



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, November 15, 2019

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

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

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: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.</i> | |
| 8:05 a.m. | 3.0 Approval of Minutes: July 26, 2019 | Anthony Mireles |
| | 4.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:15 a.m. | • Regional Director AWET Update: | Holly Chavez |
| 8:30 a.m. | • Regional Energy Alliance Update: | Leigh Walker |
| 8:45 a.m. | • SB1 Update: | Patricia Duffy |
| 9:00 a.m. | • Year- End Review | Patricia Duffy |
| 9:15 a.m. | • Planning Discussion | Committee Members |
| 9:25 a.m. | 5.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 6.0 Adjournment | Anthony Mireles |

Next Meeting

January 17, 2020 (8:00 a.m. - 9:30 a.m.)

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

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

Friday, July 26, 2019

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

United Food and Commercial Workers, Local 770 (UFCW)
816 Camarillo Springs Road (Meeting Room/Suite A), Camarillo

MINUTES

Meeting Attendees

Committee Members

Anthony Mireles* (Chair)
John Brooks
Holly Chavez
Darrell Gooden
Grant Leichtfuss
Rosa Serrato*

WDB Staff

Patricia Duffy

Guests

Karen Schmidt (Clean Power Alliance)
Heather Allen (Ventura County
Regional Energy Alliance)
Yvonne Jonason (ETP)

**WDB Members*

1.0 Call to Order and Agenda Review

Anthony Mireles (Chair) called the meeting to order at 8:07 a.m.

2.0 Public Comments

No public comments.

3.0 Approval of Minutes: May 17, 2019

Motion to approve: Darrell Gooden
Second: Holly Chavez
Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

- Anthony Mireles introduced Rosa Serrato, Rosa joined the Workforce Development Board in February and is the Director of Corporate Human Resources for Reiter Affiliated Companies. Mr. Mireles welcomed Rosa Serrato to the Clean/Green Committee.
- Guest Speaker: Heather Allen, Ventura County Regional Energy Alliance
Heather Allen, reported on the Electric Vehicle Ready Blueprint, the blueprint is a 300 plus page document, currently available to the public for review and comment. The Ventura County Blueprint was funded by a grant from the California Energy Commission and was led by a project team which included the Ventura County Regional Energy Alliance, The Community Environmental Council and the EV Alliance. This was an extensive effort bringing

numerous stakeholders together and providing community outreach and evaluation of the existing infrastructure and training programs to support electric vehicles. “The project team led public outreach to more than 100 major employers and property managers and collected a total of 1,200 employee responses from three workplace surveys and 47 resident responses from one multifamily housing development survey.” As a result of the research the Blueprint identifies, “To meet the region’s anticipated demand for electric vehicle charging by 2025, the County is estimated to need 3,241 public electric vehicle charging stations. This includes 1,073 charging stations at multifamily housing developments, 800 charging stations at the region’s workplaces, 1,167 public Level 2 charging stations, and 201 DC Fast Charge stations. This additional charging infrastructure is especially critical to ensuring that the almost 40 percent of Ventura County residents who live in multi-family housing have an opportunity to choose and charge electric vehicles.” Ms. Allen encouraged comments on the Ventura Blueprint which can be found at, http://vcportal.ventura.org/CEO/energy/ev/Ventura_County_Electric_Vehicle_Ready_Blueprint_July_2019.pdf

- Career Pathways Update:

Darrell Gooden discussed with the committee members their recommendations for the location of the next Sustainable VC event he will be sponsoring. He stated the Clean/Green Committee members had been involved in helping him develop his idea for the first successful Sustainable VC event. Mr. Gooden mentioned the Port of Hueneme as a possible location since it needs to be a place that can hold at least 150 participants. The Committee members thought the port was an excellent idea since there is so much for the students to see and learn about at the port.

Deputy Sector Navigator – AWET Update

Holly Chavez, DSN for Agriculture Water and Environmental Technology, gave an update to the Committee members. Ms. Chavez reported on a survey they are conducting, which is a gap analysis for agriculture. The results will be shared with the committee members. Ms. Chavez reported on the growth of the Hemp industry in the region and some of the differences between the counties on responding to the rapidly emerging cannabis and hemp industries. Currently Santa Barbara County is allowing research hemp and not industrial hemp to be grown while Ventura County will allow industrial hemp.

