

Strengthening Green Career Pathways for Lower-Skilled Adults

The Greenforce Initiative Webinar Series from
Jobs for the Future and National Wildlife Federation

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Los Angeles Trade-Technical College

Los Angeles Trade-Technical College

- 85+ Year History
- Primary Service Area is South Central Los Angeles
- Trade-Tech offers certificate and degree programs in 65 different career-technical disciplines
- 75% of Trade-Tech's educational programs are career-technical
- #1 Community College in California for Awarding AA/AS Degree in Family and Consumer Sciences
- #1 Community College in California for Green Workforce Education and Training Programs (number and scope of programs)

Los Angeles Trade-Technical College

- Headcount – 30,711
- Gender
 - Male: 52.1%
 - Female: 47.9%
- Age
 - 19 and Under: 24.2%
 - 20 – 24: 25.0%
 - 25 – 34: 24.7%
 - 35 and Over: 26.1%

Los Angeles Trade-Technical College

- Student Ethnicity
 - Asian: 7.0%
 - Black, African-American: 26.8%
 - Caucasian, White: 6.2%
 - Hispanic: 53.8%
 - Other: 6.2%
- Student Socio-Economic Demographics
 - Over half (54.2%) of LATTC students receive a BOG (financial need) waiver
 - One out of two (50.3%) LATTC students live at or below 150% of the Federal Poverty Level (FPL)

Los Angeles Trade-Technical College

- No/Low Academic History - Adults:
 - 55.2% of Do Not Have HS diploma, GED
 - 35.0% have less than a 9th grade education
- No/Low College Going Culture – 18 – 24 yr olds:
 - Only 35% enroll in post-secondary education
- No/Limited English Speaking - Adults:
 - 65.1% non-native English speaking
 - 34.7% limited or non-English speaking

Los Angeles Trade-Technical College

- Low Preparation of Incoming Students
 - 98% of test below college level English
 - 97.5% test below college level math
 - 24% have less than a 12th grade education
- High Rate of Career-Related Goals
 - 53% intend to achieve two-year **or shorter**, career-related goals
 - A rate 17% higher than the national average for community colleges

