employer(s)

Contributes specialized knowledge to HRTPs by evaluating industry and workforce needs, developing collaborative solutions, and determining the skills and training required; **creates pathways to high road jobs** by providing real-world job experience and committing to hiring program graduates.

4. Labor/worker representative(s)

Ensures that the HRTP program responds to worker needs and realities and is an active part of program design and governance, elevating workers' expertise and perspectives at every stage of the program.

5. Training provider

Provides timely and effective training to participants, ensuring that education and training efforts are culturally responsive, inclusive, and aligned with labor market needs.

An organization can play multiple core partner roles, as long as they are able to fulfill all the requirements

All HRTPs must advance four overarching goals

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Promote Equity

All workers have access to **quality jobs and living wages**, **upward mobility and wealth-generating opportunities, and safe and healthy workplaces,** and productivity gains are widely distributed to workers.

Improve Job Quality

Quality jobs offer pathways to living wages and have the potential to transform workers' lives, strengthen businesses and make them more resilient, and foster thriving communities, contributing to a more just and equitable economy.

Strengthen Economic Resilience

A **resilient workforce can adapt to evolving industry needs and future challenges**, fostering a robust local economy by anticipating industry shifts, advancing a skills-based economy, and enhancing collaboration.

Support Climate Resilience

Economically and environmentally resilient communities are able to reduce greenhouse gas emissions, address the vulnerabilities of disadvantaged communities, and connect climate-change reduction to high road workforce practices.

HRTPs achieve these goals by advancing four key workforce development outcomes and outputs

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A well-aligned and responsive workforce development strategy that produces a pipeline of qualified workers equipped for in-demand, unsubsidized high-road jobs with advancement opportunities.

Collaborative partnerships to co-create and co-implement training solutions, placement pathways into high road jobs, and systems change initiatives.

Workers who are trained and empowered to shape the programs and systems they participate in; and are equipped to advocate for equity and better working conditions.

Increased participation, retention, and placement rates among populations most impacted by economic and systemic inequality.

HRTPs use a logic model to describe how their program inputs and activities will achieve these outputs, outcomes, and goals

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Inputs	Interventions / Activities	Outputs	Outcomes	Goals
The resources and contexts that enable programs to implement activities and inform the program's strategy.	**The concrete, actionable steps** designed to achieve the program outputs. They clarify how the outputs and outcomes will be pursued.	**The tangible products, services, or deliverables generated** through activities and interventions. They are typically short-term and measurable.	**The measurable results** that stem from the implementation of activities and the accomplishment of outputs. They provide tangible evidence of success and ensure accountability.	**The systems-level changes** that programs aspire to influence and change. These should be aligned with the four required HRTP goals.
E.g., • *Partners and commitments* • *Staffing, including required roles* • *Budget and fiscal systems* • *Facilities, equipment, and curriculum* • *Etc.*	*E.g.,* • *Engage # employer and labor partners* • *Conduct # outreach and orientation events* • *Deliver training, job experience, stipends, case management, and supportive services* • *Etc.*	*E.g.,* • *# of participants enrolled* • *# of individuals reached via program outreach* • *All participants receive adequate case management* • *Etc.*	*E.g.,* • *# or % participants who complete training* • *# or % participants earning relevant credentials* • *Placements into jobs that provide a living wage* • *Etc.*	• **Equity** • **Economic Resilience** • **Climate Resilience** • **Job Quality**

HRTPs also work to advance broader systems change

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Systems change refers to the process of addressing the root causes of complex social, economic, or environmental issues by transforming the underlying structures, relationships, and dynamics within a system. It moves past solving individual problems and focuses on creating lasting improvements by reshaping the way systems operate.

HRTPs recognize that program-level interventions alone cannot fully achieve their HRTP outcomes and goals without broader systems change

Key levers for systems change

- **Pipelines:** Improved job pipelines for underserved populations
- **Pathways:** New or better training models, credentials, and career ladders
- **Practices:** Changes to employer hiring, training, or workplace norms
- **Policies:** Efforts to advance public policy improvements
- **Partnerships:** Deepened cross-sector collaboration to sustain other levers

Four steps to set up a successful HRTP

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How to set up an HRTP

1. Bring the **right partners** together

2. Identify a specific **industry problem and workforce challenge**

3. Set **clear goals –** articulate a **Theory of Change, Logic Model and Systems Change goals**

4. Design a tailored **training model, supportive services, and placement model** to achieve these goals

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The following minimum mandatory requirements (MMRs) apply for all applicants

