

**GREEN COLLAR JOBS ROUNDTABLE  
THIRD GENERAL BODY CONVENING  
JUNE 17, 2009**

**SUMMARIES OF TABLE NOTES- BY BREAKOUT SESSION**

*A line break between bullet points indicates differing or additional comments from a different table.*

**Breakout Session #1:**

**How to Coordinate Workforce Development with Existing Sustainability Initiatives**

Re recommendation #1

1. First step: Identify existing wage and labor standards, specifically NYC and OSHA standards, and ensure that they are enforced for workers trained under this program, especially for workers entering private firms afterwards.
2. Short-term goal
  
3. Why single out climber and pruner positions?
4. Good recommendation but too narrow and peripheral to be a priority.

Re recommendation #2

1. Short-term goal with long-term process
  
2. Medium-term goal
  
3. Priority because it is time-sensitive to the funding coming down now.
4. Related to #5 and #9. Any time the City spends money consistent with OLTPS, there will always be green workforce standards.

Re recommendation #3

1. First step: Define a specific question for the study
2. Should ensure that standards resulting from the study are integrated with training programs and are in line with national efforts.
3. Medium-term goal, depending on length of study.
  
4. New hazards in new green jobs have to be studied, assessed and addressed as part of any plan or set of recommendations going forward.

Re recommendation #4

1. Evaluate existing training programs and then add greening standards to them rather than create whole, new training programs and certifications. Doing this also helps utilize incumbent workers and existing skills.
2. Training standards and certifications should apply to all green jobs, not just recycling.
3. Medium-term goal
  
4. Short-term goal

#### Re recommendation #5

1. Labor standards, in addition to employment requirements, should be added to the list.
2. First steps: Build consensus on labor standards so there is common starting point, then identify existing incentive programs that we can influence, and then assess where these programs are lacking.
3. Short-term goal
4. Medium-term goal
5. Needs more cogent and elaborated wording.
6. Related to #2 and #9.

#### Re recommendation #6

1. City needs to agree on a set of standards to use before oversight can be done.
2. Medium- to long-term goal, depending on standards.
3. Tie these issues into Green Building Legislation
4. Provide accredited training to meet demand
5. Short-term goal
6. Retrofitting is a big part of the stimulus money and should be prioritized.

#### Re recommendation #7

1. First steps: Bring together providers of training programs to identify necessary equipment and requirements and discuss possible integration of programs.
2. Should include apprenticeship programs.
3. Medium- to long-term goal, as it involved creating a center
4. Should include CBO-based initiatives
5. Focus should shift to coordinated efforts and expansion of existing and future efforts between the City and NYSERDA.

#### Re recommendation #8

1. First steps: Ensure there is enough funding to meet the activities of the job position. Also, keep all stakeholders involved and informed.
2. One person may not be sufficient, unless he/she has large staff.
3. Position should monitor *and* inform.
4. Short-term goal
5. OLTPS can be the critical government body that can coordinate workforce development with existing sustainability initiatives and encourage dialogue among organizations, communities, and elected officials. It can serve as focal point for all related issues.
6. Selection of a head person within OLTPS that handles workforce development should require community input and approval. This person should reflect the values and missions of the involved communities.

### Re recommendation #9

1. Medium-term goal.
2. Short-term goal because legislation is in process and only advocacy is now needed.

### Priorities

1. Recommendation #8.
2. Then, #2, 5, and 9.
3. Then #6.

### New recommendations

1. *The City should commission a study to define, map and codify green jobs in NYC to study growth and direction.*
2. NYCEDC is already analyzing green job growth in NYC. The report is supposed to have been released in Spring 2009.
3. Specific numbers and hard facts are key!
4. *Incorporate industry-wide certification program and guidelines that do not exclude targeted groups.*

## **Breakout Session #2:**

### **How to Foster Green Businesses Locally**

#### Re recommendation #1

1. Education and Outreach should be provided to businesses because they may not how to go green.
2. 311 can be a place people call to get information about greening their business.
3. E-waste should be included as top concern for businesses going green.
4. "Small green manufacturing" should be added to the list
5. SBS should be at the table.
6. Already happening, but should be brought together by a coordinator.

#### Re recommendation #2

1. "Green" needs to be better defined.
2. Entire business community should be consulted, not just "green" businesses

#### Re recommendation #3

1. Have OLTPS coordinate the city's efforts with small businesses.
2. Short-term goal.

#### Re recommendation #4

1. More bureaucracy may arise from issues with green labeling. They already certify green products in the city.
2. Short-term to medium-term goal

#### Re recommendation #5

1. Group was confused; thought it should have been a second part of 4.

#### Re recommendation #6

1. SBS should create the form (perhaps it is in the works?)
2. Short-term goal; easy to do

#### Priorities

1. Combine 1, 2, 3 and add an educational strategy
2. Centralize and streamline SBS greening resources to engage in strategic outreach by providing equal access to information/opportunities to become “green”.
3. Use CBOs or community colleges to provide outreach; add an information portion on 311.
4. Provide metrics such as cost-benefit analyses or Return on Investments.
5. Contact Jessica Luk with OLTPS.

