



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, November 16, 2018
8:00 a.m. - 9:30 a.m.

United Food and Commercial Worker's Union (UFCW, Local 770)
816 Camarillo Springs Rd, Camarillo, CA (Meeting Room/Suite A)

AGENDA

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|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Anthony Mireles |
| 8:02 a.m. | 2.0 Public Comments | Anthony Mireles |
| | <i>Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.</i> | |
| 8:05 a.m. | 3.0 Approval of Minutes: May 18, 2018 | Anthony Mireles |
| | 4.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:10 a.m. | <ul style="list-style-type: none">Clean Power Alliance, EV Infrastructure and EV Mechanics | John Brooks |
| 8:25 a.m. | <ul style="list-style-type: none">Deputy Sector Navigator – AWET Update | Holly Chavez
Patricia Duffy |
| 8:35 a.m. | <ul style="list-style-type: none">Review and Follow Up: Previous Meeting's Planning Discussion | Committee Members
Patricia Duffy |
| 8:55 a.m. | <ul style="list-style-type: none">Career Pathways: Update | Darrell Gooden
Mary Anne Rooney |
| 9:10 a.m. | <ul style="list-style-type: none">Workgroup Report: Employer Awareness, Video Review | Patricia Duffy |
| 9:15 a.m. | <ul style="list-style-type: none">Review of Joint Regional Sector Committees' August Meeting | Committee Members
Patricia Duffy |
| 9:25 a.m. | 5.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 6.0 Adjournment | Anthony Mireles |

Next Meeting

January 18, 2019 8:00 a.m.- 9:30 a.m.
UFCW, 816 Camarillo Springs Rd, Camarillo

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.



WDB Clean/Green Committee Meeting
May 18, 2018

MINUTES

Meeting Attendees

Committee Members

Anthony Mireles* (Chair)
John Brooks
Holly Chavez
Victor Dollar
Dave Fleisch
Darrell Gooden
Grant Leichtfuss
Mary Anne Rooney

WDB Staff

Patricia Duffy

Guests

Christina Tafoya (Oxnard College)
Monica Gray (Food Forward/Get Fresh VC)

**WDB Members*

1.0 Call to Order and Agenda Review

Anthony Mireles (Chair) called the meeting to order at 8:05 a.m. No changes were made to the agenda.

2.0 Public Comments

Ms. Monica Gray commented on the value of Food Forward and Get Fresh VC giving a brief explanation of the programs.

3.0 Approval of Minutes: March 16, 2018

Motion to approve: Victor Dollar
Second: Holly Chavez
Abstain: Mary Anne Rooney
Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

• Deputy Sector Navigator – AWET

Holly Chavez, DSN for Agriculture, Water & Environmental Technology (AWET) updated the Committee Members on the latest projects. Ms. Chavez is currently developing a regional Agriculture Student program in conjunction with Cal Poly San Luis Obispo, Cuesta College, Hancock College, and Ventura College Agriculture programs. In addition, Ms. Chavez is working with the Vice Provost for International, Graduate, and Extended Education at Cal Poly toward the development of a regional community college student internship program in Agriculture. Ms. Chavez mentioned they have been sponsoring OSHA classes. There will be a new round of mini grants available to the high schools for the new fiscal year.

- Clean/Green Committee's Focus and Planning Discussion/Year-End Review

The Committee Members discussed the focus of the Committee and the challenges. This Committee incorporates so many different industries since there can be clean/green components in any job. The focus of the Clean/Green Committee is on jobs and training that support environmentally sustainable business practices and legal compliance through; recycling or reuse of existing materials, water conservation, energy efficiency through construction, installation and maintenance; natural and sustainable product manufacturing, renewable energy and education compliance and awareness. The Committee reviewed the Two-Year Plan and the Year-End Review and discussed how to create value, who else we will need at the table and how the Committee can connect with educators to add sustainability into the curriculum. Using CTE Advisory Committees to incorporate the need for sustainability into their programs was mentioned. Victor Dollar brought up how the hospitality industry has recognized that incorporating green practices attracts more business. It was discussed that studies have shown that many employees want to work for companies that have incorporated social responsibility and that employers seek employees with knowledge of sustainable business practices. The suggestion to send out a survey to businesses was discussed and a workgroup was formed to develop a survey to determine if local businesses include a knowledge of sustainability as a factor when hiring. The Committee members developed a list of industries they would like to have represented on the Committee.