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Partnership

- ✓ **All five core partners roles** (Lead Applicant and Fiscal Agent, Sector Intermediary, Employer, Worker or Labor Representative, and Training Provider) are fulfilled *(see next slides for details).*
- ✓ All five core partners must submit **Memoranda of Understanding (MoUs**) **or Letters of Commitment (LoCs)** with clear and specific information on their role and commitments.
- ✓ All core partners must be **located in Los Angeles County** and **in good standing** with LA DEO.
- ✓ The lead applicant and fiscal agent must be a **nonprofit organization or a for profit workforce development provider.**
- ✓ All **previous DEO-HRTP grantees may apply**. If a lead applicant and fiscal agent of a current HRTP Cycle 2 award (July 2026) submits an application, the proposed program must be meaningfully different from their existing HRTP program in order to be considered.

Application & program design

- ✓ **The proposed HRTP cannot serve existing participants in an ongoing training program.** The proposed HRTP must include the launch of new training cohorts that outreach, train, graduate, and place new participants during the grant period.
- ✓ Begin training first cohort by **May 1, 2027**, and conclude implementation by **December 31, 2027**; commit to placing participants by the end of the grant period on March 31st, 2028.
- ✓ Commit to meeting or exceeding the **target outcomes** in the RFA *(see following slides for details).*
- ✓ A **full application** with all accompanying documents must be submitted by the deadline.

Applicants must also meet additional funding-opportunity-specific requirements *(see following slides)*

Each application must detail five core partner roles

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Partner	Expectations	Eligibility
Lead applicant and fiscal agent	• Establish partnership agreements and identify and communicate specific roles, responsibilities, and commitments • Establish processes and practices for grant administration and fiscal management; meet regularly with Dalberg • Report aggregated program-wide progress • Own overall accountability for grant requirements and outcomes	• Must be a nonprofit; for-profits eligible only if a workforce development provider • Cycle 2 awardees may reapply with a meaningfully different program
Sector intermediary	• Act as a neutral broker across partners within a single target industry • Identify workforce challenges, trends, and needs; translate needs into workforce and career pathway strategies • Align training, supportive services, and placement strategies across partners • Promote “High Road" principles through systemic changes • Manage logistics of multi-employer pre-apprenticeships, apprenticeships, placements, and/or rotation schedules • Help sustain the partnership beyond the grant period • Strengthen employer partnerships, including commitments to interview and hire program graduates	• Must demonstrate existing relationships and a track record of collaboration with industry employers • Must be a different organization from the employer and labor or worker representative
Employer(s)	• Participate in the development of training curriculum • Offer resources (e.g., space for training, training tools, trainers) • Co-create and provide real-world job experience (e.g., job shadowing, capstone projects, formal OJT) • Interview and hire participants and identify openings • Help evaluate impact and systems change goals	• If the training provider also serves as an employer partner, the training provider cannot place more than 20% of program participants into unsubsidized jobs within its own organization • Must be a different organization from the sector intermediary and labor or worker representative
Labor or worker representative(s)	• Ensure workforce development strategies are worker-centered • Collaborate with employers on goals and equitable access to high road jobs • Shape the training program and supportive services plan to ensure alignment with workers’ needs	• Can be a labor union, worker center, group of at least three workers in the industry or occupation of focus, or other worker-led entity • Cannot be the same as the employer partner or sector intermediary
Training provider(s)	• Develop and refine curriculum with employer and worker input • Co-create real-world job experience with employers and AJCCs • Set graduation and certification requirements; advise on tailoring supportive services • Tailor training delivery mechanisms to needs and constraints of priority populations • Deliver training and support data reporting	*N/A*

All core partners must submit MoUs or LoCs describing their role and commitments. In most cases, a single organization may play multiple core partner roles, but their MoU/LoC must detail how they will meet the requirements of each role.

Applicants must specify a clear industry/workforce challenge in their target industry and occupation(s)

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Target industry requirements

- The HRTP Fund will accept applications for programs spanning **all industries and occupations**, ***except for non-sustainable industries*** like oil and gas.
- **Industries aligned with DEO's AJCCs and Centers of Excellence (COEs)** will be prioritized (see RFA for list of industries).
- **Industry problem and workforce challenge**: The grant application will require applicants to describe the specific industry problem and workforce challenge they aim to address through the proposed HRTP program, using supporting rationale and evidence.

