

Meeting Notes

Solar on Multifamily Affordable Housing (SOMAH)

Job Training Organization (JTO) Task Force

March 10, 2023, 9:00 AM - 12:30 PM

Virtually Held Meeting.

Meeting Attendees

SOMAH Program Administrators

Marisa Villarreal | Program Director, GRID Alternatives

Ingrid Murillo | Senior SOMAH Workforce Development Program Manager, GRID Alternatives

Walther Perez | SOMAH Workforce Development Program Manager, GRID Alternatives

Mina Defee | SOMAH Workforce Development Program Manager, GRID Alternatives

Hannah Keenan | Senior Manager, SOMAH, Center for Sustainable Energy

Luke Ballweber | Project Manager, Center for Sustainable Energy

SOMAH JTO Task Force Members

Jon Caffery | Saddleback College/College of The Desert (Orange County)

Senait Forthal | OC Go Solar (Los Angeles)

Mitchell Smith | Young Community Developers (Bay Area)

Jeff Trirogoff | Elements of Earth and Energy (Humboldt County / Northern CA)

Janie Hodge | Paving the Way Foundation (Antelope Valley / Los Angeles)

Noah Arzola | William M. Maguy School of Education, Proteus Inc. (Central Valley)

Wes Olson | Center for Employment Training - Oxnard (Central Coast)

Wanda Rogers | SoCal Pre Apprenticeship (San Diego)

Not in attendance:

Genevieve "Gina" Jones | Owens Valley Community Development Center (Central Valley / Eastern Sierras)

Danny Gonzales | Center for Employment Training - Colton (Inland Empire)

Meeting Agenda

Fill in ahead from Facilitation Plan + Slide Deck

1. New Member Introduction/Recruiting Update

2. SOMAH & SGIP General Review
3. Supporting Trainees
4. Apprenticeship Working Group
5. Review program updates and wins

Meeting Notes - *Fill in ahead from Facilitation Plan + Slide Deck*

1. New Member Introduction/Recruiting Update

Mina Defee, Workforce Development Program Manager, SOMAH PA

Wanda Rogers - new member highlight:

- Founder of SoCAL Pre Apprenticeship program
 - Only registered pre-apprenticeship program in California
 - Designed for system-impacted folks
 - The 16-week program is focused on soft skill development
 - Use grants to cover student costs
 - So far, 22 students have graduated from the program
- Representing the San Diego region

Mina reminded the Task Force that we are still recruiting for another representative from the Los Angeles region.

2. SOMAH & SGIP General Review

Mina Defee, Workforce Development Program Manager, SOMAH PA

Shalene (Shae) Watanabe – O'Toole, Operations Manager, SGIP

Shalene (Shae) Watanabe – O'Toole presents a general overview of SGIP to the Task Force.

- SGIP = Self Generation Incentive Program
 - Launched 2001
 - SB700 authorized \$830 million for 2020-2024
 - Equity focus as well
 - Two definitions of multifamily - residential and non-residential
- Impact of SGIP to date:
 - 40,000 approved applications
 - Close to \$2 billion in incentives paid
 - 1,334 MW installed statewide
 - 532 active projects statewide
- Incentive paths
 - Equity resiliency - 1.00 per Wh
 - Equity 0.85 per Wh

- General market currently 0.25-0.30 per Wh
 - Resiliency adder - 0.15 per Wh
- Multi-family projects
 - Statewide, SGIP has had 368 Multifamily applications
 - Current VNEM tariff rules do not align with participation requirements for the program's most desired budget categories.

Q&A:

TF Member: when you say that the general rebate is .25-.30, is that anyone, no income restrictions?

SGIP PA: correct.

TF Member: how does IRA work with this?

SGIP PA: not sure if they can be paired but will look into this.

TF Member: will you allow for demand response solutions?

SGIP PA: nothing is set in stone but we're considering it

TF Member: which tariffs is this currently set up for?

SGIP PA: VNEM only.

TF Member: is support provided when batteries are installed since that is categorized as resilience?

SGIP PA: that's also part of the discussion

3. Supporting Trainees

Mina Defee, Workforce Development Program Manager, SOMAH PA

General Discussion:

SOMAH PA: how do we ensure that trainees build careers after the SOMAH job training?

TF Member: continue their education with a JTO to have wrap-around services

SOMAH PA: there are several CET centers all over CA, so will most trainees have access to this resource?

TF Member: yes.

SOMAH PA: we have a spreadsheet with wrap-around services to help overcome barriers to the industry, which will be sent out after this meeting

TF Member: the biggest piece of advice is that you should have supportive services. If the project is 50 miles from their home, that can look like a rideshare program, or you can provide them with childcare assistance, like a stipend.

TF Member: we need to know which trainees are committed. If they are not answering calls, they could not be admitted into the program.

SOMAH PA: so whenever we get a sign-up in the program, we follow up with them before they fill out the Intake Form?

TF Member: you have to tell them how we're going to hold them accountable. Ask them if they are committed to doing what they say they are going to do.

SOMAH PA: considering a lot of what's been said, it looks like we should look at the program more comprehensively. Looking at quality instead of quantity. There are a lot of partners in the room that can provide soft skills and wrap-around services.

