WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, March 28, 2014
8:00 a.m. - 9:30 a.m.

Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd., (Community Room), Camarillo

AGENDA

8:00 a.m.	**1.0 Call to Order and Agenda Review**	Victor Dollar
8:02 a.m.	**2.0 Public Comments** 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.	Victor Dollar
8:05 a.m.	**3.0 Approval of Minutes:** February 21, 2014	Victor Dollar
	4.0 Ventura County Regional Strategic Workforce Development Plan	
8:16 a.m.	• Clean/Green Workforce Research	Talia Barrera
8:25 a.m.	• Infrastructure Work Group	TBA
8:45 a.m.	• Services Work Group	Teresa Johnson
9:05 a.m.	• Next Steps	Committee Members
9:25 a.m.	**5.0 Committee Member Comments**	Committee Members
9:30 a.m.	**6.0 Adjournment**	Victor Dollar

Next Meeting
May 23, 2014 (8:00 a.m.-9:30 a.m.)
Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd. (Community Room), Camarillo

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Investment Board of Ventura County staff at (805) 477-5306, at least five days prior to the meeting. TTY line: 1-800-735-2922. For more information, visit the Ventura County Workforce Investment Board Website at http://www.wib.ventura.org.

WIB Clean/Green Committee Meeting
February 21, 2014

MINUTES

Meeting Attendees

Committee	WIB Staff	Guests
Victor Dollar (Chair)*	Talia Barrera	Olivia Cancino (Oxnard City Corps)
Nancy Williams (Vice Chair)*	Patricia Duffy	Paul Chounet (Santa Paula Unified School District)
John Brooks	Cheryl Moore	Heidi Hayes (theAgency)
Rebekah Evans		Eric Humel (Oxnard City Corps)
David Fleisch		
Paul Grossgold		
Teresa Johnson*		
Valeria Makarova		
Bernardo M. Perez*		
Wayne Pendrey		

**WB Members*

1.0 Call to Order

Victor Dollar called the meeting to order at 8:09 a.m. No changes were made to the agenda.

2.0 Public Comments

No comments

3.0 Approval of Minutes: January 17, 2014

Motion to approve: John Brooks
Second: David Fleisch
Abstain: Nancy Williams
Motion carried

4.0 Update: AB 86

Teresa Johnson gave a brief update on the California Community College and the California Department of Education grant opportunity. The purpose of AB 86 is to provide grant funds to a regional consortium to create and implement plans to better provide adults in the region with essential basic skills, including classes required for a high school diploma or GED, ESL, workforce preparation, education programs for adults with disabilities, short-term career technical education programs with high employment potential, and programs for apprentices. There will be a work group that will consult with expert panels relevant to each issue, and various organizations will be asked to participate in a stakeholder board. This will be a transparent process and any individuals who wish to provide feedback are encouraged to do so.

5.0 Ventura County Regional Strategic Workforce Development Plan (Plan)

Cheryl Moore indicated that criteria and outcomes for the new WIB performance measures were still under discussion by a committee of the California Workforce Investment Board (CWIB). After the CWIB makes an official announcement, WIBVC will determine how the new requirements will impact the current WIBVC Plan. Until then, WIBVC committees will continue

to work on Plan implementation, and WIBVC staff will continue monitor and engage in CWIB discussions regarding the measures.

6.0 Clean/Green Workforce Pipeline Development: Updates

- Clean/Green Career Pathways: The Committee received an updated working draft of the K-14 Industry Sector Pathways inventory and thanked Tiffany Morse (Ventura County Office of Education) for continuing to compile the information. The inventory will provide a baseline reference list of clean/green-related courses/programs/certificates/pre-apprenticeships in Ventura County—a starting point from which to match available programs with employer needs, identify gaps, and build viable career pathways.

  WIBVC staff noted that conversion of the inventory document to an Excel format was in progress (as requested by WIBVC sector committees) to facilitate data sorting and analysis.

  Committee members indicated that they looked forward to the next step in the inventory process: an expanded version, beyond K-14, that will include universities, labor unions, apprenticeships, and programs listed on the Employment Training Provider List.

- Clean/Green Occupational Data: Committee members reviewed the most recent updated and new information for Clean/Green Ventura County Occupational Employment Data and Growth Projections. In using the document as a reference for the ensuing discussion of the Clean/Green Two-Year Plan draft, the group thanked Jennifer Harkey, WIBVC Program Assistant, for her ongoing research and modifications to provide an informative, user-friendly document.

