

San Bernardino Investment Playbook

Project Details: Inland Port Career Resource Center

An Inland Port Career Resource Center (IPCRC) in San Bernardino will expand capacity for skilled workforce development by providing transit-accessible training for potential and incumbent workers in the region. Headed up by key stakeholders from Just SB and other relevant entities, the IPCRC will connect area residents with clear, well-supported pathways into high-demand careers that require some level of acquired skill. Career pathways will emphasize work-based learning, using earn-and-learn apprenticeship and internship models whenever possible in order to give trainees real-world experience and reduce the likelihood that they will need an additional job in order to make ends meet.

Pathways related to climate adaptation will be a core component of IPCRC programming. The IPCRC will help address rising demand for skilled workers by preparing local residents for quality jobs in renewable energy, zero-emissions transportation, energy efficiency retrofitting, infrastructure maintenance, and other critical climate-related sectors.

In order to maximize impact, the IPCRC will proactively recruit area residents, working with trusted community organizations to tailor outreach so that it speaks to the distinct needs, concerns, and priorities of each target audience. It will also connect trainees to needed wraparound supports as they move along their career pathways so that barriers such as unreliable transportation, financial constraints, lack of childcare, limited career awareness and guidance, and poor study skills do not stand in the way of their success.

The IPCRC will improve collaboration and coordination within the area workforce development ecosystem by bringing together relevant stakeholders from the private sector, P-12 and postsecondary education, workforce training, state and local government, support services, and community organizations in order to support worker success and align IPCRC offerings with employer demand. This collaborative approach will help ensure that potential workers receive the training and support they need to find work that pays well, incumbent workers develop new skills that lead to career advancement, and employers build the skilled workforce they need to innovate and grow.

RATIONALE

Access to quality jobs that pay a household-sustaining wage and offer opportunity for advancement hinges on workers' ability to acquire in-demand skills training and hands-on work experience. Without clear and well-supported pathways into these careers, these opportunities will continue to remain out of reach for area residents.

As the economy continues to evolve and the climate crisis intensifies, employers are struggling to find workers with the right skills. Incumbent workers aren't getting the training they need to keep their skills current and advance in their careers, while potential workers are left to wonder which route offers the best shot at a quality job. For those with child care needs, financial insecurity, and other challenges, even the very idea of career training can feel out of reach.

OBJECTIVES

- Establish well-supported and easily navigated pathways into quality jobs in the Inland Empire
- Increase the number and proportion of area residents with quality jobs (particularly within disadvantaged and disinvested communities in the region)
- Ensure that area employers have access to the skilled workers they need to grow

NEXT STEPS

Decisionmakers from Just SB, the Inland Empire Labor Council, the Warehouse Workers Resource Center, the state High Road Training Partnerships initiative, and other relevant stakeholders will work together to identify needs and specific project elements, seek out subject matter experts, develop cost estimates, and devise and implement a roadmap for securing funding and phased implementation.

SIMILAR PROJECTS ELSEWHERE

[Riverside Inland Empire Technical Trade Center](#)

[West Oakland Job Resource Center](#)