

A decorative graphic consisting of a green grid pattern that is partially obscured by a curved, semi-transparent green shape on the left side, creating a modern, clean aesthetic.

Los Angeles Trade Technical College: Clean Energy Pre-Apprentice Program

Leticia L. Barajas

Dean, Academic Affairs

Division of Workforce and Economic Development

Los Angeles Trade-Technical College

CEPA Program Overview

- \$1,000,000 to train 150 participants; 128 complete training (75% Low-Income & Special Populations)
- Training in renewable energy and energy efficiency/retrofit, utility technology, including distribution fundamentals and installation of utility-scale solar energy
- Performance Goal(s): 98 placed in unsubsidized employment; 70 retained in employment 6 months post-training

College Location & Background

- No/Low Academic History - Adults:
 - 55.2% of Do Not Have HS diploma, GED
 - 35.0% have less than a 9th grade education
 - rate 23.6% higher rate than LA
- No/Low College Going Culture – 18 – 24 yr olds:
 - Only 35% enrolled in post-secondary education
 - rate 34.7% lower than LA
- No/Limited English Speaking - Adults:
 - 65.1% non-native English speaking
 - 34.7% limited or non-English speaking
 - rate 25.20% higher than California, 31.60% higher than US

Trainee Outreach and Recruitment

- Work with Community Based Organizations, City/County WIB and WorkSource Providers, LA Conservation Corps, California Conservation Corps LA Urban League, and others
- Direct Outreach through LATTTC Job training Portal

<http://college.lattc.edu/jobtraining>

The screenshot displays the LATTTC Job Training Portal. The main content area features a 'Job Training Listing' section with three job opportunities:

- Accelerated Diesel Mechanic Program**: Provides an accelerated option to the two-year Diesel Mechanic program. *Trainee Focus* – Unemployed and dislocated residents of the City of Los Angeles. Posted: February 26, 2010 End date: March 22, 2010 (subject to change based on availability).
- Weatherization Installer**: Provides energy efficiency measures to residences in the greater Los Angeles neighboring communities. Ideal for individuals with a background or interest in construction-related areas. *Trainee Focus* – 18 and over participants with good driving record and transportation.
- Weatherization Outreach Specialist**: Provides neighborhood canvassing and outreach to enroll community members in Low Income Energy Efficiency programs. Ideal for individuals who have communication, sales, and energy conservation interests. Ability to speak Spanish is strongly recommended. *Trainee Focus* – 18 and over participants with good driving record and transportation and liability insurance. Posted: March 1, 2010 End date: March 22, 2010 (subject to change based on availability).

Below the listings is a 'Training Interest Questionnaire' section with a form for submission. The form includes fields for Name (First and Last), Address (Street, Address Line 2, City, State/Province/Region, Postal/Zip Code, Country), Phone (Area, Exchange, Number), and Email. It also contains three yes/no questions: 'Are you 18 years old or older?', 'Gender' (Male/Female), and 'Are you LATTTC current student?'.

The left sidebar contains 'Job Training Opportunities – Spring 2010' with a list of programs: Accelerated Diesel Mechanic Program, Weatherization Installer, and Weatherization Outreach Specialist. It also includes a 'NEWS & EVENTS' section with a link to 'The Latest News from Job Training' and an RSS feed subscription link.

Clean Energy Training Topics and Workshops

- Electrical Lineworker (Female Lineworker Program)
- Solar PV Installer
- Solar Thermal
- Green Plumbing
- Weatherization & Energy Efficiency Installer
- Outreach Assessor – (entry level) position
- Sustainable Lighting Technician
- Energy Auditors/Home Raters

Overview of LATTTC Training Facilities

- Classroom and Laboratories
 - Solar PV Installer Facility
 - 1500 sq ft HVAC Lab with Combustion Appliance Zone Training Area & Furnace Inspection Area
 - 1000 sq ft Weatherization Lab
 - 800 sq ft Sustainable Lighting Lab
 - 3000+ Electrical Construction and Maintenance
 - Electrical Lineworker Outdoor Field