- Two-Year Plan Draft: Commenting on the wide range and complexity of businesses, jobs, and occupations in the clean/green sector, the Committee brainstormed ways to focus their efforts in creating a "do-able" two-year plan to address the regional priorities for clean/green-related workforce development. Wall notes from the discussion are summarized below:

  Major Clean/Green Categories
  - Infrastructure
  - Services
  - Manufacturing
  - Business
  - Agriculture

  Ideas for Consideration
  - Need to identify/develop awareness, career paths, education, and certification requirements/awareness for (1) basic, entry-level jobs; (2) middle-level jobs; (3) higher-level jobs
  - Need to develop common list of clean/green basic skills (build on WIBVC Manufacturing Basic Skills Categories document)
  - Need clarification and consistency of multiple "apprenticeship" definitions (*e.g.,* labor; education; business)
  - Need to have a phased approach to learning (modules for career pathways)Need to help people transition to the next job
  - Need to develop awareness of multiple career options—*e.g.,* finance, IT, marketing as part of clean/green (build into what's there already); foster the "light bulb effect" (CFL's)

- Need to develop region-wide understanding of sustainability: part of "foundational education" for all—how to stay competitive, innovative, adaptable, flexible

Action Outline

1. Identify clean/green occupations with growth/replacement jobs potential. (Start with jobs requiring two years of college or less.)
2. Adapt manufacturing basic skill categories to develop an outline of "readiness fundamentals" for entering clean/green occupations.
3. Determine the education/training required and available in the region.
4. Identify gaps.
5. Develop and implement an action plan.

Next Step

Form subcommittees to begin work on the job analysis and readiness fundamentals outline for two of the major clean/green categories. Report on progress at the next Clean/Green Committee meeting.

- Infrastructure: Dave Fleisch (Chair), John Brooks, Paul Grossgold, Nancy Williams
- Services: Teresa Johnson (Chair), Rebekah Evans, Valeria Makarova

7.0 Committee Member Comments

No comments

8.0 Adjournment

The Committee adjourned 9:40 a.m.

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March 28, 2014 (8:00 a.m.-9:30 a.m.)
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Ventura County Occupational Employment Data Growth Projections
CLEAN/GREEN

SOC Code*	U.S. D.O.L. Green Jobs in Demand	Occupations	2013 Education and Training Level**	2010 VENTURA COUNTY Median Annual Wages***	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
53-7064		Packers and Packagers, Hand	Less Than H.S.	$19,720	15.7	4,140	14.8	54	82	93,500	1,890
51-9198		Helpers--Production Workers	Less Than H.S.	$21,855	7.9	970	14.3	12	22	39,400	700
45-2091		Agricultural Equipment Operators	Less Than H.S.	$22,250	2.1	470	32.1	26	53	14,000	840
45-2000		Agricultural Workers	Less Than H.S.	$24,000	1.7	9,460	21.5	504	864	297,300	16,740
47-3019		Helpers, Construction Trades, All Other	Less Than H.S.	$24,130	23.8	110	32.5	10	23	2,100	400
53-7062		Laborers and Freight, Stock, and Material Movers, Hand	Less Than H.S.	$24,943	19.7	12,030	19.5	108	174	232,700	3,380
37-3011		Landscaping and Groundskeeping Workers	Less Than H.S.	$25,024	21.6	5,440	15.8	77	146	138,500	4,370
47-3014		Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Less Than H.S.	$25,926	23.1	120	N/A	N/A	N/A	2,600	N/A
47-3016		Helpers--Roofers	Less Than H.S.	$29,219	-7.7	30	N/A	N/A	N/A	1,300	N/A
47-3011		Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	Less Than H.S.	$30,164	45.7	260	N/A	N/A	N/A	3,500	N/A
47-3012		Helpers--Carpenters	Less Than H.S.	$30,908	51.6	240	N/A	N/A	N/A	3,100	N/A
53-7051		Industrial Truck and Tractor Operators	Less Than H.S.	$33,995	15.2	2,570	19.6	40	68	59,100	1,430
47-2061		Construction Laborers	Less Than H.S.	$38,491	19.5	3,020	24.3	17	69	109,500	2,140
53-7081		Refuse and Recyclable Material Collectors	Less Than H.S.	$42,486	21.7	780	N/A	N/A	N/A	15,200	N/A
47-2181		Roofers	Less Than H.S.	$48,253	3.0	400	13.9	7	12	16,800	360
45-4011		Forest and Conservation Workers	H.S. Diploma + OJT	$21,072	0.0	90	0.0	3	3	3,600	130
49-9098		Helpers--Installation, Maintenance, and Repair Workers	H.S. Diploma + OJT	$24,772	16.9	820	17.4	10	14	13,000	230
51-2092		Team Assemblers	H.S. Diploma + OJT	$25,210	8.8	2,180	7.7	41	58	76,400	2,070
51-2099		Assemblers and Fabricators	H.S. Diploma + OJT	$27,555	11.2	740	12.4	21	33	24,200	1,050
51-2023		Electromechanical Equipment Assemblers	H.S. Diploma + OJT	$28,493	13.3	170	0.0	2	3	6,000	130

