



WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, September 26, 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 <u>Procedure:</u> 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: July 25, 2014	Victor Dollar
	4.0 Ventura County Regional Strategic Workforce Development Plan	
8:10 a.m.	• Deputy Sector Navigator – Update	Margaret Lau
8:20 a.m.	• Services Workgroup	Teresa Johnson
8:35 a.m.	• Career Pathways	Cheryl Moore
8:50 a.m.	• Baywork: Key Job Categories in the Water/Wastewater Industry	Patricia Duffy
8:55 a.m.	• Certification Inventory	Patricia Duffy
9:25 a.m.	5.0 Committee Member Comments	Committee Members
9:30 a.m.	6.0 Adjournment	Victor Dollar

Next Meeting

November 21, 2014 (8:00 a.m.-9:30 a.m.)

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

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WIB Clean/Green Committee Meeting

July 25, 2014

MINUTES

Meeting Attendees

Committee

Victor Dollar Chair*
John Brooks
Dave Fleisch
Paul Grossgold
Teresa Johnson*
Margaret Lau
Wayne Pendrey

WIB Staff

Patricia Duffy
Cheryl Moore
Theresa Vital

Guests

Brad Hudson (Office of Congresswoman
Julia Brownley)
Eric Humel (Oxnard City Corps)
Marybeth Jacobsen (Workforce Coalition)

**WIB Members*

1.0 Call to Order

Victor Dollar called the meeting to order at 8:05 a.m. No changes were made to the agenda.

2.0 Public Comments

No comments

3.0 Approval of Minutes: June 6, 2014

Motion to approve: David Fleisch
Second: John Brooks
Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

- Infrastructure Work Group: Dave Fleisch reported that the Clean/Green Work Readiness: Infrastructure Skills Categories and the Clean/Green Work Readiness: Essential Skills Categories charts were ready for distribution and reference. To ensure alignment and avoid duplication of efforts, the work group emphasized the importance of integrating information from the work readiness charts and the WIB Clean/Green Occupational Employment Data chart into curriculum development for the two California Career Pathways Trust grant initiatives, adult education, community college and other education/training programs.

The group also planned to invite representatives from a contractor association, a water agency, electrician and pipefitter unions, and utility companies to a Clean/Green Committee meeting to discuss internship opportunities, training programs and apprenticeships.

- Services Work Group: Hospitality Skills List: Teresa Johnson provided an update on the status of the Hospitality Work Readiness/Essential Skills Categories chart. A final document will be ready at the next meeting.
- Industry Certifications Inventory: To help identify industry certifications available in the region through multiple sources, committee members were asked to add information to a new industry

certifications inventory document. Eric Humel noted that City Corps is launching a 200-hour wastewater internship program for 20 youth.

- Internships: Margaret Lau introduced a successful internship model underway in Alabama. A collaboration between the community college and regional manufacturing companies, the internship program brings together 14 companies, four economic development agencies and three college programs and is an industry led initiative. The partnership is based on a need to address workforce shortages in specific areas and to establish a workforce pipeline.

5.0 2013-2014 Year End Review

The Committee discussed a draft of the Year-End Review and added insights/lessons learned from their committee experience throughout the year. A copy of the final document was included in the WIB meeting packet for August 28, 2014. (See attached.)

6.0 Spotlight: Southwest Regional Water Conversation

Margaret Lau presented an overview of the recent Southwest Regional Water Conversation meeting, held on May 9, 2014, in San Diego. The meeting was presented by Cuyamaca College, National Science Foundation, ATEEC, (Advanced Technology Environmental and Energy Center) and the California Community Colleges. The meeting included a panel of 20-25 water managers from California, Nevada and Arizona. The purpose was to determine the skills necessary to meet the emerging needs of water employees. Throughout the country, conversations are taking place to assist schools and colleges in developing education and training programs based on industry needs. The 2013 ATEEC, Defining Water Management Forum report, from the January 2013 meeting in San Diego, was distributed to Clean/Green Committee members.

7.0 Committee Member Comments

There were no comments.

8.0 Adjournment

The Committee meeting was adjourned at 9:38 a.m.

