

Meeting Notes

Solar on Multifamily Affordable Housing (SOMAH)

Job Training Organization (JTO) Task Force

June 24, 2022, 9:30AM - 12:30PM

Virtually Held Meeting

Meeting Attendees

SOMAH Program Administrators

Staci Hoell | Senior SOMAH Workforce Manager, GRID Alternatives
Walther Perez | SOMAH Workforce Development Program Manager, GRID Alternatives
Mina Defee | SOMAH Workforce Development Program Manager, GRID Alternatives
Ingrid Murillo | SOMAH Workforce Development Specialist, GRID Alternatives
Sana Sheikholeslami | Senior SOMAH MEO Coordinator, GRID Alternatives
Adewale OgunBedejo | VP of Workforce Development, GRID Alternatives
Christopher Walker | Senior Program Director, GRID Alternatives
Peterson Pierre | SOMAH Tenant Services and CBO Coordinator, GRID Alternatives
Monica De La Cruz | SOMAH Marketing, Education, & Outreach, Coordinator, GRID Alternatives

SOMAH JTO Task Force Members

Jon Caffery | Saddleback College/College of The Desert (Orange County)
Senait Forthal | OC Go Solar (Los Angeles)
Wes Olson | Center for Employment Training - Oxnard (Central Coast)
Mitchell Smith | Young Community Developers (Bay Area)
Noah Arzola | William M. Maguy School of Education, Proteus Inc. (Central Valley)
Danny Gonzales | Center for Employment Training - Colton (Inland Empire)
Jeff Trirogoff | Elements of Earth and Energy (Humboldt County / Northern CA)
Janie Hodge | Paving the Way Foundation (Antelope Valley / Los Angeles)
Genevieve "Gina" Jones | Owens Valley Community Development Center (Central Valley / Eastern Sierras)

Not in attendance:

Stuart Cooley | Formerly, Santa Monica College (Los Angeles)

Meeting Agenda

Fill in ahead from Facilitation Plan + Slide Deck

1. Welcome, Introductions, JTO Task Force Individual Share Outs
2. Review and Approve Updated JTO Task Force Bylaws
3. SOMAH Program Updates & Progress
4. Priority Area Workshop - Strategic Planning
5. Next Steps, Questions, Open Floor, Exit Survey

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

1. Welcome, Introductions, JTO Task Force Individual Share Outs

Staci Hoell, Senior Workforce Development Manager, SOMAH PA

Staci introduced the new staff members, Mina and Walther, and their roles in the workforce development team. She also shared that Rising Sun is now pursuing other opportunities and will not be leading JTO engagement, however, they will remain on the SOMAH program as a job training organization.

Mina Defee:

SOMAH Workforce Development Program Manager - GRID Alternatives

- Leading JTO Task Force
- JTO engagement
- Support CBOs with job training outreach

Walther Perez:

SOMAH Workforce Development Program Manager - GRID Alternatives

- Support contractors with job training requirements
- Facilitate job trainee recruitment and placement
- Explore contractor workforce development needs

Rising Sun Transition:

- Shifting Staff and capacity
- Exited SOMAH to pursue other opportunities
- The organization will remain as a JTO contact

2. Review and Approve Updated JTO Task Force Bylaws

Staci Hoell, Senior Workforce Development Manager, SOMAH PA

Staci presented the latest updates to the bylaws and incorporated new changes from the TF members in real time. Staci will finalize the changes requested and will send an updated version of the bylaws to the TF members.

General feedback:

- **TF Member:** Is CET helping?
 - **PA Member:** Contact has decreased due to staff turnover but will reconnect
- Term limit scrapped - no term limits for membership
 - **TF Member:** fine with limits and wants to encourage membership
 - **TF Member:** no term limits is ok, encourages institutional memory
 - **TF Member:** term limits can be longer in order to encourage institutional memory
 - **TF Member:** no term limits is fine for the reasons stated above
 - **TF Member:** no term limits is ideal for allowing engaged members to stay
 - **TF Member:** agreed with Wes
 - **TF Member:** preference of no term limits
- Ensure that there is a process to reapply
- Add clause to revisit the no term limit to ensure checks and balances.
- Virtual meeting language will not affect attendance requirements.
- Task Force will keep working group meetings.

