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**America's Port**

# High Road Training Partnerships

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# Traditional Longshore Workforce Training Partnership



## 2019-2022 Collective Bargaining Agreement

SECTION 9

PROMOTIONS, TRAINING, AND  
STEADY SKILLED MEN

**9.3 Competent men with adequate experience or training shall be made available for all tools and equipment to be operated by longshoremen.**

**9.31** Subject to the ultimate control of the Joint Coast Labor Relations Committee, the Joint Port Labor Relations Committee shall provide for the availability of the necessary men when there are not sufficient such competent longshoremen available.

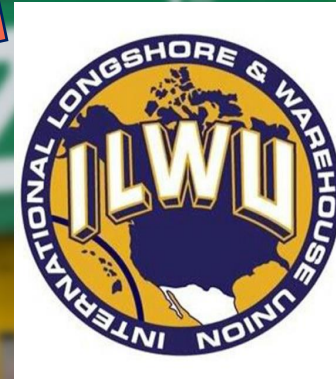
**9.4** The Employers will train men and administer the necessary skill training programs. The Employers must be satisfied as to the qualifications of the men so trained and make the determination that they are skilled men. Such men shall be jointly certified. In turn, the men so trained, as well as the men already trained and/or qualified have the obligation to work in the skills in which they have been trained or are already qualified.

**9.41** Trained and/or qualified skilled men shall accept work in their skill when checked in for work or while working in other categories. Failure to fill the minimum complement of skilled work as ordered by the employer shall result in penalties levied by the JPLRC against men who do not make themselves available for such work when skilled men are needed.

# Expanding the Partnership



# Expanding the Partnership

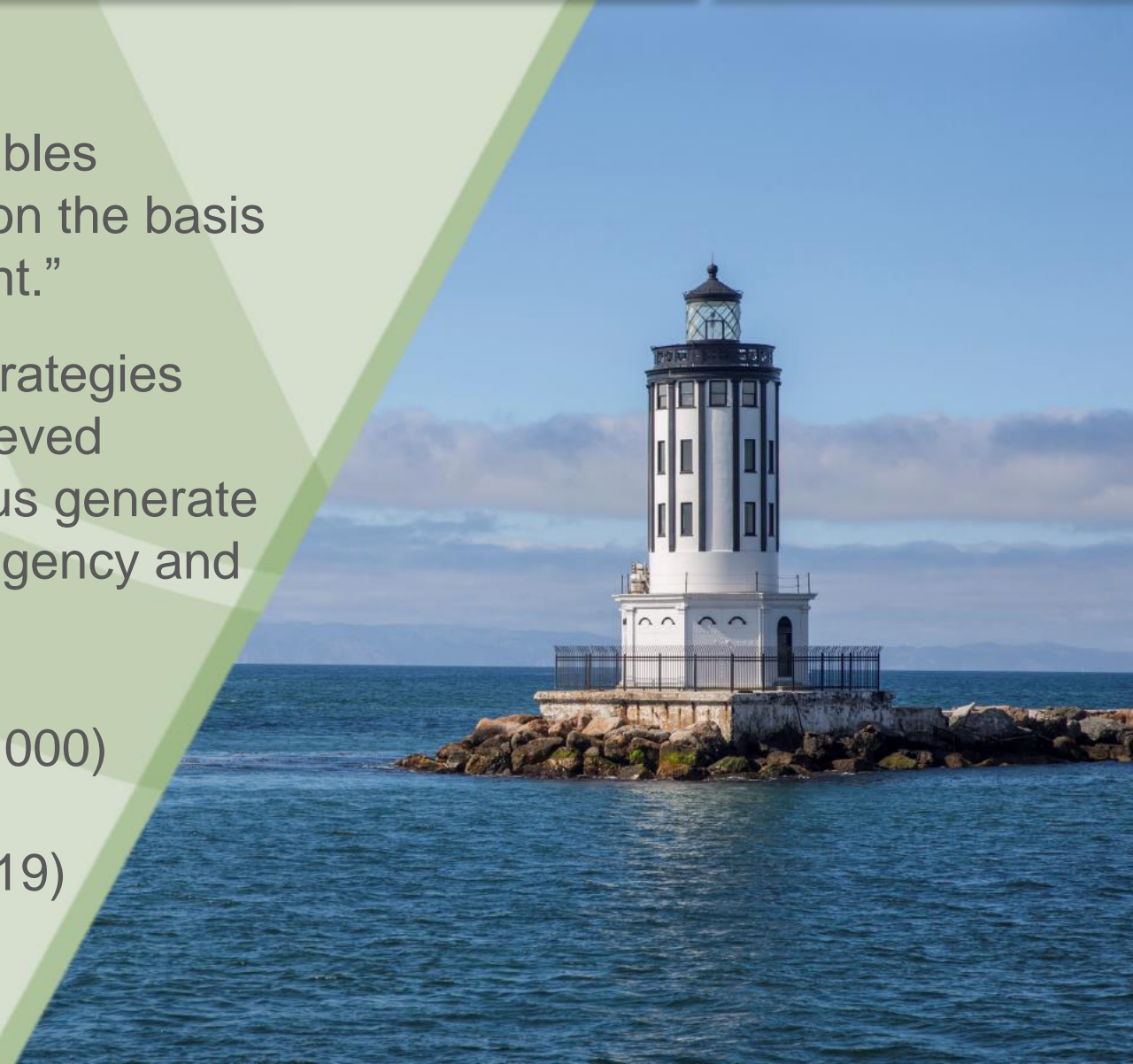


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# CWDB & EDD H RTP Grant Program