Next Meeting

Friday, September 26, 2014 (8:00-9:30 a.m.)
Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd. (Community Room), Camarillo

2013-2014 YEAR-END REVIEW

Workforce Investment Board of Ventura County

WIB CLEAN/GREEN COMMITTEE

2013-2014 Members

WIB Members: Victor Dollar, Chair (Brighton Management), Nancy Williams, Vice Chair (Southern California Edison), Rodney Cobos (United Association of Plumbers and Pipefitters, Local Union 484), Teresa Johnson (Ventura Adult and Continuing Education), Kimberly Nilsson (Solid Waste Solutions, Inc.), Bernardo M. Perez (Cabrillo Economic Development Corp.)

Other Members: John Brooks (City of Thousand Oaks), F. Paul Chounet (Santa Paula Unified School District), Diane de Mailly (DDM Metering Systems, Inc.), Rebekah Evans (Ventura County Lodging Association), David Fleisch (County of Ventura Public Works Agency), Paul Grossgold (County of Ventura General Services Agency), George Kopf (BPI/NREL Home Energy Professional Energy Auditor), Margaret Lau (Deputy Sector Navigator, South Central Region of California Community Colleges), Valeria Makarova (California Lutheran University), Tiffany Morse (Ventura County Office of Education), Wayne Pendrey (Ventura County Contractors Association), Teresa Telles (Center for Employment Training), Sharon Woolley (Ventura County Community College District)

Committee Accomplishments

In support of the WIB's *Ventura County Regional Strategic Workforce Development Plan 2013-2017*, and in alignment with the California WIB Green Collar Jobs Council and the current California definition of clean/green, the WIB Clean/Green Committee:

- Determined key components of the clean/green sector strategy and developed a two-year action plan for the committee in three categories: partners, skills and education, and regional engagement.
- Discussed a review of academic literature regarding how to define green jobs.
- Developed, discussed, and refined the WIB's Ventura County Occupational Employment Data and Growth Projections: Clean Green. Used the chart as a working tool to identify jobs, wages, employment growth projections, growth/replacement job potential, and priorities for workforce education and training. Posted the information on the WIB website for easy public access.
- Discussed and contributed to the development of the clean/green components of the K-14 Industry Sector Pathways (Ventura County Office of Education) inventory of career readiness programs, certificates, credentials, and apprenticeships. Converted the document to Excel to facilitate data sorting, and posted both versions on the WIB website for public access.
- Identified major clean/green career categories for Ventura County (Infrastructure, Services, Manufacturing, Business, and Agriculture) and formed two initial workgroups: Infrastructure and Services. Project status as of June 30, 2014:
 - Clean/Green Infrastructure Readiness Skill Categories: completed and ready for distribution to education for integration into the curriculum
 - Clean/Green Readiness: Essential Skills Categories: almost ready for distribution and integration (will serve as an overview of important basic skills/attributes that apply across different types and levels of clean/green jobs)
 - Hotel and Hospitality Skills Categories: in development

2013-2014 YEAR-END REVIEW

Workforce Investment Board of Ventura County

WIB CLEAN/GREEN COMMITTEE

Committee Accomplishments (Continued)

- Provided research, planning, collaboration, and facilitation of work which helped to create a foundation in support of economic plans, community workforce development initiatives, and grant applications (including two Career Pathways Trust education grants awarded in Ventura County).
- Discussed the importance of engaging more local employers in sustainability practices—a significant culture change which would, in turn, increase the demand for clean/green-related skills, jobs, and services.
- Developed outreach content (elevator speech) for Committee members to use/adapt in communicating the purpose and direction of the WIB and Clean/Green Committee.
- Invited leaders of clean/green-related businesses, agencies, and educational programs to make presentations to the Committee and/or join the group.

Insights

- To help grow the availability of internships and other work experiences, businesses need to see a value/return for investing time and resources.
 - We need to identify local employer certification requirements for clean/green jobs.
 - Re-skilling and up-skilling are big issues for succession planning and back-filling.
 - Mature workers need access to training in the “new basics,” and employers need incentives to hire mature workers.
 - We are seeing labor unions becoming more integrated with green industries.
- We need to convene a “cross-sector” meeting to help align and leverage the work of the WIB sector committees (Clean/Green, Healthcare, and Manufacturing).
 - We need to add labor union programs, internships, apprenticeships, higher education programs, and employer training information to the K-14 Industry Sector Pathways inventory.
 - We need to find ways to develop region-wide understanding of sustainability as part of “foundational education” (e.g., build into finance, IT, and marketing programs) for all to be competitive, innovative, adaptable, and flexible.
 - Although programs exist to support veterans returning from active duty, there is also a need to increase transition programs that support Reserves and National Guard veterans.
- Clean/green is much broader than originally realized. For example, green in the hospitality industry has wide reach, including energy, buildings, landscaping, tourism, parks and recreation.

