



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, May 20, 2016

8:00 a.m. - 9:30 a.m.

VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA

AGENDA

- | | | |
|-----------|---|-----------------------------|
| 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:</i> 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. | |
| 8:05 a.m. | 3.0 Approval of Minutes: March 18, 2016 | Anthony Mireles |
| 8:10 a.m. | 4.0 Committee Spotlight: REV | Patricia Duffy |
| | Ann O'Neill, Vice President of Sales and Business Development <i>"REV integrates the best of sustainability with behavior change to accelerate business impact."</i> | |
| | 5.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:40 a.m. | • Workgroup Report: Employer Awareness | John Brooks Dave Fleisch |
| 8:45 a.m. | • Clean /Green Committee 2-Year Plan: Discussion <i>Committee discussion to identify the top three Clean/Green workforce development priorities for Ventura County</i> | Cheryl Moore |
| 9:10 a.m. | • Deputy Sector Navigator Update | Margaret Lau |
| 9:15 a.m. | • Calendar 2016-2017 | Patricia Duffy |
| 9:20 a.m. | • Year-End Review 2015-2016 | Cheryl Moore |
| 9:25 a.m. | 6.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 7.0 Adjournment | Anthony Mireles |

Next Meeting

August 5, 2016 (8:00 a.m.–10:00 a.m.)

Ventura County Office of Education (VCOE) – Salon C
5100 Adolfo Road, Camarillo, CA

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.

For information about the Workforce Development Board of Ventura County, go to workforceventuracounty.org



WDB Clean/Green Committee Meeting
March 18, 2016

MINUTES

Meeting Attendees

Committee Members

Anthony Mireles* (Vice Chair)
John Brooks
Rebekah Evans
Dave Fleisch
Kimberly Nilsson
Wayne Pendrey

WDB Staff

Patricia Duffy
Cheryl Moore
Patrick Newburn

Guests

Jeffrey Albaugh (Ventura Adult and Continuing Education),
Heidi Hayes (theAgency)
Marybeth Jacobsen (Workforce Education Coalition)
Jim Rose (Oxnard Union High School District)

*WDB Members

1.0 Call to Order and Agenda Review

Anthony Mireles called the meeting to order at 8:10 a.m. No changes were made to the agenda.

2.0 Public Comments

There were no public comments.

3.0 Approval of Minutes: January 15, 2016

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

4.0 Ventura County Regional Strategic Workforce Development Plan

• Employer Awareness Workgroup Report

The Employer Awareness Workgroup shared their suggestions on ways to help businesses understand the value of incorporating sustainability into their business practices. It was discussed how early adopters of sustainable practices in their businesses grew and profited. Staying ahead of regulations saves businesses money because they are not running to catch up and wasting time and resources. Sustainability often opens up new supply chains. Anthony Mireles pointed out the focus on deconstruction in Los Angeles and how developers were receiving tax credits for reusing old building materials and preventing the materials from going to landfills.

Committee members discussed the relationship between sustainability and job growth. Different ways to get the word out included holding three community forums a year, leveraging social media and distributing written materials. The workgroup suggested developing a way for businesses to tell their stories on how incorporating sustainability has benefitted their businesses. The workgroup agreed to meet again to explore next steps. John Brooks offered to invite REV to discuss sustainability circles.

• Water/Wastewater Survey Update

Patricia Duffy gave an update on the Water/Wastewater Survey that the Clean/Green Committee had initiated in collaboration with committee member Margaret Lau, DSN and the South Coast

Region Community Colleges Center for Excellence. The Center for Excellence initial target date for the survey completion and distribution had been delayed, and they were now moving forward with the project.

- Clean/Green Committee 2–Year Plan

- Definitions: The Committee reviewed the definitions developed for the 2-Year Plan and approved changes. They agreed to remove draft from the document.
- LMID Responses to REAP Report Questions: Committee members reviewed the questions/answers from the Labor Market Information Division (LMID) regarding the Regional Economic Analysis Profile (REAP) for Ventura County. Because other WDB sector committees had expressed similar concerns about the lack of local information on business needs in the REAP, Cheryl Moore indicated that WDB would form a cross-committee workgroup with representatives from each sector committee. The purpose of the WDB Data Analysis Workgroup will be to identify ways to gather data that will be more accurate for our region and help to identify workforce development gaps.
- Top Three Priorities: The committee members agreed to identify their top three Ventura County clean/green workforce development priorities for discussion at the next meeting.

