REQUEST FOR APPLICATIONS

Solar on Multifamily Affordable Housing (SOMAH) Regional Job Training Organization Task Force

Background
The Solar on Multifamily Affordable Housing Program Administrator (SOMAH PA) is seeking applications from interested persons to serve on the SOMAH Regional Job Training Organization Task Force (JTO Task Force).

The Solar on Multifamily Affordable Housing (SOMAH) program provides financial incentives for installing photovoltaic (PV) energy systems on qualified multifamily affordable housing. The program will deliver clean power and credits on energy bills to hundreds of thousands of California’s affordable housing residents. SOMAH’s unique community-based approach ensures long-term, direct economic benefits for low-income households, helps catalyze the market for solar on multifamily housing, and creates jobs through local hiring initiatives and job training opportunities on each SOMAH installation project. The SOMAH program is overseen by the California Public Utilities Commission.

The purpose of the Regional JTO Task Force is to ensure job training organizations’ voices and interests remain at the forefront of the SOMAH program’s job training efforts and that trainees have a meaningful and career-advancing experience. The JTO Task Force will provide insight, feedback and advice to the SOMAH PA to support that body in maximizing the benefit to individuals from disadvantaged communities from the standpoint of local hiring, job placement and trainee benefits.

A draft proposal describing the JTO Task Force has been released by the SOMAH PA and can be found here.

The Regional JTO Task Force will cover a range of topics including, but not limited to the following:

- Identifying best practices and tactics to connect with and engage job training organizations in the preparation and connection of participants with SOMAH training opportunities
- Feedback on or development of strategies to continually improve trainee experience and outcomes through SOMAH program engagement
- Exploring pathways for contractors and solar employers to provide feedback on workforce and hiring needs
Identifying opportunities to connect SOMAH contractors and trainees through the job training portal and events such as career fairs, workshops, or other workforce development-related events
- Review of and feedback related to the public-facing Job Training Organization Directory
- Input and feedback on strategies to encourage trainee participation in SOMAH–related opportunities
- When possible, alignment of SOMAH programming with other efforts with shared goals

The opportunity/responsibility of SOMAH JTO Task Force members

- Serve as an adviser to the SOMAH PA for a two-year term
- Attend quarterly in-person meetings, starting in Q1 2020, and expected to continue through Q4 2021.
  - Meetings will take half to a full business day, and will be held at rotating sites throughout CA;
  - Task Force members will be compensated with a stipend per quarterly meeting plus travel and expenses to attend the meetings.

Contributions

As a member of the SOMAH JTO Task Force, you will contribute:

- Your connection to and understanding of job trainee needs, goals and priorities as they prepare to begin or advance in their careers.
- Your understanding of the challenges and opportunities of job training organizations to prepare trainees to access and succeed in solar or green building design careers.

To support the SOMAH PA in:

- Creating strategies for connecting potential trainees to contractors
- Connecting with additional job training organizations across the state to ensure trainees in all communities are aware of and able to access SOMAH opportunities
- Providing resources to help prepare trainees to take advantage of these opportunities and navigate their careers well beyond
- Evaluating the success of SOMAH job training opportunities in providing meaningful, career advancing experiences that are accessible to all, particularly for individuals underrepresented in the solar industry
Benefits

- Opportunity to connect your students or program participants with paid, on-the-job, solar training experiences.
- Engage with potential employers to learn about current hiring needs and opportunities for your students and participants.
- Be part of a statewide network of leaders in talent development and job training.

Qualifications

- Task Force members must represent an organization or program that has a workforce development or training component. Representatives may include administrators, leaders, instructors, participants or alumni. It is not required for programs to meet SOMAH-eligible training, but SOMAH-eligible training programs are strongly preferred.
  - SOMAH-eligible job training programs include California community colleges, or PV-training programs offered to the public by local government workforce development programs, community non-profits, private enterprises, or the electrical workers union.
  - SOMAH eligible job training programs have 40+ hours of instructional and/or hands-on PV installation and design training.
  - Career technical education programs related to green building or design offering 40+ of instruction are also eligible.
- Be informed as to the SOMAH program and its relation to the training opportunities it represents.
- Have a connection, either directly or indirectly through the organization/program they represent, to individuals eligible for trainee positions on SOMAH installation projects.
- Be able to commit to participating fully on the Task Force and attend quarterly meetings throughout California.
- Have experience in supporting individuals from disadvantaged communities in overcoming barriers to high value, stable employment (preferred).

