



FOUNDATION *for* CALIFORNIA
COMMUNITY COLLEGES

June 20, 2022

RE: Comments on 2022 Scoping Plan Update

Dear Chair Randolph and Members of the Air Resources Board:

Climate change affects the health, livelihood, housing, and safety of Californians, with impacts falling heavily on already disadvantaged individuals and communities. The California Air Resources Board's Draft 2022 Scoping Plan clearly defines technologies and targets to address the critical challenges of climate change. To meet the targets, rapid, broad-based changes in California's workforce are needed. The Scoping Plan provides the forward guidance necessary to build a realistic workforce development framework in support of climate goals.

Community Colleges Reach Under-Served Californians

California's community colleges span the state in geography and socioeconomic reach, with 116 colleges serving 1.5 million students. In the regions where energy, agriculture and forestry dominate, community colleges serve as primary cultural and support centers, providing immediate disaster aid, community leadership, and long-term solutions like career development. They impact - and provide conduits to - hard to reach populations within and beyond major metropolitan areas. In their communities, they provide unique opportunities to partner with agencies, industries, tribal communities, labor, grass-roots organizations, non-profits and individuals with stakes in environmental justice, climate adaptation, and climate mitigation.

California's community colleges are supported by the Foundation for California Community Colleges (FoundationCCC), a non-profit organization with a long track record of successful creation, implementation and scaling of statewide programs, including the Smog Technician Training and Smog Check Referee Programs (for BAR), the Golden State Grant Program (for CDSS), and outreach for CalFresh and the California Earned Income Tax Credit.

Accepting the Challenge: A Hub To Meet Workforce Needs

Many outstanding resources are available across California for building the future workforce; however, coordination and communication challenges may constrain the impact of individual efforts. Thoughtful dialog within and across sectors impacted by climate change and climate policy will increase the speed and success of the creation of a future-ready workforce. To address the needs identified in the Scoping Plan, FoundationCCC can build on existing administrative frameworks and partnerships to bridge the needs and resources of state agencies, NGOs and CBOs, tribal communities, workforce development agencies, businesses, individuals, and community and four-year colleges.



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We propose a **Climate Workforce Hub** coordinated by the FoundationCCC, with two focal areas: 1) convening and coordinating stakeholders and 2) implementing a full life-cycle workforce development strategy for careers in climate adaptation and mitigation.

Convening stakeholders. Even within an economic sector, lack of information flow between geographic regions and sub-sectors of the field serve as barriers to knowledge and entry into the workforce pipeline. Convenings that include agencies, industry, educational and training institutions, tribes, and NGOs working in a given sector can identify current needs and bottlenecks, explore successes and failures, and define future expectations of workplace needs. FoundationCCC has deep experience coordinating communities of practitioners, including building a statewide web of partnerships across forestry industries.

Implementing a full life-cycle workforce development plan. As sector-specific challenges to meeting workforce needs become apparent through coordinated dialog, the Climate Workforce Hub will implement appropriate strategies to build career pipelines in climate-related fields. A comprehensive plan will include elements that:

- Raise awareness of and interest in climate-related careers
- Communicate training/education requirements for careers
- Identify providers of specialized training/education
- Highlight resources that make training programs accessible
- Bridge training/education and work with internships or apprenticeships
- Link job candidates, including those with barriers to employment, with job postings
- Identify and reduce barriers to entry into and completion of training pathways
- Track success of workforce development with transparent metrics

FoundationCCC has successfully worked with state agencies to achieve each of these elements in current and past projects. Through effective program administration and implementation and partnership building, FoundationCCC can help the state meet its workforce needs, while helping Californians find good jobs that match their interests, skills and lifestyles. With that workforce in place, we can meet the targets of the Scoping Plan and build climate resilience.

Sincerely,

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Benefiting, Supporting, and Enhancing the California Community Colleges