2013-2014 YEAR-END REVIEW
Workforce Investment Board of Ventura County

WIB CLEAN/GREEN COMMITTEE

Insights (Continued)

- There is more awareness of the importance of integrating clean/green across disciplines—and recognition of the need for essential skills (K-12) across all sectors and industries.
- Recognition of watersheds as an important component to water management and the upcoming needs for increased drought tolerant landscaping and irrigation technology.
- There is growth in the building performance industry—more emphasis on measuring energy savings and efficiency, green building materials, water conservation and drought-tolerant landscapes.
- A major transformation is taking place in the transportation industries (automotive, trucking, rail, maritime, etc.), in terms of the integration of alternative fuel technologies and the expansion of public transportation. This transformation is creating a demand for new skills and knowledge development, and therefore represents an opportunity for business and job growth.
- The growing awareness in Ventura County of the importance and impact of green technologies, systems, and practices could transform Ventura County into a clean/green innovation hub.

The hospitality industry—a partner with much to offer

If you want to be a professional in a career with a rewarding, high-growth environment allowing multiple career paths, the hotel & hospitality industry has the ability to fill your need. Within the hotel industry, you can obtain consistent increase in skills and experience as one of the largest and fastest-growing industries in the world.

Ventura County Hotel & Hospitality Skills & beliefs for professionals:

Soft Skills:

- Initiative
- Work ethic
- Basics of interviewing
- Communication Skills
- Continuous improvement skills
- Basic company policy understanding
- Time management
- Task prioritization
- Hospitality & Lodging development & planning
- Worker, supervisor, manager etiquette and protocol basics
- Opportunities for work experience—applications of skills in work settings
- Apprenticeships—knowledge of career pathways and paid training opportunities
- General math skills
- General reading skills

Basics of Quality Control:

- Know processes, as applicable per job function
- Basic quality methodology of each job function
- Importance of individual responsibility—do it right the first time
- Hotel & Hospitality theory and quality control
- Knowledge of system processes
- Knowledge of 'clean-green' processes
- Cost Control/ Purchasing

Computer Skills:

- Microsoft Word
- Microsoft Excel
- Operating system basics
- Computer navigation
- Computer etiquette
- Computer security

Lodging skills:

- Safety & Security
- Hotel Facilities & Management
- HR/Law skills
- Food Management/ Catering
- Accounting
- Guest Service/ Guest cycle
- Front desk operations
- Reservations/registration/check out & settlement
- Housekeeping Management

Sales & Marketing:

- Hospitality Sales Marketing/ Social Media Marketing/ Telephone Sales
- Catering & Meeting Room Sales
- Advertising & Public Relations

Food & Beverage Service

- Hotels/Food Beverage Service
- Menu/ Dining & Beverage Service
- Event Planning/ Bridal Event Planning
- Sanitation, Health & Safety

Hospitality relates to:

Accommodations—Hotels, motels, resorts, hostels, vacation rentals, vacation ownership, Bed & Breakfast properties, recreational vehicles, camping

Food & Beverage—Restaurants, full-service, fine dining, quick service, banquet facilities, lounges

Transportation—Airlines, cruise lines, rail, car rentals, tour/coach operators, bus lines, taxis

Attractions—Theme parks, zoos, national/state/local parks, natural wonders, heritage sites.

Tourism /Destination – Convention Visitors Bureaus, State Travel Groups, Chambers of Commerce.



CLEAN/GREEN WORK READINESS: HOSPITALITY SKILLS CATEGORIES
Workforce Investment Board of Ventura County

