The following definition combines (1) the IOU definition provided in the business plans and based on the previously approved advice letter definition of disadvantaged worker for the purpose of workforce, education, and training programs, (2) proposed language from the Coalition for Energy Efficiency, and (3) the use of the California EPA’s CalEnviroScreen. Each one of these definitions on its own is limiting. By providing all three proposals the definition will ensure that those workers that are in a disadvantaged community based on income or pollution are included as well as those workers who have barriers to employment.

A disadvantaged worker:

1. lives in a high unemployment zip code where unemployment rate is at least 150% of the median unemployment rate for the county or for the state; or
2. lives in a low-income zip code where the average household income is 60% below Area Median Income (AMI) [modified from 50% to align with other program classifications]; or
3. lives in a disadvantaged community as designated by the CalEPA CalEnviroScreen; or
4. has barriers to employment (e.g., minority, formerly incarcerated, homeless, English-isolated, veterans, those with disabilities, etc.). [may need a referral process for this or other way of assessing]; or
5. has a referral from a collaborating community-based organization (CBO), state agency, or workforce investment board.