



workforce and economic development

a Program of California Labor Federation AFL-CIO

building workforce partnerships 2008

Adapting to **CHANGE** →



California LABOR Federation

June 11-13, 2008 Sheraton Gateway Hotel Los Angeles

ACKNOWLEDGEMENTS

The WED team wants to first thank our *Building Workforce Partnerships – Adapting to Change* advisors for their time, input, and dedication to making this event a success. Their passion and shared vision are embodied in this program.

Green jobs advisory committee: Jennifer Badgley, Cheryl Brown, Andrea Buffa, Dave Diaz, Carla Din, Paul Doolittle, Marcy Drummond, Erik Emblem, Abbie Fentress, Joan Fitzgerald, Tim Frank, Gary Hamilton, Jay Hansen, Ian Kim, Jill Kubit, Fred Lucero, Chris McCullough, Michele McGeoy, Robin Purdy, Lucas Ronconi, Raquel Pinderhughes, Sal Vaca, Jason Walsh, Carol Zabin, and Jon Zerolnik. The convening of this group was led by the UC Berkeley Labor Center.

EDGE Campaign advisory committee: Barbara Baran, Chris Benner, Linda Collins, Steve Hertenberg, and EDGE's Executive Director Sharon Huntsman.

Rapid response advisory committee: Hope Archer, Tom Croft, Robert Huber, Rayna Lehman, Evelyn Lenz, Elvia Magallon, Lynn Minick, Gina Perez, Lori Province, Tom Ryan, Roger Schmitt, and Jim Tusler. Particular thanks goes to Roy Bertucelli, Laura Caccia, Patti Castro, and Tamico Thomas, and to Ken DeBey for his sage advice and guidance. We also want to thank all our friends and partners of the CA Regional Rapid Response Roundtables for your consistent, front-line assistance on behalf of workers facing the most difficult times of their lives...the event of dislocation and layoff.

Those not affiliated with a specific track, but critical friends and advisors to WED, are Bill Camp, Ed Chiera, Diane Factor, Jaime Fall, Larry Frank, Kelly Greer, Randy Ghan, Luther Jackson, Dennis Petrie, Dave Sickler, Myung-Soo Soek, Bruce Stenslie, Kent Wong, and Carol Zabin.

To all these folks, we sincerely appreciate your valuable and learned advice and guidance throughout the planning of this conference...and beyond.

A very special thanks is reserved for Sharon Huntsman, Chris Benner, and the brilliant Barbara Baran for bringing the California EDGE Campaign to life in this program, and for Andrea Buffa and Cheryl Brown of the UC Berkeley Labor Center for driving the green jobs track. These folks took on enormous chunks of *Adapting to Change*, bringing together the best national and local practices, practitioners, and leaders. You took this program to the next level. This really could not have been done without you...y'all rock!

This important annual training event receives support from the California Employment Development Department. We would like to extend our appreciation to EDD and Director Patrick Henning for continued partnership with WED and for providing leadership in building a more effective workforce investment system in California.

We want to also acknowledge the essential and continued support of the California Labor & Workforce Development Agency and Secretary Vicki Bradshaw. Secretary Bradshaw's belief in the mission and purpose of WED makes our work possible. WED strives to reflect her vision and high standards for the system.

Please see the title page for the logos of our event sponsors and partners. We thank these organizations profoundly for their support.





workforce and economic development

LABOR'S STATEWIDE WORKFORCE AND ECONOMIC DEVELOPMENT RESOURCE

a Program of California Labor Federation AFL-CIO

Building Workforce Partnerships 2008

Adapting to Change

June 11-13, 2008

Sheraton Gateway Hotel Los Angeles

A partnership of the California Labor Federation's Workforce and Economic Development Program (WED); the California Employment Development Department; California's Rapid Response Roundtables; the California EDGE Campaign; UC Berkeley Center for Labor Research and Education; the UCLA Labor Center, the LA County Federation of Labor, and the Apollo Alliance



WED thanks the supporting organizations and partners that helped make this event possible:



Reducing the amount of CO₂ or energy we use is critically important in the effort to stop global warming. That is why the Workforce & Economic Development Program of the California Labor Federation is **reducing our "carbon footprint"** for *Building Workforce Partnerships – Adapting to Change* by purchasing "offsets" from **NativeEnergy** (www.native.energy.com). *NativeEnergy* helps build Native American, farmer-owned, community based renewable energy projects that create social, economic, and environmental benefits.