Faculty and Program Certification & Accreditation

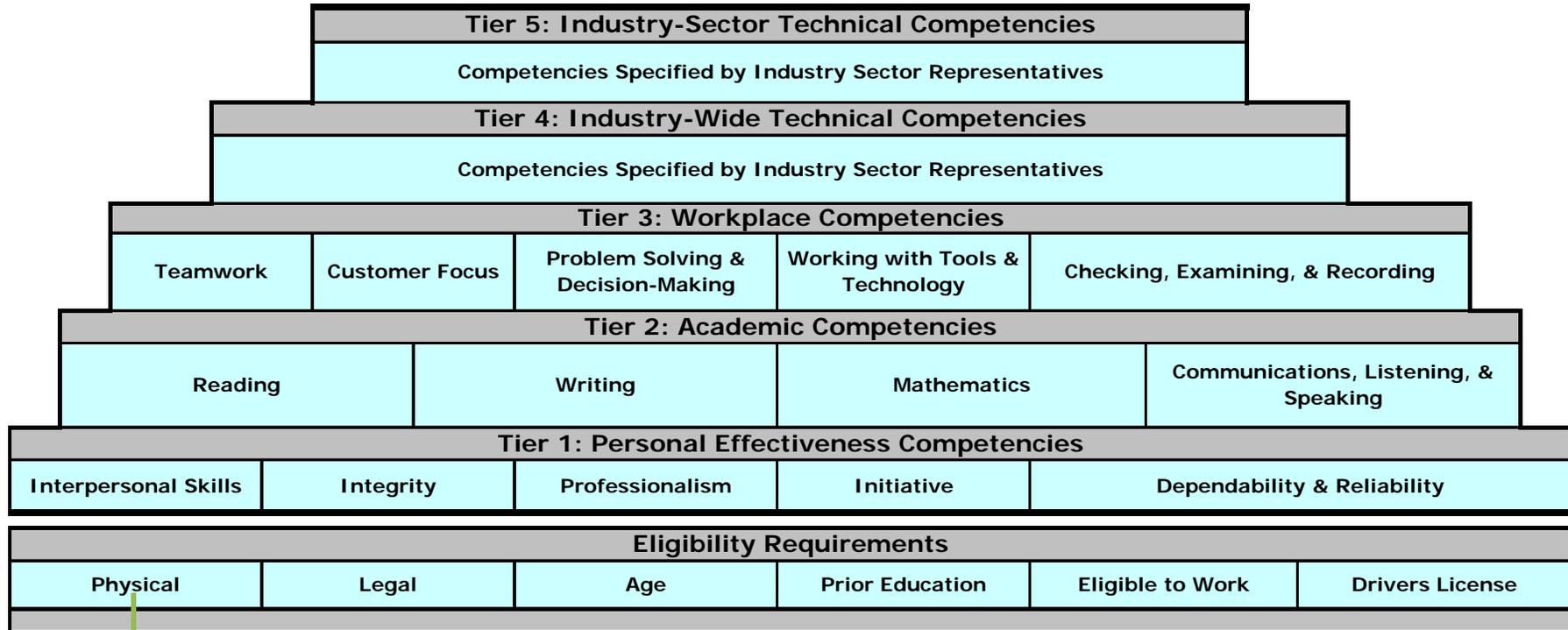
- Over 20 Full-Time & 40+ Part-Time faculty Building and Construction trades
- Integrate components as much as possible into core Program
- Building Performance Institute (BPI)
- North American Technician Excellence (NATE)
- North American Board of Certified Energy Practitioners (NABCEP)
- Home Energy Rater System Provider
- Green Plumber

Competency Model Framework



Competency Model Framework

Building Block Competencies for Utilities Careers



- *Lifting capacity (50 lbs)* – Has physical capacity to lift 50 lbs above head
- *Stooping, crawling, squatting* – Has physical capacity to stoop, crawl, squat, and maneuver on hands and knees
- *Working in small/confined spaces* – Has capacity to work and maneuver in small and confined spaces
- *Walking and standing* – Has physical capacity to walk 5 to 7 miles per day and stand for extended periods of time
- *Agility* – Able to climb ladders (no fear of heights)

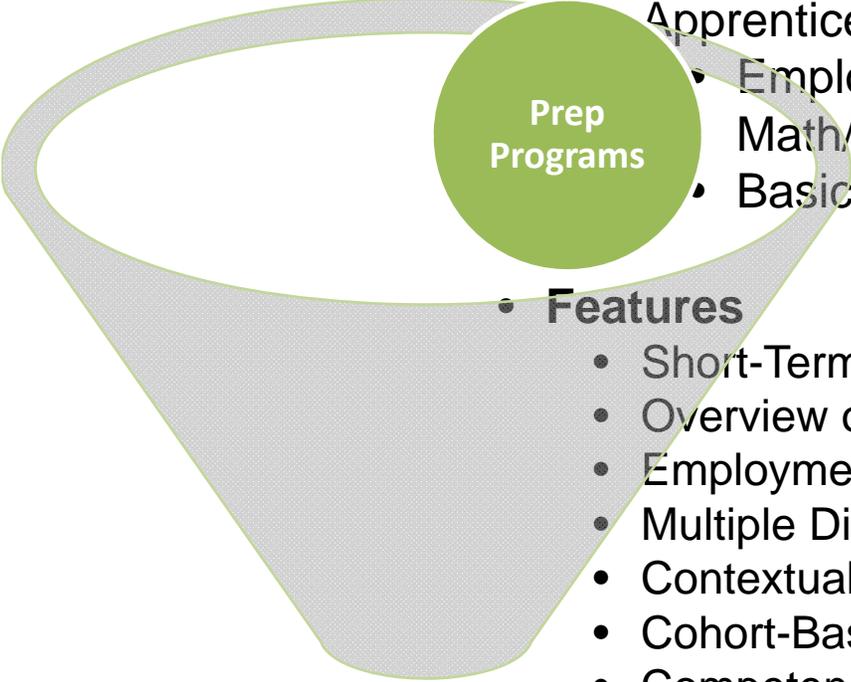
Prep Programs – Getting Participants Engaged

