

Connecticut Green Jobs Partnership

**U.S. Department of Labor Employment and Training Administration
State Energy Sector Partnership (SESP) and Training Grant Proposal
Connecticut Employment and Training Commission**

October 20, 2009

ABSTRACT SUMMARY

Project Overview. The CT Employment and Training Commission requests **\$3.36 million** to implement the **Connecticut Green Jobs Partnership**. This strategic Workforce Plan for the entire state of Connecticut will support achievement of the Partnership’s vision “to make Connecticut a world leader in the development of a workforce prepared for careers in the energy efficiency and renewable energy industries and for jobs that clean and enhance the environment.” A skilled green workforce, along with sound economic development planning, positions Connecticut to overcome barriers to economic growth related to high energy costs and environmental harm.

Connecticut will realize its green workforce vision by pursuing five goals: 1) Build the capacity of the statewide education continuum to inspire and prepare students to pursue careers in green industries; 2) Build the capacity of the statewide workforce development system to upgrade the competencies of incumbent and dislocated workers necessary for employment and advancement in green industry careers; 3) Ensure training and education programs match the evolving workforce needs of energy sector employers; 4) Develop a seamless set of career pathways in green industries; and 5) Connect green workforce development efforts to related economic development efforts.

Sector Plan Synopsis. Five Regional Project Teams will align regional implementation of all ongoing and proposed green-related workforce investments, including recruitment, training, placement, and retention. Teams will inform regional workforce development planning. Each WIB will hire a Green Jobs Coordinator to manage Project Team operations, among other duties.

Project Teams will utilize a proven Jobs Funnel model to provide recruitment and orientation, industry-specific assessment, pre-employment training (e.g. academic remediation, life skills, customized training and/or pre-apprenticeship training, occupation-specific technical skills), job placement, case management and retention support. A specialized job postings and analysis system will support placement by monitoring the evolution of green jobs by identifying changes in the skills

employers require, enabling the Partnership to adjust training offerings to meet the changing needs of green employers. Green Jobs Coordinators will coordinate Jobs Funnel Retention Specialists, WIA Case Managers, and supportive services partners to support job retention.

Priority Populations. The Partnership will target: 1) incumbent workers needing additional skills to qualify for emerging green industry jobs, advancement, and/or wage increases; and 2) un- and underemployed individuals needing training to secure a job placing them on a green industry career pathway. Priority populations listed in the USDOL SGA¹ fall within these categories.

Proposed Training Activities. Training activities align with existing programs and respond to needs not currently addressed. The Partnership will work to align numerous initiatives into an integrated, sector-based, pathway-focused green workforce development plan that incorporates short-, medium-, and long-term planning to meet employers' current and future workforce needs. The Plan focuses grant resources on four occupations and industries with growth potential:

Building Analyst (Target Industry: Energy Efficiency Assessment) – Weatherization investments are creating demand for Building Analysts. The Partnership will build the capacity of education providers to train weatherization workers and others for Building Performance Institute (BPI) Certification and advancement into Building Analyst positions. Instructors will go through a “train-the-trainer” course to learn to deliver BPI Certificate training, enabling the Community College and Technical High School systems to continue training candidates after the grant period.

Green Manufacturing (Manufacturers using Environmentally Sustainable Processes and Materials) – Connecticut's manufacturing sector accounts for more than 10% of the state's jobs.² Integrating Lean Manufacturing with “Green” techniques cuts costs, increases productivity, retains jobs, and increases sustainability. Incumbent workers and job candidates seeking to upgrade their

¹ Workers impacted by national energy and environmental policy; individuals in need of updated training related to the EE and RE industries; veterans, or past and present members of the Armed Forces; individuals, including at-risk youth, seeking employment pathways out of poverty and into economic self-sufficiency, and individuals with a criminal record.

² CTDOL Labor Market Information.

skills will receive training on the principles and practical applications of lean and green manufacturing, as well as hands-on assistance in implementing techniques learned.

Clean Water Technician (Environmental Protection) – Connecticut employers project significant turnover in this industry as existing Technicians retire over the next three years. The proposed training program will prepare students for CT Department of Environmental Protection certification as Class III and Class IV Water Pollution Control Facility Operators.

Green Technology Training for Municipal Building Officials (Energy Efficiency Assessment Industry) – This will provide municipal building inspectors the skills and knowledge needed to support the adoption of RE and EE technologies in buildings. The Institute for Sustainable Energy at Eastern CT State University will conduct training covering updated RE and EE building codes, technologies, and installations to expand adoption of these technologies.

The Partnership will also create the **Green Jobs Training Incentive Fund** to provide flexible, targeted funding to help green sector businesses offset their training costs for specific green-related occupations and skills to enhance the business development incentives available to new and expanding green sector businesses. RE, EE and other green businesses in Connecticut will have access to the Fund to upgrade the STEM, technology, and industry-specific skills of workers.

Projected Training and Placement Outcomes.

Program	Served	Begin Training	Complete Training	Receive Credential	Placed in Employment	Training-Related Employment	6-Month Employment Retention
Building Analyst	100	100	90	85	77	68	61
Green Manufacturing	360	360	340	320	64*	60	55
Clean Water Tech	65	65	58	50	49	44	39
Municipal Bldg Official	180	180	165	165	NA**	NA	NA
Green Incentive Fund	190	190	160	140	136	120	109
TOTAL	895	895	813	760	551	486	441

*75% of participants will be incumbent workers who will upgrade their skills and qualify for wage gains

**All incumbent workers