Target occupation requirements

- The HRTP Fund will accept applications for any target occupations that (i) offer or demonstrate a clear pathway to a **living wage**, and (ii) have demonstrated **industry demand**.
- Preference will be given to occupations that also exhibit other **high road job quality elements**.

Applicants must also follow funding-opportunity-specific requirements, as defined in the RFA

Applicants must select target population(s) tied to their identified industry/workforce challenge

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Target population requirements

- The Fund is open to programs that serve individuals aged **16 or above**.[1]
- All participants must be able to confirm **LA County residency**
- Applicants must **serve at least two priority populations from the list below,** and describe how this aligns with their identified industry/workforce challenge:

- English language learners
- Immigrants & refugees
- Justice-involved individuals
- Older workers
- Opportunity youth (ages 16-24)
- People experiencing homelessness, at an imminent risk of homelessness, or housing instability
- People with disabilities or chronic health conditions
- Public assistance recipients
- Veterans
- Workers earning below a living wage
- Workers who are unemployed, underemployed, or have limited work history or gaps in employment
- Other historically disinvested communities

Applicants must also follow funding-opportunity-specific requirements, as defined in the RFA

Note: [1] Participants aged 16 to 18 can only participate if the occupational standards for their training allow hiring at the age they will be when the training is completed.

Applicants will need to define a comprehensive training model

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Training

- **Training curriculum:** Must meet industry standards and worker needs by vetting and approving it with multiple employer and worker representative partners.
- **Real-world job experience:** Must include a real-world job experience component, or explain why this is not needed; Could include on-the-job training, paid transitional work, capstone projects, job shadowing, or apprenticeships.
- **Credentials:** Must provide industry or organized labor-recognized credentials as a graduation requirement.

Training support

- **Case management:** Must provide case management support (including 1:1 meetings, referrals, and data entry updates) for all participants from enrollment to training to graduation, placements, and post-placement.
- **Training stipend:** Must provide a training stipend to compensate participants for lost wages and cost of participation, and support participant program completion.
- **Supportive services:** Must provide a set of baseline supportive services participants need to successfully complete the program (e.g., educational materials, transportation costs, equipment, worker outreach, union fees, etc.).

Placement

- **Placement plan:** Must include specific approaches for engaging employers to secure hiring commitments that pay a living wage; supporting participants on the pathway from graduation to placement; and supporting participant retention through periodic post-placement check-ins.
- **Overall placement requirements:** Must track overall placements, defined as full-time, unsubsidized employment or enrollment into a Registered Apprenticeship Program (RAP).
- **Placements that pay a living wage in the industries/occupations of focus:** Must also track placements into jobs that are both in the industries of focus defined in the application and pay a living wage.

Applicants will have to describe how they will meet or exceed a set of baseline targets

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Baseline Indicators	Baseline Targets
# of participants enrolled	[AB109 C4C] Programs must enroll at least 42 participants. Programs with lower cost per participant will be prioritized, accounting for differences in training model, priority population, and program design. [All other funding opportunities] No specific target, but programs with lower cost per participant will be prioritized, accounting for differences in training model, priority population, and program design.
# of individuals reached through outreach sessions	At least 3x the target number of participants enrolled
# and % of participants who have received case management support	100% of the total participants enrolled
# and % of participants who have received a training stipend	100% of the total participants enrolled, unless the applicant has provided a rationale why training stipends are not offered to all
# and % of participants who have received baseline supportive services	100% of the total participants enrolled
% of individuals co-enrolled with AJCCs	75% of the total participants enrolled
# and % of participants graduated from the Program	85% of the total participants enrolled
# and % of participants who obtained certifications at graduation	85% of the total participants enrolled
# and % of participants placed in unsubsidized employment	75% of the total participants enrolled
% of placements that that (1) pay a living wage or have clear documented pathways to a living wage, and (2) are in the industry of focus	50% of the total participants enrolled
# and % of participants provided with job retention support at 30, 60, and 90-day post placement	Data tracked for 100% of the total participants graduated

Training for Rebuilding, Recovery and Resilience in LA County – 2025 Wildfires (AB 338)

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Objective: Develop HRTPs that train and place participants into unsubsidized high road jobs that support rebuilding, recovery, and resilience efforts related to the 2025 wildfires.