Industry Sector-Based Approach



Research & Development

Career Pathways – Weatherization & Energy Efficiency

Commercial

Building Operations
Specialist

Sustainability
Manager

Energy Manager

Residential

Owner Operator /
Operations Manager

Crew Chief

Weatherization
Program Manager

Energy Auditor

Outreach Specialist

Weatherization
Installer

Occupation Profile –

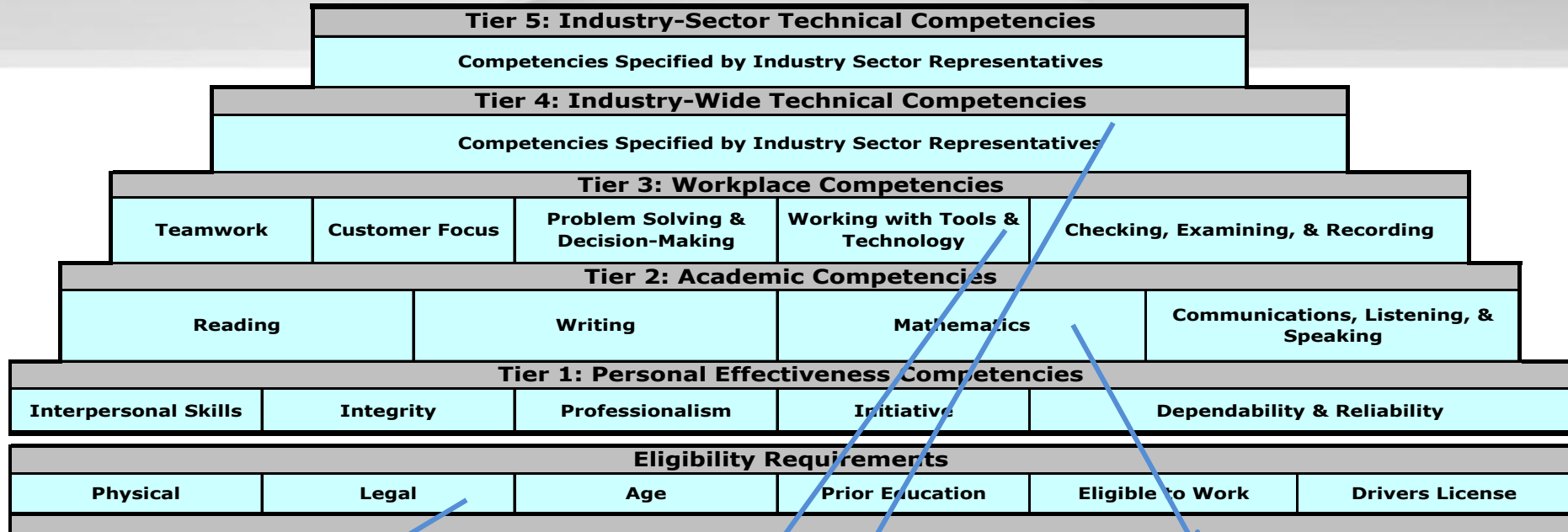
For All Occupations in Career Ladder

- Work Description
- SOC Code (if defined)
- Salary Range
- Job Outlook in Region, State, Nationally
- Competency Model Framework (Department of Labor)
- Certifications and Licensure
 - Required, Desirable, Recognized/Optional
- Related Occupations (in Career Lattice)
 - SOC Codes
 - Job Outlook (number of job openings, number of new jobs, & salary range in region/state)

Occupation Profile

(Competency Framework – Weatherization Installer)

Building Block Competencies for Weatherization Careers



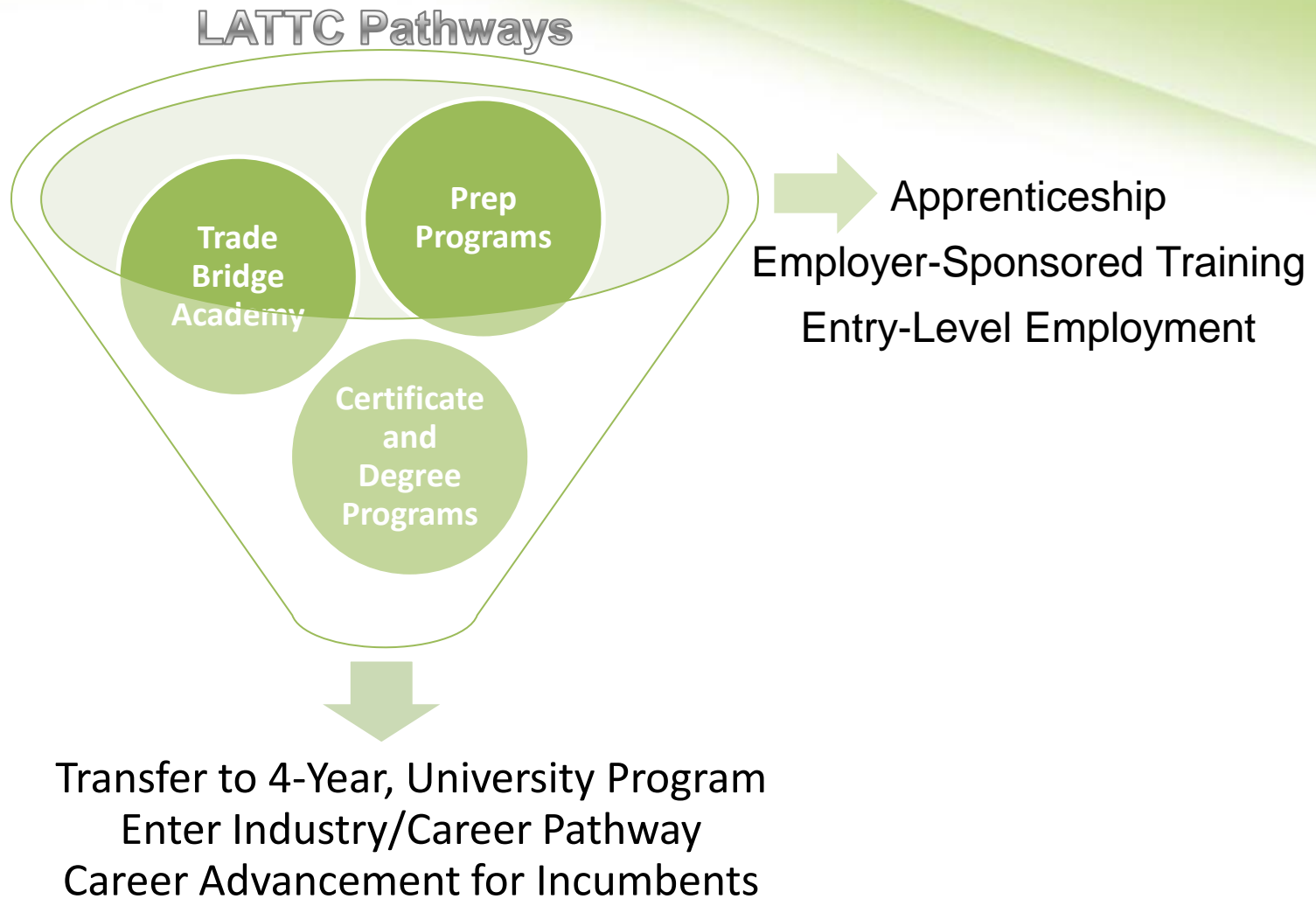
•*Legal* – Pass Background Check (Theft & Battery Felonies)

