

December 6, 2019

Solar on Multifamily Affordable Housing (SOMAH) program: Regional Job Training Organization (JTO) Task Force Structure and Framework Proposal

This proposal seeks to inform stakeholders of the SOMAH JTO Task Force, promote the opportunity to participate in the Task Force, and provide guidelines for applications, selection of members and participation.

I. SOMAH Program Background:

California Assembly Bill (AB) 693 (Eggman), Stats 2015, Chapter 582 created the Multifamily Affordable Housing Solar Roofs Program, funded at up to \$100 million annually from the Investor-Owned Utilities¹ (IOUs) share of greenhouse gas (GHG) auction proceeds. Decision 17-12-022 (December 14, 2017) created the Solar on Multifamily Affordable Housing (SOMAH) program as the vehicle to implement AB 693. On March 29, 2018 the program administration team, comprised of the Association for Energy Affordability (AEA), the Center for Sustainable Energy (CSE), and GRID Alternatives (GRID), was selected to administer the SOMAH program by the California Public Utilities Commission (CPUC or Commission). This nonprofit team and its subcontractors, including the California Housing Partnership Corporation (CHPC), Rising Sun Center for Opportunity, and rotating community-based organizations, is referred to as the SOMAH Program Administrator (SOMAH PA), and administers the program in all IOU territories.

Qualifying properties include deed-restricted, affordable multifamily housing that either has a high percentage of low-income tenants or located in a disadvantaged community (DAC) as identified by the CalEnviroScreen.² AB 693 requires that low-income tenants receive direct economic benefits from the incentivized solar projects and includes provisions for workforce development initiatives to drive economic benefits to these communities.

¹ Pacific Gas and Electric Company (PG&E), San Diego Gas & Electric Company (SDG&E), Southern California Edison Company (SCE), Liberty Utilities Company, and PacifiCorp (collectively the Investor-Owned Utilities, or IOUs)

² Complete information can be accessed in the SOMAH Program Handbook;
https://www.calsomah.org/sites/default/files/docs/SOMAH_Handbook.pdf

For a SOMAH installation project to be eligible to receive incentive funds from the SOMAH program, a job training requirement must be met. According to the SOMAH Program Handbook, Section **2.8 Job Training Requirements**, solar contractors must hire a certain number of eligible job/workforce trainees based on the size of the system being installed. Therefore, for each SOMAH project there will be opportunities for one to two trainees to receive at least 40 hours of paid training.

Since the program launch in July 2019, SOMAH continues to engage a broad stakeholder group through its Advisory Council and JTO Task Force to help guide the program development and ensure key goals are met for the benefit of the communities the program was designed to serve. The Advisory Council is a formal group of advocate organizations and stakeholders that advise the SOMAH PA on a broad spectrum of program aspects including local hiring and job placement activities, tenant engagement and education, marketing, education and outreach, geographic representation of projects and overall community benefits and engagement. The JTO Task Force will provide advice to the SOMAH PA specifically on the job training requirements of the program and will help realize AB 693's requirement to drive economic benefits to DAC through local and targeted hiring by highlighting the voices and needs of job trainees from DAC and low-income communities.

II. SOMAH Program: Regional Job Training Organization Task Force Overview

The need for job trainees on each SOMAH installation project warrants the engagement of job training organizations (JTOs) that deliver eligible job training programs and therefore have access to a pool of eligible individuals that are either alumni of, or are currently enrolled in, their programs.

In order to engage JTOs and ensure that their voices and interests remain at the forefront of the SOMAH program's job training efforts, the SOMAH PA will be convening a Regional Job Training Organization Task Force (JTO Task Force). The JTO Task Force will shape strategies for engaging job trainees and resources to ensure that trainees extract maximum benefit from training opportunities on SOMAH installation projects.

A. Regional JTO Task Force Purpose

To ensure that 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.

This Task Force will be comprised of regionally diverse representatives from job training organizations such as California community colleges, career technical education programs, PV training programs offered to the public by local government workforce development programs, community nonprofits, private enterprises, investor-owned utilities, or electrical workers unions with 40+ hours of instructional and/or hands-on PV installation and design training or green building training. Individuals who represent workforce development organizations or programs that do not directly deliver solar training are still eligible to apply for the Task Force. Representatives may include administrators, leaders, instructors, participants or alumni.

