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Rising Sun Center for Opportunity

CA Integrated Energy Policy Report (IEPR)

IEPR Commissioner Workshop on Building Decarbonization -
Consumers, Financing, and Workforce

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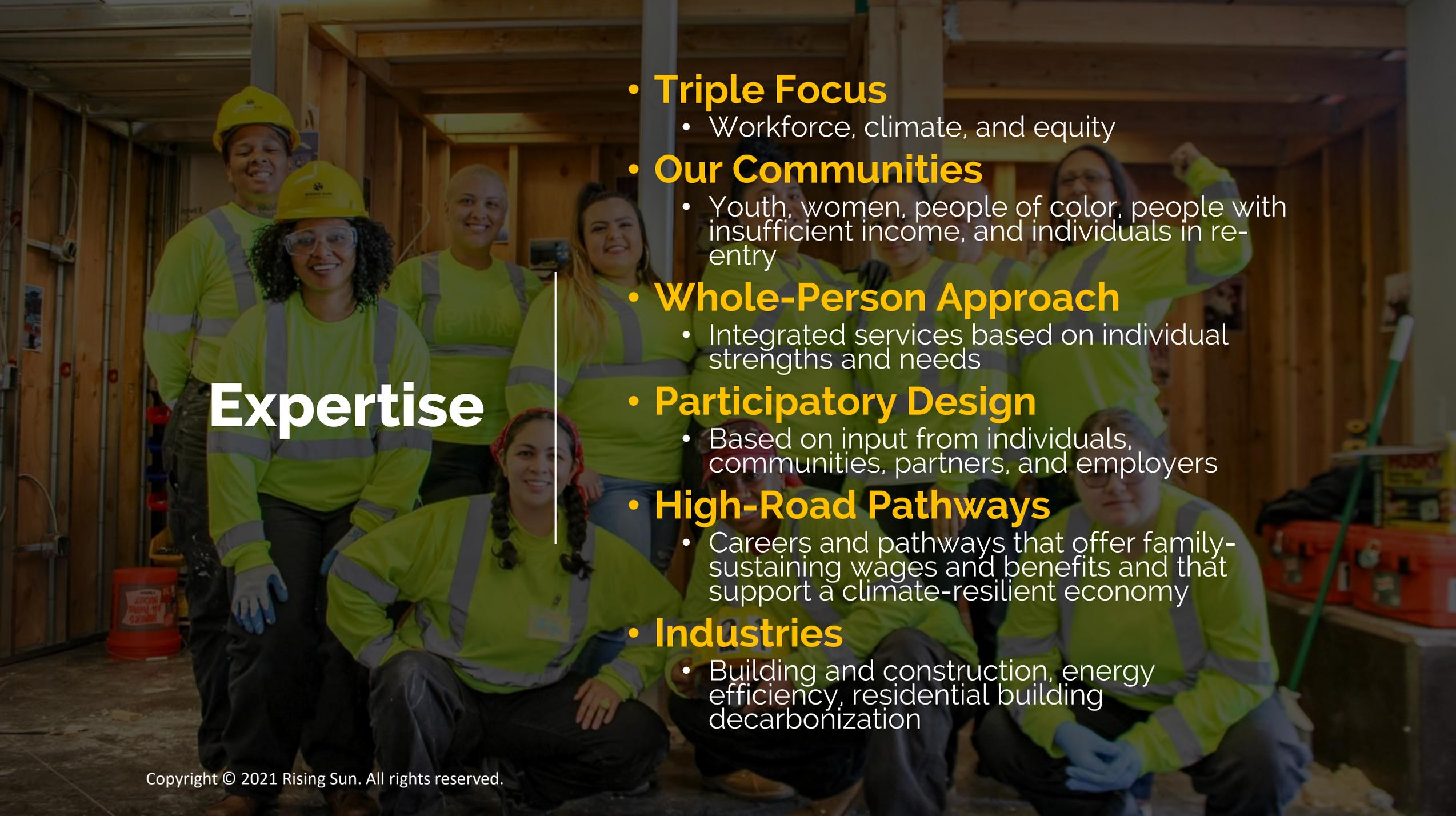
Mission

Building career pathways for
economic equity and climate
resilience

Vision

A just and sustainable future
for all people and our planet





Expertise

- **Triple Focus**
 - Workforce, climate, and equity
- **Our Communities**
 - Youth, women, people of color, people with insufficient income, and individuals in re-entry
- **Whole-Person Approach**
 - Integrated services based on individual strengths and needs
- **Participatory Design**
 - Based on input from individuals, communities, partners, and employers
- **High-Road Pathways**
 - Careers and pathways that offer family-sustaining wages and benefits and that support a climate-resilient economy
- **Industries**
 - Building and construction, energy efficiency, residential building decarbonization



Two Models

Training & Placement

Direct Employment

Climate Careers

- Since 2000
- 100-200 youth employed/year, ages 15-24
- 3,000-4000 households/year
- Social enterprise
- First green job @ \$16-18/hr



Opportunity Build

- Since 2009
- 80 people trained/year
 - 55% women
 - 40% reentry
- Pre-apprenticeship for the union building & construction trades since 2014 (Multi-Craft Core Curriculum)
- Average starting wage: \$24-\$49





Workforce development

- Technical skills
- Soft skills
- Job readiness
- Physical fitness

Training

Wrap-around Services

- Trauma-informed care
 - Stipends
- Mental health
- Substance use disorder

Case Management

Career Services

- Barrier removal
- Goal-setting
- Driver's licenses
- Housing
- Referrals

- Job placement
- Retention support
 - Employer relationships

Best Practices

- Equity FIRST
- Worker voice & participatory design
- Employer relationships
- Right-size training : opportunities
- Authentic partnership w/CBOs
- Funding
- Incentives
 - Job quality
 - Local and targeted hire
- Metrics

Green jobs must be good jobs

- **Improve:**

- **Recruitment**
- **Retention**
- **Work quality**
- **Productivity**
- **Persistence of energy benefits**

Family-sustaining wages

Benefits

Career advancement pathways

Worker voice

Safety

Accessibility

High-Road Training Partnership: Residential Building Decarbonization



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Thank You!

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