•*Calculation* – Calculate minimum ventilation rates

•*Materials Selection* – Proper materials selection based on location of leakage areas

•*Air Sealing*– Use the blower door to locate leakage sites within the building; seal attic and floor bypass at penetrations for plumbing, electrical wiring, flue vents, ducts, dropped soffits, and balloon-framed walls; seal typical bypasses in kneewalls and finished attic spaces; seal basement band joists; properly apply caulk and spray foam insulation; identify, select, and install weatherstripping on doors, windows, and attic latches; cut glass, replace broken window panes; and apply glazing compound; repair plaster and sheetrock (drywall); and modify or install mechanical ventilation to ensure acceptable indoor air quality for post-air-sealing conditions.

Training and Education Pathways



Prep Programs (Academies)

Objectives & Features



Prep
Programs
(Academies)

- **Objectives**

- Prepare Individuals for Entry-Level Occupations or Apprenticeship Programs
 - Employment Readiness
 - Math/English Competencies
 - Basic Knowledge, Skills, and Abilities for Employment

- **Features**

- Short-Term, Mostly Not-For-Credit
 - Soft Skills: Not-For Credit
 - Technical Skills: For-Credit
- Overview of Industry/Career Pathway(s)
- Address Employment Barriers/Eligibility Requirements
- Multiple Diagnostic Assessments Used (TABE, CASAS)
- Contextualized Math & English to Industry/Career
- Cohort-Based; Placed by Skill Level

Prep Academies

- Utilities and Construction Prep Program
- Clean Energy Pre-apprentice Program
- Accelerated Diesel/Transit Technology Program (with emphasis in clean fuels and technology)
- Solar Academy

Trade Bridge Academy – College Orientation and Math/English Bootcamp Objectives & Features



Trade
Bridge
Academy

- **Objectives**
 - Prepare Individuals for Success in College Certificate and Degree Programs
 - Student Success Knowledge, Skills, Abilities
 - Math/English Competencies
 - Student Pathway Maps
- **Features**
 - 9 Hour Noncredit Introduction to Post-Secondary Course
 - Open Entry/Open Exit, Tuition Free
 - Diagnostic Testing - TABE
 - Concentrated Basic Skills Instruction (Math & English Bootcamp)
 - Open Entry/Open Exit, Tuition Free
 - Covers What Every Student Needs to Know and be Able to Do Entering College