$3,350,000
Up to 3 grants

REQUIREMENTS

Target industries and occupations: HRTPs applying for this funding opportunity must focus on rebuilding, recovery, and/or resilience efforts in response to the 2025 wildfires.[1]

- **Rebuilding:** Training and placing participants in construction and trades roles that physically reconstruct homes, business, and infrastructure damaged by the fires.
- **Recovery:** Supporting workers in fire-impacted sectors, including but not limited to the creative, early care & education, healthcare, hospitality, and tourism sectors, to restore economic activity in affected communities.
- **Resilience:** Preparing workers for wildfire prevention and mitigation jobs (e.g., fire departments, forestry) that reduce the risk and impact of future wildfires.

Target geographies: Applicants must demonstrate how the proposed HRTP will benefit geographies or neighboring communities impacted by the 2025 wildfires in Los Angeles County.

Placement requirements: More than 50% of placements must be located in fire-impacted geographies or neighboring communities, or in roles that create demonstrable impact in fire-impacted geographies or neighboring communities.

Partnership requirements:

- Employer: Employer partner(s) must be located or doing work in fire-impacted areas. Employer partner MoUs or LoCs must demonstrate how they are planning to hire graduates for jobs that are located in or benefit fire-impacted communities.
- Sector intermediary: Sector intermediary partner(s) must demonstrate relationships with the types of employers noted above.

PREFERENCES

Target populations: Applicants who demonstrate that HRTPs will serve workers financially impacted by the 2025 wildfires (e.g., workers who lost their jobs or demonstrate loss of income) will be prioritized.

- **Financial impact:** Experienced income loss (temporary or permanent) due to place of work in geographies or neighboring communities impacted by the 2025 wildfires in Los Angeles County, or due to loss of their home.

Note: [1] The 2025 wildfires in Los Angeles County include, but are not limited to: Archer Fire, Bert Fire, Bethany Fire, Canyon Fire, Eaton Fire, Ellie Fire, Emily Fire, Hawk Fire, Hughes Fire, Hurst Fire, Jasper Fire, Kenneth Fire, King Fire, Lidia Fire, Palisades Fire, Sepulveda Fire, Sunset Fire, and Woodley Fire.

Training for Safe, Clean Water Program – Operation & Maintenance Jobs (SCWP O&M)

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Objective: Develop an HRTP that trains and places participants into unsubsidized high road jobs performing Operations and Maintenance work on public water, wastewater, and stormwater infrastructure in LA County, with the majority of participants placed in jobs that directly or indirectly support Measure W funded Safe Clean Water Program Projects.

$680,000
Up to 1 grant

REQUIREMENTS

Target industries and occupations: HRTPs must target O&M occupations in water, wastewater, and stormwater industries that support SCWP and other public water infrastructure in LA County.

- Eligible green stormwater infrastructure O&M occupations include, but are not limited to, maintenance workers, maintenance technicians, stormwater treatment system operators, heavy equipment operators, and electromechanics.
- Eligible grey water O&M occupations focused on wastewater infrastructure include, but are not limited to, maintenance workers, maintenance technicians, wastewater technicians, and wastewater treatment operators.

In order to be considered, applicants must provide strong justification for their selected occupation(s), including demonstrated labor market demand substantiated by data and feedback from employers, evidence that occupations provide a pathway to a living wage, and a clear linkage to SCWP projects.

Target outcomes: HRTPs must achieve the following outcomes and demonstrate how these target outcomes will be achieved in the application.

- At least 25% of placements must be in public or private sector jobs performing O&M work on SCWP projects. Programs that demonstrate the ability to achieve higher placement rates will be prioritized.
- At least 50% of placements must be in jobs that demonstrably support new or ongoing SCWP projects, as in the RFA. Programs that demonstrate the ability to achieve higher placement rates in new or ongoing SCWP projects will be prioritized.

PREFERENCES

Target industries and occupations: Priority will be given to programs that prioritize green stormwater infrastructure O&M occupations.

Partnership preferences:

- **Employer:** Applicants with formalized public sector partnerships with departments that operate public water infrastructure in Los Angeles County will be prioritized. Applicants with existing relationships with public agencies or contractors working on SCWP projects will be prioritized.
- **Training providers:** Training providers with a track record of training for green infrastructure, water, wastewater, and stormwater occupations will be prioritized.

