

# *Ensuring Equity In the Emerging Technology Workforce*



*ET Workforce Summit  
October 8, 2024*

# Barriers and Challenges to ET adoption

- Many current green economy programs lack comprehensive offerings
- Cultural and gender norms persist across the industry, leading to limited access to education and training, and to job segregation
- Many underrepresented communities may lack access to quality education and training programs necessary to acquire the technical skills needed for energy efficiency jobs, creating a barrier to entry
- Systemic barriers in recruitment and career advancement pathways
- Some communities may perceive emerging energy technologies as too complex or inaccessible, discouraging their engagement in the field



# Bridging the Gaps with Program Design



## **Equip:**

provide participants with career development coaching and necessary skills training and supportive services; - **Develop & implement wrap around services & Workforce Coaches**

## **Connect:**

Outreach to candidates, establish and build partnerships; Identify skills needed by employers, create curriculum to meet industry needs –**conduct gaps analysis during design phase to identify market and employers needs**

## **Employ:**

Workforce advancement through amplifying existing job placement activities – **Implement a “Recruiter” Models & obtain hard commitments from industry employers**



# Green Path Career Program





# SoCalREN “Green Path Career” Program

## → Objective

The Green Path Careers (GPC) program’s overarching objective is to help transition age youth (TAY), justice impacted, and disadvantaged workers (DAW) enter the green energy and sustainable economy, by teaching them skills required in the high-growth clean energy industry.

**Placement and industry commitment are key.**



## → Target Market Segment:

- Classified homeless “at-risk” foster youth
- Justice impacted
- Workers from Disadvantaged Communities
- Ages 18 and up



Sign Up for  
Green Path  
Careers



Personal  
Enrichment  
Training



Energy Efficiency  
Skills Certification



Paid Work  
Experience



Energy Efficiency  
Career





Daniel was a foster child from the age of 6. He faced many challenges as a youth but found SoCalREN's Green Green Path Careers program, joining in the first cohort. Daniel obtained the **U.S. EPA's ENERGY STAR® Portfolio Manager certification as well as multiple certifications through the Building Performance Institute.** He also completed a year-long Energy Fellowship program with **The Energy Coalition.** The organization was pleased to welcome Daniel as a full-time employee in February 2023 as a Project Coordinator.



# E- Contractor Academy



# E-Contractor Program

Established to assist Small Minority Disabled Veteran Business Enterprise (SMDVBE) contractors entering the Energy Efficiency (EE) sector by providing access to resources, quality training, one on one assistance including: access to capital, bonding and insurance and procurement assistance, Fundamentals of Green Building.







# E-Contractor Academy: Building Decarbonization

## **Green Building Technologies**

Focusing on energy-efficient practices innovative technologies and methodologies that enhance building efficiency.

## **Decarbonization Best Practices**

strategies for reducing carbon emissions with construction/retrofit projects.

## **EPA 608 Type II Certification**

Mandatory certification for HVAC technicians who will work with high-pressure refrigerants. Installation, maintenance, service, repairs, and disposal of high-pressure refrigerant equipment.

## **Hands-on Training**

Heat Pump Installation



## Technical Assistance/Coaching

Contractors have the ability to schedule 1:1 appointments based on their needs. This could include:

- Bid Support
- Pre-Qualification Assistance
- Project Opportunities

TA/Coaching is not limited, contractors are able to meet on a regular basis for as long as they need