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51-9032		Cutting and Slicing Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	$29,329	-2.0	110	8.3	3	4	5,100	120
43-5071		Shipping, Receiving, and Traffic Clerks	H.S. Diploma + OJT	$29,778	5.6	2,790	4.3	53	62	89,900	2,070
51-2022		Electrical and Electronic Equipment Assemblers	H.S. Diploma + OJT	$29,870	12.2	580	-3.6	20	20	22,200	1,370
47-3015		Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	H.S. Diploma + OJT	$31,266	36.4	210	N/A	N/A	N/A	3,300	N/A
47-3013		Helpers--Electricians	H.S. Diploma + OJT	$31,452	21.4	190	27.8	5	10	4,200	180
51-2031		Engine and Other Machine Assemblers	H.S. Diploma + OJT	$33,638	14.3	50	0.0	1	2	1,400	60
51-9061		Inspectors, Testers, Sorters, Samplers, and Weighers	H.S. Diploma + OJT	$36,100	13.4	1,690	7.8	33	45	47,900	1,540
43-4051		Customer Service Representatives	H.S. Diploma + OJT	$36,347	18.6	9,260	22.1	122	217	197,300	4,300
51-4011		Computer-Controlled Machine Tool Operators, Metal and Plastic	H.S. Diploma + OJT	$36,514	21.1	390	16.7	3	7	9,500	180
51-4121		Welders, Cutters, Solderers, and Brazers	H.S. Diploma + OJT	$37,621	11.1	820	20.4	13	23	21,700	490
49-9071		Maintenance and Repair Workers, General	H.S. Diploma + OJT	$38,449	12.7	3,510	11.2	36	58	113,000	1,960
53-6099		Transportation Workers, All Other	H.S. Diploma + OJT	$40,194	16.0	230	18.2	7	11	5,000	220
51-4041		Machinists	H.S. Diploma + OJT	$40,242	13.1	950	10.0	15	23	30,500	800
47-4041		Hazardous Materials Removal Workers	H.S. Diploma + OJT	$40,284	18.6	190	0.0	2	3	4,300	60
49-9043		Maintenance Workers, Machinery	H.S. Diploma + OJT	$40,578	4.9	140	12.5	3	5	6,100	160
53-3021		Bus Drivers, Transit and Intercity	H.S. Diploma + OJT	$41,747	14.3	890	6.3	9	11	26,600	480
51-9011		Chemical Equipment Operators and Tenders	H.S. Diploma + OJT	$44,949	8.0	60	N/A	N/A	N/A	2,500	N/A
43-5061		Production, Planning, and Expediting Clerks	H.S. Diploma + OJT	$48,503	9.6	1,390	4.5	17	21	38,600	660
13-1022		Wholesale and Retail Buyers, Farm Products	H.S. Diploma + OJT	$51,604	17.0	680	18.5	7	13	15,900	270
47-2152		Plumbers, Pipefitters, and Steamfitters	H.S. Diploma + OJT	$53,543	17.2	1,670	26.7	17	33	36,100	600