Recommendations are really steps in a flowchart leading to the overall objective of growing green jobs locally. Thus, the recommendations are ordered as steps:

6. Recommendation #1
7. Recommendation #3
8. Recommendation #2
9. Recommendations #4 and #5
10. Recommendation #6

#### **Breakout Session #3:**

#### **How to incorporate green collar training into current workforce development initiatives**

#### Re recommendation #1

1. The language should be general and not specify CUNY, such that it reads: “The City should work to further develop Building Performance Institute (BPI) Training Resources. Specifically, they should (a) expand the capacity of current colleges offering BPI training; (b) identify new providers to offer BPI training; and (c) finance a public awareness campaign to promote BPI certification. The group believes CUNY should not be the only one involved in BPI training resources since some levels of training do not belong in CUNY.
2. Should also include employer based training
3. City agencies should coordinate their efforts more. The City should weigh in more on this issue, as opposed to only CUNY, to increase capacity.
4. BPI should expand, although not be the only standard used.
5. Short-term issue, a one-year priority.
  
6. Expand to non-CUNY organizations or schools that also offer BPI training to include those who do not attend CUNY or college.
7. BPI programs should confer uniform certification; may include LEED
8. Medium-term goal.

#### Re recommendation #2

1. Medium- to long-term goal because it needs a lot of funding.
  
2. Short-term goal because it’s already happening.

Re recommendation #3

1. Short-term goal

Re recommendation #4

1. Short-term goal in terms of priority but a medium-term goal in terms of implementation.

Re recommendation #5

1. List should include renewable energy and ecological restoration
2. Good to have Mayoral and City Council initiatives and to keep these groups as separate bodies.
3. The City should move faster and prioritize its creation of an EJ group.
4. Medium-term goal.
  
5. Term “workforce intermediary” should be clarified in finalized recommendation.
  
6. Short-term goal.

Re recommendation #6

1. Should include other workforce development programs, such as those that include youth.
2. Short-term, urgent goal.
  
3. Too specific on Jobs to Build On; should be expanded to other sources adult education such as CUNY and high schools.
4. Funding should focus on jobs that exist or are coming now as well as jobs of the future that will keep NYC competitive. CUNY and the high schools it supports are good at creating jobs, but jobs should also come from other places for people who do not attend CUNY.

Re recommendation #7

1. DECAS, not just the City, should play a leading role.
2. The City needs to focus on OWN workforce where training is not available (ex. Landscaping)
3. Dept. of Citywide Administrative Services needs to lead.
4. Unions should get involved.
5. Medium-term goal.

Re recommendation #8

1. Sustainability curriculum should be incorporated into existing classes (i.e. ESL courses)
2. Short-term goal with long-term process; start now to provide the funding needed to keep operating. Making it long-term might lose funding in the future.
  
3. Should be combined with 10.
  
4. Medium-term goal.

Re recommendation #9

1. A centralized online resource for training in the city already exists through SBS; HRA uses it.
2. Should include SBS.
3. Medium-term goal.
  
4. Short-term goal.

Re recommendation #10

1. Add “and renewable energy” after “...building efficiency work...”
2. Medium-term goal.
  
3. Short-term goal with long-term process; start now to provide the funding needed to keep operating. Making it long-term might lose funding in the future.
4. Should be combined with 8.

Re recommendation #11

1. Change language so it incorporates groups not represented by commissions. Separate commissions make it difficult to include everyone.
2. Mayor should see if existing commissions can play a role
3. Get construction commission involved.
4. In general, make steps to help existing programs.
5. Short-term goal

Re recommendation #12

1. Medium-term goal.
  
2. Short-term goal.

Re recommendation #13

1. Ongoing; should be priority
2. Short-term goal
  
3. Local law 86 already recognizes local business services and incorporates renewal energy.
4. Another executive order is not needed because Executive Order 111 already mandates this.

Re recommendation #14

1. Medium-term goal
  
2. Short-term goal.

Re recommendation #15

1. Short-term goal.
  
2. Medium-term goal.

### Re recommendation #16

1. There are no legal requirements that are non-employer-based.
2. Need an oversight committee; the City should establish an advisory committee
3. Short-term priority, but will take time.

### Re recommendation #17

1. Long-term goal.
2. Medium-term goal.

### Re recommendation #18

1. Public projects already require prevailing wages.
2. Developing incentives, taxes and standards may take time.
3. Short-term goal.

### Priorities

1. Recommendation 13
  2. Recommendation 15
  3. Recommendation 6
  4. Recommendation 18.
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1. Start with 4, but must add language that ensures job placement after training ends.
  2. Then 13 to send messages about job standards and oversight provisions
  3. Then the rest.

