



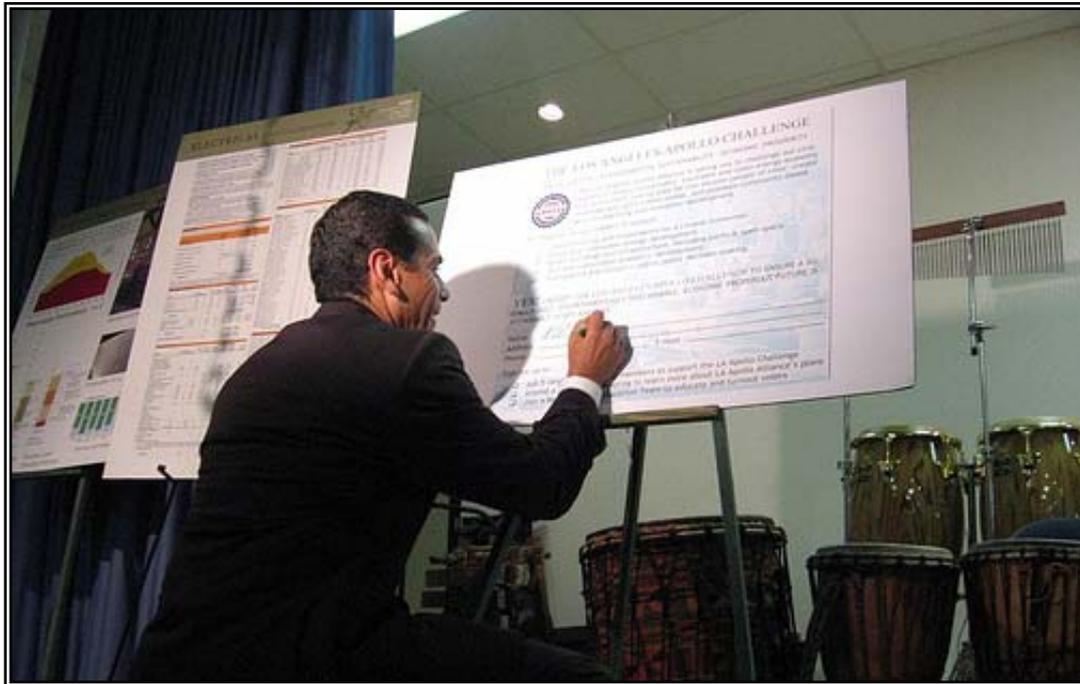
Environmental Justice and Good/Green Jobs for All