The California Department of Apprenticeship Standards approved a cannabis registered apprenticeship program and San Francisco labor unions are working to provide training.

Holly Chavez announced she will be hosting, with two other DSNs, a combined global trade, small business, ag summit on November 14 at the Ventura County Community Foundation (VCCF) in Camarillo.

- Year-End Review

The Committee members reviewed the draft of the Year-End Review. The plan is for the members to take time to review the document and come back with insights and comments at the next meeting in September.

- Planning Discussion

The Committee members followed up on the planning discussion, reviewing both the Year-End Review and the Two-Year Plan. We discussed how sustainability has always been the committee focus. The members mentioned their interest in pursuing the idea presented by the previous CTE Dean from Oxnard College. Christina Tafoya was just joining the Committee when she suggested the possibility of putting in a small mini course on sustainability that would be given across all the CTE programs at Oxnard college. The Committee members felt this

was an excellent idea, however within a month of suggesting a course in sustainability across CTE programs, Christina moved to take a position as Vice President of another community college. During this discussion, committee members decided to prioritize pursuing this idea with the community colleges to see if we can identify interested college champions.

In addition, we discussed where the Committee could have the most impact in terms of identifying skills gaps and the training needed to fill those gaps. Energy came up because it crosses so many sectors. Due to recent legislation in energy conservation and the use of solar in new construction, we discussed the Committee identifying if we have enough training programs to meet the demand. Committee members discussed the need to hire and train 400 employees for 3C-REN energy audits (3C-REN, Tri-County Regional Energy Network). HERS Rater certification (HERS, **Home Energy Rating System**) will provide an industry recognized certification post HERS Rater training. Identifying EV training needs to meet the projected Blueprint growth expectations for EV was also discussed. Agriculture is a major industry in Ventura and identifying training needs for agriculture as well as the impacts of the emerging hemp and cannabis industries in the region was mentioned. The discussion will continue at the next meeting as the Committee works to identify priority areas of focus for this fiscal year.

5.0 Committee Member Comments

There were no comments

6.0 Adjournment

Meeting adjourned at 9:35 a.m.

Next Meeting:

September 27, 2019 (8:00 – 9:30 a.m.)

United Food and Commercial Workers (UFCW), Local 770
816 Camarillo Springs Rd, (Meeting Room), Camarillo, CA.



2018-2019 YEAR-END REVIEW **Workforce Development Board of Ventura County**

WDB CLEAN/GREEN COMMITTEE

2018-2019 Members

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

Other Members: John Brooks (City of Thousand Oaks), Holly Chavez (Deputy Sector Navigator South Central Coast Region of California Community Colleges), David Fleisch (County of Ventura Public Works Agency), Darrell Gooden (Ventura County Office of Education), Eric Humel (Oxnard City Corps), Grant Leichtfuss (Villa Park Orchards Association), Valeria Makarova (California Lutheran University), Celine Park (Moorpark College), Mary Ann Rooney (Ventura County Civic Alliance), Leigh Walker (Ventura County Regional Energy Alliance)

Committee Accomplishments

- Broaden the Clean/Green Committee membership to reflect the region's industries.
The Committee added two new members. A Moorpark Community College representative and a representative from the Ventura County Regional Energy Alliance, enabling the Committee to have a broader view of industry workforce needs and training gaps in the region.
- Joint Regional Sector Committees' Meeting "Engaging Partnerships for Regional Alignment"
Clean/Green Committee members participated in the Joint Regional Sector Committee meeting held on August 23, 2018. The meeting included WDB Committee members from five Committees, WDB Board members and community partners. Seventy regional partners attended the event. The focus was to gain an understanding of what Ventura has to offer in work-based learning and how to engage partners to become more regionally aligned in their approach to work-based learning. Vinz Koller from Social Policy Research Associates and the staff from the California Workforce Association, Brendon Anderson and Matt Hidalgo, facilitated the discussion. The meeting opened with regional partners sharing how their organizations are supporting and expanding opportunities for work-based learning. Eleven partners presented from the following agencies; ACE Charter School, Ventura County Office of Education, AJCC, Ventura County Civic Alliance, The Port of Hueneme, Ventura Adult and Continuing Education, Pathpoint, Ventura County Community College, Workforce Education Coalition, International Brotherhood of Electrical Workers, Boys and Girls Club. Vinz Koller gave a presentation on "Lessons learned from Zurich" where he had recently attended the CEMETS program on the Swiss apprenticeship model. Matt Hidalgo provided a review of the outcomes from the previous meeting on apprenticeship and the additional work done in the WDB sector committees to identify obstacles and challenges in creating a region model for work-based learning. The participants broke into six groups to work on prototyping a new shared work-based learning system for our region. The six groups reported on the prototypes they developed.
- Electric Vehicles: EV Infrastructure and EV Mechanics
John Brooks reported on an EV group formed to address electric vehicle infrastructure needs, a collaboration between Ventura and Santa Barbara. With the increase of electric vehicles, 440,000 have been sold in California, there is a need for more public charging stations to support these