BASICS OF QUALITY CONTROL	COMPUTER SKILLS	EMPLOYABILITY SKILLS
<ul style="list-style-type: none">• Knowledge of standards and processes, as applicable per job function• Basic quality control methodology of each job function• Importance of personal responsibility (do it right the first time or ask for clarification first)• Specific hotel and hospitality culture and quality control measures• Knowledge of system processes• Knowledge of “clean-green” (energy, efficiency, sustainability) processes• Cost control and purchasing procedures	<ul style="list-style-type: none">• Microsoft Word• Microsoft Excel• Operating system basics• Computer navigation• Computer etiquette• Computer security	<ul style="list-style-type: none">• Initiative• Work ethic• Basics of interviewing• Job search skills• Communication skills• Continuous improvement skills (ability to use constructive criticism)• Basic company policy understanding• Time management• Task prioritization• Hospitality and lodging development and strategic planning• Worker, supervisor, and manager etiquette and protocol basics• Opportunities for work experience, internships and apprenticeships• General reading skills• Critical thinking skills• General math skills
LODGING SKILLS	SALES AND MARKETING	FOOD AND BEVERAGE SERVICE
<ul style="list-style-type: none">• Safety and security practices and procedures• Hotel management skills• Facilities and grounds management• Human resources and employment law• Food management and catering• Accounting• Guest service and guest cycle• Front desk operations-reservations, registration, check-out and settlement• Housekeeping management	<ul style="list-style-type: none">• Hospitality advertising and marketing via social media, telephone, brochures, local media• Catering and meeting room promotions• Public relations	<ul style="list-style-type: none">• Hotel food and beverage service• Menus, dining, and beverage service• Event planning (bridal, meetings, etc.)• Sanitation, health, and safety

WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY
CLEAN/GREEN COMMITTEE

Agenda Item 4.0 Ventura County Regional Strategic Workforce Development Plan












Baywork: Key Job Categories in the Water/Wastewater Industry (Handout)

<http://baywork.org/careers/>

Recommended Environmental Programs "Green" Certification List										
Industry	Certifying Body	Certification	Required Certification	Desired Certification	Other	Relevance	Local training(s)	Statewide training	ANSI Accredited	Links for more information/ Website
Building/Construction	http://www.epacampus.com/epa-green-infrastructure-training/	Green Infrastructure Compliance Certification								
Building/Construction	http://nrmca.org/Education/Certifications/Sustainability.htm	Concrete Sustainability Specialist Certification								
Building/Construction	http://nrmca.org/Education/Certifications/Sustainability.htm	Pervious Concrete Contractor Certification								
Eco Tourism	http://www.green-tourism.com/	Goldstar				https://www.ecogreenhotel.com/ecogreen-newsletter/EGH_Jan/green_certifications.html				
Eco Tourism	http://www.ecorooms.com/	Eco Rooms/Eco Suites Certification				https://www.ecogreenhotel.com/ecogreen-newsletter/EGH_Jan/green_certifications.html				
Eco Tourism	http://www.auduboninternational.org/green-lodging	Green Leaf Certification				https://www.ecogreenhotel.com/ecogreen-newsletter/EGH_Jan/green_certifications.html				
Eco Tourism	http://www.greenseal.org/	Green Seal Certification				https://www.ecogreenhotel.com/ecogreen-newsletter/EGH_Jan/green_certifications.html				
Eco Tourism	http://greenkeyglobal.com/	Green Key Certification				https://www.ecogreenhotel.com/ecogreen-newsletter/EGH_Jan/green_certifications.html				
Landscape/Water	http://clca.us/water/index.html	WaterSense Certification				http://www.irrigation.org/watersense_partners/				
Plumbing	http://www.iapmo.org/Pages/IAPMOgroup.aspx	Green Plumbing Certification				http://www.greenplumberstraining.org/Pages/GreenPlumbersTrainingCertification.aspx	http://www.greenplumbersusa.com/oweb/green-plumber-water-conservation-training			
Textile Services	http://www.trsa.org/cleangreen	Clean Green TRSA Certification				http://www.trsa.org/page/trsa-initiated-astm-international-standard				
Waste Management	http://www.crra.us/	California Resource Recovery Assn. (CRRRA) Certification								http://greeneducationhub.org/
Waste Management	https://www.uclaextension.edu/pages/fos/sustainabilityprograms.aspx	UCLA Sustainability Certification								https://www.uclaextension.edu/pages/fos/sustainabilityprograms.aspx
Waste Management	http://www.barstowca.org/index.php/master-composter-certification	Master Composter Certification								http://www.barstowca.org/index.php/master-composter-certification
Waste Management	http://www.thesoilguy.com/SG/ComposterCourses	Master Composter Certification								http://www.thesoilguy.com/SG/ComposterCourses
Waste Management		Hazwoper								http://www.natlenvtrainers.com/40-hour-hazwoper.htm
Waste Management		SWANA Certifications								https://swana.org/Certification.aspx
Waste Management		Ventura County Master Gardner Certification								http://camastergardeners.ucanr.edu
Waste Management		Recycling and Solid Waste Management Certificate								https://www.uclaextension.edu/pages/ProgramDetails.aspx?req=CF555
Waste Management		Certification in HHW Collection Operations								
Waste Management		Certification in CESQG Collection Operations								
Waste Management	http://www.uszwbc.org/certification	US Zero Waste Business Certification								www.uszwbc.org/certification
Waste Management		RCRA/DOT Training								http://www.go2cwa.org/RCRA_DOT/rcra_dot.html
Waste Management		DOT Hazrdous Materials Training/HazMat CA								http://www.ercweb.com/classes/location.aspx?id=46
Waste Management		RCRA Certification								http://www.lion.com/Hazardous-Waste-in-California-Workshop?start=CAHWgoogle&qclid=CNSf_8ias7wCFUiGfgodUVoAhQ
Waste Management	http://green.usc.edu/content/zero-waste-tailgate-certification-program-0	USC Zero Waste Tailgate Certification								http://green.usc.edu/content/zero-waste-tailgate-certification-program-0
Water	http://watershedmg.org/tech-trainings	Watershed Management Certification								http://www.greenplumberstraining.org/Pages/GreenPlumbersTrainingCertification.aspx
Water	http://watershedmg.org/tech-trainings	Water Harvesting Certification								
Water		Water								
Water	California Water Environmenta Association	CWEA Wastewater Treatment Certification								http://www.cwea.org/cert_howcert.shtml
Water		EPA Storm Water Management Certification								
Water	http://greywateraction.org/content/greywater-installers-course	Greywater Action Training Course								
		Efficiency Sales Professional™ (ESP) Certificate Program								http://www.eefg.com/esp-cert
		Environmental Management System Standard ISO 14001								www.dnvcert.com
	http://www.ohsas-18001-occupational-health-and-safety.com/	OSHA 18001								http://www.csudh.edu/osha/
		CARB Compliance Training Program								https://ssl.arb.ca.gov/training/training.htm
		Cal/EPA DTSC CA Hazardous Materials Classification								http://ccelearn.csus.edu/wasteclass/intro/intro_01.html













