



Connecting Low-Income Workers To Employment Through Green Job Talent Networks

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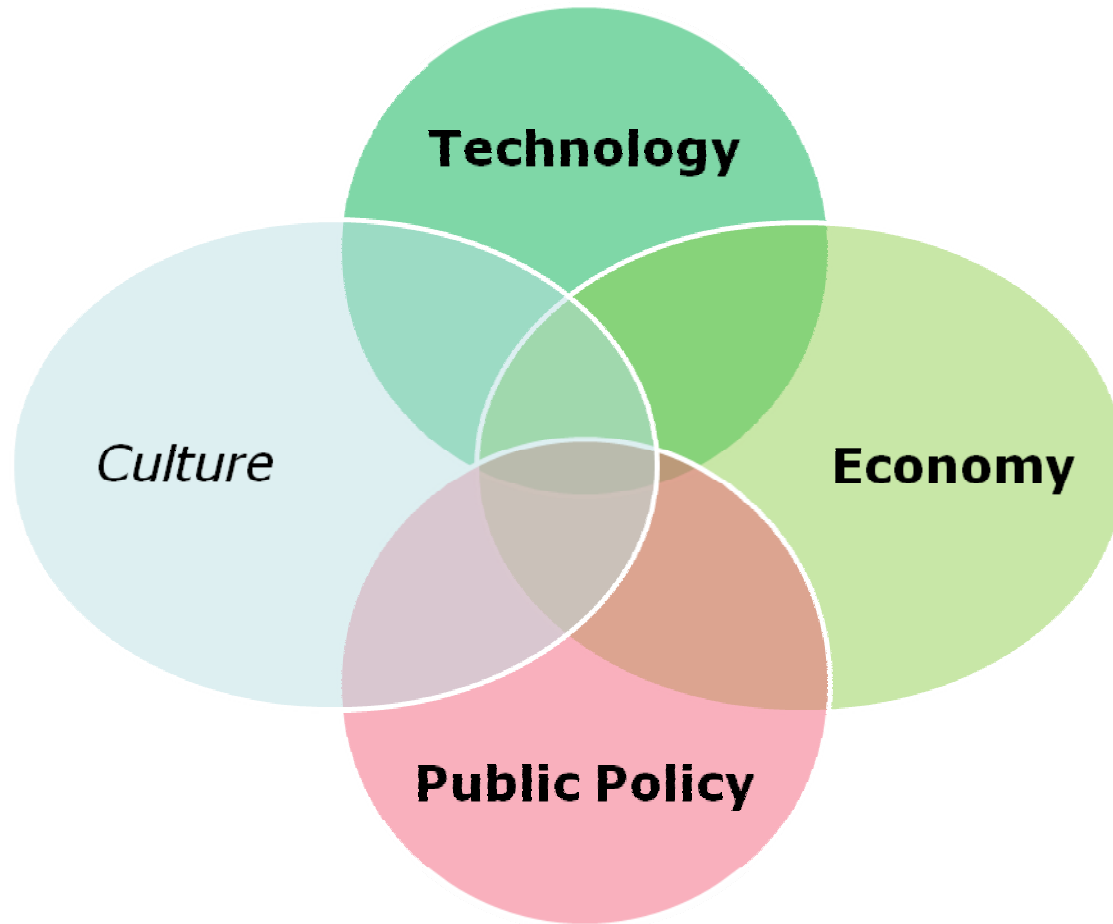
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What makes planning for **green** training different?

- **The role of public policy in job creation**
- **Green jobs often are traditional jobs, sometimes with an added “green layer” of skills**
 - **Core job skills and credentials are key**

RE/EE Green Job Growth Drivers



Defining the Issues

- **The green jobs “Information Gap” prevents informed choice**
- **The emerging nature of green jobs makes flexibility and real-time information important**
- **Few systems fill the gaps AND to address rapidly changing demand trends.**
- **Better coordination needed among:**
 - Workforce Intermediaries
 - Economic Development
 - Labor Unions
 - Educational Institutions
 - Community-based Organizations



What Should Agencies Consider When Developing Green Training?

- Demand, Demand, Demand!
 - Consult data, policy actors and unions, as well as employers
 - Numbers of workers needed AND credentials/skills needed are important
- Existing Pool of Workers
 - Are newly trained workers needed
 - Be aware of “crowding at the bottom”
- Other Available Training in the Region

Talent Networks: A Possible Solution

Key Elements

- Asset map - jobs, training, and education
- Formal partnerships
- Feedback mechanisms for job demand & credential supply
- “Stackable credentials” & articulation agreements
- Education program accreditation
- Job development
- Statewide and regional components

Benefits

- Respond to employer demand as it evolves
- Ensure access for diverse workforce
- Be competitive for state/federal grants

BPU DEP EDA DCA CHE SETC DOE LWD

Strategy

Green Jobs Leadership Council

Green Jobs Workforce Advisory Council
(Industry / Labor Unions)

Green Jobs Talent Network

Green Jobs Coordinator

Sector Information
 - Workforce needs
 - Labor market information - Career information
 - List of employers - Job openings
 - Directory of training and education programs / providers

Implementation

TALENT NETWORK MEMBERS
 - WIBs / One Stop Career Centers
 -- Community Based Organizations
 - High Schools
 - Community Colleges
 -Four Year Colleges / Universities
 -Labor Unions