How to apply

Individuals interested in participating will be required to apply via email to workforce@calsomah.org with the following documents:
• **JTO Task Force application form**
• Resume or curriculum vitae demonstrating relevant experience and subject matter expertise
• A 1-page to 2-page, bullet point overview of the job training organization/program the applicant represents including:
  ○ Organization name
  ○ Organization type
  ○ Eligible training program name (if applicable)
  ○ Brief description of the training or workforce program
  ○ Brief description of students or participants the program serves
• Letter of interest (maximum 2 pages) that demonstrates the applicant’s area of knowledge and expertise

Please include “SOMAH JTO Task Force Application” in the subject line of the email.

**Selection process**

Applicants from each defined region of California will be reviewed and finalists will be chosen by a selection committee headed by Rising Sun Center for Opportunity. The selection committee will choose at least one representative for each of the seven regions in California.

The regions are defined as: Bay Area, Central Coast, Central Valley, Inland Empire, Los Angeles, San Diego, and Northern California. For the purposes of the SOMAH JTO Task Force, the following counties are a part of each region:

• **Bay Area:** Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, Solano
• **Central Coast:** Monterey, San Benito, San Luis Obispo, Santa Barbara, Santa Cruz, Ventura
• **Central Valley:** Alpine, Amador, Calaveras, El Dorado, Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, Sacramento, San Joaquin, Stanislaus, Tulare, Tuolumne
• **Inland Empire:** Riverside, San Bernardino
• **Los Angeles:** Los Angeles, Orange
• **San Diego:** Imperial, San Diego
• **Northern California:** Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Napa, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Sutter, Tehama, Trinity, Yuba, Yolo

Applicants will be evaluated against the pool of applicants from their region using a predetermined set of criteria, which covers the following four areas:
First Area: Connection to participants. (3 possible points)

The Task Force members will represent the interests of job training organizations and participants, therefore level of connection and relationship to participants in an area where there is a high volume of SOMAH projects will be a major determinant:

- Applicant’s organization/program provides either 1.) 40+ hours of instructional and/or hands-on solar PV installation and design training, or 2.) is a Career technical education program related to green building or design with 40+ hours of instruction; and soft skills development, job placement and support services. (3 points)
- Applicant’s organization/program provides either 1.) 40+ hours of instructional and/or hands-on PV installation and design training, or 2.) is a Career technical education program related to green building or design with 40+ hours of instruction (2 points)
- Applicant’s organization/program does not provide direct training but advocates for and/or delivers programming that supports workforce development (1 point)

Second Area: Subject matter expertise and/or experience (5 possible points)

- Applicant is a subject matter expert and considered an authority other organizations/programs look to for advice in the field of PV installation and design training or workforce development at the state level. (5 Points)
- Applicant is a subject matter expert and considered an authority other organizations/programs look to for advice in the field of PV installation and design training or workforce development at the regional or local level. (4 Points)
- Applicant has significant experience and expertise in the field of PV installation and design training or workforce development. (3 Points)
- Applicant has limited experience and expertise in the field of PV installation and design training or workforce development. (2 Points)
- Applicant has limited experience in the field of PV installation and design training but has knowledge of the local workforce. (1 Point)

Third Area: Letter of interest (3 possible points)

- Letter of interest expresses knowledge of the SOMAH program and the associated training opportunities as well as a deep enthusiasm for engaging their organization/program and others in the resulting opportunities (3 Points)
• Letter of interest expresses some knowledge of the SOMAH program and the associated training opportunities as well as an interest in engaging their organization/program and others in the resulting opportunities. (2 Points)
• Letter of interest expresses some general knowledge of the SOMAH program. (1 Point)

Fourth Area: Diversity, Equity, and Inclusion (3 possible points)

• Organization/program makes a deliberate effort to serve individuals underrepresented in the solar industry as defined in the SOMAH handbook, Section 2.8.6 Local and Targeted Hiring[1] or those from Disadvantaged Communities (DACs) as defined by CalEnviroScreen and provides wraparound services to support them in overcoming barriers to entry. (3 Points)
• Organization/program serves underrepresented individuals and/or those from DACs. (2 Points)
• Organization/program does not make a deliberate effort to serve underrepresented individuals and/or those individuals from DACs but does not deter such individuals from participation (1 Point)

Timeline

• The application period will begin on December 9, 2019 and will remain open until February 14, 2020.
• All applications, including all required documents are due by January 17, 2020 at close of business.
• After reviewing application materials, the top two candidates in each region will be notified of their status and the Selection Committee will begin reaching out to references.
• Once the final selections have been made, the seven members of the task force will be announced.
• The initial JTO Task Force meeting is expected to be held in Q1 2020.