

## **Workforce Education & Training Proposed, Draft Career & Workforce Readiness (CWR) Downstream (proposed 3-year Pilot)**

**Please note: This proposed pilot program is still in the early concept development phase. The WE&T team and PAs have not yet determined whether this would be implemented locally or as a potential Statewide Downstream pilot. We welcome feedback from stakeholders.**

### **Introduction/Overview:**

As part of their overarching goal of developing a skilled energy workforce to meet California's energy goals, the IOUs are expanding their support for disadvantaged workers. The IOUs are seeking to leverage their expertise as energy efficiency subject matter experts and the expertise of organizations who serve disadvantaged workers and disadvantaged communities.

### **Gap Analysis:**

Recently, legislation and stakeholder input has emphasized the importance of targeting disadvantaged communities through EE, and WE&T specifically. There is an opportunity for WE&T to intervene in this market as discussed in SB 350 and through stakeholder feed. At the same time, there are regulatory and Public Purpose funding requirements that must be addressed in developing offerings to support this space. As such the IOU/PAs are investigating the feasibility and need for the type of program outlined here.

Non-EE funding is currently in place to support job and workforce development in California. In order to avoid a duplication of efforts and funding, this proposed pilot's goal is to provide funding to support the integration and addition of EE funding to some of those existing efforts. It is expected that successful bidders will have existing programs supporting disadvantaged communities and workforce development allowing EE funding to support EE specific efforts.

### **Draft Program Concept:**

Support California's energy efficiency and green energy goals by training the energy workforce. Program intends to provide career preparation and readiness for disadvantaged workers and members of disadvantaged communities to enter core education or job/career pathway.

Funded organizations should provide soft skills, job development, workforce training and potentially job placement offerings, which currently fall outside the scope of investor-owned utility (IOU/PA) energy efficiency (EE) funding and training. Collaborating organizations should identify in their bid what EE educational/skills gap their program is intending to fill.

Example requirements:

-What EE career/skills is being addressed in addressing California's Energy Goals and why?

Provided by the bidding organization (e.g. which EE skills gap is being addressed?)

-What services are being offered to address the EE gaps identified by the bidder?

Provided by the bidding organization (e.g. technical baseline, EE 101, Building Science etc.)

-What are the additional non-EE services provided by bidders?

Provided by the bidding organization (e.g. job placement, career counseling, soft skills etc.)

-How is success measured?

Provided by the bidding organization (e.g. number of trained workers, number of disadvantaged workers entering energy related jobs or an EE Career Pathway etc.)

Example organizations might include workforce investment boards, community-based organizations, or other career and job training organizations. The intent is to have the programs serving disadvantaged communities be representative of those communities, or organizations with a history of serving them.

**Primary Audience:**

Targets and assists disadvantaged workers and members of disadvantaged communities that are not prepared to enter a traditional energy higher education or job/career path. (Per WE&T Advice Letter A 3567-G/4592-E, a disadvantaged worker is someone who lives in a zip code where the zip code's unemployment rate is either at least 150 percent of the median unemployment rate for the county; or at least 150 percent of the median unemployment rate for the state. A disadvantaged worker can also be a referral from collaborating CBOs, state agencies, etc.)

**IOU/PA Role:**

Provide seed funding and curriculum guidance for the EE/energy enhancement of the third party implementer/collaborating organizations existing programs that support the state's goals for a trained Energy Workforce.

**Funding Considerations:**

EE funding would be applied to the EE enhancement aspects of the program and the third party implementer/collaborating organizations would provide the "out-of-scope" services in kind.

**Timeline:**

2018 Following final CPUC Decision expected mid-2017.

Contract terms (length etc.) will be decided and outlined in the IOU Implementation Plans

**Budget:**

TBD

**Contact Info for WE&T presenters for 9/21/16 CAEECC meeting:**

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