WETP Fall Workshop

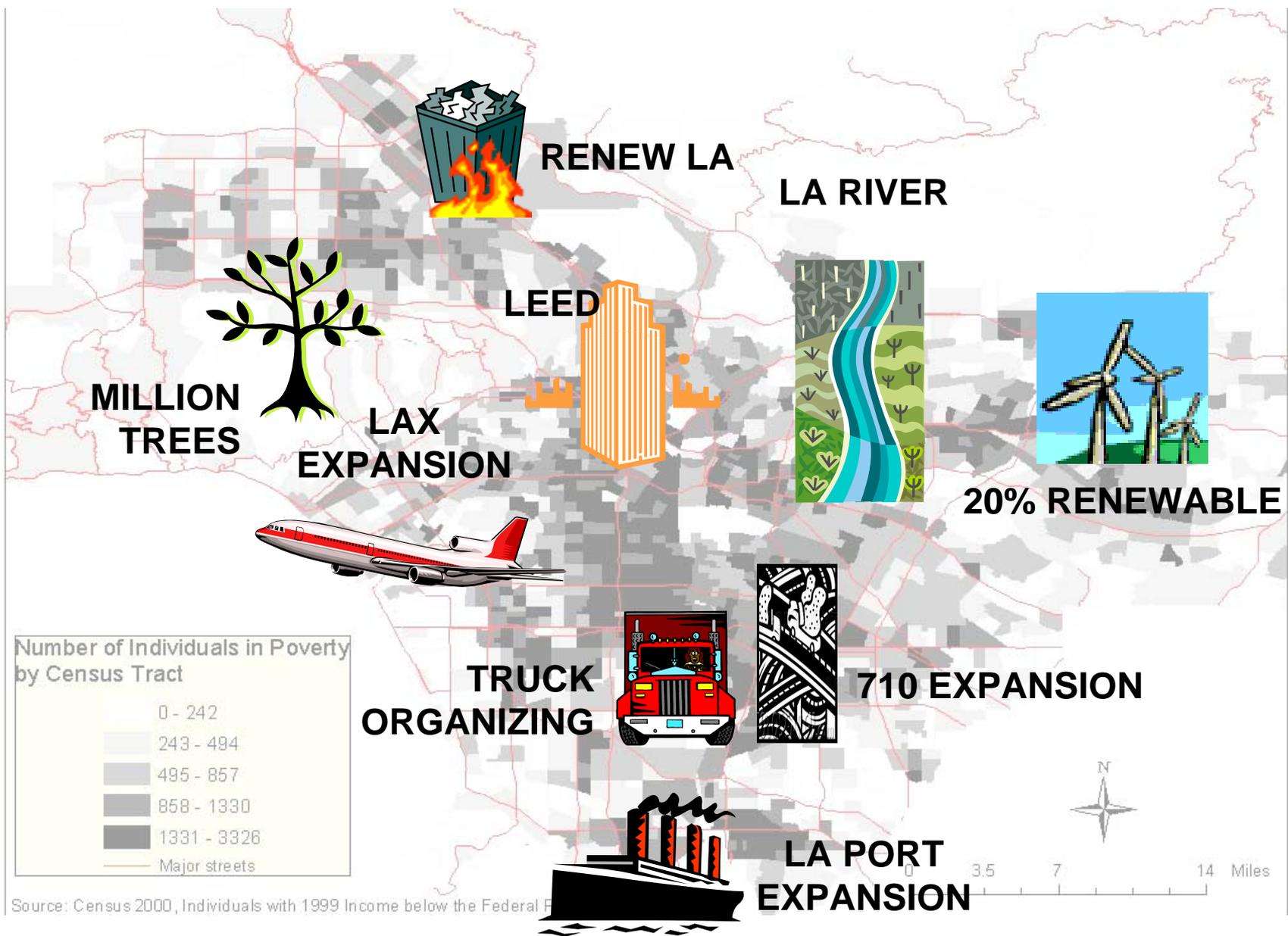
Raleigh, NC

October 16, 2008

Making it Real: the L.A. Example



SHAPING AN EQUITABLE GREEN ECONOMY IN LOS ANGELES



Source: Census 2000, Individuals with 1999 Income below the Federal Poverty Line

What are problems that keep our communities out of good jobs in LA?