Target outcomes: Priority will be given to applicants that demonstrate how they will place a higher percentage of graduates directly on SCWP projects, and secondary priority will be given to applicants that demonstrate how they will place a higher percentage of graduates in roles that support SCWP projects.

Training for General Workforce Development of Underserved Populations, in Preparation for the 2028 Olympic and Paralympic Games (CFCI – General WD)

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Objective: Develop an HRTP that trains and places underserved Angelenos into unsubsidized high road jobs in sectors important to the 2028 Olympic and Paralympic Games and other major events, especially those relating to event infrastructure, operations, and tourism.

$1,202,000
Up to 1 grant

REQUIREMENTS

Partnership requirements:

- **Employer:** Applicants must include at least one employer partner that has experience in the 2028 Olympic and Paralympic Games or other major events. Employer partner MoUs or LoCs must demonstrate how they are planning to hire graduates for jobs in preparation for the 2028 Olympic and Paralympic Games.

Placement requirements: More than 50% of all placements must be in jobs that will directly or indirectly support the 2028 Olympic and Paralympic Games. Applicants must demonstrate the connection to the 2028 Olympic and Paralympic Games in the application.

PREFERENCES

Target industries and occupations: The following industries will be given preference, for highest relevance to the 2028 Olympic and Paralympic Games and other major events:

- **Event infrastructure:** Public transportation
- **Event operations:** Retail, hospitality and food services
- **Event tourism:** Arts and media, entertainment

Training for Justice-Involved Individuals, in Preparation for the 2028 Olympic and Paralympic Games (CFCI – Justice-Involved)

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Objective: Develop an HRTP that trains and places justice-involved Angelenos into unsubsidized high road jobs in sectors important to the 2028 Olympic and Paralympic Games and other major events, especially those relating to event infrastructure, operations, and tourism.

$792,000
Up to 1 grant

REQUIREMENTS

Target populations: Applicants must serve justice-involved participants as the primary priority population. At least 50% of participants of the HRTP must be justice-involved.

Partnership requirements:

- **Employer:** Applicants must include at least one employer partner that has experience in the 2028 Olympic and Paralympic Games or other major events. Employer partner MoUs or LoCs must demonstrate how they are planning to hire graduates for jobs in preparation for the 2028 Olympic and Paralympic Games.

Placement requirements: More than 50% of all placements must be in jobs that will directly or indirectly support the 2028 Olympic and Paralympic Games. Applicants must demonstrate the connection to the 2028 Olympic and Paralympic Games in the application.

Training model: Applicants must propose a clear plan to address barriers to placement that justice-involved individuals face. In addition, applicants must propose tailored supportive services and case management plans, beyond minimum requirements, to meet the needs of justice-involved individuals.

PREFERENCES

Target industries and occupations: The following industries will be given preference, for highest relevance to the 2028 Olympic and Paralympic Games and other major events:

- **Event infrastructure:** Public transportation
- **Event operations:** Retail, hospitality and food services
- **Event tourism:** Arts and media, entertainment

Training on the Ethical Use of Artificial Intelligence (CFCI – AI)

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Objective: Develop an HRTP that provides practical training on the ethical use of artificial intelligence and places participants into in-demand, unsubsidized high road jobs that use AI as a core part of the work.

$957,000
Up to 1 grant

REQUIREMENTS

Target industries and occupations: HRTPs must focus on in-demand, high road occupations with a demonstrable use case for AI as a core part of job requirements.

Training model: HRTPs must provide training and practical exposure to the ethical use of AI to 100% of program participants.

PREFERENCES

N/A

California Assembly Bill 109 (AB 109) and Careers for a Cause (C4C) (1/2)

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Objective: Develop an HRTP that trains and places Angelenos with lived experience of homelessness or justice involvement into unsubsidized high road jobs in the social services and homeless services sectors.

$755,000
Up to 1 grant

REQUIREMENTS

Target industries and occupations: HRTPs must target occupations in the social services and homeless services sectors.

- Eligible social services occupations include, but are not limited to, community health workers, mental health workers, peer support specialists, and substance use counselors.
- Eligible homeless services occupations include, but are not limited to, outreach workers, case managers, and resident advisors and other shelter-based direct care roles.