- California's declared commitment –
  - “Developing a workforce system that enables economic growth and shared prosperity on the basis of innovation, quality, and skills attainment.”
- “High Road employers pursue competitive strategies based on quality of product and service achieved through investment in human capital, and thus generate family supporting jobs where workers have agency and voice in their worksite.
- Grant awards of \$600,000 (\$500,000 + \$100,000)
- Two year grant timeline (April 2017 – July 2019)
- Port served as the grantee of the award



# H RTP Grant Project



- Training Need: Lashing
- Structure: Developed a Partnership Structure with an Executive Committee and Technical Committee.
- Training Experts: ICF
- Development: Technical Committee and ICF met weekly.

# Previous Lashing Training Program



# H RTP Lashing Training Program

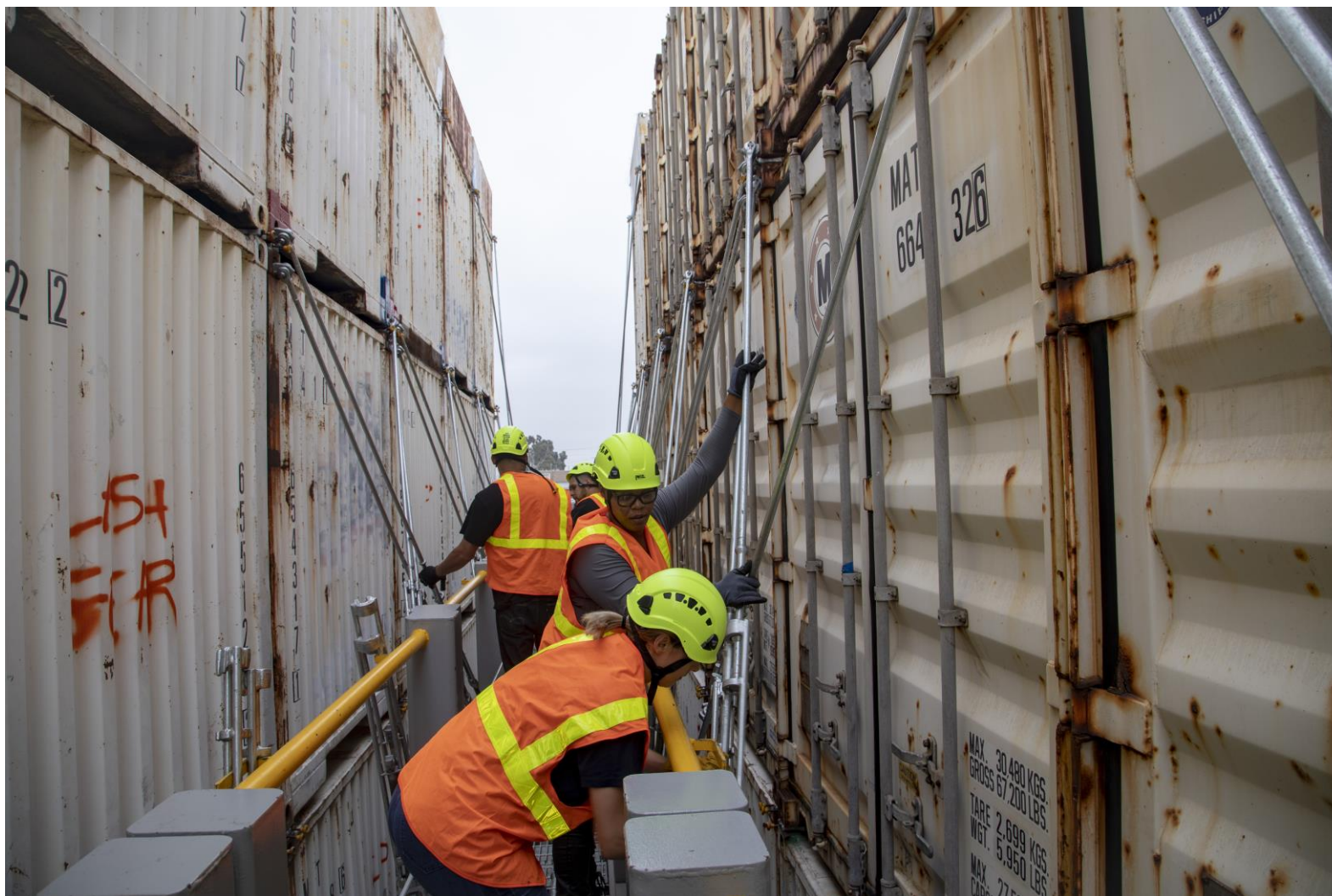




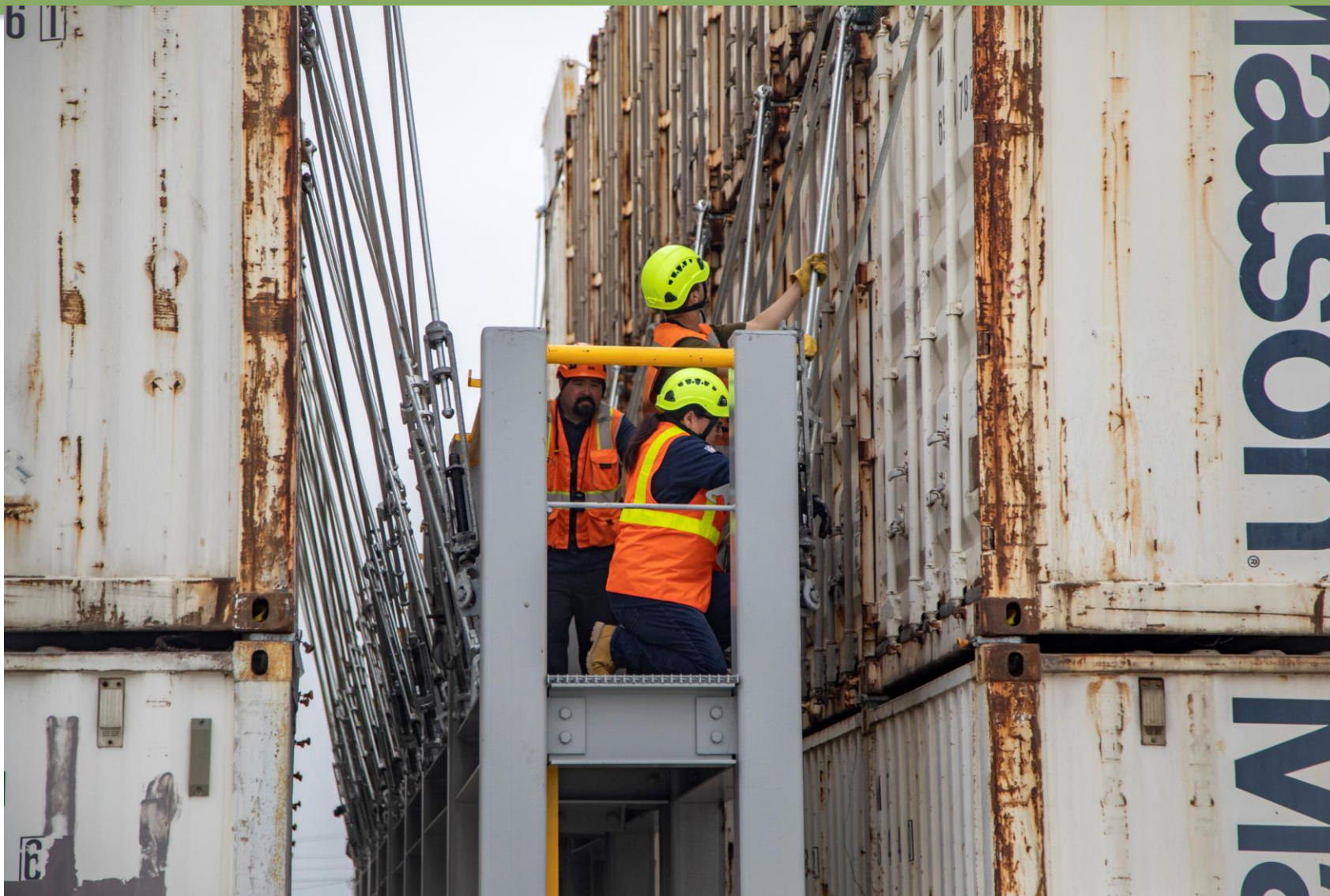
# H RTP Lashing Training Program



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# H RTP Lashing Training Program



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# H RTP Lashing Training Program

## Day 2– Conclusion



What Do You See?

What hazards do you see?



Notes:

## Day 2– Conclusion



What Do You See?

Which pics are dropped correctly and incorrectly?



Notes:

# H RTP Lashing Training Program



- Two-day Training Program
- Curriculum:
  - Experience based training program.
  - Curriculum materials mostly based on actual photos taken by longshore workers here in L.A.
- Simulator:
  - 4 containers by 8 containers
  - Two-story walkway
  - Set-up to allow for training of different lashing configurations.
- Cohort of 100 pre-entry level longshore workers going through initial pilot of the program who already passed old lashing test.

# High Road Training Partnership



# Lessons Learned

# THANK YOU



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