ABOUT THE EVENT

About Building Workforce Partnerships

Sponsored by the California Labor Federation, the annual *Building Workforce Partnerships* event is ultimately about collaboration – only working together can labor, business, and government bridge the economic needs of working families and the challenge of sustainable economic growth.

Building Workforce Partnerships draws a diverse and increasingly national group of stakeholders who share common concern about the current and future state of the middleclass, the economy, and our society. Participants come from labor organizations, unions, industry, environmental organizations, workforce boards, education, state and local government, job training programs, economic development, community organizations, and other partners to debate and explore the nexus of government policy, labor-markets, and a green High Road economy.

Adapting to Change

This year, *Building Workforce Partnerships* explores the convergence of climate change policy, economic transition, and growing economic insecurity. Realizing a green economy, and its social and stimulatory benefits, demands that we address fundamental challenges. Our infrastructure of worker and community supports has not kept pace with economic change driven by technology advances, globalization, climate change, and demographic shifts. The ability of our major public and private institutions to adjust to 21st century realities requires bold new policy, political leadership, labor-market interventions, and taking creative practice to scale. The general sessions and workshops of *Adapting to Change* confront these themes head-on.

Workshop Track Key

2008 *Building Workforce Partnerships* features three workshop tracks, developed by advisory committees of practitioners, experts, and partners.

→ (GR) Green Policy, Green Jobs, & Economic Transformation

California is on the cutting edge of bold policy to address the threat of global climate change. Implementation will require significant, if not historic, transformation of the state's economy and the retooling of both industry and the workforce. This track, developed in partnership with the UC Berkeley Center for Labor Research and Education, the Apollo Alliance, and the Ella Baker Center, will explore what it means for industry and labor to turn "green," the opportunity of new "green collar jobs," how to affect policy change, and how to build partnerships to make the transition successful.

→ (EDGE) California EDGE Campaign

The California Labor Federation was instrumental in founding the California EDGE Campaign to ensure that both workers and businesses remain competitive and that all Californians benefit from our continued prosperity. EDGE stands for Education, Diversity and Growth in the Economy. Changing demographics and skill-shortages threaten the competitiveness of key industries. Our non-partisan coalition of labor, business, workforce boards, community colleges, and community organizations advocates for strategies that address California's impending workforce crisis. This track of workshops explores innovative, effective, and "EDGEy" policies and strategies from around the country. These innovations can be transplanted to any state, region, or local jurisdiction with the right partners at the table. More about the California EDGE Campaign is at www.californiaedgcampaign.org.

→ (RR) Rapid Response & Layoff Aversion

With national economic slowdown – exacerbated by the mortgage crisis, housing slump, budget cuts, and rising prices -- the focus of workforce & economic development partnerships must turn to responding to layoffs and retraining. This track covers best practices and approaches from around the nation in alternatives to plant closings and layoffs, serving dislocated workers, developing early warning systems, and using public and private funds for retraining. It also addresses federal and state dislocated worker policy, systems, and programs. Additionally, look for panelists in this and the green track to explore re-employment opportunities in the green economy and leveraging greater energy efficiency to avert layoffs.



SPECIAL MEETINGS

Tuesday, June 10

1:00 pm-5:00 pm

National Labor Program Operators Meeting

SALON 105

Wednesday, June 11

9:00 am – Noon

WIB Labor Representatives – Annual Statewide Meeting/Training

SANTA CATALINA

California's unique statutory requirement that each of its 49 local workforce investment boards have 15% labor representation provides an opportunity to build stronger workforce boards and better partnerships among labor, business, and government. This is an important, and free, leadership training designed by WED and the UCLA Labor Center specifically for union representatives appointed by elected officials to serve on workforce boards. All labor is welcome!