- Inventory of Clean/Green Programs

Patricia Duffy presented the draft matrix inventory of clean/green-related education and training programs available through the community colleges, adult schools and labor unions in Ventura County. The LiUNA labor union training programs were included on the new matrix. Work on the draft will continue.

- Career Pathways Update

Jim Rose, representing committee member Mary Ann Rooney, gave an update on the Alliance for Linked Learning Career Pathways project. Students will be involved in an upcoming culinary competition and also will participate in Hospitality Week. Mr. Rose indicated that the Department of Defense will be establishing an STEM lab for Oxnard Union High School District students to engage in real-life scenarios.

5.0 Committee Member Comments

- Wayne Pendrey announced the relocation of Direct Energy Solar outside of California.
- Rebekah Evans indicated that she will incorporate the importance of sustainability into activities during hospitality week.

6.0 Adjournment

Anthony Mireles adjourned the meeting at 9:35 a.m.

Next Meeting

Friday, May 20, 2016 (8:00 a.m.-10:00 a.m.)
VCCF Nonprofit Foundation (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA



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

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



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

- 4. Determine Priorities** Determine focus area priorities for clean/green workforce development.
- 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.









**Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE**

| SOC Code* | U.S. D.O.L. Green Jobs in Demand | Occupations | 2014 Education and Training Level** | 2014 VENTURA COUNTY Median Annual Wages*** | 2022 CALIFORNIA Employment Growth Projection | CALIFORNIA Average Annual Job Openings**** | 2022 VENTURA COUNTY Employment Growth Projection | VENTURA COUNTY Average Annual Job Replacement Openings | VENTURA COUNTY Average Annual Job Openings**** | 2012 CALIFORNIA Average Annual Employment | 2012 VENTURA COUNTY Average Annual Employment |
|-----------|---|--|-------------------------------------|--|--|--|--|--|--|---|---|
| 53-7064 | | Packers and Packagers, Hand | Less Than H.S. | \$19,644 | 11.2 | 3,480 | 16.4 | 43 | 82 | 93,000 | 1,650 |
| 51-9198 | | Helpers--Production Workers | Less Than H.S. | \$23,592 | 9.2 | 1,150 | 7.3 | 19 | 22 | 43,600 | 1,090 |
| 53-7062 |  | Laborers and Freight, Stock, and Material Movers, Hand | Less Than H.S. | \$24,095 | 19.1 | 13,560 | 18.1 | 150 | 174 | 270,500 | 4,860 |
