



**HAYWARD**

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## **City of Hayward honored with Helen Putnam Award for Excellence in workforce development**

**HAYWARD, Calif., Oct. 21, 2025**— The City of Hayward has been recognized with the 2025 Helen Putnam Award for Excellence from the League of California Cities in the category of Intergovernmental Collaboration for its Learn to Earn and Hire Hayward initiatives.

This prestigious award highlights the measurable success of Hayward’s innovative approach to workforce development that connects residents to high-demand careers and supports local employers with education, training and hiring incentives.

Learn to Earn provides tuition assistance grants that help Hayward residents enroll in college coursework, certification programs, apprenticeships and vocational training in high-growth industries such as advanced manufacturing, biotechnology, engineering and construction. By subsidizing the cost of tuition and materials, the program reduces financial barriers to education, particularly for residents from under-resourced neighborhoods.

Hire Hayward complements this effort by offering grants to local employers to offset onboarding, training and retention costs for Hayward residents placed in skilled, full-time positions. Businesses receive reimbursement once hires are retained for at least six months, ensuring long-term employment and workforce stability.

In partnership with Chabot College, Cal State East Bay and Eden Area Regional Occupational Program (ROP), the City also hosts biannual career fairs that are open to all community members but specifically connect program participants and students with local employers hiring in growing industries. These curated events create a direct bridge between education and employment, strengthening the local talent pipeline.

The results have been significant:

- More than 600 residents have received grants to pursue training and education in high-demand fields.

- Over \$1.5 million in local wages and benefits have been generated through new employment opportunities.
- More than 20 residents have been hired into full-time positions in advanced manufacturing, with employee benefits and starting wages around \$30 per hour.

The Helen Putnam Awards, established in 1982, recognize excellence in city government and honor programs that deliver innovative and effective services to improve community well-being. The League of California Cities presented the award to Hayward representatives during the 2025 Annual Conference and Expo in Long Beach.

To learn more about economic development in the City of Hayward, visit the Economic Development Division [webpage](#).