

Expanding Green Job Opportunities in The Construction Trades & Beyond

Denver's Office of Climate Action, Sustainability, and Resiliency
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CLIMATE ACTION,
SUSTAINABILITY &
RESILIENCY



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CLIMATE
PROTECTION FUND



*Workforce
Development*



*Renewables &
Energy Storage*



*Adaptation &
Resiliency*



*Climate &
Environmental
Justice*



*Sustainable
Transportation*



*Energy Efficiency
in Buildings &
Homes*

GREEN WORKFORCE

GOALS

Reduce barriers and increase access to careers for Denver's priority populations

Foster Creation of Jobs that Reduce GHG Emissions and increase climate resiliency

Drive Demand for Quality Jobs

STRATEGIES

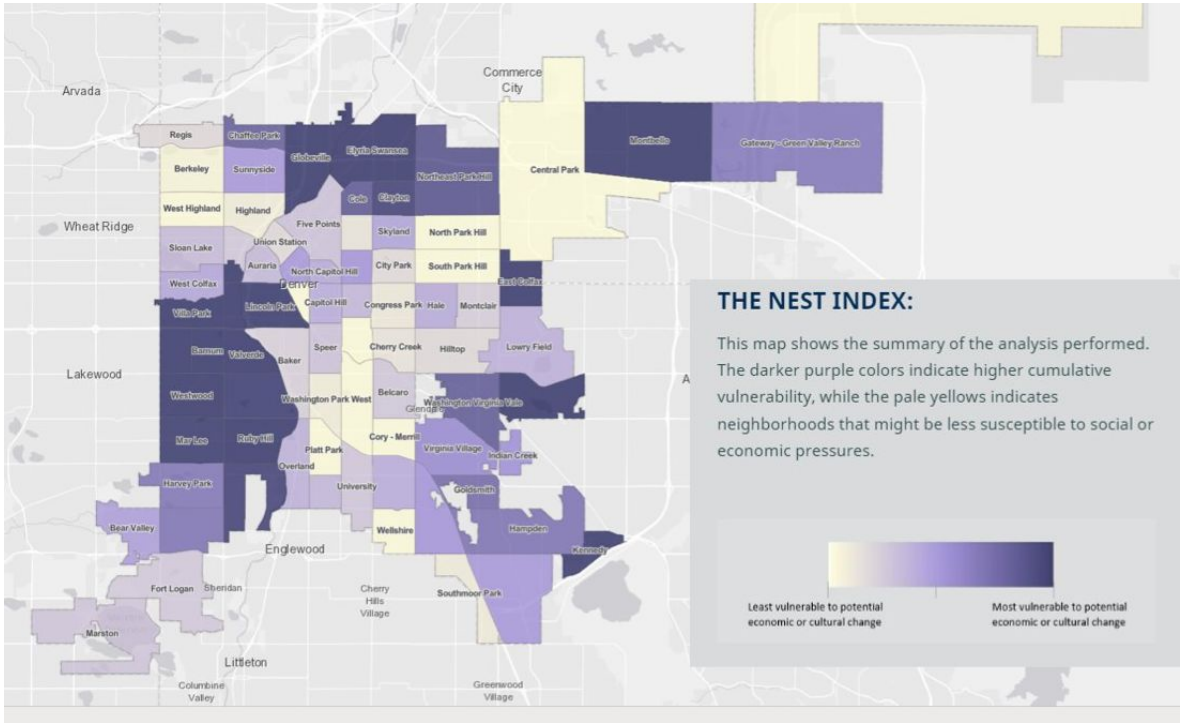
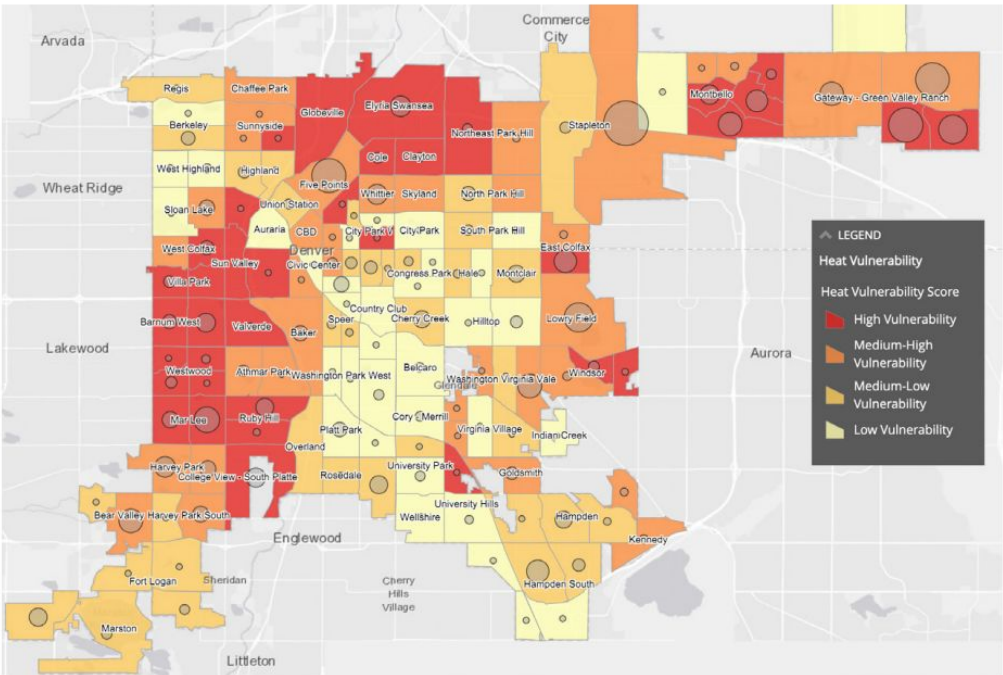
Fund Quality Training Programs