9:00 am – Noon

CA Rapid Response Roundtables – Annual Statewide Meeting/Training

SAN CLEMENTE

Building Workforce Partnerships is honored to again host the annual statewide meeting of California's Regional Rapid Response Roundtables. This unique forum of practitioners will address issues, practices, policies, and resources regarding layoff aversion and dislocated worker services. The event also provides a rapid response 101 training for new and experienced practitioners.

Thursday, June 12

5:10 pm – 6:30 pm

Southern CA Union Meeting on AB 32, the Global Warming Solutions Act

LAGUNA ROOM

AB 32 will potentially bring with it important changes for workers, unions and jobs, but its impacts will depend largely on the details of its implementation. There is a short window during which labor unions can get involved in the AB 32 implementation process to try to ensure that the legislation benefits workers and the economy to the greatest extent possible. This meeting is co-hosted and facilitated by the California Labor Federation, the LA Federation of Labor, the UC Berkeley Labor Center, and the ULCA Labor Center. All labor is welcome.

notes



3:30–5:00 pm **Round I Workshops**

(GR) What & Where are the Green Jobs: Global and Local Perspectives

SALON 211

Moderator: **Peter Cooper**, WED Program, California Labor Federation

Jason Walsh, Green for All

Jennifer Oliver, Greater Silicon Valley Center of Excellence, West Valley College

Jim Hussey, Marina Mechanical, Sheet Metal and Air Conditioning Contractors' National Association

Jill Kubit, Cornell Global Labor Institute

This workshop will explore the vexing questions of: What are the myriad ways one can define if a job is green? What does this mean for quantifying and qualifying where the jobs of the future will be? What does this mean for crafting workforce training and education policy and programs? Panelists will discuss reports from the International Labor Organization, which interviewed trade unionists worldwide, as well as discuss California and National research on job training and skills shortages. This will be accompanied by comments from an employer who is currently engaged in promoting the green economy and workforce development.

(GR) Sectors Responding to a Greener Economy

SALON 205

Moderator: **Andréa Buffa**, UC Berkeley Center for Labor Research and Education

Mike Massey, Piping Industry Progress Education & Trust Fund

Erik Emblem, Sheet Metal Workers International Association, Retired

Diana Limon, International Brotherhood of Electrical Workers, Local 11

Dan Kim, PG&E Corporation

Recent climate change legislation such as California's AB 32, The Global Climate Solutions Act of 2006, as well as public concerns over global warming, are forcing radical and fundamental economic change. Many unions are just waking up to what this transition means in terms of both threats and opportunities, while others have already started developing opportunities for growth in the new green economy. Come hear about the great trailblazing work of unions and union employers who are using the new focus on green to grow their sectors, increase the skills of their workers, and attract new talent into their industries.

(GR) Ensuring Quality Jobs – Green Construction

SALON 214

Moderator: **Myung-Soo Seok**, Los Angeles Federation of Labor

Larry Frank, Deputy Mayor, City of Los Angeles

Richard Slawson, Los Angeles/Orange Building and Construction Trades Council

Maria Elena Durazo, Executive Secretary-Treasurer, Los Angeles Federation of Labor

Flor Barajas-Tena, Los Angeles Alliance for a New Economy (LAANE)

Cecilia V. Estolano, Community Redevelopment Agency, Los Angeles

Project Labor Agreements have long been a leading tool to successfully execute large construction projects on time and on budget. More recently, they have been recognized for their potential as a vehicle to connect local and disadvantaged workers with good construction jobs. A \$15 billion pending blanket PLA with the City of LA Community Redevelopment Agency has brought together a tremendous coalition of business, community-based organizations, contractors, non-profits, developers, and clergy with labor to solidify such community benefits. Come hear from the major partners in this historic effort about what they are trying to accomplish, how this fits into the history of construction projects in LA, why it is so important, and the exciting potential it offers for good "green" jobs and community revitalization in conjunction with the City's green building and retrofit initiatives.