Chair/Vice Chair positions:

- No recommendation
- Chair requirements
 - Sets agenda with the SOMAH PA
 - Alternate every other meeting with Vice Chair
 - Helps with tracking items for discussion
 - Provides tonal encouragement
 - Signature on any public documents (Vice-Chair ok to sign if Chair unavailable)
 - Chair leads selection of members
- Vice-Chair Requirements
 - Provide feedback on agendas
 - Support member selection process
- **TF Member:** Should add a rule asking Chair and Vice-Chair to overview agenda at start of meeting to solicit feedback
- One-year term limit on officer positions with the option to reapply

Changes to Bylaws document:

- Add language to redefine member total, (Nine OR Eleven)
- Recruitment for new members will be 12-8 weeks before term change
- Removing Rising Sun partnership language
- Added 3rd party selection committee language
 - Note: GRID cannot decide due to COI

Midterm Additions:

- Task Force needs to recruit representation from San Diego region

- PA will complete outreach and send applications to Chair & Vice-Chair

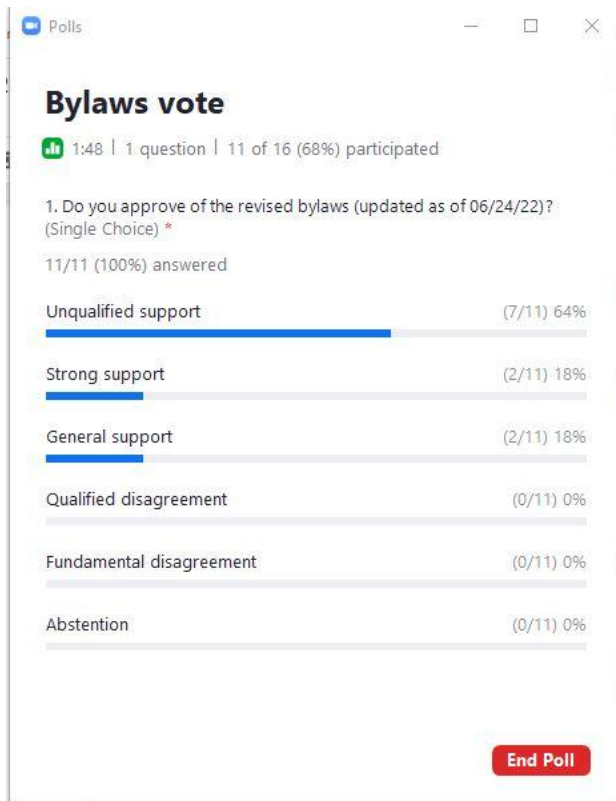
Removal:

- Any breach of the SOMAH code of conduct subject to removal at the discretion of the SOMAH PA

Meetings:

- **TF Member:** Should define quorum language
- Working group meetings requirements to be eligible for stipend
 - In the event that someone can't make a meeting, add alternatives for an opportunity to participate
 - Working groups can be up to two hours but may only last an hour as per precedent

Full support of Bylaws changes - all 11 in support:



3. SOMAH Program Updates & Progress

Staci Hoell, Senior Workforce Development Manager, SOMAH PA

Staci and Ingrid presented program updates including relevant statistics, Tribal inclusion, status of workforce development projects, and new staff roles. Staci also facilitated discussion on opportunities for improvement and provided information on policy updates and upcoming events.

Application Breakdown:

- We have received a total of 456 applications
 - 34% of apps in DAC's
- Tenants are slated to receive 87% of the electricity generated from somah installations

Additional Program Stats:

- Average size of project is 188 KW
- **TF Member:** asked about the contractor participation stats
 - Staci confirmed that there are 13 separate contractor companies
- **TF Member:** asked if we can see when construction phase is reported
 - Staci confirms that all pipelines are in the California ADG stats website: <https://www.californiadgstats.ca.gov> and will look for an updated report
- **TF Member:** asked if tenants are surveyed, and if rent stability is improved, this kind of data can be used to advocate for increased involvement
 - Staci confirmed Tenants are surveyed at various points
- **TF Member:** asked if the building owners are also surveyed
 - PA believes so, at certain points
- **TF Member:** asked if we work with single family homes
 - Staci confirms it is a multi family of 5 units or more.