Conduct Workforce Ecosystem Analysis

Embed Into Procurement

Reduce Barriers and Increase Access For Priority Populations

Denver's Heat Vulnerability Map



Reduce Barriers and Increase Access For Priority Populations: Fund Quality Training Programs

- Include **Quality Training Program Requirements** in Scopes of Work
 - ✓ Priority Population Outreach and Recruitment
 - ✓ In-demand Industry Credentials
 - ✓ Paid Trainings (min of \$20/hr.)
 - ✓ Placement & Retention Services
 - ✓ Employer and Industry Engagement
- Set **Realistic Deliverables**
- **Encourage partnering** or teaming

Foster Creation of Jobs that Align with Climate Goals

Clean Energy



- Building Electrification
- Energy Efficiency
- Renewable Energy

EV Technology & Infrastructure



- Assembly/Maintenance
- Infrastructure
- Battery Storage

Natural Resource Mgmt.



- Water Mgmt.
- Tree Care
- Ecological Restoration

Foster Creation of Jobs that Align with Climate Goals: Conduct Workforce Ecosystem Analysis

- Define the industries, specific jobs, and job growth needed

- Provides insight to gaps/needs to address talent gaps

- Identifies key stakeholders & ways to partner with Women and Minority Owned Entities

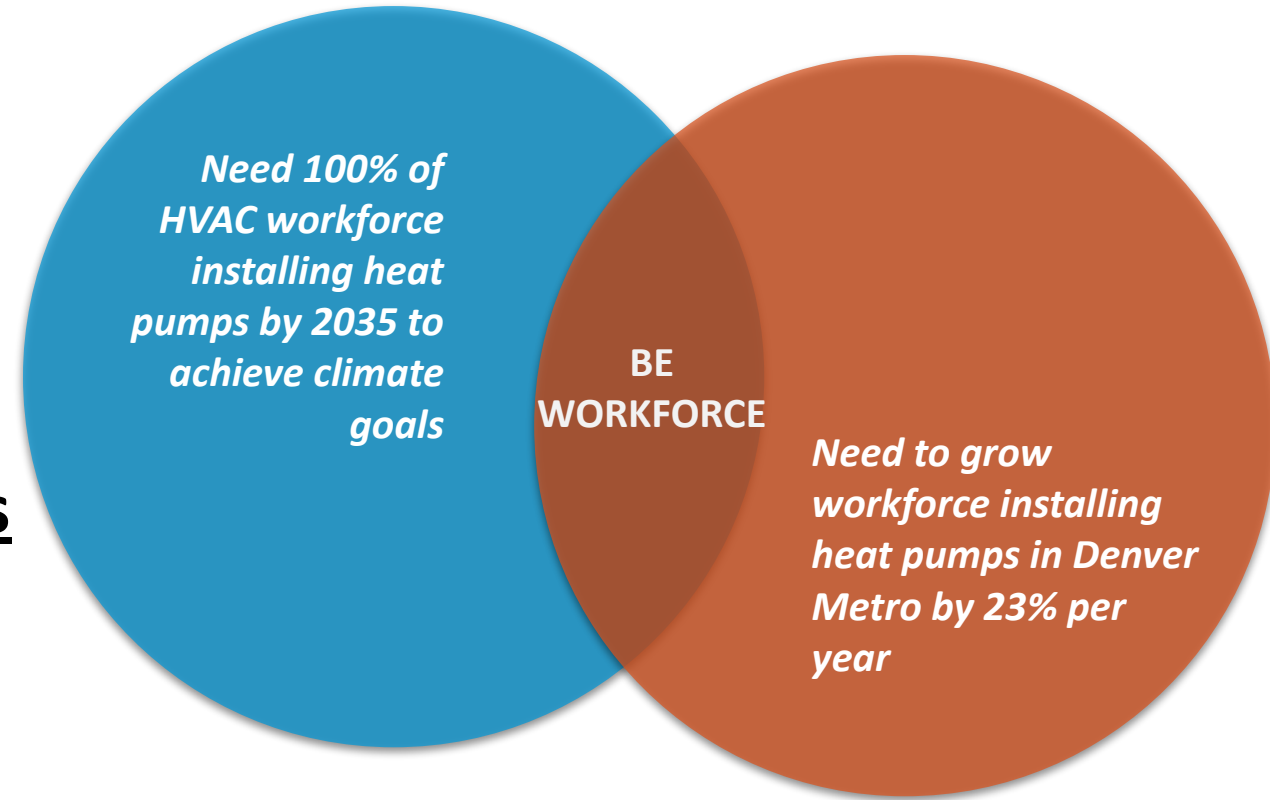


Defining the Beneficial Electrification Workforce

Occupations that specifically support the decarbonization of buildings and homes through the electrification of heating and cooling appliances

Top Building Electrification Occupations

- Insulation Workers
- Electricians
- HVAC/r Mechanics and Installers
- Plumbers, Pipefitters, and Steamfitters



Drive Demand for Quality Jobs: Embed Into Procurement

- Use vehicles to incorporate job quality and workforce inclusion priorities into projects
- Incorporate specific preferences or requirements to target priority populations
- Understand and address factors that have been historically critical to success



Drive Demand for Quality Jobs: Embed Into Procurement



CASR Labor Standard Language

This document is intended to provide consistent language across CASR when developing contracts and RFPs to ensure that labor standards are enforced and upheld to meet the City's CPF and equity goals. Project Managers may only need to incorporate one or two bullets in a future RFP depending on the SOW. If you have questions or need help identifying what's needed, please contact Shannon: Shannon.Jahn@denvergov.org

Contractor Language:

Hiring & Employment Requirements:

- Contractors must adhere to Prevailing Wage requirements if triggered. (I.e., living wage with health care contributions)
 - Once triggered: All Contractors and Subcontractors shall report wages and benefits for its employees subject to the Auditors Office requirements.
- Targeted and local hire requirements ensure the participation of underrepresented workers and/or graduates from approved pre-apprenticeships, trainings, and other workforce programs as well as the hiring of local Denver residents. The following are the hiring goals:
 - 20% of new hires will be local recruits residing in the City and County of Denver.
 - 20% of new hires will be from disadvantaged and under-represented workers from NEST and Denver Neighborhoods.
 - 15% of hires will come from CASR approved workforce training programs.
 - 30% or more of the total project work hours to be completed by number of employees or hours worked that include residents of the City and County of Denver.
- Funds can be utilized to pay for the administrative costs required to fulfill contract goals and responsibilities, including hiring additional staff.