(EDGE) Getting More Strategic with Sector Strategies

SALON 210

Larry Good, Corporation for a Skilled Workforce

Geri Scott, Jobs for the Future

Marguerite Womack, United Way of Greater Los Angeles

Diane Factor, LA Healthcare Workforce Development Program

Over the last decade sector strategies have proven to be an effective way to address industry workforce needs, strengthen regional economies and improve opportunities for workers. Several states are moving to a *systemic, statewide* approach to aligning workforce development strategies, and national and regional foundations are making significant investments to expand their use. This session will explore what makes sector strategies successful, the opportunities and challenges for getting started, engaging partners, leveraging resources, and ensuring sustainability.

(EDGE) Meeting the Need for Middle-Skilled Jobs: Reinvigorating and Reinventing Career Technical Education**SALON 219**

Moderator: **Sharon Huntsman**, California EDGE Campaign

Jay Hansen, California State Building and Construction Trades Council

Jim Aschwanden, CA Agricultural Teachers' Association, Member, State Board of Education

Marcy Drummond, Los Angeles Trade-Technical College

Jose Hernandez, Connect Ed

In the wake of the baby boomers' wave of retirements and the emerging green economy, many kinds of employers may have trouble filling skilled, well-paid jobs that don't require bachelors' degrees. With the unacceptable rates of high school dropout, and increasing need for remedial education and basic skills training, employers and unions are increasingly concerned about the competitiveness of California's industries. How did we get here, and what can we do about it? Panelists will address these questions from the perspective of the K-12 education system, the community colleges, and unions.

(RR) Proactive Rapid Response: Developing Early Warning Systems through Effective Outreach Teams**SALON 200**

Moderator: **Bill Messenger**, Washington State Labor Council AFL-CIO

Paul O'Reilly, O'Reilly & Associates

Linda Summers, City of Santa Ana

Carlos de la Riva, City of Santa Ana

Evelyn Lenz, Santa Ana W/O/R/K Center

Early warning systems allow us to proactively identify a problem before it results in a crisis leading to downsizing or plant closing. It creates an opportunity to assemble resources and partners to target services when workers and business most need them. Hear how the Santa Ana Workforce Investment Board and Santa Ana's Economic Development Department teamed up to leverage limited resources to systematically outreach to at-risk businesses to help avert layoffs and maintain businesses and jobs. Learn how you can build a cross-organizational team and develop a business survey and reporting systems to identify business challenges and trends to help target layoff aversion efforts.

(RR) Responding to Worker Dislocation - Get Beyond the Fundamentals**SALON 212**

Moderator: **Ed Chiera**, Edward Chiera Associates

Patti Castro, Alameda County WIB

Tom Ryan, San Francisco Central Labor Council

Rayna Lehman, San Mateo Central Labor Council

When faced with a layoff event, the local workforce agencies and labor are natural allies. With layoffs on the rise, collaboration among these partners is not just a best practice...it's necessary. Working from real world experience in responding to layoffs large and small, this panel will discuss taking rapid response to new levels. How do we get the most and best information to workers before layoff? How do we establish labor's role in responding to union layoffs? How can the public rapid response and labor better support each other? What are the leverage points for getting business and government to provide funds for retraining programs?

5:30 pm

Dinner Plenary

GRAND BALLROOM

Patrick Henning, Director, California Employment Development Department

Dinner Keynote Address***Apollo's Fire***

Bracken Hendricks is a Senior Fellow with the Center for American Progress where he works on issues of climate change and energy independence, environmental protection, infrastructure investment, and economic policy, with a focus on broadening progressive constituencies. He is co-author, with Congressman Jay Inslee, of *Apollo's Fire: Igniting America's Clean Energy Economy*. Mr. Hendricks was the founding Executive Director and is currently a National Steering Committee member of the Apollo Alliance for good jobs and energy independence, a coalition of labor, environmental, business and community leaders dedicated to changing the politics of energy independence. He served in the Clinton Administration as a Special Assistant to the Office of Vice President Al Gore.



"Why has America not risen to the challenges of climate change and oil dependence to date? The problem is not inadequate information or insufficient scientific talent. It is not even the relentless obstructionism of vested interests... Rather, the problem is an overabundance of fear. Fear that we cannot solve the problem. Fear that we cannot change the course we are on."