2018-2019 YEAR-END REVIEW Workforce Development Board of Ventura County

vehicles. The prediction is one out of every eight vehicles will be electric by 2030. New construction is required to be solar ready and EV plug ready. He reported that public utilities are putting 20 million dollars into increasing EV charging stations. Incentives used for EV have been raised. The \$450 credit has been raised to \$1,000. There are added incentives for lower income individuals. Apps are also becoming available to tell you where charging stations are located. There is an increased need for EV mechanics, the committee members discussed finding out from the colleges if enough training is being provided to support the need for the expanding demand.

- Guest Speaker: Karen Schmidt, Clean Power Alliance
Karen Schmidt, Clean Power Alliance Regional Affairs Manager, presented an overview of the Clean Power Alliance. The Clean Power Alliance (CPA) is a public agency which enables community choice to bring clean renewable energy to local communities. State legislation, passed in 2002, enabled local government more local control over energy decisions and clean energy. The legislation allowed for CCAs (community choice aggregation). There are 19 CCAs in the State of California. Community choice energy allows local governments to purchase and invest in renewable energy sources. This allows for community based control over electricity sources and can create jobs in the renewable energy sector. In Ventura, Southern California Edison will continue to deliver service to and send the bill and maintain lines and wires. CCA becomes the default provider when a local government chooses to opt in. It is up to each local government to join the Clean Power Alliance and to determine the percentage of clean power. This is the default; however, each individual consumer can opt out or determine the level of clean energy they want by notifying the electric company. In Ventura, seven of the ten cities have joined as well as the County unincorporated areas. The three cities not participating are: Port Hueneme, Santa Paula and Fillmore. Santa Paula joined Lancaster Clean Energy instead so Santa Paula is participating, but not in the Ventura Program. The structure is a Joint Powers Authority. There are thirty-two member agencies and two county governments, Los Angeles and Ventura. There are eight member agencies in Ventura, the seven out of 10 cities and the unincorporated county area.

- Guest Speaker :Administrator of the Ventura County Recycling Market Development Zone(RMDZ)
David Goldstein informed the Committee members on the RMDZ and the benefits available to industry. The RMDZ uses recycling as an incentive to drive economic development by supporting new businesses and business expansion which will divert waste from landfills. The RMDZ can help employers with low interest loans and assistance with other financing for projects that will increase the market demand for recyclables. Up to 75% can be financed for project and loans can be up to 2 million per loan for 15 years. The RMDZ also provides support and assistance for manufacturers and new businesses making products from recyclable materials and assistance through the permitting process.

There is a need to have control of our own recycling efforts rather than shipping our recyclables to other countries. Some companies are adding the cost of recycling into the cost of the products, an example given was mattresses. Providing incentives for business and entrepreneurs to utilize recyclable products will create more green jobs.