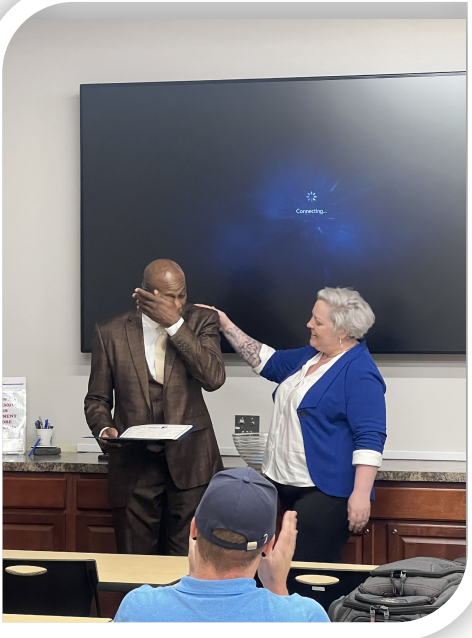
Deliverables:

- Tracking and reporting requirements to ensure outcomes are realized.
- Provide a Labor Rate Table to validate requirements.
- Detailed reporting demonstrating efforts to reach hiring goals that are missed, lessons learned, and actions to be taken to reach the goals in the future. Show good faith effort.

Recruitment and Retention- Equity Diversity & Inclusion (EDI) Efforts:

- Contractor will support and enhance the development of the local economy by leveraging community partnerships to maximize the overall benefits for low-income residents.
 - Including, but not limited to:

