

**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 throughout California. The program will deliver clean power and credits on energy bills to 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 paid 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 that job training organizations' voices and interests remain at the forefront of the SOMAH program's job training efforts and that job 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.

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 advisor to the SOMAH PA for a two-year term;
- **Quarterly Meetings:** Attend quarterly meetings, starting in Q1 2022, and expected to continue through Q4 2023.
  - Given the ongoing conditions of the COVID-19 Pandemic, the Task Force will convene virtually via Zoom for 2-3 hour quarterly meetings.
  - Contingent upon the improvement of the COVID-19 pandemic, the Task Force may resume in-person meetings. Quarterly meetings will take half to a full business day, and will be held in person at rotating sites throughout CA. The Task Force will only move forward with in person meetings when conditions are deemed safe for all members.
- **Workgroup Meetings:** To aid in the focus and productivity of the Task Force, members are asked to also attend at least one focus area workgroup meeting per quarter, or complete equivalent asynchronous feedback processes. These 1-2 hour meetings will focus on proposing recommendations to the SOMAH PA and/or developing proposed resources, tools, or guidance that support the SOMAH program in accomplishing its job training goals. The three current workgroups focus on job training organization (JTO) engagement, opportunity accessibility, and long-term career advancement. Topics may change depending on the needs of the Task Force and SOMAH PA.
- **Stipend:** If a Task Force member attends a full quarterly meeting and at least one focus area workgroup meeting per quarter, they will be eligible for the quarterly stipend of \$500. If in-person meetings resume, Task Force members will be compensated with the quarterly meeting stipend 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**

- Be a leader in the effort to ensure that SOMAH job training opportunities are implemented in a manner that maximizes benefits to trainees.
- 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 have the following qualifications:

- Represent an organization or program that has a workforce development or training component. Representatives may include administrators, leaders, instructors, participants or alumni. The training component may or may not be a SOMAH-eligible training as defined below, 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 about the SOMAH program and its job training and workforce development initiatives.
- Have a connection, either directly or indirectly through the organization/program they represent, to individuals eligible for job trainee positions on SOMAH installation projects.
- Be able to commit to participating fully on the Task Force and attend virtual quarterly meetings and potentially one in-person meeting, contingent upon public health and safety concerns.
- 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 submit an application packet via email to **workforce@calsomah.org** including:

- Completed **JTO Task Force application form** (available on <https://calsomah.org/job-training-organization-task-force>)
  - Applicants will be required to provide names and contact information for two professional references on the application.
- Resume or curriculum vitae demonstrating applicants connection to or significant experience and subject matter expertise pertaining to workforce development,

- A 1-page to 2-page, bullet point overview of the job training organization/program that 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 that the program serves
- Letter of interest (maximum 2 pages) that demonstrates the applicant's area of knowledge and expertise, that can inform and evaluate the engagement of and benefit to job trainees on SOMAH project installations.

Include "SOMAH JTO Task Force Application" in the subject line of the email.

### **Selection process**

Applicants will be reviewed, and finalists will be chosen by a selection committee headed by Rising Sun Center for Opportunity. The selection committee will choose a wide range of members who will adequately represent geographic diversity from throughout California. SOMAH installation projects will have opportunities for trainees across the state, so a Task Force that adequately represents this range is key to fulfilling the goals of the Task Force.

Current Task Force members are eligible to re-apply for a second term. Returning member applications are reviewed before the general application process opens, and the number of open spaces for new applicants will be determined based on the number of returning members and gaps in regional representation.

Applicants will be evaluated 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 be representing 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**

- **January 2022** - Application deadline for new members. After reviewing application materials, candidates will be notified of their status and the Selection Committee will begin reaching out to references.
- **Late January 2021** - Final task force members selected will be notified.
- **Early February 2022** - Task Force members fully confirmed and finalized.
- **March 2022** - Second Task Force will commence Q1. The first meeting will likely take place in March 2022.