- Joint Regional Sector Committees Meeting: Action Plan for a Regional Approach to Work-Based Learning Clean/Green

The Committee Members reviewed the results from the last meeting where they worked to develop an action plan for a regional approach to work-based learning in Clean/Green industries, as a follow up to the Regional Joint Sectors Committee meeting.

- Career Pathways – Update

Mary Anne Rooney reported on the student job shadowing and internships.

- Workgroup Report: Employer Awareness: Update

Patricia Duffy informed the Committee members, she has a meeting scheduled for next week at the Ventura Adult & Continuing Education (VACE) Multimedia Center and that the Clean/Green videos will be available soon.

5.0 Committee Member Comments

There were no comments.

6.0 Adjournment

Meeting adjourned at 9:35 a.m.

Next Meeting:

September 28, 2018 (8:00 – 9:30 a.m.)
United Food and Commercial Workers (UFCW) Local 770 Suite A
816 Camarillo Springs Rd, Camarillo, CA.



2016-2017 YEAR-END REVIEW **Workforce Development Board of Ventura County**

WDB CLEAN/GREEN COMMITTEE

2016-2017 Members

WDB Members: Anthony Mireles, Chair (Laborers International Union of North America), Victor Dollar (Brighton Management), Charles Harrington (SEIU Local 721)

Other Members: John Brooks (City of Thousand Oaks), Holly Chavez (Deputy Sector Navigator South Central Coast Region of California Community Colleges), Rebekah Evans (Ventura County Lodging Association), David Fleisch (County of Ventura Public Works Agency), Eric Humel (Oxnard City Corps), Teresa Johnson (Advisor), Grant Leichtfuss (Villa Park Orchards Association), Valeria Makarova (California Lutheran University), Tiffany Morse (Ventura County Office of Education), Kimberly Nilsson (Solid Waste Solutions, Inc.), Douglas O'Brien (Consultant, Energy Advisor), Wayne Pendrey (Ventura County Contractors Association), Mary Ann Rooney (Ventura County Civic Alliance)

Committee Accomplishments

In support of the WDB's *Ventura County Regional Strategic Workforce Development Plan 2013-2017*, the WDB Clean/Green Committee accomplishments included:

- WDB Cross Sector Meeting:
In August 2016 the WDB had the first Cross Sector Meeting bringing all the WDB Sector Committees together, Clean/Green, Healthcare, Manufacturing and Business Services, to discuss common workforce needs across sectors.
- Employer Awareness Workgroup
The Committee formed an Employer Awareness Workgroup. The workgroup was set up to explore a way to create short videos of local industry success stories on how sustainable practices in business saves money, grows business, and creates jobs. A proposal was submitted to Ventura Adult Continuing Education (VACE) Multimedia Program to work with the Clean/Green Workgroup to produce video interviews in different businesses that incorporate sustainable business practices. The proposal was accepted. Four interview sites were identified and VACE multimedia staff and students have worked with workgroup members to do on-site videos at four locations. The videos will be edited and distributed through the WDB.
- WDBVC Clean/Green Occupational Employment Data
Updated the Clean/Green Occupational Employment Data chart for reference during priority and planning discussions.
- Inventory of Clean/Green Programs
Continued Development of a draft matrix to inventory clean/green-related education and training programs available through the community colleges, adult schools and labor unions in Ventura County. Continued development of industry credential matrix.
- Clean/Green Workforce Development
Discussions to identify the top three Ventura County clean/green workforce development priorities and possible next steps.