| 47-3019 |  | <i>Helpers, Construction Trades, All Other</i> | <i>Less Than H.S.</i> | <i>\$24,130</i> | <i>29.4</i> | <i>80</i> | <i>32.5</i> | <i>10</i> | <i>23</i> | <i>1,700</i> | <i>400</i> |
| 47-3014 | | <i>Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons</i> | <i>Less Than H.S.</i> | <i>\$25,926</i> | <i>23.1</i> | <i>110</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,600</i> | <i>N/A</i> |
| 37-3011 | | Landscaping and Groundskeeping Workers | Less Than H.S. | \$27,660 | 13.8 | 5,360 | 19.8 | 97 | 146 | 137,600 | 3,840 |
| 47-3016 | | <i>Helpers--Roofers</i> | <i>Less Than H.S.</i> | <i>\$29,219</i> | <i>-7.7</i> | <i>30</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>1,300</i> | <i>N/A</i> |
| 53-7051 |  | Industrial Truck and Tractor Operators | Less Than H.S. | \$29,725 | 7.6 | 1,690 | 11.2 | 27 | 68 | 55,300 | 1,160 |
| 47-3011 | | <i>Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters</i> | <i>Less Than H.S.</i> | <i>\$30,164</i> | <i>58.6</i> | <i>210</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,900</i> | <i>N/A</i> |
| 47-3012 |  | <i>Helpers--Carpenters</i> | <i>Less Than H.S.</i> | <i>\$30,908</i> | <i>40.0</i> | <i>110</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,000</i> | <i>N/A</i> |
| 45-2091 | | Agricultural Equipment Operators | Less Than H.S. | \$31,744 | 12.8 | 610 | 32.2 | 27 | 53 | 14,100 | 900 |
| 47-2061 |  | Construction Laborers | Less Than H.S. | \$39,496 | 29.2 | 5,510 | 33.0 | 39 | 69 | 108,800 | 1,820 |
| 47-2181 | | Roofers | Less Than H.S. | \$46,458 | 25.6 | 770 | 41.9 | 6 | 12 | 16,400 | 310 |
| 53-7081 |  | Refuse and Recyclable Material Collectors | Less Than H.S. | \$48,851 | 16.9 | 580 | 27.3 | 9 | N/A | 15,400 | 440 |
| 45-2000 | | Agricultural Workers | Less Than H.S. | N/A | 11.6 | 12,700 | 16.4 | 551 | 864 | 308,300 | 18,670 |
| 45-4011 |  | Forest and Conservation Workers | H.S. Diploma + OJT | \$21,072 | 10.0 | 60 | 28.6 | 1 | 3 | 2,000 | 70 |
| 51-2022 |  | Electrical and Electronic Equipment Assemblers | H.S. Diploma + OJT | \$23,358 | 0.7 | 370 | -5.4 | 14 | 20 | 28,600 | 1,120 |
| 51-2092 |  | Team Assemblers | H.S. Diploma + OJT | \$26,458 | 3.9 | 1,550 | 12.6 | 35 | 58 | 78,700 | 2,220 |
| 53-6099 | | Transportation Workers, All Other | H.S. Diploma + OJT | \$28,506 | 19.0 | 370 | 10.5 | 7 | 11 | 6,300 | 190 |
| 49-9098 |  | Helpers--Installation, Maintenance, and Repair Workers | H.S. Diploma + OJT | \$28,783 | 14.7 | 640 | 11.8 | 10 | 14 | 14,300 | 340 |
| 51-2099 |  | Assemblers and Fabricators | H.S. Diploma + OJT | \$29,081 | 9.2 | 570 | 36.0 | 20 | 33 | 22,800 | 1,250 |
| 43-5071 | | Shipping, Receiving, and Traffic Clerks | H.S. Diploma + OJT | \$29,638 | 8.3 | 3,030 | 12.3 | 53 | 62 | 87,500 | 2,030 |









**Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE**

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|-----------|---|---|-------------------------------------|--|--|--|--|--|--|---|---|
| 51-2023 | | Electromechanical Equipment Assemblers | H.S. Diploma + OJT | \$30,534 | -7.2 | 80 | 13.6 | 3 | 3 | 6,900 | 220 |
| 49-9043 | | Maintenance Workers, Machinery | H.S. Diploma + OJT | \$30,870 | 14.3 | 190 | 11.1 | 1 | 5 | 7,000 | 90 |
| 47-3015 | | <i>Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters</i> | <i>H.S. Diploma + OJT</i> | <i>\$31,266</i> | <i>28.6</i> | <i>120</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,800</i> | <i>N/A</i> |
| 47-3013 |  | <i>Helpers--Electricians</i> | <i>H.S. Diploma + OJT</i> | <i>\$31,452</i> | <i>35.7</i> | <i>210</i> | <i>27.8</i> | <i>5</i> | <i>10</i> | <i>4,200</i> | <i>180</i> |
| 51-4011 |  | Computer-Controlled Machine Tool Operators, Metal and Plastic | H.S. Diploma + OJT | \$33,960 | 16.3 | 380 | 14.3 | 8 | 7 | 8,600 | 280 |
| 47-4041 | | Hazardous Materials Removal Workers | H.S. Diploma + OJT | \$34,294 | 15.6 | 170 | 50.0 | 1 | 3 | 4,500 | 60 |
| 51-9061 | | Inspectors, Testers, Sorters, Samplers, and Weighers | H.S. Diploma + OJT | \$34,387 | 8.3 | 1,460 | 7.8 | 31 | 45 | 48,200 | 1,410 |
| 51-9032 |  | Cutting and Slicing Machine Setters, Operators, and Tenders | H.S. Diploma + OJT | \$35,474 | -7.3 | 90 | -9.1 | 2 | 4 | 5,500 | 110 |
| 43-4051 |  | Customer Service Representatives | H.S. Diploma + OJT | \$36,058 | 16.4 | 8,520 | 19.9 | 98 | 217 | 195,300 | 3,610 |
| 51-4121 |  | Welders, Cutters, Solderers, and Brazers | H.S. Diploma + OJT | \$36,114 | 6.5 | 770 | 10.0 | 12 | 23 | 24,700 | 500 |
| 51-2031 |  | Engine and Other Machine Assemblers | H.S. Diploma + OJT | \$36,186 | 0.0 | 20 | 60.0 | 1 | 2 | 1,300 | 50 |
| 49-9071 | | Maintenance and Repair Workers, General | H.S. Diploma + OJT | \$38,412 | 12.1 | 3,650 | 12.5 | 43 | 58 | 116,600 | 2,240 |
| 51-4041 | | Machinists | H.S. Diploma + OJT | \$39,225 | 15.3 | 1,300 | 17.3 | 22 | 23 | 34,000 | 980 |
| 53-3021 |  | Bus Drivers, Transit and Intercity | H.S. Diploma + OJT | \$42,377 | 13.3 | 740 | -5.6 | 7 | 11 | 23,300 | 360 |
| 51-9011 |  | <i>Chemical Equipment Operators and Tenders</i> | <i>H.S. Diploma + OJT</i> | <i>\$44,949</i> | <i>7.4</i> | <i>110</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,700</i> | <i>N/A</i> |
| 43-5061 |  | Production, Planning, and Expediting Clerks | H.S. Diploma + OJT | \$45,485 | 9.5 | 1,350 | 6.0 | 17 | 21 | 38,900 | 670 |
| 47-2152 | | Plumbers, Pipefitters, and Steamfitters | H.S. Diploma + OJT | \$50,010 | 24.3 | 1,250 | 25.0 | 6 | 33 | 34,100 | 520 |
| 13-1022 |  | Wholesale and Retail Buyers, Farm Products | H.S. Diploma + OJT | \$55,989 | 15.9 | 720 | 21.2 | 8 | 13 | 17,600 | 330 |
| 51-8021 |  | Stationary Engineers and Boiler Operators | H.S. Diploma + OJT | \$56,474 | 7.9 | 150 | 0.0 | 2 | 1 | 3,800 | 60 |
| 47-2111 |  | Electricians | H.S. Diploma + OJT | \$59,866 | 22.2 | 2,000 | 24.5 | 20 | 33 | 48,700 | 1,060 |








**Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE**

| SOC Code* | U.S. D.O.L. Green Jobs in Demand | Occupations | 2014 Education and Training Level** | 2014 VENTURA COUNTY Median Annual Wages*** | 2022 CALIFORNIA Employment Growth Projection | CALIFORNIA Average Annual Job Openings**** | 2022 VENTURA COUNTY Employment Growth Projection | VENTURA COUNTY Average Annual Job Replacement Openings | VENTURA COUNTY Average Annual Job Openings**** | 2012 CALIFORNIA Average Annual Employment | 2012 VENTURA COUNTY Average Annual Employment |
|-----------|---|--|-------------------------------------|--|--|--|--|--|--|---|---|
| 47-1011 | | First-Line Supervisors of Construction Trades and Extraction Workers | H.S. Diploma + OJT | \$70,046 | 28.4 | 1,840 | 25.9 | 9 | 43 | 46,800 | 810 |
| 47-2073 |  | Operating Engineers and Other Construction Equipment Operators | H.S. Diploma + OJT | \$72,384 | 22.2 | 990 | 31.1 | 14 | 29 | 22,100 | 610 |
| 47-4011 | | Construction and Building Inspectors | H.S. Diploma + OJT | \$72,434 | 14.1 | 340 | 12.5 | 4 | 9 | 9,200 | 160 |
| 13-1199 | | Business Operations Specialists, All Other | H.S. Diploma + OJT | \$81,611 | 14.2 | 3,790 | 7.4 | 42 | 106 | 135,700 | 3,100 |
| 51-8013 | | <i>Power Plant Operators</i> | <i>H.S. Diploma + OJT</i> | <i>\$84,797</i> | <i>7.0</i> | <i>160</i> | <i>0.0</i> | <i>2</i> | <i>2</i> | <i>4,300</i> | <i>50</i> |
| 11-3071 | | Transportation, Storage, and Distribution Managers | H.S. Diploma + OJT | \$94,870 | 12.6 | 460 | 20.0 | 6 | 9 | 12,700 | 250 |
| 11-9199 | | Managers, All Other | H.S. Diploma + OJT | \$109,359 | 14.1 | 3,190 | 5.0 | 39 | 84 | 88,800 | 1,790 |
| 49-2092 | | <i>Electric Motor, Power Tool, and Related Repairers</i> | <i>Vocational / OJT</i> | <i>\$41,903</i> | <i>0.0</i> | <i>30</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>1,400</i> | <i>N/A</i> |
| 49-9021 |  | <i>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</i> | <i>Vocational / OJT</i> | <i>\$51,356</i> | <i>23.0</i> | <i>970</i> | <i>27.5</i> | <i>9</i> | <i>23</i> | <i>20,000</i> | <i>510</i> |
| 49-2094 |  | <i>Electrical and Electronics Repairers, Commercial and Industrial Equipment</i> | <i>Vocational / OJT</i> | <i>\$59,680</i> | <i>9.2</i> | <i>190</i> | <i>0.0</i> | <i>3</i> | <i>3</i> | <i>6,500</i> | <i>140</i> |
| 49-2095 | | <i>Electrical and Electronics Repairers, Powerhouse, Substation, and Relay</i> | <i>Vocational / OJT</i> | <i>\$83,825</i> | <i>12.5</i> | <i>50</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>1,600</i> | <i>N/A</i> |
| 19-4011 | | Agricultural and Food Science Technicians | Associate's Degree | \$28,399 | 16.7 | 200 | 12.5 | 3 | 4 | 3,600 | 80 |
| 19-4093 |  | Forest and Conservation Technicians | Associate's Degree | \$38,870 | -1.4 | 290 | -8.3 | 5 | 6 | 7,400 | 120 |
| 19-4031 |  | Chemical Technicians | Associate's Degree | \$39,174 | 16.0 | 200 | 28.6 | 2 | N/A | 5,000 | 70 |
| 17-3026 |  | Industrial Engineering Technicians | Associate's Degree | \$45,517 | 2.4 | 90 | 0.0 | 1 | N/A | 4,200 | 60 |
| 19-4091 |  | Environmental Science and Protection Technicians, Including Health | Associate's Degree | \$48,653 | 26.3 | 250 | 40.0 | 4 | 6 | 3,800 | 100 |
| 17-3013 | | Mechanical Drafters | Associate's Degree | \$50,646 | -7.3 | 50 | 0.0 | 1 | 5 | 4,100 | 90 |
| 17-3024 |  | <i>Electro-Mechanical Technicians</i> | <i>Associate's Degree</i> | <i>\$52,618</i> | <i>7.1</i> | <i>70</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,800</i> | <i>N/A</i> |
| 17-3012 | | Electrical and Electronics Drafters | Associate's Degree | \$53,085 | 11.1 | 120 | 0.0 | 1 | 3 | 4,500 | 80 |
| 17-3011 | | Architectural and Civil Drafters | Associate's Degree | \$55,857 | -0.8 | 160 | -6.7 | 2 | 3 | 12,200 | 150 |

Ventura County Occupational Employment Data Growth Projections WDB CLEAN/GREEN COMMITTEE