TF Member: that's an important question. What do we want? Quantity or quality? If you're looking for incentives to get trainees into full-time positions, incentivize the employers.

SOMAH PA: maybe the contractors need to have more accountability. Are they hiring from frontline communities? Where is the accountability for the companies that are building in frontline communities?

SOMAH PA: we currently do not have trainees or JTO partnerships in every region. How can we both ensure quality and cover the whole state?

TF Member: you could consider increasing job training hours requirements for contractors - if a contractor sees that a trainee is an asset (has good skills, etc.), then they should hire full-time.

Long-Term Solutions:

SOMAH PA: we should also consider having more equity requirements in the SOMAH program.

TF Member: we could increase the job training requirement hours or length of time to 6 months, 2 weeks is not a substantial amount of training.

TF Member: I don't disagree, but this amount of time lets the contractor see if the trainee has what it takes to work in the company. The ones that work hard continue to get hired.

TF Member: on another note, it is important to note safety in the requirements. To contact them for 6 months could be a safety issue. The 40 hours are perfect, so the trainee gets their feet wet, but does not need additional credentials yet.

TF Member: SOMAH should consider creating an online training course for trainees to learn the safety basics, and it could weed out trainees that are not serious.

TF Member: OSHA 10 or OSHA 30 - if they are certified, it can count towards any job in construction.

TF Member: quality trainees could be a solution. If the contractor knows they're OSHA 30 Certified, the contractor will give them more tasks (not just loading/ unloading, stacking, etc.)

TF Member: After offering OSHA 30, contractors called our organization searching for trainees.

4. Apprenticeship Working Group

Mina Defee, Workforce Development Program Manager, SOMAH PA

SOMAH PA: what is the ultimate goal? Do we want to create the program and give it to someone else to administer? Do we want to find a program and let folks know?

TF Member: the main goal is to increase employment for trainees and qualified hires for contractors.

TF Member: another goal is a safe and happy workforce.

TF Member: the apprenticeship would make them a qualified installer, and then they can get an ET card - or this can be a pre-apprenticeship and then they can move on to be a full-blown installer or NABCEP Professional.

SOMAH PA: what is the expected time commitment per member? What do we need to agree on in order to make it happen?

TF Member: we can plan it in a quarter. We will need funding, enrollees, an intermediary, a sponsor, and interested contractors.

TF Member: I was on the research development team for my organization.

SOMAH PA (via chat): I like the intentionality and direction and certainly agree with investing the needed time to get it correct.

SOMAH PA: can the planning phase be done in a quarter?

TF Member: yes, absolutely.

TF Member: I have a question about that. In order to be a pre-apprenticeship, you need a sponsor, a union, or a nonunion. Do you have a sponsor?

TF Member: the approval process for apprenticeship is nuanced.

TF Member: Installer track is a bit more viable in our opinion.

SOMAH PA: I suggest we meet once a month so that we can flesh out the details.

SOMAH PA: task force members can gauge competency and skills required and the PA could put together the feedback and consolidate it into something.

SOMAH PA: we have to check to understand whether SOMAH's admin team can conduct this. We might need an intermediary.

SOMAH PA: would task force members be willing to include their networks to meet this task?

TF Member: yes, we are willing but we will also need a list of SOMAH contractors.

TF Member: we should consider putting together a separate survey or include a question about this in the current workforce development needs assessment.

TF Member: something like, would you be interested in the apprenticeship program if we did put it together?

TF Member: these are the top things to consider

- Solar careers as a choice
- Employment
- Reducing job-related incidents

5. Review program updates and wins

Mina Defee, Workforce Development Program Manager, SOMAH PA

Ingrid Murillo, Senior Workforce Development Manager, SOMAH PA

Marisa Villarreal, Program Director, SOMAH PA

Luke Ballweber, Project Manager, SOMAH PA

SOMAH program updates:

- Total applications: 433
- \$96.5 million in funding that's already been reserved
- \$426.3 million funding remaining
- 32.3% of SOMAH's active applications are located in Disadvantaged Communities

- Tenants are slated to receive ~86.4% of the electricity generated from SOMAH installations
- Serving 34,245 tenant units
- Average system size: 148.14 kW
- 13 participating contractors
- Pipeline supports 131 job training opportunities
- 82 completed projects, with 13.730 MW of electricity serving over 7,333 tenant units

Tribal participation updates:

Current plan outline:

- The admin team has received cultural competency training, and we have goals to conduct more sessions.
- We are planning regional listening sessions.
- Exploring a Tribal community based organization partne.
- We will be launching an application resource document.
 - Contractor and property owner resources
 - Goes over what it takes to be SOMAH eligible in a clear and concise manner
- Also working on identifying solar-led tribal contractors
- Will reach out to Tribal serving/Tribal led JTOs once there are projects in the pipeline

TF Member: are we doing anything to increase contractor diversity

SOMAH PA: progress is being made with contractor and subcontractor diversity.

TF Member: financing is an issue, SOMAH does not have any resources for this. Is there is an opportunity for IRA financing to support this gap?

SOMAH PA: IRA financing and potential opportunities are still being unpacked and explored.

6. Next Steps, Questions, Open Floor, Exit Survey

Mina Defee, Workforce Development Program Manager, SOMAH PA

The next meeting will take place on June 16 from 9-12:30 and will be held virtually.