Certificate/Degree Programs Objectives & Features



Certificate and Degree Programs

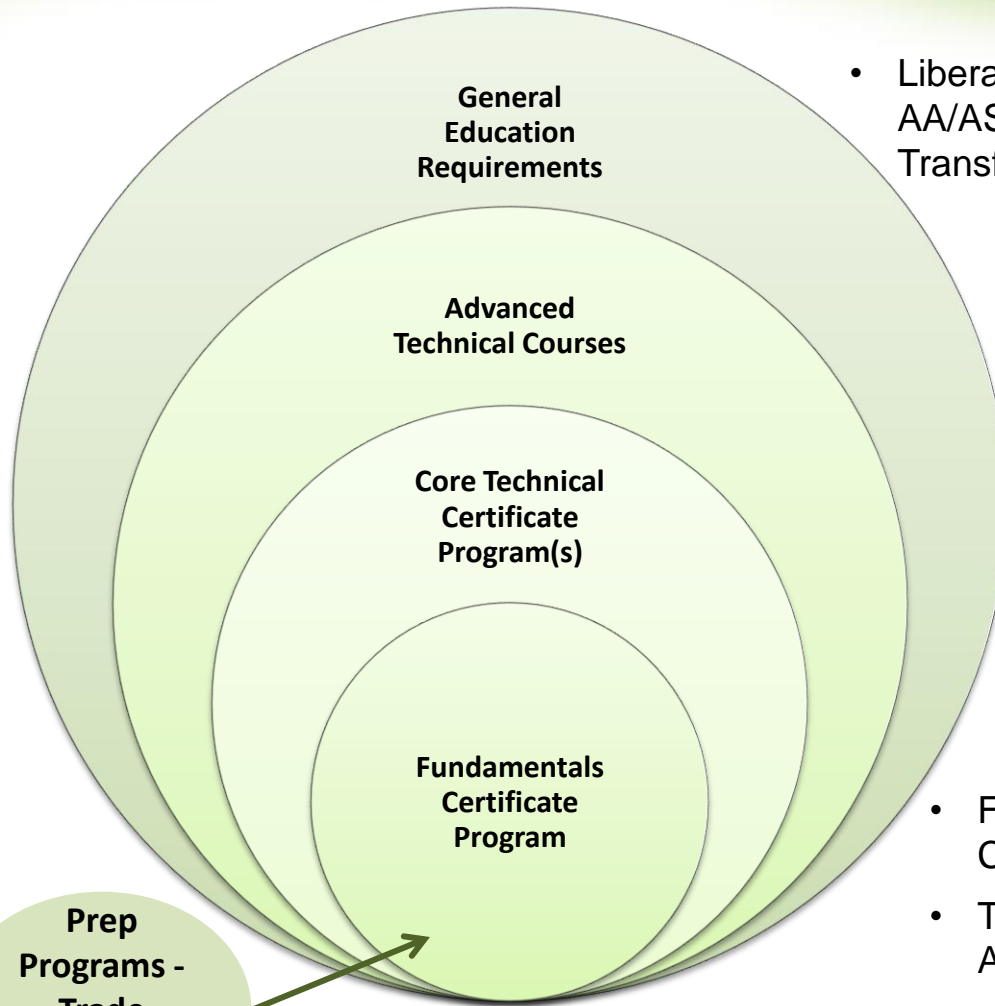
- **Objectives**

- Prepare Individuals for Entering and Advancing Industry/Career Ladder
- Prepare Individuals to Pursue a 4-Year Degree

- **Features**

- “Stackable” programs that culminate in multiple certificate and degree options
- Certificates/degrees are linked to at least one industry-recognized certificate, credential
- Provide options for individuals to pursue multiple career pathways in one or more industry sectors