2016-2017 YEAR-END REVIEW Workforce Development Board of Ventura County

Committee Accomplishments (Continued)

- Regional Survey of Water/Wastewater Industry
In the previous year, the committee formed a workgroup to identify contacts in the water and waste/water industry. The workgroup developed an extensive list of contacts for Ventura and submitted it to the Deputy Sector Navigator for Agriculture Water and Environmental Technologies, who funded the survey completion. The survey was recently completed with a 42% response rate from the Ventura water/wastewater industries. Valuable information on the current and future water/wastewater workforce needs, for the region, was included in the survey report.
- Apprenticeship Training
Continued coordination with the Laborers International Union of North America, Local 585 (LiUNA). The apprenticeship training program in Ventura County is included on the Eligible Training Provider List (ETPL) training list.
- Career Pathways
Received updates from the California Career Pathways Trust grant project representatives and discussed opportunities to connect business and education for career awareness and workforce preparation.
- Environmental Education
Welcomed Bill Camarillo, CEO of Agromin and Nan Drake, Director of Government Affairs and Public Relations for Harrison Industries, for a presentation on AB 1826, the new legislation and requirements for commercial organics recycling. Discussion on how the legislation is creating new job opportunities and innovative business opportunities.

WDB CLEAN/GREEN COMMITTEE

Insights:

- Need to get more businesses involved.
- Engage the Chambers of Commerce to become involved, distribute Clean/Green videos on sustainable business to the Chambers.
- Continue to create awareness of the value of sustainable business practices.
- There is a need to Increase formal training opportunities in construction and agriculture.
- Include sustainability in hospitality program curriculum.
- Encourage the colleges to include sustainability in all CTE curriculum.
- Work with current programs (such as the program offered by Ventura Adult and Continuing Education) to help incarcerated individuals prepare for jobs after release and reduce recidivism.



2016-2017 YEAR-END REVIEW **Workforce Development Board of Ventura County**

- Work to increase apprenticeship/internship opportunities.
- Need to identify clean energy training programs in Ventura County
- Identify emerging green industries and training needs.
- Work with educators to increase awareness of green jobs in different industry sectors such as agriculture, energy, transportation, hospitality, construction.
- Encourage green entrepreneurship by identifying the skills and talent pipeline needed to support green industries and to create the support network for green industries to recognize Ventura as a green innovation hub.

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CLEAN/GREEN COMMITTEE 2-YEAR PLAN Workforce Development Board of Ventura County 2016-2018

Goal

The Clean/Green Committee will develop a pipeline of skilled workers in clean/green occupations to address the workforce needs of employers, working in collaboration with business, economic development, education, labor, government, and community-based organizations. Focus areas:

- Recycling/reuse
- Energy efficiency
- Natural and sustainable product manufacturing
- Renewable energy
- Water conservation
- Infrastructure
- Services
- Education, compliance and awareness

Components of Plan

- 1. Engage Leaders** Engage a core team of Ventura County employers, agencies, education, labor, and other organizations most involved in clean/green workforce development. Develop ways to identify, engage, and communicate effectively with the core team and other clean/green workforce partners
 - Waste Facilities/ Recycling Centers
 - Water/Wastewater
 - Trash Haulers
 - Utilities/Energy
 - Landscapers
 - Architects
 - Contractors
 - Agriculture
 - Automotive
 - California State University, Channel Islands
 - Ventura County Community College District
 - Ventura County Office of Education
 - Adult education
 - Others
- 2. Analyze Data** Conduct annual research to analyze clean/green workforce needs and changes.
- 3. Take Inventory** Inventory current training providers in the region.
 - Industry-recognized certification programs
 - Apprenticeships
 - Pre-apprenticeships
 - Internships
 - Externships
 - High school academies
 - Regional Occupational Program
 - Adult education
 - Community colleges
 - Universities
 - Trade associations
 - Community organizations
- 4. Determine** Determine focus area priorities for clean/green workforce development.