Recommended Environmental Programs "Green" Certification List										
Industry	Certifying Body	Certification	Required Certification	Desired Certification	Other	Relevance	Local training(s)	Statewide training	ANSI Accredited	Links for more information/ Website
	California Association of Environmental Professional (AEP)	California Environmental Quality Act (CEQA) Workshop								http://www.abcep.org/
	Academy of Board Certified Environmental Professionals (ABCEP)	Certified Environmental Professional (CEP and CEP-IT)								http://www.naep.org/abcep
	California Dairy Research Foundation Quality Assurance Program (CDQAP)	CDQAP Environmental Certification Program				Relevant to CARB, Regional Water Quality Control Board Offices, RB5 Permitting, Waste Management Practices, Materials to Energy, Compost, RWQCB, DHS, DF&G				
	National Registry of Environmental Professionals	Associate Environmental Proffesional (AEP)								
	National Registry of Environmental Professionals	Environmental Technician (ET)								
	National Registry of Environmental Professionals	RELT								
	National Registry of Environmental Professionals	Registered Environmental Property Assessor (REPA)								
	National Registry of Environmental Professionals	Certified Environmental Auditor Certification (CEA)				For compliance and risk audits. Recognized by the USAF				
	National Registry of Environmental Professionals	Certified Environmental Scientist (CES)								
	National Registry of Environmental Professionals	Certified Indoor Air Quality Manager (CIAQM)								
	National Registry of Environmental Professionals	Registered Envirmental Manager (REM)/Professional (REP)								
	National Registry of Environmental Professionals	Certified Industrial Environmental Toxicologist (CIET)								
	National Registry of Environmental Professionals	Reg. Hazardous Chemicals & Materials Mgr. (RHCMM)								
	https://www.osha.gov/dsg/hazcom/ghs.html	Globally Harmonized System (GHS)								
		Hazardous Communication								
		ISO 27001								
		ISO 9001								
		ISO 14001								
		ISO 22000								
		Emergency Planning and Community Right-to-know (EPCRA)								
		American Rainwater Catchment Systems Assn. (ARCSA) Certification								
	http://greenroofs.org/index.php/education	Green Roofs for Healthy Cities (GRHC) Accreditation								