BUSINESS AS USUAL

**No labor standards,
Hire cheapest workers,
No worker protections**

**Exclusively high wage,
high skilled green
Industry**

**“Let the private sector
Lead the greening”**

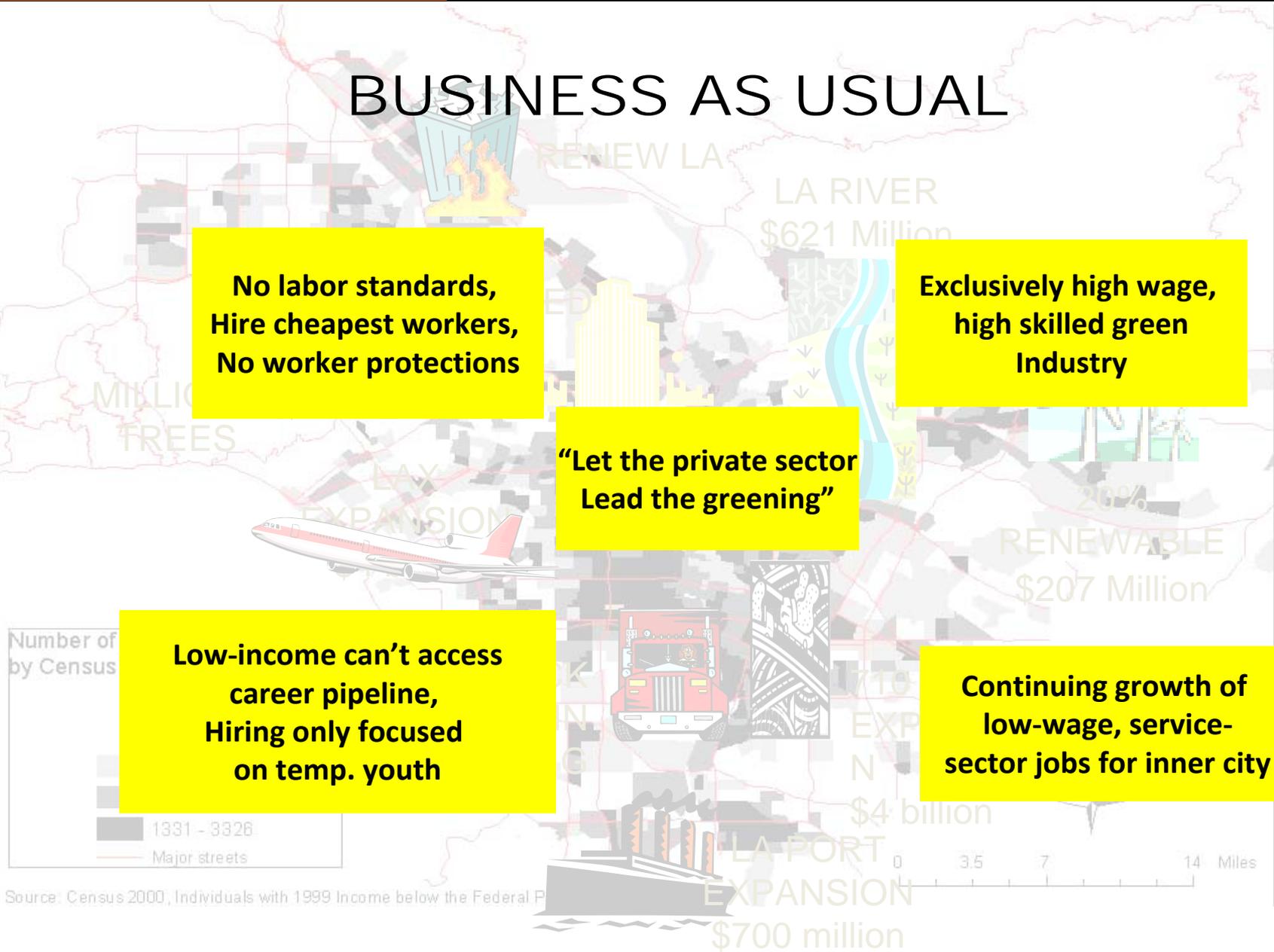
**Low-income can't access
career pipeline,
Hiring only focused
on temp. youth**

**Continuing growth of
low-wage, service-
sector jobs for inner city**

Number of
by Census

1331 - 3326
Major streets

Source: Census 2000, Individuals with 1999 Income below the Federal P



What are WE doing to shape the green economy in LA?

Project Labor Agreements, Workers,

Green Manufacturing

Green Retrofit of City-Owned Buildings

Green Career Ladder Training Program

Sustainable Funding for Economic & Workforce Development

1331 - 3326

Major streets

Source: Census 2000, Individuals with 1999 Income below the Federal

0 3.5 7 14 Miles

LA PORT EXPANSION \$700 million

GREEN INDUSTRY SECTORS

CONSTRUCTION

FRONT LINE SUPERVISOR



JOURNEYMEN



APPRENTICE



OPERATIONS / MAINTENANCE

**BUILDING MANAGERS,
OPERATORS,
SUPERVISORS**



**RESOURCE
EFFICIENT
MAINTENANCE/
LANDSCAPERS**



**JANITORS
GARDENERS**



MANUFACTURING

**OPERATORS
TECHNICIANS
SUPERVISORS**



**MACHINISTS/
PRODUCT
CONTROL**



ASSEMBLERS



OCCUPATIONS NEEDED TO "GREEN" A BUILDING

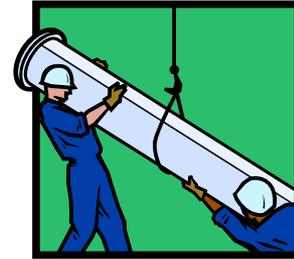
Glaziers
(Sky Lights and Windows)