Current Green Workforce Programs: First Three Years



- Green infrastructure design, implementation management in urban ecosystems



- Energy and Water Conservation Program
- Colorado Climate Corps

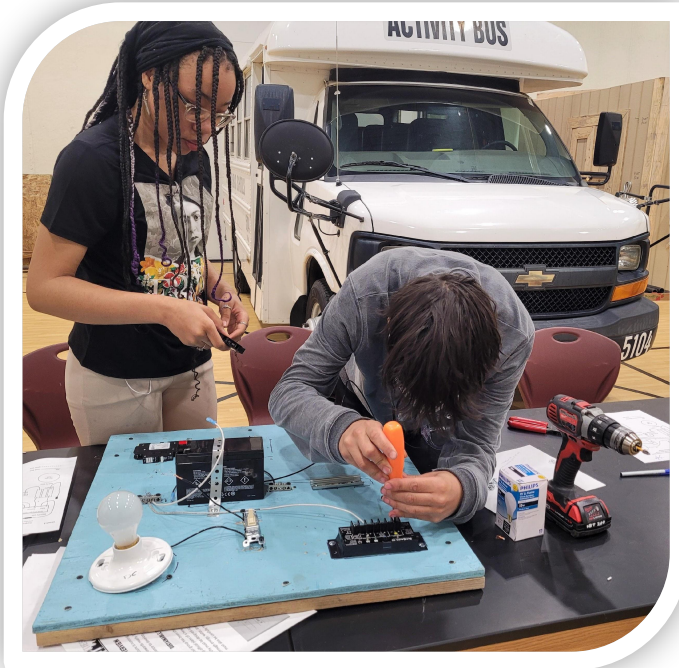


- Sustainable Facility Management (FM) Program



- TreeForce Urban Forestry Pre-Apprenticeship

Current Green Workforce Programs: First Three Years



- Summer Renewable Energy Academy
- Clean Energy Summer Internship Program



- 11-month SolarCorps Fellowship 3 cohorts of 3 justice involved Fellows



- Green Building & Clean Energy Training Modules

Current Green Workforce Programs: First Three Years



1196

Total Enrollees

21.47

Average starting hourly wage

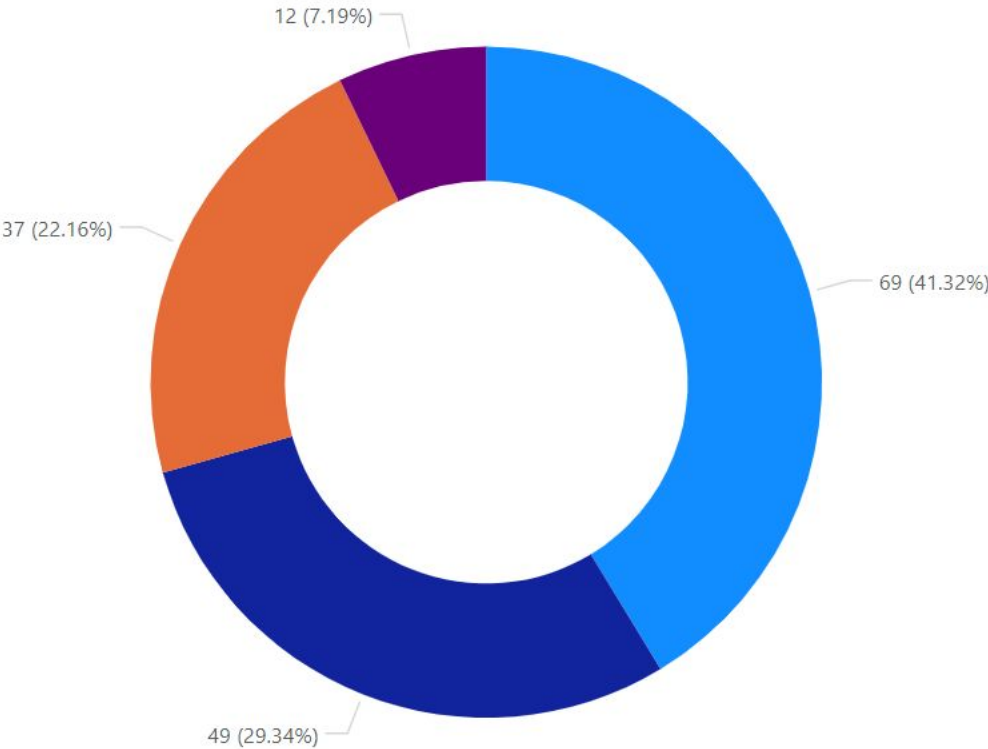
483

Total in-demand industry credentials achieved

1649

Total Barriers Removed

Placement Rate



- Green Job
- Green Apprenticeship
- Green Advanced Training
- Raise and/or Promotion

693 BIPOC

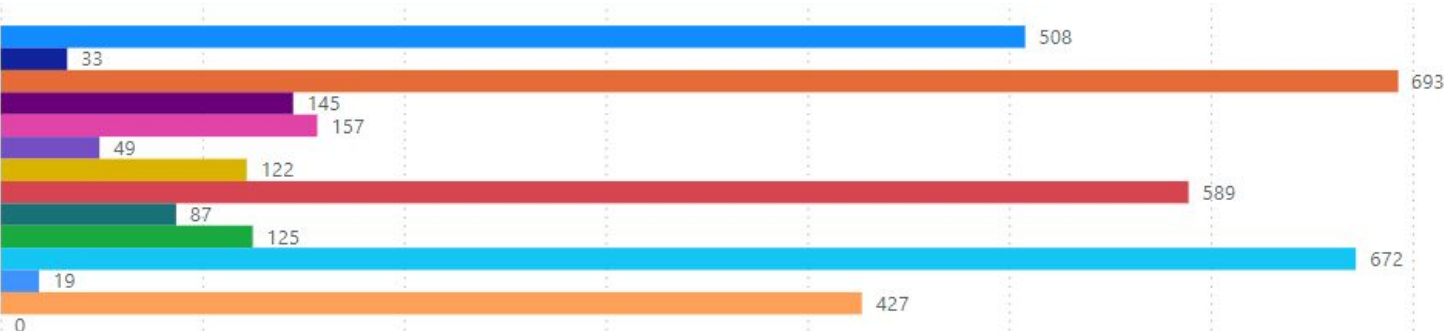
589 Low Income

427 Individuals who identify as woman

87 Individuals with disability

122 Justice Involved

49 Experiencing Homelessness



\$49,000 Mini Grant GWF Programs



Establishing a new career track in the solar industry, providing certified training for their student "Leaders".



Build "green" credentials/curriculum that enhances the skills of women in construction.



Educating and employing 40 youth over the course of 2 weeks this summer in the restoration of the South Platte River.

Regenerative Education Collective of Denver



Creating EV technician training program to upskill current Auto technicians.



Training 6 automotive instructors on EV education.



Apply Today!

Ecological Landscaper Training- Pilot Program to support Latinx and Hispanic individuals in the landscaping industry.



Thank you! Questions?

Jessmine.Anderson@denvergov.org

Our [Green Jobs Website](#)



Workforce Sustainability



What Is Happening Now

Robb Sommerfeld
Executive Director

Educating The Public

Wall Street Journal

How Gen Z Is Becoming the Toolbelt Generation

“More young workers are going into the trades as disenchantment with the college track continues, and Rising pay and new technologies shine up plumbing and electrical jobs.”