### **Breakout Session #4:**

### **How to Support and Expand Community-based Green Jobs Training and Transitional Employment**

#### General comments

1. Policymakers must also receive environmental literacy education.
2. Must work to increase awareness of and engagement in civics and green jobs, especially among those impacted by environmental injustice and have subsequently given up faith in the system.
3. Need to educate promoters of green jobs, such NYCHA and larger public, about EJ movement
4. More partnerships in training needed, so that Urban Agenda-type groups don't fight constantly in RFP process for unarticulated goals. Goals should be articulated by city so organizations can delegate tasks or work together. Urban Agenda can help develop this articulation
5. Urban Agenda should also develop a proposal to the City for how to use green jobs money.
6. Problem exists where a person with unemployment and living in public housing has no academic degrees and low literacy. They need more qualifications (ex. GED), which takes longer time to get, before they can get a green job with a career track.
7. Identify jobs, programs, and labor unions that don't require a GED and link them with green jobs training.

8. The City may not be responsive or proactive enough to do all of this. Form partnerships among organizations without the City- might be more effective and efficient.
9. Better role for the City may be to help link training with actual jobs, since the link is currently lacking. Can be made a priority by adding onto PlaNYC 2030 or writing a statute regarding it.
10. City, in linking jobs with training programs, should ensure that a certain number of public jobs, including internships, are available to trainees since public jobs are harder to get than private sector jobs.
11. There should be transparency on how funding reaches training programs.
12. Information for job seekers available on websites, libraries, and community groups. Differentiate between training for new and existing workforces. Urban Agenda can centralize this information for easy access.
13. We should lobby the City Council and Mayor to move away from the idea that ALL kids have to go to college and direct kids to green jobs with livable wages. Even though Obama says every kid needs to go to college, as a society we need to look at what is wrong with the idea of working with our hands.
14. City Council should better understand worker-owned co-ops. Have co-ops and CBOs reach out to City Council representatives.
15. Targeting City Council is too vague. There needs to be a public record of which agency is distributing funding, who's getting funding, who got it, and what's missing to help develop a whole view.
16. The Roundtable needs to keep convening to monitor the implementation of these recommendations and not let just leave them to the City.

#### Re recommendation #1

1. PlaNYC 2030 and City Buildings 2017 should work immediately on this.
2. CBA recommendations might sidetrack initiatives that are already started, but may be advantageous in an election year
3. Medium-term goal
4. Should be connected with #4.
5. Should work with Community Boards.
6. Short-term goal, because jobs already exist.

#### Re recommendation #2

1. BPI should be promoted by CBOs; CBOs role in BPI should be strengthened.
2. Change language to "City Council can also work with *organized labor*".
3. Language should include transparency, so citizens can verify that labor policies and standards are being met in greening projects.
4. Auditors are needed in this process, but other consumer interface jobs should also be involved.
5. Expand beyond residential? Expand beyond BPI and small business development?
6. Short-term goal

7. Social Justice Framework to entrepreneurship that empowers already marginalized people to starting green businesses.
8. Medium- to long-term goal

Re recommendation #3

1. Short-term goal, but continuous

Re recommendation #4

1. Should be connected with #1
2. Short-term goal

Re recommendation #5

1. Curriculum should include life skills training, especially to serve youth that have dropped out of school. Training needs an educational component that can help youth receive GED. Perhaps programs can be ½ hard skills training and ½ for GED courses.
2. CBOs should undertake primary training. CUNY should undertake training for incumbent workers. CUNY should direct more of its funding towards preparing program participants for the educational component (ie. coursework) with the aim of receiving a degree.
3. On the other end, CBOs should train for jobs that exist. City Council must create more green-collar jobs, before starting training programs, and then direct CBOs towards them. City Council should develop a yearly meeting with CBOs to increase regulation, inclusion and cooperation, and communication.
4. Training should include weatherization- important for retrofitting projects in underserved neighborhoods like Harlem.
5. Long-term goal, but must begin immediately.
6. Include other groups; not just youth groups.
7. Short-term

Re recommendation #6

1. HRA should approve green jobs training immediately. HRA clients should advocate for green jobs more without fear of getting sanctioned.
2. Medium-term goal.

Re recommendation #7

1. Identify and strike down barriers to green jobs training for incarcerated. Local elected officials need to be on board, especially during election year.
2. City needs to enforce anti-discrimination laws in regards to discriminating against incarcerated.
3. Employers should receive education about discrimination. But blanket policies are illegal on federal HR level; must find other ways to educate employers.
4. Can be short-term, but probably medium-term goal.
5. Short-term goal

## Priorities

1. Start 1, 3, 5, 6, 7 immediately; they're long-term goals that must begin now.
  - Create a taskforce (CBOs, City Council, Exec. Branch, city agencies, CUNY, etc.) to directly address CBAs on city greening, especially green buildings.
  - Striking incarceration barriers
2. Implement all recommendations, except 5 and 6, now while stimulus money is there even though they will take a long-term process, in the following steps:
  - Start with 7 to get it done with since it has a finite end despite long process
  - Then 1 during which the City develops a plan for greening their jobs in sustainability initiatives, advertise them and related training programs.
  - Then 4 to build partnerships
  - After a plan and partnerships are built, then 3 to apply for funding
3. 5 and 6 can be tackled once there are more training programs and jobs. Not a priority for us but can send it to HRA and make it their priority
4. CBOs, on their end, should work with the City concurrently (Urban Agenda can facilitate collaboration) to co-determine hiring and training process.
5. Start with 2, 3, 4, 5
6. Then 1, 6
7. Then 7.