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IMPERIAL COUNTY'S GEOTHERMAL WORKFORCE ECOSYSTEM

600 MW+

IMPERIAL COUNTY'S
EXISTING GEOTHERMAL
GENERATION

4,000 MW+

IMPERIAL COUNTY'S CAPACITY FOR
ADDITIONAL CONV. & ENHANCED
GEOTHERMAL ENERGY

18

MILLION MT OF
LITHIUM (LCE) IN THE
GEOTHERMAL BRINE

JULY 9, 2026

PRESENTED BY: BARI BEAN | BARIBEAN@CO.IMPERIAL.CA.US





IMPERIAL COUNTY'S GEOTHERMAL WORKFORCE ECOSYSTEM



Community College Programs

Imperial Valley College
Lithium Industry Force Training (LIFT)

Internships & Career Shadowing

University Programs
San Diego State University
University of California Riverside



**Lithium Valley Construction
Workforce Ordinance
(WORRKS)**



IMPERIAL COUNTY'S GEOTHERMAL EDUCATION ECOSYSTEM



Lithium Industry Force Training (LIFT)

Imperial Valley College (IVC)

1-Year Certification Programs

- Plant Operator
- Instrumentation Technician
- Chemical Technician

LIFT was developed in partnership with the County, IVC, and companies like Controlled Thermal Resources, BHE Renewables, and EnergySource Minerals.

NEW - Bachelor's Program Fall 2027

- BS in Industrial Automation



Local University Programs

San Diego State University STEM Campus

- Enrolling Fall 2026

Located in Brawley, CA the STEM campus provides local students with direct access to in-demand degrees and technical training that align with the region's economic future, creating a pipeline of homegrown talent for high-wage careers in lithium refining, geothermal energy, battery innovation, and clean tech manufacturing.

University of Riverside

Collaboration with technical degree programs and emerging technologies associated with geothermal brine and critical minerals, such as lithium fingerprinting



Internships & Career Shadowing

Geothermal Industry Paid Internships

We're proud to have several local companies who annually offer paid internships in the geothermal field, including Ormat and BHE Renewables

Career Fairs and Field Trips

The geothermal industry in Imperial County regularly participates in K-12 career days as well as onsite field trips for special programs

Future: Virtual Reality Geothermal Tours

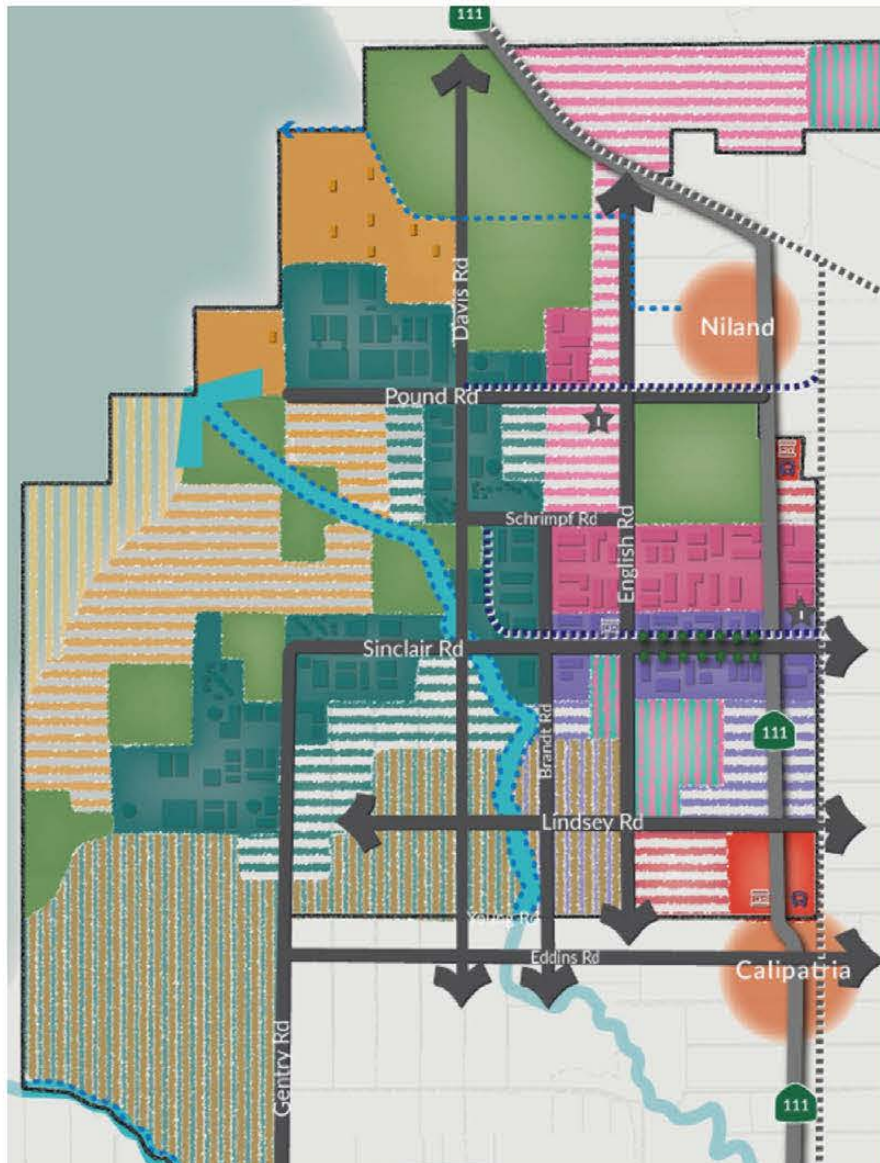
The County aims to develop virtual reality tours in partnership with industry, which will allow students and the community to explore a "day in the life" of a geothermal worker. The goal is to expand horizons and interest in new career possibilities