7:30 am **Continental Breakfast**

GRAND BALLROOM FOYER

8:15 - 10:00 am **General Session**

The Forgotten Middle

GRAND BALLROOM

Moderator: **Manuel Pastor**, Professor of Geography and American Studies & Ethnicity & Director, Program for Environmental and Regional Equity, University of Southern California

Harry Holzer, Professor of Public Policy at Georgetown University and co-author of *America's Forgotten Middle Skill Jobs: Education and Training Requirements in the Next Decade*

Barbara Byrd, Secretary-Treasurer, Oregon AFL-CIO

Dr. Marshall (Mark) Drummond, Chancellor, Los Angeles Community College District

Larry Frank, Deputy Mayor, City of Los Angeles

Van Ton-Quinlivan, PG&E Corporation

The Forgotten Middle is sponsored by the California EDGE Campaign, a non-partisan effort to ensure that California's workforce retains a competitive advantage and all Californians benefit from a broadly shared prosperity.

There is growing concern that the impending retirement of the baby boom generation will create skill shortages in numbers of critical industries. And although the discussion usually focuses on the need for more graduates from 4-year colleges and universities, employers have trouble filling many other kinds of jobs that pay middleclass wages and don't require bachelor's degrees. This session will examine the scope of the challenge and address how states, local governments, unions, industry, educational and other institutions can begin to provide economic opportunities to a new generation of workers by building comprehensive education and training systems that create career pathways to middleclass jobs.

10:15 - 11:45 **Mini Plenary Sessions**

(GR) Emerald Cities: Linking Climate Change and Economic Development

LAGUNA ROOM

Moderator, **Joan Fitzgerald**, Northeastern University

Fred Lucero, Richmond Build

Graciela E. Geyer, Strategic Concepts in Organizing & Policy Education (SCOPE)

Kate Gordon, Apollo Alliance

Many U.S. cities are at the policy vanguard in addressing the interrelated environmental problems of global warming,

pollution, and energy dependence. Absent a comprehensive national policy, U.S. cities have begun to implement strategies that promote renewable energy, contribute to lowering greenhouse gas emissions, and reduce air and water pollution and reliance on fossil fuels. In this panel, we examine exciting efforts to link these initiatives to economic development, job creation, and workforce development. The panelists will present specific initiatives and discuss what they tell us about what is needed in state and national policy to promote a green economy.



(EDGE) Leading Change: How States are Aligning their Workforce Systems to Break Through Barriers and Achieve Results

HERMOSA ROOM

Moderator: **Barbara Baran**, California Budget Project
Larry Good, Corporation for a Skilled Workforce
Terry Watson, Oklahoma Department of Commerce
Kris Stadelman, Kings County/Seattle Workforce Investment Board

In most states the workforce system is a diverse set of state agencies and educational institutions – workforce development, economic development, community colleges, adult education – and their goals are often not aligned around a common purpose. Some states have made great strides in breaking down the silos of state government to work together in common cause around a high road workforce strategy. In this session we will hear from states that have had some real success in strategically aligning their goals and resources across the workforce system and learn what difference that has made.

Federal Workforce Policy – Current Status/ Future Prospects

MALIBU ROOM

Chris Owens, National Employment Law Project
Maurice Emsellem, National Employment Law Project
Daniel Marschall, AFL-CIO

Changes in the make-up of Congress and the advent of a new Administration in 2009 provide new opportunities to expand and improve federally-funded workforce development and retraining programs and to mend holes in the nation's economic security safety net. But these changes also present risks that policymakers will opt for re-invention that doesn't build from experience, success, and best practice. Learn about the key debates in Washington about the current and future status of critical workforce development and economic security policies and programs.

