

# Designing for Economic Inclusion

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# 6 Principles for Economic Inclusion



Economic inclusion accounts for the financial well-being of families throughout the region



Low-income communities and communities of color are untapped economic assets



Access to equitable educational opportunities with support systems are key to successful economic development efforts



Increased workforce and soft-skills development for vulnerable communities foster engagement for a stronger economy




The human assets found in under-resourced communities must be positioned to inform and benefit from positive market outcomes




Place-based approaches for economic inclusion will revitalize under-developed areas and invigorate metropolitan economies

# Barriers to Employment in Utility Sector

- Awareness of Careers within the Utility Sector
  - Access to Training or Higher Education
    - Entry-Level
    - Upskilling
  - Lack of Entry-Level Technical Jobs
  - Access to Jobs in Disadvantaged Communities
  - Intersectionality of High-Skilled Jobs
  - Role Models & Mentorship
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# How To Develop an Inclusive Workforce

- Community & Workforce Engagement
- Workforce Training Programs
- Procurement Guidelines
- Supplier Diversity
- Project Labor Agreements & Community Benefits Agreements
- Defined Outcomes/Success
- Metrics for Accountability



The Southern California Regional Energy Network (SoCalREN) Workforce Development Program provides training, tools, and opportunities for diverse participants in disadvantaged communities to pursue careers and contract opportunities in energy efficiency. Our Workforce Education and Training Program initiatives include:

## How to Do Business With SoCalREN: E-Contractor Academy Training Workshop Series

These one-day workshops cover multiple opportunities with SoCalREN programs or agencies. They are designed to prepare small contractors with the knowledge to compete for energy efficiency projects and increase their capacity.

## E-Contractor Academy

This seven-week program prepares small and diverse contractors to compete for and perform energy efficiency retrofit projects for the County of Los Angeles and throughout Southern California. The E-Contractor Academy provides contractors access to bonding and capital resources and an introduction to sustainability, public contracting requirements, and how to bid on energy efficiency projects. The County awards projects using a procurement strategy that promotes local, small contractor participation and an integrated workforce development strategy that stimulates the creation of quality career jobs.

## One-on-One Technical Assistance

Small, minority, and disadvantaged contractors who enroll in the E-Contractor Academy receive personal technical assistance to become prequalified with Los Angeles County to compete for energy efficiency projects. Assistance is also provided to contractors who would like to perform retrofits on multifamily properties as part of the Multifamily Program.

## Architecture, Construction and Engineering Students (ACES) Pathway Program

ACES provides education and career pathways for economically disadvantaged youth. The program improves educational achievement and removes barriers to higher education by co-enrolling high school students in community college courses in science, technology, engineering, art and math (STEAM) fields. The credits students earn are transferable to campuses within the California State University and University of California systems. ACES also offers students paid summer internships that provide hands-on work experience alongside industry professionals and can pave the way for secure employment in high-paying careers. ACES addresses the gender gap in STEAM fields, provides students with proper work gear and training, and covers necessary enrollment fees.

## Apprenticeship Resource Guide



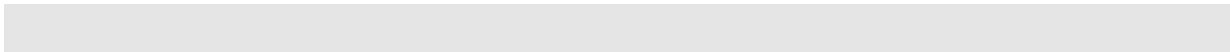
This tool introduces local workers to union apprenticeship programs, eligibility requirements, enrollment, and wage information to help them make decisions about entry into a high-skill career in the construction trades. The guide was created in collaboration with the Los Angeles/Orange County Building and Construction Trades Council and union apprenticeship directors and coordinators. It's made available to the community through the County of Los Angeles in partnership with Emerald Cities Collaborative-Los Angeles.

# A Leading Example: SoCalREN

Source: SoCalREN  
<https://socalren.com/wet>

# Considerations for Your Inclusive Workforce Development Program

					
Environmental Trends	Regional Workforce Trends	Regional Workforce Challenges & Barriers	Career Pathways	Emerging Technologies	Workforce Data



**THANKS!**

**ANY QUESTIONS?**

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