

## The Los Angeles Energy-Utility Collaborative Industry Challenges and Related Strategies/Services

The collaborative is currently developing and then launching a pilot workforce, career and technical education program for the energy-utility industry. The preliminary model has been developed incorporating the ideas and needs of LADWP, the Southern California Gas Company and the membership of Apollo Alliance. These employers have similar needs, but different entry level and career pathways. The first year of the project will be used to address the industry's major workforce challenges and to align, as much as possible, these programs into a discernible career lattice with an integrated skills, educational and training infrastructure to support different entry points and advancement opportunities. The matrix below highlights the challenges and related services.

### Challenges and Project Strategies/Services

Industry Challenge	Strategies/Service
<b>Recruitment</b> /Lack of Career Awareness & Interest/Limited vocational career exposure within high schools/Participants with multiple employment barriers	<ul style="list-style-type: none"> <li>■ Mass marketing &amp; community-based outreach</li> <li>■ High School Career Exposure Curricula/Program – with concurrent enrollment at Trade-Tech</li> <li>■ New Trade-Tech Utility 101 – Career Exposure Class</li> <li>■ The Worksource center will provide referrals and supportive services. Offer intensive basic skills/remedial classes at Trade-Tech</li> </ul>
<b>Disjointed Education and Training System</b>	<ul style="list-style-type: none"> <li>■ Define jobs, career pathways &amp; skill requirements, aligning different pathways for the public &amp; private power companies and the emerging energy industries.</li> <li>■ Develop and align 4 new credit-career path programs with CSU, including: 1) Trade-Tech-funded bridge programs (Utility 101 &amp; 102- work readiness), 2) Trade-Tech sustainable energy program; 3) Green Energy Skills Program, and 4) LAUSD High School CTE program.</li> <li>■ Articulate LAUSD non-credit utility occupational skills programs with the credit programs.</li> </ul>
<b>Retention</b> /Lack of Basic Skills and Industry Aptitude	<ul style="list-style-type: none"> <li>■ Develop Contextualized Learning Curricula that integrates core skills into utility-energy curricula</li> <li>■ Self-assess interest and aptitude via new Trade-Tech Utility 101 career exposure class</li> <li>■ Pre-screening via new industry-specific, intensive workforce readiness class (Utility 102).</li> <li>■ Develop &amp; pilot pre-apprenticeship program to provide OJT -- classroom and hands-on training/work experience - in a cross-section of construction related careers. Participants will be able to identify the area that most appeals to their aptitude and interest, minimizing attrition rates within apprenticeship programs.</li> </ul>
<b>Entry Level Hiring Barriers (civil service and labor contracts)</b>	<ul style="list-style-type: none"> <li>■ Establishment of a pre-apprenticeship program</li> <li>■ On-going employer and labor negotiations around civil service and union agreements.</li> <li>■ Early screening for threshold standards: drug testing, drivers license, etc.</li> </ul>
Lack of information around jobs and skills in the <b>emerging green energy sector</b>	Labor market research