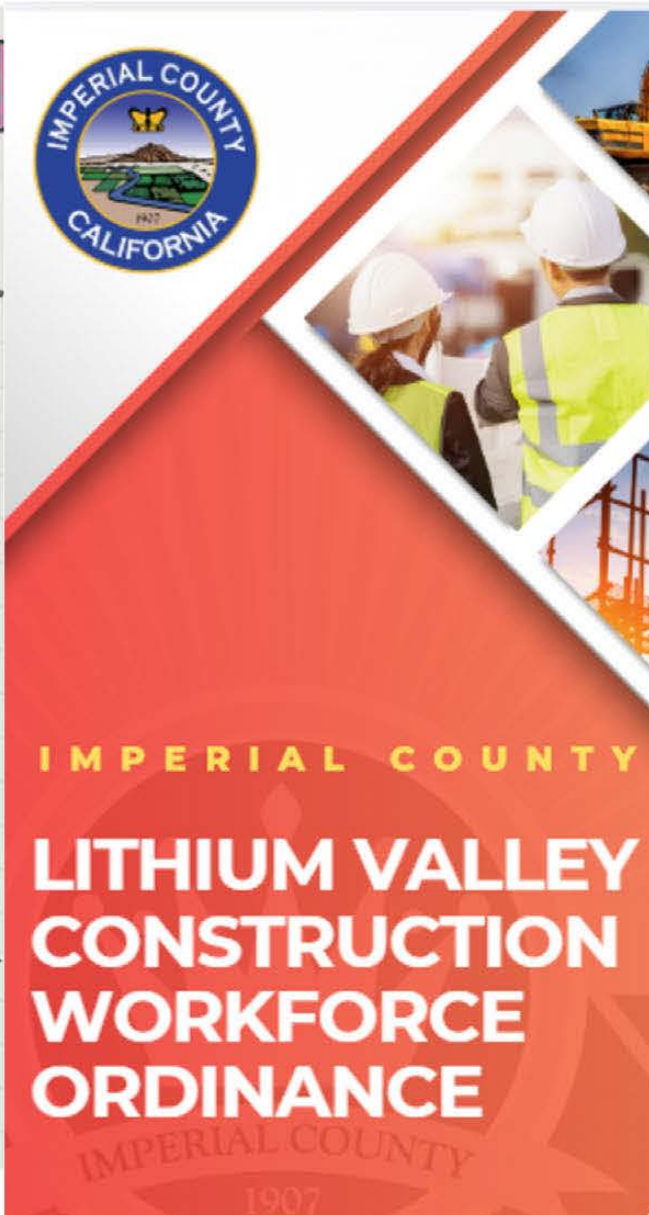
LITHIUM VALLEY CONSTRUCTION WORKFORCE ORDINANCE

About Lithium Valley

Lithium Valley is Imperial County's vision to develop a vertically integrated supply chain for geothermal energy, critical minerals, advanced manufacturing, and synergistic industries. The Lithium Valley Specific Plan (LVSP) encompasses more than 51,000 acres and includes a comprehensive CEQA analysis as part of the County's Program Environmental Impact Report (Program EIR) evaluating the planning area



