

# Seattle green jobs strategy



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# Residential Energy Efficiency “High Road” Workforce Strategy

**Mission:** The City of Seattle will work with local stakeholders, workforce development experts, and residential home performance contractors to develop a “high-road” retrofit model for the City’s initiatives to catalyze the residential energy efficiency market.

**Key Partners:** Living Cities, Green For All, Community Benefits Law Center, NEW OP

## **Training Standards**

Develop a set of training competencies/standards to ensure that employers have access to qualified applicants and that participants have marketable skills they can build upon.

## **Hiring Standards**

Develop hiring standards to ensure that all Seattle residents have the opportunity to access the jobs created by EECBG as well as future energy efficiency initiatives.

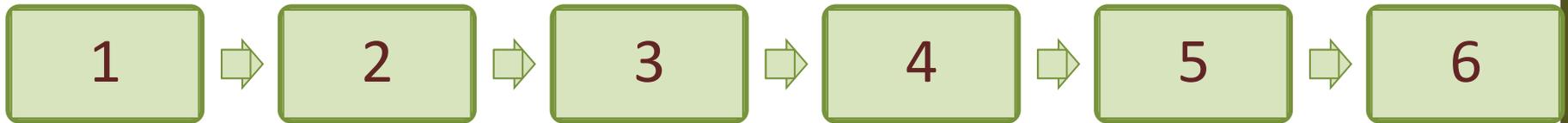
## **Quality Standards**

Develop contractor quality assurance standards to ensure that companies working on behalf of the city are competent and skilled in their trade & create quality, career path jobs.

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# High Road Workforce Strategy Stakeholder Committee

Stakeholders Meetings - March - June 2010

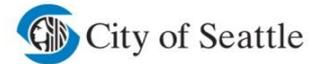


Stakeholder Agreement on Standards

Adoption of Standards &  
Integration into City's Residential Programs

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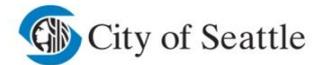
# High Road Agreement: Program Goals



- Maintain sustainability & consistency of job and sector growth & investment
- Keep program simple and predictable
- Maintain balance between creating jobs for entry level targeted workers and existing skilled workforce
- Achieve business participation rates of:
  - 80-100% small businesses
  - At least 30% minority-owned businesses
  - At least 10% women-owned businesses
  - 100% local businesses
  - Increased participation of employee-owned and veteran-owned businesses
- Contractors provide high-quality work
- Program jobs lead to career pathways
- Program jobs pay a family-supporting wage

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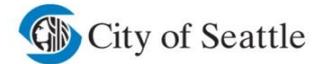
# High Road Agreement: Key Elements



- Training Program Standards
  - Qualified Training Programs
  - Definition of Targeted Workers
- Hiring Standard
  - Hiring from Qualified Training Programs
  - Entry Level Worker Hiring Standard
  - Retention Standard
- Contractor Quality Standards
  - Contractor Pool
  - Minimum Standards
  - Wage and Training Requirements
  - Points in the Application Process

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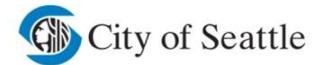
# High Road Agreement: Minimum Contractor Standards



- Licensed and Bonded
- Comply with Hiring Standard
- Key staff have appropriate certification (BPI certification)
- Have performed at least 2 similar jobs
- Has not had excessive violations of Workplace Laws
- Agree to perform complete warranty service on program retrofits
- Agree to pay wages as established by the program “wage requirements”

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# High Road Workforce Strategy: Next Steps



- Stakeholder Evaluation & Implementation Committee
  - Name Committee: Contractors; Training Providers; Labor Unions & Community Organizations
  - Establish Work Plan and Schedule of Meetings
  - Define Deliverables:
    - Contractor Application
    - Contractor Support
    - Worker Placement
    - Ongoing Evaluation & Monitoring
- Emerald Cities Seattle
  - National Organization
  - Local Structure
  - Key Action Items

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