



Pathways Out of Poverty through Green Collar Jobs

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“Green collar jobs” are manual labor jobs that lead to improvements in environmental quality



22 Green Collar Job Sectors

1. Bicycle repair and bike delivery services	12. Materials reuse/producing products made from recycled, non-toxic materials
2. Car and truck mechanic jobs, production jobs, and gas-station jobs related to alternative fuels	
3. Energy retrofits to increase energy efficiency and conservation	13. Non-toxic household cleaning in residential and commercial buildings
4. Food production using organic and sustainably-grown agricultural products	14. Parks and open space build, design, and maintenance
5. Furniture making from environmentally certified and recycled wood	15. Printing with non-toxic inks and dyes & recycled papers
6. Green building	16. Public transit jobs
7. Green waste composting on a large scale	17. Recycling
8. Deconstruction, hauling and reuse of construction and demolition materials	18. Solar PV and thermal installation and maintenance
9. Hazardous materials clean up	19. Tree cutting and pruning
10. Green (sustainable) landscaping	20. Peri-urban and urban agriculture
11. Manufacturing jobs related to large-scale production of a wide range of appropriate technologies (i.e. solar panels, bike cargo systems, green waste bins, etc.)	21. Water retrofits to increase water efficiency and conservation
	22. Whole home performance (i.e. insulation, weatherization, energy and water audits, reducing airflow through buildings, installing control devices on appliances to reduce energy and water use, improving lighting systems, reducing hot water flows with appropriate technologies, etc.)



Barriers to Employment include:

- Not having a high school degree or GED
- Out of the labor market for a long time
- Limited labor market skills
- Having a criminal record


Median Earnings for Selected Low Wage Occupations

(Source: Bureau of Labor Statistics, 2006; Pinderhughes, 2007)

	Alameda	San Francisco	Santa Clara
Food preparation and serving	\$12,965	\$21,070	\$16,239
Personal care and service	\$15,591	\$17,680	\$13,495
Building and grounds cleaning and maintenance	\$21,585	\$21,490	\$20,154
Healthcare support	\$24,688	\$22,571	\$26,825
Material moving workers	\$25,377	\$27,464	\$20,656
(Self sufficiency standard)	\$49,535	\$57,713	\$65,574

Employers were asked about:

- the mission of their firms
- the work they do
- how they advertise, recruit and hire workers
- networks they use to advertise for jobs and recruit workers
- what they value in employees
- if they provide on-the-job training
- wages and benefit structures
- under what conditions their firms thrive or are hindered
- structural conditions of their firms
- whether they own or lease their property
- the potential for physical expansion in their location
- the importance of affordable, industrial land
- their willingness to bring in workers with barriers to employment
- their willingness to work with job training programs and under what conditions



Research Findings:

- High-quality jobs that provide living wages and benefits
- Low barriers to entry
- On-the-job training
- High levels of job satisfaction
- Opportunities for occupational mobility
- Meaningful, local, community-serving jobs
- Located in sectors poised for growth

Median Earnings for Selected Low Wage Occupations & Green Collar Jobs

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Green Collar Job (Self sufficiency standard)	\$32,864 plus benefits (Berkeley only)	\$34,632 plus benefits	Figures not available at this time
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(Olf...)	\$12,525	\$17,512	\$15,574

Occupational Mobility

Green Business Sector	Services Providing Green Collar Jobs	Entry Level Green Collar Jobs Currently Available	Advanced Green Collar Jobs Work
Energy	Energy Retrofits, HVAC, Solar Installation, Whole Home Performance	Customer Service, Evaluation, Installation, Construction, Maintenance, Repair	Energy Partner, Journeyman, Solar Electrician, Service Technician, Project Manager
Water	Water Conservation, Adaptive Grey Water Reuse	Installation, Construction, Maintenance, Repair	Journeyman, Project Manager
Green Building	Construction Demolition & Removal	Construction, Carpentry, Demolition, Hauling, Driving	General Contractor, Project Manager
Woodworking	Custom Architecture, Cabinetry/Furniture, Repairs	Assembly, Sanding, Finish Carpentry, Installation	Journeyman, Head Carpenter
Green Space	Parks & Open Space, Landscaping	Planting, Maintenance, Tree Cutting/Pruning	Project Manager, Head Gardener
Food	Urban Agriculture, Farmers' Markets, Specialty Foods Production, Baking	Growing, Packaging, Delivery Set-up/Tear-down, Selling, Brewing, Roasting, Packaging, Baking, Mixing, Cleaning	Production Manager, Market Manager, Floor Manager, Head Baker
Transportation	Bicycle Delivery, Bicycle Repair, Bio-Diesel/Veggie Fuels, Public Transportation	Dispatch and Delivery, Assembly and Repair, Fuel Production, Distribution, Driving, Maintenance, Repair	Messenger/Owner, Shop Manager, Production Manager, Head Mechanic
Non-Toxic Printing	Commercial Printing Services	Binding, Post-Press, Delivery	Press Op, Pre-Press
Non-Toxic Cleaning	Residential & Commercial Cleaning	Cleaning, Customer Service	Team Leader



Pinderhughes Green Collar Job Training & Placement Model

- Target Population: 18-35 year old men and women with barriers to employment
- Training: 3-6 month training that utilizes both classroom and on-the-job training
- Partners: Job training programs, green employers, city and county government



Pinderhughes Green Collar Job Training & Placement Model:

- Soft skills training
- Hard skills training
- Financial literacy
- Environmental literacy
- Internship with case management services
- Green Business Council

Pinderhughes study can be found at:
www.bss.sfsu.edu/raquelrp