Stackable Certificate and Degree Programs

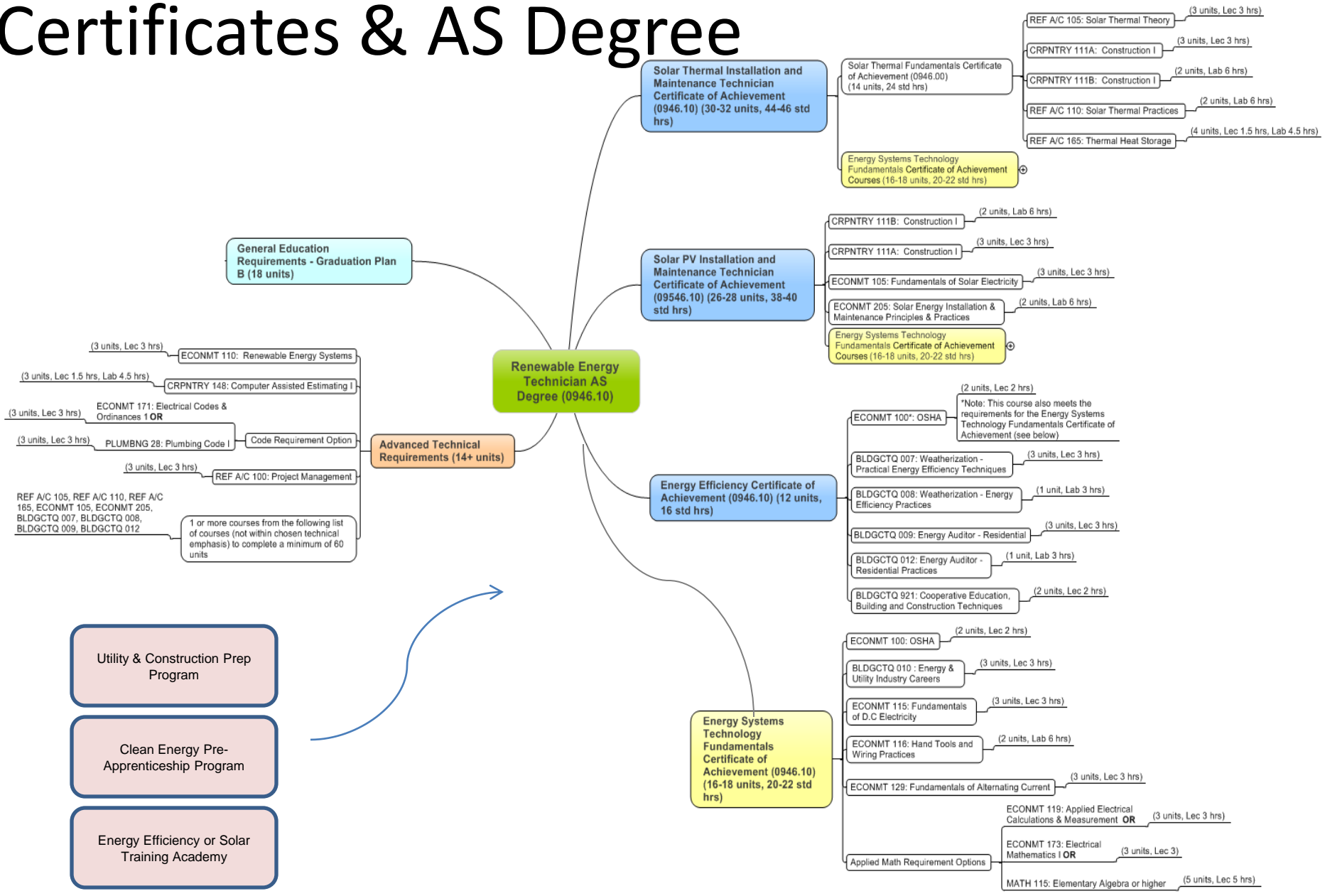


- Liberal Arts Courses Required to Satisfy AA/AS Degree Requirements or for Transfer to 4-Year University
- Focuses on Advanced Technical Skills, Management/Professional Skills
- Includes Competencies to Pursue Multiple Career Pathways
- Focuses on Occupation-Specific Technical Skills and Competencies
- Focuses on Industry-Wide Skills and Competencies
- Typically Includes Applied Mathematics/Algebra

Prep
Programs -
Trade
Bridge
Academy

Renewable Energy Stackable

Certificates & AS Degree



- Utility & Construction Prep Program
- Clean Energy Pre-Apprenticeship Program
- Energy Efficiency or Solar Training Academy

Engaging Employers

- Convene Sector Collaboratives & Targeted Advisory/Working Groups
- Employers Participate in Labor/Occupation Research Activities
- Employers Participate in Program Design Activities
- Employers Serve as Instructors, Guest Speakers, Mock Interviewers
- Employers Co-Present at Conferences/Industry Meetings

Engaging Employers

- Collaborate on Grant Proposals/Activities
- Meet Frequently to Gauge Employment Demand – Adjust Training Schedule as Necessary
- Schedule Interviews, Employment Tests, Certification/Licensure Activities, Etc. at End of Training Program with Employers
- Employability Screening and “Satisfaction Guarantee”
- Provide Funding for Paid Internship Period