2018-2019 YEAR-END REVIEW

Workforce Development Board of Ventura County

- Guest Speaker: The Port of Hueneme
Giles Pettifor, Environmental Manager at The Port of Hueneme presented a view of The Port from the early history to present. The port is small but incredibly efficient. Although dockside, the port is small the off-dockside operations are large making it very significant to our local economy, bringing economic vitality to the community. Studies indicate that even during economic downturns communities near a port rebound more quickly. The Port of Hueneme helps to bring social equity and fight poverty in the surrounding community. There are 14,000 jobs associated with the port operations, 2,700 are jobs directly at the port. The majority of the workers on site live in Oxnard. The longshoreman jobs at the port are based on a lottery system and do not require a college degree and can be six figure salaries. The recent project labor agreement (PLA) will increase the need for more local labor. On April 10th The Port of Hueneme will be hosting a Maritime Technology Symposium, the Port's 6th Annual Maritime Advanced Systems & Technology Expo (MAST). This includes showcasing new technologies and STEM outreach for jobs connected to technology at the port. Throughout the year, The Port of Hueneme engages the community through events. The banana festival brought 13,000 people and 1,200 children came through the port on tours during the year. Student internships in global logistics and international trade are available.

The Port of Hueneme is dedicated to sustainability. The largest concern is air quality and the port is developing a clean air plan. This will be the first time in the State that a port and a regulatory agency, (VCAPCD) have collaborated to write a clean air plan. In 2014 the port installed shoreside power which uses electricity to power cargo vessels at the dock. The port is the first California port to receive certification from Green Marine, the certifier of sustainable maritime facility operations.

- Guest Speaker: Ventura County Regional Energy Alliance/Sustainability Program
Leigh Walker, Program Administrator Ventura County Regional Energy Alliance, presented the services and resources provided by the programs; VCREA Regional Engagement, VCREA Fire Recovery, VC Green Business and 3C-REN Regional Engagement and Programs. VCREA with SoCal Gas provides free energy and safety assessments to Ventura County residents. 3C-REN, the Tri-County Regional Energy Network, is launching new energy efficiency programs and services in 2019 to address the needs of local government agencies, building professionals and residents in the Ventura region. **Residential Direct Install Program**, for hard to reach customers, assists residents to make free and low-cost improvements to their homes that save energy and money. **Codes and Standards Program**, offer resources for local government agencies and building professionals to increase knowledge on the changing energy code. **Learning and Development Program** provides access for our workforce to locally hosted learning and business development opportunities. Ms. Walker mentioned they are working with the Community College District to create career pathways in preparation for the new regulations which are generating the need for more training and skills. Ms. Walker also spoke about VC-Green Business which focuses on, pollution prevention, solid waste reduction, energy conservation, transportation and employee awareness.
- Workgroup Report: Employer Awareness, Video Review
The Employer Awareness Workgroup of the Clean/Green Committee created short videos of local industry success stories on how sustainable practices in business saves money, grows business, and creates jobs. VACE Multi Media Program provided their program expertise to create these videos for the Committee. The filming was completed at four different sites, Conejo Awards,



2018-2019 YEAR-END REVIEW **Workforce Development Board of Ventura County**

Kaiser Permanente Medical Building construction site, Marriott Ventura Beach and the Himalaya Restaurant. The videos have been edited and will be distributed for viewing through the newsletter, websites and social media.

- **Career Pathways**

Received updates from the California Career Pathways Trust grant project representatives, who are active committee members, and discussed opportunities to connect business and education for career awareness and workforce preparation. These updates enable committee members to stay informed about the current and future projects and collaborate.

The Civic Alliance grant for Career Pathways expires at the end of the academic year. The Civic Alliance won the WDB Youth Opportunity Award.

Darrell Gooden reported on the student participation in the MAST event held at The Port of Hueneme on April 10, 2019. This was the 6th annual event. MAST stands for Annual Maritime Advanced Systems and Technology Expo. There were over 400 participants and 250 students attended from the Ventura school system.

- **SUSTAINABLE VC – Careers in Clean Tech**

Darrell Gooden reported on the success of the event, “Sustainable VC”, held at Ventura College on February 6th. That event had a large turnout which included 40 industry professionals participating and 120 students. The event convened Ventura County industry partners and students to explore and learn about sustainable technologies and the future career opportunities in the pathways of Energy, Environment & Utilities / Construction & Architecture / Transportation (automotive) with an emphasis on innovation. An Entrée to Employment lunch was also served, which allowed students to interact and ask questions to the industry partners at their table.

- **Agriculture Water and Environmental Technologies**

Received updates from the Community College South Central Coast Deputy Sector Navigator on the projects they are supporting and sponsoring. These projects broaden student awareness of jobs in these fields and identify industry needs to align Community College Career Technical Education programs to meet these needs.