| SOC Code* | U.S. D.O.L. Green Jobs in Demand | Occupations | 2014 Education and Training Level** | 2014 VENTURA COUNTY Median Annual Wages*** | 2022 CALIFORNIA Employment Growth Projection | CALIFORNIA Average Annual Job Openings**** | 2022 VENTURA COUNTY Employment Growth Projection | VENTURA COUNTY Average Annual Job Replacement Openings | VENTURA COUNTY Average Annual Job Openings**** | 2012 CALIFORNIA Average Annual Employment | 2012 VENTURA COUNTY Average Annual Employment |
|-----------|---|--|-------------------------------------|--|--|--|--|--|--|---|---|
| 17-3025 |  | Environmental Engineering Technicians | Associate's Degree | \$57,627 | 27.8 | 90 | 37.5 | 2 | 6 | 1,800 | 80 |
| 17-3027 | | Mechanical Engineering Technicians | Associate's Degree | \$60,349 | 3.8 | 130 | -10.0 | 2 | 4 | 5,300 | 100 |
| 17-3022 | | Civil Engineering Technicians | Associate's Degree | \$66,328 | 3.2 | 150 | 0.0 | 2 | 5 | 6,300 | 90 |
| 17-3023 | | Electrical and Electronics Engineering Technicians | Associate's Degree | \$71,154 | 1.9 | 470 | -3.8 | 16 | 16 | 20,700 | 780 |
| 17-3029 | | Engineering Technicians, Except Drafters, All Other | Associate's Degree | \$81,878 | 6.9 | 240 | -3.6 | 6 | 7 | 8,700 | 280 |
| 11-9021 |  | Construction Managers | Associate's Degree | \$91,505 | 18.4 | 1,780 | 15.0 | 13 | 22 | 52,300 | 800 |
| 45-2011 |  | <i>Agricultural Inspectors</i> | <i>Bachelor's Degree</i> | <i>\$45,509</i> | <i>4.8</i> | <i>80</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,100</i> | <i>N/A</i> |
| 13-2099 | | Financial Specialists, All Other | Bachelor's Degree | \$55,042 | 11.7 | 460 | 10.5 | 9 | 54 | 20,500 | 860 |
| 13-1151 | | Training and Development Specialists | Bachelor's Degree | \$57,390 | 23.7 | 890 | 10.8 | 7 | 20 | 21,100 | 370 |
| 41-3031 | | Securities, Commodities, and Financial Services Sales Agents | Bachelor's Degree | \$57,508 | 7.9 | 1,430 | 20.9 | 20 | 46 | 45,400 | 860 |
| 27-3031 | | Public Relations Specialists | Bachelor's Degree | \$62,463 | 13.2 | 610 | 11.8 | 2 | 14 | 22,800 | 170 |
| 19-1013 | | Soil and Plant Scientists | Bachelor's Degree | \$67,947 | 35.0 | 140 | 0.0 | 3 | N/A | 2,000 | 90 |
| 13-2051 | | Financial Analysts | Bachelor's Degree | \$70,629 | 23.1 | 1,520 | 3.6 | 14 | 22 | 32,100 | 560 |
| 19-2041 |  | Environmental Scientists and Specialists, Including Health | Bachelor's Degree | \$73,542 | 29.5 | 880 | 34.1 | 12 | 21 | 14,900 | 410 |
| 17-1012* | | <i>Landscape Architects</i> | <i>Bachelor's Degree</i> | <i>\$76,000</i> | <i>12.5</i> | <i>120</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>3,200</i> | <i>N/A</i> |
| 19-2031 |  | <i>Chemists</i> | <i>Bachelor's Degree</i> | <i>\$76,659</i> | <i>15.4</i> | <i>560</i> | <i>0.0</i> | <i>8</i> | <i>8</i> | <i>13,600</i> | <i>10,900</i> |
| 29-9011 |  | Occupational Health and Safety Specialists | Bachelor's Degree | \$76,688 | 23.6 | 360 | 6.7 | 4 | 6 | 7,200 | 150 |
| 13-1111 | | Management Analysts | Bachelor's Degree | \$83,294 | 31.6 | 4,490 | 21.4 | 26 | 55 | 95,200 | 1,680 |
| 13-1081 | | Logisticians | Bachelor's Degree | \$84,956 | 32.1 | 590 | 8.8 | 8 | 19 | 13,700 | 680 |
| 17-1022* | | <i>Surveyors</i> | <i>Bachelor's Degree</i> | <i>\$85,245</i> | <i>7.5</i> | <i>120</i> | <i>20.0</i> | <i>2</i> | <i>2</i> | <i>4,000</i> | <i>5,100</i> |
| 11-3131 | | Training and Development Managers | Bachelor's Degree | \$87,435 | 18.5 | 120 | 20.0 | 1 | 2 | 2,700 | 50 |
| 19-2042 | | Geoscientists, Except Hydrologists and Geographers | Bachelor's Degree | \$89,415 | 22.4 | 310 | 40.0 | 3 | 8 | 5,800 | 100 |
| 11-3051 |  | Industrial Production Managers | Bachelor's Degree | \$90,870 | 0.5 | 360 | 13.8 | 10 | 23 | 19,200 | 580 |
| 27-1021 |  | Commercial and Industrial Designers | Bachelor's Degree | \$91,601 | 10.4 | 170 | 11.1 | 5 | 9 | 4,800 | 180 |

Ventura County Occupational Employment Data Growth Projections WDB CLEAN/GREEN COMMITTEE