Target populations: Applicants must demonstrate how they will ensure that 100% of program participants have lived experience of homelessness or justice-involvement. At least 50% of participants must be individuals with lived experience of homelessness. Applicants must also define participants' (i) training readiness and (ii) job readiness. Applicants must describe how readiness will be assessed throughout the program, and how individuals who do not yet meet readiness criteria will be referred to appropriate services.

Target geographies: Applicants must prioritize participants who are residents of Skid Row, and must describe how outreach, enrollment, and training delivery will reach this population.

Training model: Training partner(s) must demonstrate experience serving individuals with lived experience of homelessness and/or justice-involvement, and a track record of placing participants into unsubsidized employment.

Training curriculum: Proposed programs must develop and deliver a DEO-owned training curriculum that creates pathways into social services and homeless services for individuals with lived experience of homelessness and/or justice-involvement. The curriculum must be developed in partnership with employers, worker-centered partners, and social and homeless services organizations that value lived experience and have a demonstrated need for staff who can effectively engage these communities. Applicants must ensure that the final curriculum will be owned by DEO to use in future programs and provide support in transitioning the curriculum to DEO at the end of the grant period. Please see RFA for more detail on curriculum parameters.

Credentials: The proposed program's training must, at a minimum, result in a County-approved certificate of completion. Where applicable, the program will also prepare participants for industry-recognized certifications or credentials relevant to the targeted occupation or sector.

Training stipend: Proposed programs must provide a training stipend of at least $4,500 to each participant.

Target outcomes: Proposed programs must enroll at least 42 participants. At least 36 participants must graduate from the program, and 32 participants must be placed in unsubsidized employment by the end of the program. Proposed programs must track participant skill acquisition as defined in the RFA.

California Assembly Bill 109 (AB 109) and Careers for a Cause (C4C) (2/2)

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HIGH ROAD TRAINING PARTNERSHIP FUND
Economic Mobility in Action

Objective: Develop an HRTP that trains and places Angelenos with lived experience of homelessness or justice involvement into unsubsidized high road jobs in the social services and homeless services sectors.

$755,000
Up to 1 grant

PREFERENCES

Target populations: Applicants that demonstrate how they will serve more than 50% of participants who have lived experience of homelessness will be prioritized.

Target geographies: Preference will be given to programs that demonstrate how at least 50% of their participants will be from Skid Row. Training providers based in Skid Row, or with a demonstrable track record of work in Skid Row, will be prioritized. Preference will also be given to applicants who demonstrate that training sites and schedules are accessible to Skid Row residents.

Training model: Community-based organization-led programs will be prioritized, with emphasis on models that place participants into employment rather than into further education enrollment.

Partnership preferences: Applicants with formalized partnerships with County departments serving this population, including the Department of Mental Health (DMH), the Justice, Care and Opportunities Department (JCOD), the Department of Health Services (DHS), and the Los Angeles County Department of Homeless Services and Housing, will be prioritized.

Agenda

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Economic Mobility in Action

Introduction	10 minutes
Overview of the HRTP model	15 minutes
Overview of the Cycle 3 Fund	40 minutes
How to apply	15 minutes
Q&A	10 minutes

How to apply

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HIGH ROAD TRAINING PARTNERSHIP FUND
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The application is now live!

Visit: https://opportunity.lacounty.gov/hrtp/rfa3/

Application Process

APPLICATION OPENS
Sep. 28

APPLICATION CLOSES
Oct. 30

ANNOUNCEMENT OF INTENDED AWARDEES
Dec. 2026

A complete application with all required attachments must be submitted to *HRTP@dalberg.com* by October 30, 2026 at 12:00 PM PT

The application form has three sections

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Application form section	Description
1. Applicant overview and eligibility	Provide organization details, select one funding opportunity, and provide an overview of your proposed HRTP, including target industry, occupation, populations, and geographies.
2. Program design and training model	
2.1 Theory of change and alignment with HRTP goals	Describe the industry problem and workforce challenge; show how your interventions, outputs, and outcomes advance the four required HRTP goals; and lay out your systems change vision.
2.2 Partnership model	Describe your partnership model, including how the proposed program meets the five core partner requirements, what each partner will do, and how you will engage them.
2.3 Comprehensive training model, including training, training support, placement strategy, and target outcomes	Outline your training model, including its curriculum, real world job experience, and credentials; training supports, including inclusive outreach, case management, training stipends, and supportive services; placement strategy, including employer hiring commitments; and target outcomes.
3. Implementation readiness	
3.1 Past track record	Demonstrate relevant experience on similar programs (e.g., managing complex multi-stakeholder programs; designing and implementing training programs; serving the proposed target populations; managing similar government or philanthropic grants).
3.2 Implementation plan and launch readiness	Submit a detailed workplan, staffing plan, itemized budget with budget narrative, and reporting plan.