Axios Article

[Trades make a comeback with Gen Z workers \(axios.com\)](https://www.axios.com/trades-make-a-comeback-with-gen-z-workers-2023-01-11)

"We're finally seeing a more than subtle change within our society," says Robb Sommerfeld, co-founder of the National Center for Craftsmanship, which provides vocational training at high schools among other services. "More and more students and their parents see alternatives."



Available Programs In Colorado

[Home | TACT \(buildwithtact.org\)](https://buildwithtact.org)

Empowering individuals on the Autism spectrum through skilled trades

90% of people in the Autism community are unemployed. We're here to change that.

Culinary Arts

Auto Mechanics

Carpentry

Technology

Electrical

Welding



Available Programs cont.

[Master's Apprentice Construction Training Program \(themastersapprentice.org\)](http://themastersapprentice.org)

Our program gives you the confidence that most entry level apprentices will not have when starting. Our direct connections with employers also mean you will likely have job offers upon graduation. The skills we teach not only will give you the foundation for success in an apprenticeship with a company, but also to shoot higher toward management and ownership should you desire.



Available Programs cont.

[BuildStrong Academy: Building Careers in Construction](#)

This is the place to start or further your career.

Our academies and online courses help you find a career that matches your interests and talents, connects you to employers, and helps you make the most of the vast opportunities in the construction industry.

Created by leaders in the industry to specifically meet today's challenges and to prepare you for a successful career, you'll learn directly from experts, have hands-on experience and get on the fast track to a job.



Available Programs cont.

Fort Collins High School

[Architecture & Construction Course Descriptions | Fort Collins High School \(psdschools.org\)](https://psdschools.org/Architecture%20&%20Construction%20Course%20Descriptions)

Construction Technology:

This is the foundation course to basic residential construction. Students will demonstrate competencies that are nationally recognized by the construction industry. Students will learn and practice structural framing of floors, walls, ceilings, and roofs. This course also includes the use of basic construction tools and machinery, applied math, and an introduction to blueprint reading. This course teaches students industry safety including the use of all machines and tools.

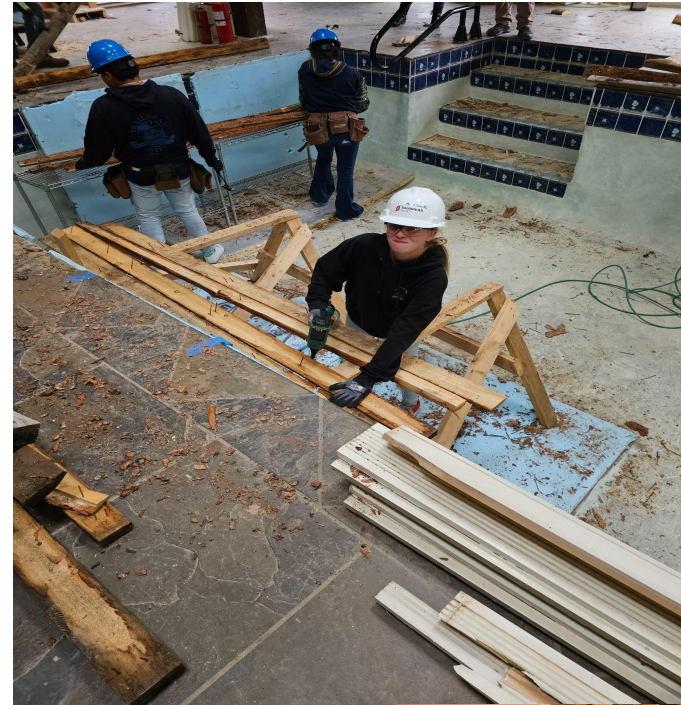


Available Programs cont.

[National Center for Craftsmanship \(nccraftsmanship.org\)](http://nccraftsmanship.org)

The National Center for Craftsmanship is a non-profit organization dedicated to preserving and enhancing quality craftsmanship. We provide education, training, and research to support craft skills at all levels in order to fill critical shortages of skilled workers and boost economic productivity.

Craftsmanship is the cornerstone of quality in various fields, from construction to art. The National Center for Craftsmanship aims to preserve these skills and ensure their continuity.



Questions