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|-----------|---|--|-------------------------------------|--|--|--|--|--|--|---|---|
| 17-2112 |  | Industrial Engineers | Bachelor's Degree | \$92,926 | 8.2 | 860 | 4.5 | 13 | 8 | 23,100 | 440 |
| 19-2032 |  | <i>Materials Scientists</i> | <i>Bachelor's Degree</i> | <i>\$92,999</i> | <i>15.4</i> | <i>60</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>1,300</i> | <i>N/A</i> |
| 17-2141 | | Mechanical Engineers | Bachelor's Degree | \$94,960 | 4.7 | 910 | 14.3 | 26 | 30 | 23,500 | 770 |
| 17-2081 |  | Environmental Engineers | Bachelor's Degree | \$97,044 | 24.7 | 360 | 26.1 | 6 | 8 | 7,300 | 230 |
| 17-2071 |  | Electrical Engineers | Bachelor's Degree | \$97,459 | 4.6 | 620 | -1.5 | 14 | 15 | 23,800 | 650 |
| 17-2131* |  | <i>Materials Engineers</i> | <i>Bachelor's Degree</i> | <i>\$98,576</i> | <i>3.7</i> | <i>100</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,700</i> | <i>N/A</i> |
| 17-2051 | | Civil Engineers | Bachelor's Degree | \$99,219 | 18.3 | 1,670 | 11.9 | 10 | 22 | 39,300 | 420 |
| 17-2072 | | Electronics Engineers, Except Computer | Bachelor's Degree | \$106,857 | 8.5 | 1,080 | -7.1 | 37 | 37 | 35,500 | 1,700 |
| 11-3031 | | Financial Managers | Bachelor's Degree | \$111,475 | 13.6 | 2,400 | 14.9 | 25 | 51 | 74,200 | 1,340 |
| 17-2011* | | <i>Aerospace Engineers</i> | <i>Bachelor's Degree</i> | <i>\$112,911</i> | <i>18.5</i> | <i>660</i> | <i>0.0</i> | <i>2</i> | <i>2</i> | <i>15,700</i> | <i>20,300</i> |
| 11-2021 | | Marketing Managers | Bachelor's Degree | \$128,039 | 21.8 | 1,310 | 10.0 | 6 | 17 | 30,300 | 300 |
| 11-9041 | | Architectural and Engineering Managers | Bachelor's Degree | \$139,968 | 11.1 | 1,160 | 8.6 | 14 | 15 | 32,300 | 580 |
| 11-9121* |  | <i>Natural Sciences Managers</i> | <i>Bachelor's Degree</i> | <i>\$143,098</i> | <i>18.3</i> | <i>360</i> | <i>7.0</i> | <i>26</i> | <i>29</i> | <i>9,300</i> | <i>430</i> |
| 19-3051 |  | Urban and Regional Planners | Master's Degree | \$83,244 | 18.3 | 450 | 9.1 | 5 | 6 | 7,100 | 110 |
| 25-1032 | | <i>Engineering Teachers, Postsecondary</i> | <i>Doctoral Degree</i> | <i>\$109,773</i> | <i>11.1</i> | <i>70</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>2,700</i> | <i>N/A</i> |

*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

****Average Annual Job Openings includes new jobs and replacement needs.

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* |

Ventura County Occupational Employment Data Growth Projections WDB CLEAN/GREEN COMMITTEE

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|-----------|----------------------------------|-------------|-------------------------------------|--|--|--|--|--|--|---|---|
|-----------|----------------------------------|-------------|-------------------------------------|--|--|--|--|--|--|---|---|

*All family types are assumed to have two children.

| |
|---|
| Current Employment Data |
| 2020 Growth Projection Data |
| Priority Occupations Identified by Living Wages & Employment Growth |
| Infrastructure Jobs |
| Removed from the 2012-2022 Occupational Employment Projections for Ventura County |
| Removed from the 2012-2022 Occupational Employment Projections for California |



2015-2016 YEAR-END REVIEW Workforce Development Board of Ventura County

WDB CLEAN/GREEN COMMITTEE

2015-2016 Members

WDB Members: Anthony Mireles, Vice Chair/Acting Chair (Laborers International Union of North America), Nancy Williams, Chair (Southern California Edison), Kimberly Nilsson, Vice Chair/Chair (Solid Waste Solutions, Inc.), Teresa Johnson (Ventura Adult and Continuing Education)