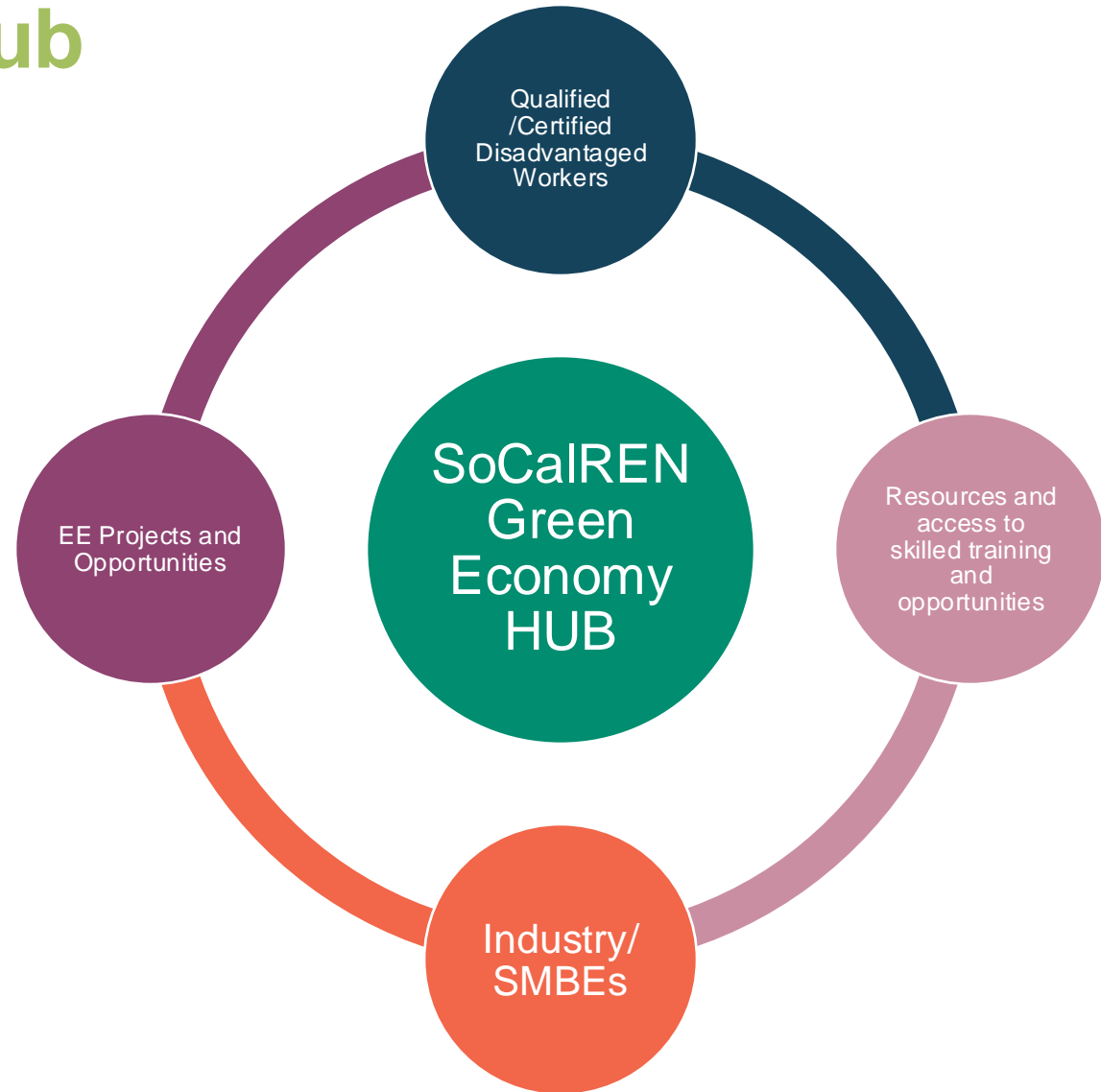




# WE&T Opportunity Hub

The WE&T Opportunity Hub connects contractors and workers to jobs and opportunities.

Organizes the infrastructure needed to connect SoCalREN's small and minority contractors and disadvantaged workers to capacity- building resources and opportunities.



# Opportunity Hub

*All WE&T programs access Hub services.*

## **Resource Library**

Centralized source to provide tools, templates, and information to support small contractors in managing and growing their businesses.

## **Training Center**

Training Center offering specialized education aimed at improving skills for contractors and job seekers. These will be on demand in the form of modules, videos or live learning.

## **Marketplace**

The Marketplace/Opportunity clearing house will serve as the hub for small contractors, and individual workers can find relevant projects, **bid opportunities, job postings**, etc.



# Thank you!

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