The JTO Task Force will specialize in providing insight, feedback, and advice to the SOMAH PA to support that body in maximizing benefit to individuals from disadvantaged communities from the standpoint of local hiring, job placement, and trainee benefits. The Task Force may provide recommendations to the SOMAH PA on changes to program requirements. The Task Force will also coordinate with the SOMAH Advisory Council (SOMAH AC) by sharing relevant quarterly meeting notes via the SOMAH PA. Once annually, the SOMAH AC and the JTO Task Force will have a “crossover meeting” to share lessons learned and discuss topics related to trainee placement and benefits in depth.

In order to ensure that the JTO Task Force considers the needs, opportunities, and challenges of SOMAH contractors and the solar industry in their decisions, the Task Force will invite approved SOMAH contractors to participate in a panel discussion once annually in the first half of the year to share insights and feedback on the job training requirements and hiring needs. The Task Force and the SOMAH PA will explore other pathways to promote employer engagement including employer-trainer summits, webinars, listening sessions and public fora.

B. Potential Areas of Focus for Regional JTO Task Force

The specific topical areas for the Regional JTO Task Force will be determined by members and may be influenced by the experience and expertise of the members; however, it is expected that **this JTO Task Force will focus on:**

- Identifying best practices and tactics to engage job training organizations in the preparation and connection of participants with SOMAH training opportunities
- 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

C. Structure and Role of Task Force Members and Meetings

Because SOMAH is a statewide program that will have solar installation projects and job training opportunities across California, it is crucial that the Task Force members represent all regions in California. The membership must include at least one representative from the following regions: Bay Area, Central Coast, Central Valley, Inland Empire, Los Angeles, San Diego, and Northern California. The Task Force members should also be representative of both rural and urban areas of California. Regions include the following counties:

- **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

1. JTO Task Force Members must:

- Represent an organization or program that has a workforce development or training component. This 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 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 the State of California.
- Have experience in supporting individuals from disadvantaged communities in overcoming barriers to high value, stable employment- (preferred).

Individuals affiliated with the SOMAH PA nonprofit organizations, SOMAH PA subcontractors, and any entity with a role in administration of the SOMAH program are ineligible to participate in the JTO Task Force.

2. The opportunity/responsibility for JTO Task Force members:

- Serve as an advisor 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.

III. Evaluation and Selection of Task Force Members

A Request for Applications for Selection to the Regional JTO Task Force will be released by **December 9, 2019**. Individuals interested in participating will be required to apply via the following steps by January 17, 2020:

- Complete the SOMAH JTO Task Force Application Form and email the application form along with the following three documents to workforce@calsomah.org:
 - Resume or curriculum vitae demonstrating relevant experience
 - A 1- to 2-page bullet point overview of the program they represent. This should include organization name, organization type, eligible training program name (if applicable), a brief description of the training or workforce program, and a brief description of the 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.

Documents should be attached in the email to workforce@calsomah.org as a PDF or Word document. Complete applications are due **Friday, February 14, 2020 by 5:00PM PT**.

1. Criteria and Selection Process for JTO Task Force Members

Applicants from each region of CA 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 of California. SOMAH installation projects will have opportunities for trainees across the state, so a Task Force that adequately represents all regions will be the primary driver for selection of members.

The regions are defined as: Bay Area, Central Coast, Central Valley, Inland Empire, Los Angeles, San Diego, and Northern California.

Applicants will be evaluated against the pool of applicants from their region using a pre-determined set of criteria, which covers 4 areas and has a total of 14 possible points:

- **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***³ or those from Disadvantaged Communities (DAC) 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)**

Regional JTO Task Force members will be selected and announced in early 2020. If a representative from each of the 7 regions is not identified, the Task Force will move forward without those representatives until one is identified through targeted outreach in those regions. The first Task Force quarterly meeting will be held in Q1 2020 in the Bay Area.

³ Individuals underrepresented in the solar industry are identified in the SOMAH Handbook, ***Section 2.8.6 Local and Targeted Hiring*** as: individuals living in affordable housing, women, people of color or other individuals who have faced or who have overcome at least one of the following barriers to employment: being homeless, being a custodial single parent, receiving public assistance, lacking a GED or high school diploma, participating in a vocational English as a second language program, or having a criminal record or other involvement with the criminal justice system.