Holly Chavez, DSN for AWET (Agriculture, Water and Environmental Technology), South Central Coast Region, reported she allocated money from her budget for a gap analysis for the Ag industry and will be including the Ventura region. She noted that Ventura is number 8 in the State for agriculture production and is unique since the Ventura climate allows for 4 crops a year. There was an update on some of the challenges the cannabis industry is facing.

Ms. Chavez reported on the newly released report “California Agriculture Industry Cluster” which was prepared for the Ag Water Environmental Technology Sector for the California Community Colleges. This 120 page report presents a comprehensive picture of the agricultural trends in each region in California. The report addresses the increased use of tech in agriculture and the need for workforce training curriculum focused on Agriculture Science, Engineering and Technology (ASET). The report recommends “development of programs in remote sensing,



2018-2019 YEAR-END REVIEW **Workforce Development Board of Ventura County**

robotics and food safety and that workforce training programs need to be flexible to address the unforeseen needs of innovation and invention throughout the 21st Century and beyond.”

- **The Agriculture Apprenticeship Forum**
Holly Chavez, DSN for Agriculture Water and Environmental Technology, gave an update to the Committee members on the successful Agriculture Apprenticeship Forum held at the Crowne Plaza on April 22, 2019. Sponsored by the South Central Coast Community Colleges DSN for AWET, the Ventura region held an Agriculture Apprenticeship Forum at the Crowne Plaza Hotel in collaboration with the WDB Clean/Green Committee. Corina Pereira an Apprenticeship Consultant, informed the audience on how to set up successful apprenticeship programs in Agriculture. Ms. Pereira had set up eight Ag apprenticeship programs through West Hills Community College. Many of our Ag industry representatives attended. The Farm Bureau CEO helped with outreach through the Farm Bureau newsletter.
- **Occupational Employment and Data Growth Projections**
The committee members reviewed the updated Occupational Employment and Data Growth Projections for Green Jobs.
- **Planning Discussion**
Committee members received the Dun & Bradstreet data identifying the green businesses in Ventura County. The green list includes businesses in Ventura County certified as Green using national, state and local certification and industry standards.

The Committee discussed what the committee would like to focus on going forward. The Committee members prioritized some of the recommendations discussed previously. The previous Dean at Oxnard College and committee member, had suggested exploring a way to require a short course that addresses sustainability across all the CTE programs at the college. The committee members suggested this should be one of our high priorities. Working with the new Dean is a committee priority as well as working with other colleges to see if there would be a way to work sustainability into all the CTE programs.

Other priorities were to focus on industry using sustainability to attract talent and encourage businesses to use sustainability as a recruiting tool, use sector committees to engage businesses, bring more businesses to the committee, create value, promote green components in every job and identify new training that is needed to keep up with emerging markets, such as EV mechanics.



2018-2019 YEAR-END REVIEW
Workforce Development Board of Ventura County

WDB CLEAN/GREEN COMMITTEE

Insights:

- *Need to get more businesses involved.*
- *Engage the Chambers of Commerce to become involved, distribute Clean/Green videos on sustainable business to the Chambers.*
- *Continue to create awareness of the value of sustainable business practices.*
- *There is a need to Increase formal training opportunities in construction and agriculture.*
- *Include sustainability in hospitality program curriculum.*
- *Work with current programs (such as the program offered by Ventura Adult and Continuing Education) to help incarcerated individuals prepare for jobs after release and reduce recidivism.*
- *Work to increase apprenticeship/internship opportunities.*
- *Need to identify clean energy training programs in Ventura County*
- *Identify emerging green industries and training needs.*
- *Work with educators to increase awareness of green jobs in different industry sectors such as agriculture, energy, transportation, hospitality, construction.*
- *Work with educators to include sustainable practices in the Ventura College Agriculture Program curriculum.*
- *Encourage green entrepreneurship by identifying the skills and talent pipeline needed to support green industries and to create the support network for green industries to recognize Ventura as a green innovation hub.*



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

Goal

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

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

Components of Plan

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



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

Priorities

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

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



WDB CLEAN/GREEN COMMITTEE DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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