In addition to the application form, applicants must submit three additional attachments

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Required attachments	Description
✓ **Application form**	Complete the detailed application form describing how you will fulfill all RFA requirements. **Submit as a PDF**.
❑ **Letters of Commitment (LoCs) or Memorandum of Understanding (MoUs) for all five core partners**	Attach signed LoCs or MoUs with clear and specific information on each partner's role and commitments in line with the partnership requirements defined in the RFA. The documents must cover all five core partners. **Submit as PDFs**.
❑ **Proposed budget**	Submit a detailed, itemized budget broken down by administrative costs and programmatic costs, along with a budget narrative explanation justifying the funding request. **Submit as an Excel file**.
❑ **Logic model**	Complete the logic model template to articulate a clear HRTP vision and cohesive throughline across your proposed activities, outputs, outcomes, and four required HRTP goals. **Submit as a PDF**.

Applicants must use the templates on the HRTP Cycle 3 website to complete the required attachments

Applications will be evaluated on five criteria that assess program design & implementation readiness

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Criteria	Weight
Program Design and Training Model	(75% overall)
• **Theory of Change and Alignment with HRTP Goals**	25%
• **Partnership Model**	15%
• **Comprehensive Training Model**, Including Training, Training Support (Case Management, Training Stipend, Supportive Services), Placement Strategy, and Target Outcomes	35%
Implementation Readiness	(25% overall)
• **Past Track Record**	10%
• **Implementation Plan and Launch Readiness**	15%

Timeline and supports

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September 28, 2026	RFA released
★ **TODAY: October 1, 2026**	Information session
October 2, 2026	FAQ - Round 1: Written questions due
October 9, 2026	FAQ - Round 1: Questions and answers released
October 16, 2026	FAQ - Round 2: Written questions due
October 23, 2026	FAQ - Round 2: Questions and answers released
October 30, 2026, 12 PM PT	Applications due to HRTP@dalberg.com

Anticipated contract term is January - December 2027 for program implementation, and January - March 2028 for reporting and close out.

Dalberg and DEO will answer two rounds of written questions

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What it is	The FAQ documents are a supplement to the RFA, intended to clarify guidance and policy about the HRTP Fund Cycle 3 and grant application process.

How you can submit questions	▪ Submit your questions via email at HRTP@dalberg.com with the subject line "HRTP Cycle 3 Fund – Questions".
	▪ All questions will be compiled and answered (without identifying the inquiring applicant) in two FAQ documents, which will be released on the HRTP Cycle 3 website: https://opportunity.lacounty.gov/hrtp/rfa3/
	▪ **FAQ - Round 1**
	  ▪ October 2, 2026: Written questions due
	  ▪ October 9, 2026: Questions and answers released
	▪ **FAQ - Round 2**
	  ▪ October 16, 2026: Written questions due
	  ▪ October 23, 2026: Questions and answers released

Next steps to get you started

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- **Review the website for RFA, application questions, and other resources** to fully understand the requirements.
- **Identify collaborators and formalize partnerships** to the extent possible before you start responding to the application.
- Submit ongoing questions via email at HRTP@dalberg.com and check out the releases of the FAQ documents for responses.
- **Develop your application**, ensuring all required attachments (application form, partnership letters of commitment, budget, logic model) are included; double-check for completeness and accuracy before submission.
- **Submit a complete application before the October 30, 2026 12:00 PM Pacific Time.**

Agenda

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Introduction	10 minutes
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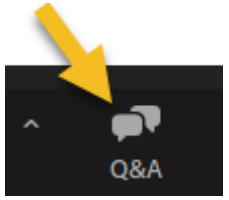
We will now take any questions related to the Fund requirements or the application process



Please submit questions via the **Q&A button** at the bottom of the screen (you may do so anonymously if you wish)

Any questions not answered live today will be included and answered via the written FAQ documents that will be shared on the HRTP Cycle 3 Website.

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Thank you and we look forward to receiving your application!

Applications are due October 30, 2026, at 12:00 PM Pacific Time