- **Objectives**

- Prepare Individuals for Entry-Level Occupations or Apprenticeship Programs
- Employment Readiness
- Math/English Competencies
- Basic Knowledge, Skills and Abilities

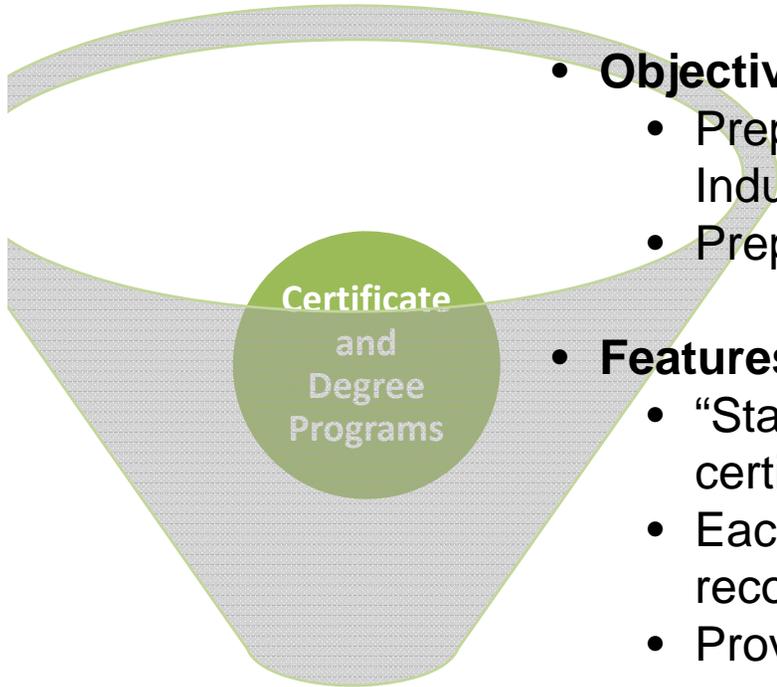
- **Features**

- Short-Term, Mostly Not-For-Credit
- Overview of Industry/Career Pathway(s)
- Employment Barriers/Eligibility Requirements
- Multiple Diagnostic Assessments Used
- Contextualized Math & English to Industry/Career
- Cohort-Based; Placed by Skill Level
- Competency Model Framework
 - Focuses on Tiers 1-5
 - Exposure to Tiers 6-7



Prep Programs

Certificate/Degree Programs Career Ladders



- **Objectives**
 - Prepare Individuals for Entering and Advancing Industry/Career Ladder
 - Prepare Individuals to Pursue a 4-Year Degree
- **Features**
 - “Stackable” programs that culminate in multiple certificate and degree options
 - Each certificate/degree is linked to an industry-recognized certificate, credential
 - Provide options for individuals to pursue multiple career pathways in one or more industry sectors

Training Challenges

- Jobs, jobs, jobs...where are they
- Tremendous basic Math and English Skill deficiencies (7th grade and below)
- Lack of technical background, exposure and skill level of participants
- Work ethic, job requirement knowledge (e.g. DMV driving record, etc)
- Innovation can be problematic (boot size for female lineworkers)
- Limiting participants – LATTC reached its goal (150)

Employment and Placement

- College invites employers to recruit directly after training completion; **Direct** access to trained individuals who want to work
- Employers have access to:
 - Trainee skill certification results (Rubric) & Instructor Feedback
 - DMV Printout
 - Interview on campus or at selected work site
 - Provide feedback to instructional team to improve training
 - Up to one month On Job Training*

Additional Information

Leticia Barajas, Barajal@lattc.edu
lattc.edu/cepa