Opportunities for Improvement:

- We would like to increase diversity of trainees, participating regions, etc
- We would like to streamline the whole process

Including Federally recognized tribes as a DAC:

- Tribal land will now eligible for SOMAH
- More job trainee engagement potential
- **TF Member:** offered to assist with increasing engagement in Tribal lands
- SOMAH PA will be releasing a press release soon

Workforce Development Projects:

- **TF Member:** asked if tribes have to be under the umbrella of EGE
 - Staci confirms that is the case, but will look for clarifying information
- Newsletter development designed to increase traffic to the website
 - Small bursts of content that drives clicks about opportunities
 - Showcase trainee stories, trainee shout outs, and new staff members
 - PA will send info on how to sign up for the newsletter
- **PA Member:** Solar Career Pathways webinar on July 12: <https://calsomah.org/event-detail/314>
- **PA Member:** Here's Greenwork's website: <https://www.joingreenwork.com/> and the link to subscribe to the SOMAH Job Training Newsletter: <https://forms.gle/pspRcXC2PTCzYctZ9>
- **PA Member:** SOMAH academy will launch in coming months

JTO Engagement:

- Mina will take the lead on JTO engagement
- Developing Survey that will be sent out every two years

- Increase/improve local JTO-CBO Connections

Contractor Engagement:

- Walther will take the lead on contractor engagement
- Will complete a regional analysis for trainee need → proactive recruitment
- Will work on a workforce needs assessment
- Lastly, will look to re-examine wage requirements
 - Senait believes that increased wages would decrease the shortage of labor

Policy Updates:

- Continue to monitor CLSB licensing decision
- AB 2143 will require prevailing wage for solar installers working on commercial solar projects
- **TF Member:** asked if there will be a recommendation from the JTO taskforce
 - As a contractor, he would not consider trainees, only established electricians
- **PA Member:** they would not ask JTO task force for feedback, but individual organizations will advocate on behalf of their interests and organizations

Upcoming events:

- July 12, 2022 - Solar Career pathways
- July 28, 2022 - Applicant and contractor eligibility training
- August 11, 2022 - Tenant education training
- August 16, 2022 - Job training Overview webinar for contractors

4. Priority Area Workshop - Strategic Planning

Staci Hoell, Senior Workforce Development Manager, SOMAH PA

Staci presented the priorities chosen by the TF members and facilitated discussion on how each priority will be addressed. The TF members also discussed the role of working groups and how to increase engagement for the SOMAH program.

General:

- 1 - Identify Best practices and tactics to engage JTOs
- 2 - Develop tactics and resources to ensure that eligible trainee candidates are accessible to contractors
- 3-4 - Tie between assessment of what trainees need in order for their SOMAH project experience to be career advancing, and how to integrate SOMAH into tribal communities

Working group suggestions:

- JTO engagement and connections to SOMAH jobs
- Opportunity accessibility
- Career advancement strategies
- **TF Member:** would like to specifically target re-entry population and removing barriers

- Potentially creating a working group

Targeted JTO engagement and connection to SOMAH jobs:

- Develop engagement plans for Tribal lands
- Increase engagement in Central Valley, Inland Empire, San Diego
 - Jeff would like to add northern California because 21 of the 22 counties do not have approved JTOs
- Strategies to successfully engage and partner with JTOs:
 - Work with community colleges and regional occupational Programs (ROP's)
 - **TF Member:**
 - We should get ahold of instructors
 - It is difficult to align jobs with school/instruction because they are typically outside of instructional scheduling, if we had marketing material that professors can post for jobs over the summer or create a signup list for trainees, it would make recruiting easier
 - Providing a job timeline from planning stage to permit stage can help in recruiting efforts with instructors who want to help students become trainees
 - **TF Member:** thinks that an in person representative is the best kind of marketing, someone to come in and talk about pay and the work environment
 - **TF Member:** thinks leadership teams at CBO's can be an incredible asset
- Barriers to engaging with JTOS and connecting their students to SOMAH projects
 - **PA Member:** staff turnover as a major barrier
 - **TF Member:** notes that removing barriers to onboarding trainees could be done through the website and would also like to reassess the resume template Wes thinks one major barrier is language

We will finish the rest of the slides in future working group meetings in Q3. PA staff will send out invitations to all of the workgroups and the members can self-selec. All members will be required to attend the last meeting to recap.

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

Staci Hoell, Senior Workforce Development Manager, SOMAH PA

Staci presented the next steps and asked for questions or concerns. Most questions were addressed during the meeting. PA staff will send all members the documents and information requested and will follow up with individual TF members on specific questions.