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47-2111		Electricians	H.S. Diploma + OJT	$60,216	15.7	2,010	22.1	18	33	47,200	680
51-8021		Stationary Engineers and Boiler Operators	H.S. Diploma + OJT	$64,384	5.9	100	0.0	1	1	3,400	60
47-2073		Operating Engineers and Other Construction Equipment Operators	H.S. Diploma + OJT	$65,711	23.1	1,020	28.1	13	29	22,100	570
13-1199		Business Operations Specialists, All Other	H.S. Diploma + OJT	$67,213	13.6	4,560	14.6	60	106	139,100	3,150
47-4011		Construction and Building Inspectors	H.S. Diploma + OJT	$72,234	18.6	470	13.6	6	9	9,700	220
47-1011		First-Line Supervisors of Construction Trades and Extraction Workers	H.S. Diploma + OJT	$73,957	21.7	2,060	26.4	1	43	46,000	870
11-3071		Transportation, Storage, and Distribution Managers	H.S. Diploma + OJT	$84,677	14.0	460	14.3	5	9	12,100	210
51-8013		Power Plant Operators	H.S. Diploma + OJT	$84,797	12.1	160	0.0	2	2	3,300	50
11-9199		Managers, All Other	H.S. Diploma + OJT	$119,786	11.7	2,980	14.0	52	84	87,900	2,360
49-2092		Electric Motor, Power Tool, and Related Repairers	Vocational / OJT	$41,903	7.7	20	N/A	N/A	N/A	1,300	N/A
49-9021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Vocational / OJT	$51,356	27.1	920	27.5	9	23	20,700	510
49-2094		Electrical and Electronics Repairers, Commercial and Industrial Equipment	Vocational / OJT	$59,680	10.6	230	0.0	3	3	6,600	140
49-2095		Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Vocational / OJT	$83,825	25.0	60	N/A	N/A	N/A	1,200	N/A
19-4011		Agricultural and Food Science Technicians	Associate's Degree	$31,656	6.7	130	12.5	3	4	3,000	80
19-4093		Forest and Conservation Technicians	Associate's Degree	$36,126	-2.7	310	-7.1	6	6	7,400	140
19-4031		Chemical Technicians	Associate's Degree	$44,018	14.5	180	N/A	N/A	N/A	6,200	N/A
19-4091		Environmental Science and Protection Technicians, Including Health	Associate's Degree	$50,108	26.5	230	37.5	3	6	3,400	80
17-3026		Industrial Engineering Technicians	Associate's Degree	$51,790	15.6	160	N/A	N/A	N/A	4,500	
17-3024		Electro-Mechanical Technicians	Associate's Degree	$52,618	13.9	120	N/A	N/A	N/A	3,600	

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17-3011		Architectural and Civil Drafters	Associate's Degree	$54,227	-0.8	250	0.0	3	3	12,700	170
17-3013		Mechanical Drafters	Associate's Degree	$54,580	10.4	140	13.3	3	5	4,800	150
17-3012		Electrical and Electronics Drafters	Associate's Degree	$55,771	10.0	120	0.0	2	3	4,000	120
17-3027		Mechanical Engineering Technicians	Associate's Degree	$56,163	10.0	110	6.7	3	4	4,000	150
17-3023		Electrical and Electronics Engineering Technicians	Associate's Degree	$61,504	8.3	570	-1.2	16	16	20,400	810
17-3025		Environmental Engineering Technicians	Associate's Degree	$61,522	18.5	100	30.8	2	6	2,700	130
17-3022		Civil Engineering Technicians	Associate's Degree	$61,693	8.5	200	7.1	3	5	7,100	140
17-3029		Engineering Technicians, Except Drafters, All Other	Associate's Degree	$64,283	9.7	270	0.0	7	7	9,300	350
11-9021		Construction Managers	Associate's Degree	$102,300	14.1	1,220	15.0	6	22	59,600	1,000
45-2011		Agricultural Inspectors	Bachelor's Degree	$45,509	4.3	80	N/A	N/A	N/A	2,300	N/A
27-1021		Commercial and Industrial Designers	Bachelor's Degree	$63,105	22.5	210	26.7	5	9	4,000	150
13-2099		Financial Specialists, All Other	Bachelor's Degree	$63,406	13.2	810	30.1	22	54	23,500	1,030
27-3031		Public Relations Specialists	Bachelor's Degree	$63,441	21.1	1,130	14.7	9	14	23,700	340
13-1151		Training and Development Specialists	Bachelor's Degree	$64,471	31.9	910	32.5	7	20	18,800	400
19-1013		Soil and Plant Scientists	Bachelor's Degree	$69,582	26.3	120	N/A	N/A	N/A	1,900	N/A
41-3031		Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	$71,314	17.4	1,710	38.0	20	46	38,000	710
19-2041		Environmental Scientists and Specialists, Including Health	Bachelor's Degree	$74,978	23.1	680	22.5	12	21	13,000	400
17-1012		Landscape Architects	Bachelor's Degree	$76,000	12.5	110	N/A	N/A	N/A	3,200	N/A
19-2031		Chemists	Bachelor's Degree	$76,659	11.0	480	0.0	8	8	10,900	250
13-1081		Logisticians	Bachelor's Degree	$78,861	33.8	720	11.5	12	19	13,600	610
29-9011		Occupational Health and Safety Specialists	Bachelor's Degree	$80,890	14.3	310	7.7	5	6	6,300	130
13-1111		Management Analysts	Bachelor's Degree	$84,448	22.5	3,220	16.0	28	55	82,800	1,690
17-1022		Surveyors	Bachelor's Degree	$85,245	15.7	190	20.0	2	4	5,100	100