12:00 - 1:45pm

Luncheon

GRAND BALLROOM

Honorable John Garamendi, Lieutenant Governor of California

Keynote Address***Common Wealth:******Economics for a Crowded Planet***

Jeffrey Sachs is widely considered to be the leading international economic advisor of his generation. He is the Director of The Earth Institute at Columbia University. He is also Special Advisor to United Nations Secretary-General Ban Ki-moon. From 2002 to 2006, he was Director of the UN Millennium Project and Special Advisor to United Nations Secretary-General Kofi Annan on the Millennium Development Goals, the internationally agreed goals to reduce extreme poverty, disease, and hunger by the year 2015. He is also one of the leading voices for combining economic development with environmental sustainability, and as Director of the Earth Institute leads large-scale efforts to promote the mitigation of human-induced climate change.

He is author of hundreds of scholarly articles and many books, including *Common Wealth: Economics for a Crowded Planet* (Penguin 2008) and the New York Times bestseller *The End of Poverty* (Penguin, 2005).



“Our generation’s greatest challenges – in environment, demography, poverty, and global politics – are also our most exciting opportunities. . . . Ours is the generation that can end extreme poverty, turn the tide against climate change, and head off massive and thoughtless extinction of other species. Ours is the generation that can grapple with, and solve, the conundrum of combining economic well-being with environmental sustainability. Ours is the generation that can harness science and new ethic of global cooperation to bequeath a healthy planet to future generations.”



2:00-3:30 pm **Round II Workshops**

(GR) Teaching Green: Community College Partnerships

SALON 205

Moderator: **Marcy Drummond**, Los Angeles Trade-Technical College

Peter Crabtree, Vocational Technology Division Laney College, Oakland

Roger Ebbage, Northwest Energy Education Institute Lane Community College, Eugene OR

Greg Newhouse, Advanced Transportation Technologies Mirmar College, San Diego

Reid Strieby, Center for Sustainable Energy, Bronx Community College

Community Colleges have long been recognized as key partners in economic and workforce development. They will undoubtedly be called upon to significantly contribute to the expansion of the green economy by supplying the requisite skilled workforce for energy, transportation, manufacturing, and other industry sectors that are rapidly being “greened.” Panelists from community colleges across the country who have implemented extensive sustainable education and training programs will discuss opportunities for “green” workforce development. They will also address the challenges and lessons learned from developing and implementing sustainable education programs at their respective colleges.

(EDGE) Workforce Campaigns across the Nation: Building Coalitions to Effect Real Change

SALON 210

Moderator: **Sharon Huntsman**, California EDGE Campaign

Loh-Sze Leung, SkillWorks, The Boston Foundation

Rachel Unruh, The Workforce Alliance

Jason Walsh, Green For All

In states and regions across the nation, stakeholders from unions, business, community organizations, and workforce development organizations are joining together to advocate for fundamental reform in the workforce development system. These coalitions argue that the barrier to change is not a lack of good ideas but insufficient political will. This session will offer experiences and lessons from regional, state, and national workforce campaigns at different stages of development and with different goals and approaches.

(GR) Jobs and the Environment: Winning Strategies for Workers, Communities, and the Environment

SALON 214

Moderator: **Cheryl Brown**, UC Berkeley Center for Labor Research and Education

Jose Bravo, Just Transition Alliance

Dave Campbell, United Steelworkers Local 675

Ricardo Hidalgo, International Brotherhood of Teamsters

Adrian Martinez, Natural Resources Defense Council

With the growth of the green economy, there is great potential to shift policy debates away from ones in which workers, employers, communities and environmentalists are pitted against each other and towards proposals based on collaboration among disparate interests to create jobs, promote healthier communities, and protect the environment. This workshop highlights best practices and lessons learned from successful labor-environmental-community partnerships centered on two economically important and heavily polluting industries -- ports and refineries. Speakers representing labor, environmental, and community perspectives will speak to what has been powerful, what has been challenging, and what real changes have resulted from their work together

(EDGE) A Different Approach to Adult Basic Academic Skills Development

SALON 219

Moderator: **Barbara Baran**, California Budget Project

Diane Factor, The Worker Education & Resource Center

Greg Flynn, Coach Coordinator, The Worker Education & Resource Center

Michael Chachere, Math Instructor, The Worker Education & Resource Center

John Caceres, Lead Instructor, The Worker Education & Resource Center

Tim Wager, English Instructor, The Worker Education & Resource Center

The Worker Education & Resource Center, Inc. (WERC) instructors and coaches will share their experiences, and demonstrate their approach learned from working with thousands of low wage health care workers. WERC has been assessing and educating low wage Los Angeles County workers who wish to enter health care career paths for over six years. The workforce is culturally diverse, and older, and presents a range of challenges to address academic skills needed to qualify for health care careers. WERC was established as a non-profit entity to collaborate with the LA County Department of Health Services and SEIU Local 721 on the Healthcare Workforce Development Program.