Other Members: John Brooks (City of Thousand Oaks), Rebekah Evans (Ventura County Lodging Association), David Fleisch (County of Ventura Public Works Agency), Paul Grossgold (County of Ventura General Services Agency), Eric Humel (Oxnard City Corps), Margaret Lau (Deputy Sector Navigator, South Central Coast Region of California Community Colleges), Valeria Makarova (California Lutheran University), Tiffany Morse (Ventura County Office of Education), Douglas O'Brien (The Energy Coalition), 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:

- Workforce Innovation and Opportunity Act (WIOA)
Stayed informed on the transition from WIA to WIOA, particularly in relation to regional requirements and industry sector strategies. The new law was effective on July 1, 2015, and Workforce Investment Boards (WIB) under the previous Workforce Investment Act (WIA) were renamed Workforce Development Boards (WDB).
- Clean/Green Committee 2-Year Plan
Formed a workgroup to develop recommendations for the Clean/Green Committee 2-Year Plan. The workgroup also developed draft definitions to help clarify education/career readiness and workforce development terminology. The Committee used a new WDB format for the 2-Year Plan, designed to standardize documents used by all of the WDB sector committees and make plans easier to follow.
- WDBVC Clean/Green Occupational Employment Data
Updated the Clean/Green Occupational Employment Data chart for reference during priority and planning discussions.
- Regional Economic Analysis Profile for Ventura County (REAP)
Reviewed the Occupational Analysis: Construction Materials and Services Cluster and other sections of the larger REAP document, expressing concern that the REAP report might not provide sufficient information for Clean/Green workforce development decision making.
 - Discussed the methodology of data collection and submitted questions to WDB staff for responses from Labor Market Information Division (LMID). Reviewed the responses from LMID and identified the need for more complete data that would provide a more accurate perspective on clean/green workforce needs in Ventura County.
 - Designated a Clean/Green Committee representative to work with a new, cross-sector WDB Data Analysis Workgroup to determine ways to collect more complete/accurate information on local employers.



2015-2016 YEAR-END REVIEW

Workforce Development Board of Ventura County

Committee Accomplishments (Continued)

- Inventory of Clean/Green Programs
Developed 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. Committee members offered to assist in the completion of the inventories.
- Regional Survey of Water/Wastewater Industry
Formed a workgroup to identify contacts in the water and waste water industry. The workgroup developed an extensive list of contacts and submitted it to the coordinator of the Center of Excellence South Central Coast Region of Community Colleges to use when distributing the survey to the Ventura County region.
- Clean/Green Workforce Development
Began discussions to identify the top three Ventura County clean/green workforce development priorities and possible next steps.
- Clean/Green Business Practices:
Discussed ways to raise employer awareness and promote clean/green jobs, emphasizing the importance of education on how to incorporate best practices into all types of business operations.
 - Formed an Employer Awareness Workgroup to examine how to create a green practices message for businesses and how to work with training programs to identify green skills needed to create a “sustainability” workforce to meet changing industry needs.
 - The workgroup recommended ways to help businesses understand the value of incorporating sustainability into their business practices. It was discussed how early adopters of sustainable practices in their businesses grew and profited. Sustainability often opens up new supply chains. The workgroup will continue to work on developing a way for businesses to tell their stories, on how incorporating sustainability has benefitted their businesses.
- 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 Melanie Peck, Program Manager for the PEAK Program, for a presentation on the statewide environmental education program focused on energy, water and career pathway development. PEAK is a program of The Energy Coalition and partners with California investor-owned and municipal electric and water utilities to empower students to be resource wise.



2015-2016 YEAR-END REVIEW
Workforce Development Board of Ventura County

WDB CLEAN/GREEN COMMITTEE

Insights

-
-
-
-
-

Examples of insights from 2014-2015

- *Clean/green encompasses so many industries, it is difficult to identify which projects are the most important to work on. Many jobs are green jobs.*
- *We need to determine who else should be at the table. For example, we should consider having a construction business on the committee.*
- *Employers need to communicate, and job seekers need to understand, the realities of job expectations and the work environment.*
- *Building a sustainability-supportive business environment would benefit Ventura County. Every business should have sustainability built into the entrepreneurial design process. When calling for RFPs, there is a need to provide a sustainability plan for procurement.*