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17-2081		Environmental Engineers	Bachelor's Degree	$86,165	25.0	280	20.0	4	8	6,000	200
19-2042		Geoscientists, Except Hydrologists and Geographers	Bachelor's Degree	$87,326	25.5	260	25.0	4	8	4,700	120
13-2051		Financial Analysts	Bachelor's Degree	$88,146	24.3	1,370	28.3	10	22	30,000	460
17-2141		Mechanical Engineers	Bachelor's Degree	$90,973	9.8	940	6.4	25	30	22,500	780
17-2112		Industrial Engineers	Bachelor's Degree	$92,771	11.1	630	3.1	7	8	19,000	320
19-2032		Materials Scientists	Bachelor's Degree	$92,999	15.4	60	N/A	N/A	N/A	1,300	N/A
17-2051		Civil Engineers	Bachelor's Degree	$93,988	12.6	1,230	20.4	11	22	37,200	540
11-3051		Industrial Production Managers	Bachelor's Degree	$94,671	10.1	590	11.8	16	23	17,800	680
17-2131		Materials Engineers	Bachelor's Degree	$98,576	17.2	140	N/A	N/A	N/A	2,900	N/A
17-2071		Electrical Engineers	Bachelor's Degree	$102,201	10.5	740	1.9	13	15	21,000	530
17-2072		Electronics Engineers, Except Computer	Bachelor's Degree	$106,211	12.9	1,170	-7.8	37	37	31,800	1,530
11-3131		Training and Development Managers	Bachelor's Degree	$107,568	18.5	110	16.7	1	2	2,700	60
17-2011		Aerospace Engineers	Bachelor's Degree	$112,911	13.3	720	0.0	2	2	20,300	100
11-3031		Financial Managers	Bachelor's Degree	$121,491	13.5	2,210	18.7	25	51	69,600	1,390
11-2021		Marketing Managers	Bachelor's Degree	$135,742	18.6	1,540	16.2	11	17	32,200	370
11-9121		Natural Sciences Managers	Bachelor's Degree	$143,098	17.0	680	7.0	26	29	8,800	430
11-9041		Architectural and Engineering Managers	Bachelor's Degree	$144,681	13.9	1,010	9.6	10	15	30,200	520
19-3051		Urban and Regional Planners	Master's Degree	$78,710	23.6	450	13.3	16	6	8,900	150
25-1032		Engineering Teachers, Postsecondary	Doctoral Degree	$109,773	12.9	90	N/A	N/A	N/A	3,100	N/A

*2010 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor
**Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).
***Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage. The wages are from 2010-1st quarter and do not include self-employed or unpaid family workers.
****Average Annual Job Openings includes new jobs and replacement needs.

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Data Source: State of California Employment Development Department - Labor Market Info

Additional Information:

Living Wage in Ventura County as of December 2013 (California Budget Project)

$34,109.00	Single Adult
$79,549.00	Single-Parent Family*
$64,203.00	Two-Parent Family* (one working)
$85,713.00	Two-Working-Parent Family*

*All family types are assumed to have two children.

Current Employment Data
2020 Growth Projection Data
Priority Occupations Identified by Living Wages & Employment Growth
WIA Placement and Training Data