3:40-5:10 pm **Round III Workshops**

(GR) Labor's Role in Creating and Responding to Climate Change Policy

LAGUNA ROOM

Moderator: **Peter Cooper**, WED Program, California Labor Federation

Barbara Byrd, Oregon AFL-CIO

Carol Zabin, UC Berkeley Center for Labor Research and Education

Sharon Anderson, California Air Resources Board

David Foster, Blue-Green Alliance, United Steel Workers & Sierra Club

This workshop will provide an overview of how labor is getting involved in climate change policy. It will focus on AB 32, California's Global Warming Solutions Act, but will also address the Western Climate Initiative and other climate change policies. The workshop will answer the questions of what are the major opportunities and challenges facing labor due to new climate change policies like AB 32, and how can we positively influence these policies in collaboration with environmental and social justice groups?

Meeting the Needs of a Growing Construction Industry

SALON 214

Moderator, **Lynn Minick**, National Employment Law Project

Leroy Nicholson, Alabama AFL-CIO Labor Institute for Training

Joseph W. Perkins, Jr. PH.D., Matrix

Marian Haynie, Gadsden State Community College

The Alabama Workforce Development Initiative is a newly created non-profit established to work on ways to address the shortage of skilled construction workers in Alabama. The Alabama AFL-CIO fostered the partnership between the Alabama State Building Trades, Open Shop Contractors, Postsecondary Education, the Construction Workers Development Center, and Workforce Development Groups. The goal of the initiative is to educate all job seekers on the various technical crafts where many job openings will exist. The workshop will discuss issues of needs assessment and demand for specific workforce specialties; emphasize the marketing and fulfillment techniques employed to increase the number of people seeking careers in high demand labor segments; the interface that must take place among stakeholders at local and national levels in order for workforce development programs to be successful.

(EDGE) Bringing Together Unions, Community and Graduate Students - Exploring the Construction Industry as a Workforce Development Strategy

SALON 211

Johnny O'Kane, Ironworkers Local 433

Jann Whetstone Brooks, State Building and Construction Trades Council

Dave Sickler, UCLA Labor Center

Sharon Delugach, UCLA Labor Center

The UCLA Community Scholars program is sponsored by the UCLA Center for Labor Research and Education. The 2007-2008 class was composed of UCLA graduate and undergraduate students, as well as union leaders in construction trades, community activists, and workforce specialists from the City of Los Angeles. This workshop will discuss how the class involved experts to share their experiences with Project Labor Agreements (PLAs) in relation to construction, workforce development and the Los Angeles economy. We will also discuss the purpose and goals of interviews with workers, contractors, union officials and public officials and using results to assist policy makers in developing sustainable jobs.

(EDGE) When Bad Jobs Go Good - Policy and Training Gateways to Good Jobs

SALON 205

Moderators: **Kelly Greer**, Strategy & **Ed Chiera**, Edward Chiera Associates

Aida Cardenas, Building Skills Partnership

Doug Bloch, Change-to-Win

Workforce development can be one component of a broader strategy to transform low-paid jobs into jobs that offer decent wages, benefits, and working conditions. Over the past two decades, unions and their allies around the U.S. have been experimenting with innovative new approaches to improving the quality of jobs in a wide range of industry sectors, particularly the growing service industries. This session will discuss strategies for improving jobs through policy and by leveraging training to build strong alliances with employers. The panel will also address funding mechanisms and strategies for building High Road labor-management partnerships.

