

July 28, 2017

# Green Workforce Development – Building Accessible Career Pathways

California Case Study

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# Policy Framework

- **AB32** – California Climate Solutions Act of 2006
  - Created statewide cap-and-trade program
- **SB535**
  - Designates disadvantaged communities to target with cap-and-trade revenues
- **Prop 39** – the California Clean Energy Jobs Act
  - Designated funds for pre-apprenticeship job training
- **California Workforce Development Board**
  - Workforce Accelerator Fund
  - Pre-apprenticeship training grants for ex-offenders
  - High-road training partnership grants
- **Job Quality/Job Access Policies**
  - Alameda County PSCBA
  - Port of Oakland PLA
  - Brooklyn Basin Development Agreement

# • Green Energy Training Services (GETS)

- Job training program implemented by **Rising Sun Energy Center** in Berkeley, CA
- Started in 2008 as an ARRA-funded 80-hour energy efficiency training program
- Evolved to become an 11-week construction pre-apprenticeship program
- Added solar PV installer training in 2014
- Added an all-women pre-apprenticeship training class in 2016



# Outcomes To Date

## GETS SUCCESS

  
**685**  
Participants Trained

  
**\$19.55**  
Average Hourly Starting Wage

  
**82%**  
Graduates Placed into Employment

  
**93%**  
Participant Satisfaction with Program



# • What GETS Provides

In addition to hands-on training, GETS provides:

- OSHA 10 and First Aid/CPR certification
- MC3 certification
- At least 12 months of case management
- Ongoing job placement assistance
- Ongoing employer engagement



Photo Courtesy of Rising Sun Energy Center

# What GETS Provides



Photo Courtesy of Rising Sun Energy Center

- 12+ months of one-on-one assistance in overcoming barriers to employment, including:
  - Resolving driver's license issues
  - Assisting with criminal background check waivers
  - Connecting to stable housing
  - Helping to access subsidized child care
  - Providing appropriate work clothes and basic tools
  - Transportation assistance
  - Assistance in getting free cell phones
  - Interview and resume writing skills
  - Paid internships/temporary employment
  - Training stipend

# • Women Building the Bay

- All-women pre-apprenticeship training class
- Initially funded by foundation grants and Workforce Accelerator Grant
- Unique and innovative partnership between:
  - Rising Sun/GETS
  - Tradeswomen, Inc.
  - Alameda County Building and Construction Trades Council
  - West Oakland Job Resource Center
  - Berkeley Adult School
  - Sheet Metal Workers



Photo Courtesy of Rising Sun Energy Center

# Thank You!



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