Ventura County Occupational Employment Data Growth Projections CLEAN/GREEN (Infrastructure Subcommittee)








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
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

Ventura County Occupational Employment Data Growth Projections










CLEAN/GREEN (Infrastructure Subcommittee)

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
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
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






Ventura County Occupational Employment Data Growth Projections
CLEAN/GREEN (Infrastructure Subcommittee)

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
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	
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

Ventura County Occupational Employment Data Growth Projections CLEAN/GREEN (Infrastructure Subcommittee)

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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
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

Ventura County Occupational Employment Data Growth Projections CLEAN/GREEN (Infrastructure Subcommittee)

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
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.

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

Ventura County Occupational Employment Data Growth Projections
CLEAN/GREEN (Infrastructure Subcommittee)

	U.S. D.O.L. Green Jobs in Demand		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
SOC Code*		Occupations									

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



CLEAN/GREEN WORK READINESS: INFRASTRUCTURE SKILLS CATEGORIES
Workforce Investment Board of Ventura County

SAFETY	MATH CONCEPTS	MEASUREMENTS	HAND AND POWER TOOLS
<ul style="list-style-type: none">• General workplace safety• Electrical safety including Lock-out/Tag-out procedures• Worker safety• Equipment safety• Climbing/ladder safety• Power tool safety• Safety data sheets• OSHA10• First aid/CPR/AED	<ul style="list-style-type: none">• Multiplication, division, addition and subtraction of fractions• Combined operations of fractions and mixed numbers• Algebraic operations of addition, subtraction and multiplication• Ratios and proportions• Table of decimal equivalents and combined operations of decimals• Degree of precision, tolerance and clearances	<ul style="list-style-type: none">• Standards• Units of measurement• Tape measure use• Measuring for cutting materials• Basic layout (surveying)• Mass and weight measurement• Measuring fluids• Measuring solid materials (sand, cement, etc.)	<ul style="list-style-type: none">• Tape measures, squares and levels• Basic hand tools – saws, hammers, screw drivers, wrenches• Power tools – saws, drills, screwdrivers• Pneumatic drills and nail guns• Powder actuated tools• Laser equipment
SUSTAINABILITY AND QUALITY	BLUEPRINT CONCEPTS	EMPLOYABILITY SKILLS	COMPUTER SKILLS
<ul style="list-style-type: none">• Sustainable work processes:<ul style="list-style-type: none">○ Conservation○ Reuse○ Recycle○ Repurpose○ Reduce○ Economy of use/right-sizing• Importance of individual – do it right the first time• Continuous process improvement for green purposes	<ul style="list-style-type: none">• Introduction basic construction drawings• Basic blueprint reading• Understanding different drawing types:<ul style="list-style-type: none">○ Civil○ Electrical○ Mechanical○ Repair/renovation○ New construction	<ul style="list-style-type: none">• Basics of interviewing• Work ethic• Oral communication• Written communication• Time management• Task prioritization• Worker, supervisor, manager etiquette and protocol basics• Basic company policy understanding	<ul style="list-style-type: none">• Excel• Word• OS basics• Computer navigation• Computer security• Computer etiquette• Viewer basics, PDF, CAD, jpg, png, bmp, TIFF, Solid Works, etc.• File extension basics

The Workforce Innovation and Opportunity Act – July 22, 2014

The Workforce Innovation and Opportunity Act (WIOA) will help job seekers and workers access employment, education, training, and support services to succeed in the labor market and match employers with skilled workers they need to compete in the global economy. Congress passed WIOA, the first legislative reform of the public workforce system in more than 15 years, by a wide bipartisan majority. In doing so, Congress reaffirmed the role of the American Job Center (AJC) system, a cornerstone of the public workforce investment system, and brought together and enhanced several key employment, education, and training programs. In recent years over 20 million people annually turn to these programs to obtain good jobs and a pathway to the middle class. WIOA continues to advance services to these job seekers and employers.

HIGHLIGHTS OF WIOA REFORMS TO THE PUBLIC WORKFORCE SYSTEM

Aligns Federal Investments to Support Job Seekers and Employers:

At the State level, WIOA establishes unified strategic planning across “core” programs, which include Title I Adult, Dislocated Worker and Youth programs; Adult Education and Literacy programs; the Wagner-Peyser Employment Service; and Title I of the Rehabilitation Act programs.