Solar Panel
Installers



Masons (Walls)



Sheet Metal
Workers (Air
Conditioning Ducts)

Plumbers
Pipefitters



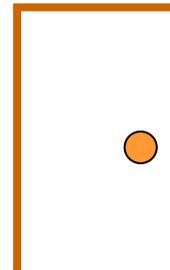
Electrical
Workers



Heating and
Ventilation
System
Installers



Carpenters
(Building Frame)



Building Maintenance

Roofing, Lighting, Parking Garage,
Heating/Ventilation/Air Conditioning, Green
Cleaning and Product Selection

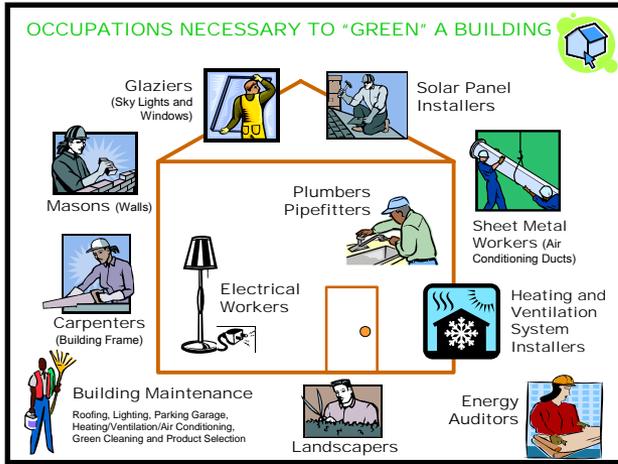


Landscapers

Energy
Auditors



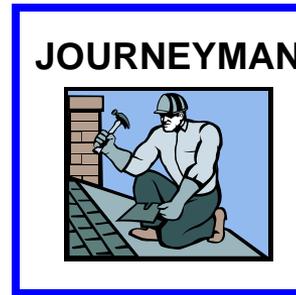
GREEN CONSTRUCTION CAREER PIPELINE



JOB PLACEMENT / HIRING COMMITMENTS

Developers: Commit to hire unionized contractors

Contractors: Commit to hire % journeymen & % apprentices



"GREEN" SKILLS UPGRADE TRAINING

Union-based Training Programs: Green industry-specific skills training



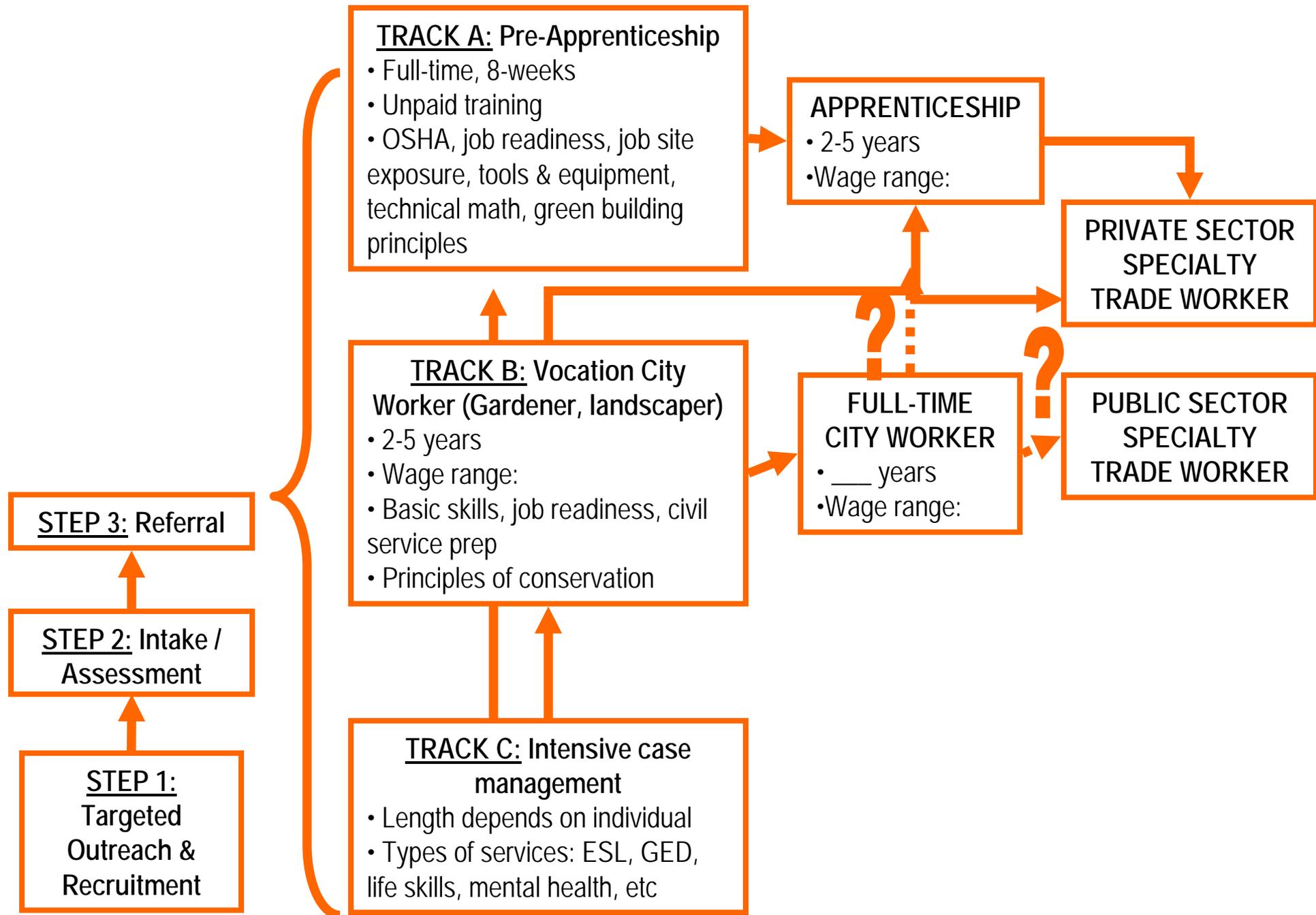
APPRENTICESHIP TRAINING

Union-based Training Programs: Specialty trades training



BASIC SKILLS / PRE-APPRENTICESHIP TRAINING

Community Colleges: Basic Math, English, Training Readiness, Support Services, Career Counseling, Early Exposure to Job Sites, Safety Training, Benefits Specialists to Maintain Public Benefit Income during Training



TRACK A: Pre-Apprenticeship

- Full-time, 8-weeks
- Unpaid training
- OSHA, job readiness, job site exposure, tools & equipment, technical math, green building principles

APPRENTICESHIP

- 2-5 years
- Wage range:

**PRIVATE SECTOR
SPECIALTY
TRADE WORKER**

**TRACK B: Vocation City
Worker (Gardener, landscaper)**

- 2-5 years
- Wage range:
- Basic skills, job readiness, civil service prep
- Principles of conservation

**FULL-TIME
CITY WORKER**

- ___ years
- Wage range:

**PUBLIC SECTOR
SPECIALTY
TRADE WORKER**

STEP 3: Referral

**STEP 2: Intake /
Assessment**

**STEP 1:
Targeted
Outreach &
Recruitment**

**TRACK C: Intensive case
management**

- Length depends on individual
- Types of services: ESL, GED, life skills, mental health, etc