Draft Lithium Valley Specific Plan Area



About the Ordinance

Lithium Valley Construction Workforce Ordinance for Recruiting, Retention, Knowledge and Safety (WORRKS) Standards adopted on May 12, 2026, establishes workforce standards for large private development projects within the Lithium Valley Specific Plan Area

Applicability & Timeline

The ordinance was intentionally tailored to this unique planning area, where the scale and concentration of geothermal and related industrial development differ significantly from development elsewhere in the County.

This Ordinance would only become effective if the Lithium Valley Specific Plan is adopted and effective, and in that case the Ordinance would take effect thirty (30) days following final adoption of the ordinance, ensuring alignment with the broader plan framework

Covered Projects

"Covered Project" means a private development project within the Lithium Valley Specific Plan Area consisting of construction, alteration, or demolition of any use which requires, but has not yet received a Conditional Use Permit, Special Use Permit, or Site Plan Review from the County by the effective date of this Ordinance

THIS ORDINANCE DOES NOT PREEMPT STATE OR FEDERAL LAW



LITHIUM VALLEY CONSTRUCTION WORRRKS GOALS & PRIORITIES



**PROMOTE
HIGH-QUALITY
CONSTRUCTION JOBS**



**STRENGTHEN LOCAL
WORKFORCE
PARTICIPATION**



**ENSURE SAFE AND
SKILLED PROJECT
DELIVERY**



**ENCOURAGE LOCAL
SMALL BUSINESSES AS
SUBCONTRACTORS**



**IMPROVE RECRUITMENT,
TRAINING, & RETENTION
OF SKILLED WORKERS**

“

An Applicant for a Covered Project shall include in its Workforce Plan the Applicant's good faith goal of hiring 40% Local Workers for construction work for the Covered Project. Applicant's Workforce Plan shall identify their proposed efforts to locate and hire local workers.

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LITHIUM VALLEY CONSTRUCTION WORKS REPORTING REQUIREMENTS & ENFORCEMENT



Requirements

The Ordinance requires applicants for covered projects to:

- Submit a Workforce Plan at the time of entitlement application
- Outline strategies for local hiring, use of apprenticeships, and compliance with prevailing wage and skilled workforce requirements



Reporting

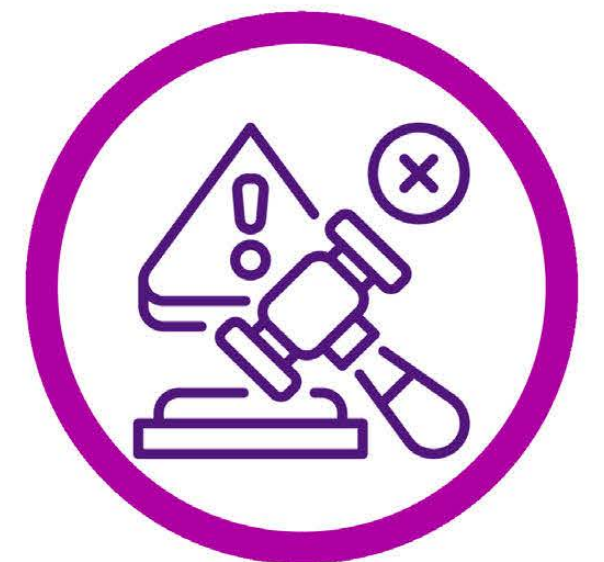
Reporting requirements include:

- Submission of workforce implementation plans prior to construction
- Monthly reporting on workforce composition, wages, and apprenticeship utilization



Project Labor Agreement Alternative

The Ordinance provides a compliance alternative for projects covered by a qualifying Project Labor Agreement



Enforcement

Enforcement mechanisms include:

- Permit conditions
- Administrative citations
- Financial penalties for noncompliance, with escalating fines and potential permit revocation