Strengthens the Governing Bodies that Establish State, Regional and Local Workforce Investment Priorities:

WIOA streamlines membership of business-led, state and local workforce development boards. The Act emphasizes the role of boards in coordinating and aligning workforce programs and adds functions to develop strategies to meet worker and employer needs.

Helps Employers Find Workers with the Necessary Skills:

WIOA emphasizes engaging employers across the workforce system to align training with needed skills and match employers with qualified workers. The Act adds flexibility at the local level to provide incumbent worker training and transitional jobs as allowable activities and promotes work-based training, for example by increasing on-the-job training reimbursement rates to 75 percent. The law also emphasizes training that leads to industry-recognized post-secondary credentials

Aligns Goals and Increases Accountability and Information for Job Seekers and the Public:

WIOA aligns the performance indicators for core programs, and adds new ones related to services to employers and postsecondary credential attainment. Performance goals must reflect economic conditions and participant characteristics. It makes available data on training providers’ performance outcomes and requires third party evaluations of programs.

Fosters Regional Collaboration to Meet the Needs of Regional Economies:

WIOA requires states to identify economic regions within their state, and local areas are to coordinate planning and service delivery on a regional basis.

Targets Workforce Services to Better Serve Job Seekers:

WIOA promotes the use of career pathways and sector partnerships to increase employment in in-demand industries and occupations. To help local economies target the needs of job seekers, WIOA allows 100 percent funds transfer between the Adult and Dislocated Worker programs. WIOA adds basic skills deficient as a priority category for Adult services. WIOA also focuses Youth program services to out-of-school youth. The Act strengthens services for unemployment insurance claimants. It also merges WIA core and intensive services into a new category of career services, clarifying there is no required sequence of services. The Act allows Governors to reserve up to 15 percent of formula funds for activities such as innovative programs.

Improves Services to Individuals with Disabilities:

WIOA increases individuals with disabilities’ access to high-quality workforce services to prepare them for competitive integrated employment. It requires better employer engagement and promotes physical and programmatic accessibility to employment and training services for individuals with disabilities. Youth with disabilities receive extensive pre-employment transition services to obtain and retain competitive integrated employment. It creates an Advisory Committee on strategies to increase competitive integrated employment for individuals with disabilities.

The Workforce Innovation and Opportunity Act

HIGHLIGHTS CONTINUED

Supports Access to Services: To make services easier to access, the WIOA requires co-location of the Wagner-Peyser Employment Service in AJCs and adds the Temporary Assistance for Needy Families program as a mandatory partner. WIOA establishes dedicated funding from AJC partner programs to support the costs of infrastructure and other shared costs that support access to services. It asks the Secretary of Labor to establish a common identifier for the workforce system to help workers and employers find available services. In addition, WIOA allows local areas to award pay for performance contracts so providers of services get paid for results. It also allows direct contracts to higher education institutions to provide training.

STAKEHOLDER ENGAGEMENT AND TECHNICAL ASSISTANCE

DOL, in coordination with the U.S. Departments of Education (ED) and Health and Human Services (HHS), is working diligently to ensure that states and local areas, other grantees, and stakeholders are prepared for implementation of WIOA. DOL will provide technical assistance, tools, and resources to States and local areas through the WIOA Resource Page (www.doleta.gov/WIOA), Webinars, and virtual and in-person discussions.

DOL will actively engage stakeholders in the implementation of WIOA. Opportunities to provide input will be communicated through the WIOA Resource Page.

WIOA PROGRAMS

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.

WIOA authorizes the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworker programs, in addition to the core programs.

EFFECTIVE DATES FOR IMPLEMENTATION

President Barack Obama signed WIOA into law on July 22, 2014.

In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted. The State Unified Plans and Common Performance Accountability provisions take effect July 1, 2016. The U.S. Department of Labor (DOL) will issue further guidance on the timeframes for implementation of these changes.

DOL will issue proposed regulations reflecting the changes in WIOA soon after enactment.

WIOA RESOURCE PAGE

Visit www.doleta.gov/WIOA to learn more about WIOA and access relevant guidance and technical assistance tools and resources developed by the U.S. Department of Labor's Employment and Training Administration (ETA). All relevant guidance will also be posted on the ETA Advisory Website (<http://wdr.doleta.gov/directives/>) Please email your questions to DOL.WIOA@dol.gov or contact your ETA regional Office.