New Curriculum

Pre-Employment Training / Education

Incumbent Worker Training

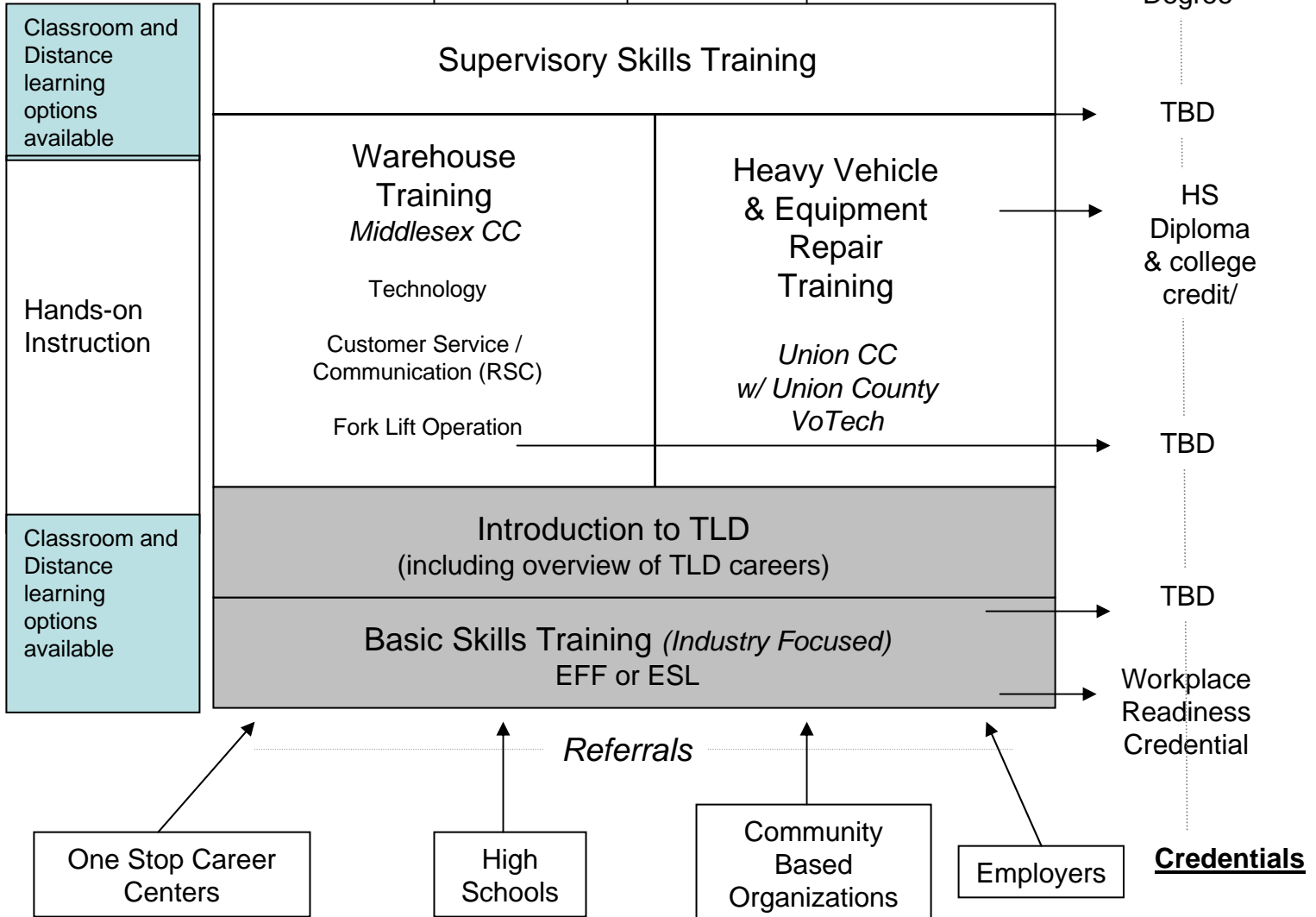
Talent Networks: A Possible Solution

- **Address Current Demand in EE/RE Construction, Installation, & Manufacturing**
- **Facilitate Career Development**
 - Stackable credentials
 - Better job, career, and training information
 - Follow-up training for entry-level workers
- **Address Emerging Demand for All Levels of Work**
 - Track green job growth
 - Offer green credential training based on expressed employer needs
 - Create a point of contact for employers who need skilled workers
- **Avoid under-supplying and over-supplying the market**

**Model:
Stackable credentials
for jobseekers and
workers in the TLD industry**

Possible Tuition
Funding
Sources:

- ITA's / ITG's
- NJ BIA / CC
Basic Skills
Grant
- Employer
Funded Training
- NJP TLD
Curriculum
Implementation
- Pell Grants
- Urban
Enterprise Zone
- Food Stamp
Training



Credentials

Promote Effective Partnerships

Support organizations that promote or participate in broad coalitions that include:

- **Employer leadership and ongoing involvement**
 - Hiring agreements
 - Input into curriculum development
- **Participation of labor unions, where appropriate**
- **Formal articulation agreements among multiple levels of education (career ladders)**
- **Community based organizations that can provide social support layers**



Be Clear About Measures of Success

Outcome Measures:

- Job placement
- Partnership agreements
- Labor union apprenticeship
- Acquisition of nationally recognized credentials and college credit
- Sustainable matching revenue streams

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