CLEAN/GREEN COMMITTEE 2-YEAR PLAN Workforce Development Board of Ventura County 2016-2018

Priorities

- Sector workforce readiness
- Career pathways
- Sector certifications
- Stackable credentials
- Pre-apprenticeship programs
- Apprenticeship programs
- Business participation:
 - Curriculum development
 - Job shadowing
 - Internships
 - Externships
 - On-the-job training
 - Career awareness/outreach

- 5. Identify Gaps** Monitor identified gaps and continue to identify new gaps between education and clean/green workforce development needs.
- 6. Take Action** Many employers, particularly small businesses, in Ventura County are not aware of the activities of the Workforce Development Board Clean/Green Committee in developing a pipeline of skilled workers for clean/green jobs. As such, we need to:
- **Create awareness** throughout all business communities and the public sector of clean green jobs and certification programs that exist to provide skilled workers.
 - **Develop understanding** by employers and managers of the importance clean green practices in their operation (regardless of size) and how hiring skilled clean green workers will improve their organization's performance. Emphasize that virtually every job, in every industry, should incorporate clean green practices.
 - **Encourage involvement** by leaders in business and the public sector, in the education of skilled clean green workers through engagement in the classroom, providing internships or job training programs for students or externships for faculty.
 - **Complete integration** of clean green practices and workers in all components of the workforce in businesses and the public sector in Ventura County.
- 7. Monitor Progress** The progress of the Clean/Green Committee is measured by the Workforce Development Board Year-End Review and a review of the Committee's 2-Year Plan.



WDB CLEAN/GREEN COMMITTEE DEFINITIONS

- Workforce readiness
- Career pathways
- Sector certifications
- Stackable credentials
- Pre-apprenticeship programs
- Apprenticeship programs
- Business participation:
 - Curriculum development
 - Job shadowing
 - Internships
 - On-the-job training
 - Career awareness/outreach
 - Externships

Workforce readiness: These are identified skills that are needed for certain industry sectors. Each of the skills categories are defined by the sectors' chief activities.

Career pathway programs: Offer a clear sequence or pathway of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies. (Department of Labor Career Pathways Toolkit)

Certifications: Industry-recognized certifications that are particular to a given industry. Community colleges, trade schools and apprenticeship programs can prepare students for certifications. Some training programs have the additional authority to test for or approve the certifications on site, depending on the certification requirements.

Stackable credentials: These are credentials earned in different levels of programs within industry sectors. For example, a person might earn a water distribution credential of D1 level with less than a high school diploma. Through work experience and classes water distribution professionals can move up to D2, D3, D4 D5 levels. The California Department of Public Health and American Water Works Association (A.W.W.A) can issue these certifications. Requirements can vary for both agencies.

Pre-apprenticeship and apprenticeship programs: Formalized training programs, usually sponsored or organized by post-secondary agencies, in which skills development is based on number of hours of work experience and On the Job Training combined with a requisite amount of class time. At the end of a certified apprenticeship, a certification is obtained.

Curriculum development - Career Technical Education (C.T.E.): The partnership between industry representatives and educators to collaborate in the development of career technical education curriculum that reflects the needs of industry.

Job shadowing: The opportunity for participants to observe the actions of an industry employee while they are engaged in the common functions of their job. It is usually limited to a few hours in a day and is not a regularly occurring activity.

Internships: A paid/unpaid position within a business whereby a student does work of value to the organization while they are engaged in completing the educational program or training leading to an entry level job in that industry.

On-the-job training: A position in which the employee learns the essential skills of a job while he is engaged in the job usually under the supervision of a senior employee.

Career awareness/outreach: Any variety of activities that raises the participant's awareness of an industry sector's job opportunities, or allows them to explore the variety of careers related to an industry sector.

Externships: Opportunities (paid or unpaid) for a teacher to work within a business so they can learn what that career is like from the inside out. Theoretically, the experience will help them speak with authority when they inform their students of work in that industry sector.