7:30 am **Continental Breakfast**
2ND FLOOR FOYER

8:15 – 9:45 am **Round IV Workshops**

(GR) Pathways to Prosperity: Green Training for Entry and Re-Entry Populations

SALON 214

Moderator: **Ian Kim**, Ella Baker Center and Green for All
Raquel Pinderhughes, San Francisco State University
Sal Vaca, Richmond Build
Maurice Emsellem, National Employment Law Project (NELP)

What does it really mean to build “green pathways out of poverty”? How can we provide jobs and careers for those too often dismissed as “hardest to employ”? Hear from experts and practitioners in California who are doing the research and providing green-collar job training for at-risk young adults and the formerly incarcerated.

(EDGE) Building an Inclusive and Skilled Future: Union/Community College Partnerships

SALON 211

Moderator: **Linda Collins**, Career Ladders Project
Wendy Lehrer, Utilities and Construction Prep Program, Los Angeles Trade-Technical College
Doug Marriott, LA Career Advancement Academy, Los Angeles Valley College
Ron Mackrodt, Programa en Carpentería Fina, Laney College

Employers and unions alike are facing an all too familiar litany of challenges: looming retirements, changes in technology, widening skills gaps and shortages of skilled replacement workers. Yet California has a large, multicultural pool of untapped potential workers as well as low-wage workers eager to move up. Increasingly, community colleges and unions in California are partnering to address these challenges. This workshop highlights a number of pre-vocational or pre-apprenticeship programs designed to ready underprepared youth and adults for high wage, high demand careers; all of them address foundational basic skills in the context of career pathways. Panelists will comment on the potential as well as some of the challenges in forging such labor/community college partnerships.

(EDGE) Low-wage Immigrant Organizing: Lessons for Workforce and Economic Development Policy

SALON 210

Moderator: **Chris Benner**, UC Davis
Victor Narro, UCLA Downtown Labor Center
Ruth Milkman, Institute for Research on Labor and Employment, UCLA
Pablo Alvarado, National Day Labor Organizing Network
Angelica Salas, Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)
Lilia Garcia, Maintenance Cooperation Trust Fund

A large portion of the workforce in California -- almost half in Los Angeles and one-third state-wide -- are foreign-born immigrants. Many immigrants, particularly those without proper documentation, or those employed in low-wage sectors of the economy, face particular barriers in the labor market and are vulnerable to a range of abusive workplace conditions that limit their advancement opportunities. At the same time, the economic future of California is clearly linked to how well all immigrants are integrated into society and have opportunities to move up the skill ladder. This workshop brings together academics and community organizers who will talk about their own work in support of low-wage immigrants organizing and promoting immigrant rights, and will discuss how workforce and economic development policy can more effectively address the needs of low-wage immigrant workers.

(RR) Understanding The WARN Act and State Notification Laws

SALON 200

Moderator, **Peter Cooper**, WED Program, California Labor Federation
David Santacroce, University of Michigan Law School

Learn about the principles and details of this important but often-misunderstood federal employment law. Also hear about states that have their own notification laws in place. You will leave this workshop with a better understanding of the Warn Act and with needed resources when future questions arise.

10:00 am
GRAND BALLROOM

Closing General Session

Brian McMahon, Executive Director, California Employment Training Panel

Closing Keynote Address

Green for All

Van Jones is the founder and President Green For All, based in Oakland, California. The mission is to help build an inclusive, green economy - strong enough to lift millions of people out of poverty. Van Jones is a tireless advocate, championing “green-collar jobs and opportunities” for disadvantaged people. He is committed to creating “green pathways out of poverty,” while greatly expanding the coalition fighting global warming.

Launched at the Clinton Global Initiative in 2007, Green For All grew out of Van Jones’ work creating a Green Jobs Corp in Oakland as part of a program at the Ella Baker Center for Human Rights. He founded the Ella Baker Center in 1996, which promotes alternatives to violence and incarceration. The Center’s successful “Books Not Bars” campaign has helped reduce California’s overall youth prison population by more than 30 percent.



“The chief moral obligation of the 21st Century is to build a green economy that is strong enough to lift people out of poverty. Those communities that were locked out of the last century’s pollution-based economy must be locked into the new, clean and renewable economy.”

Noon

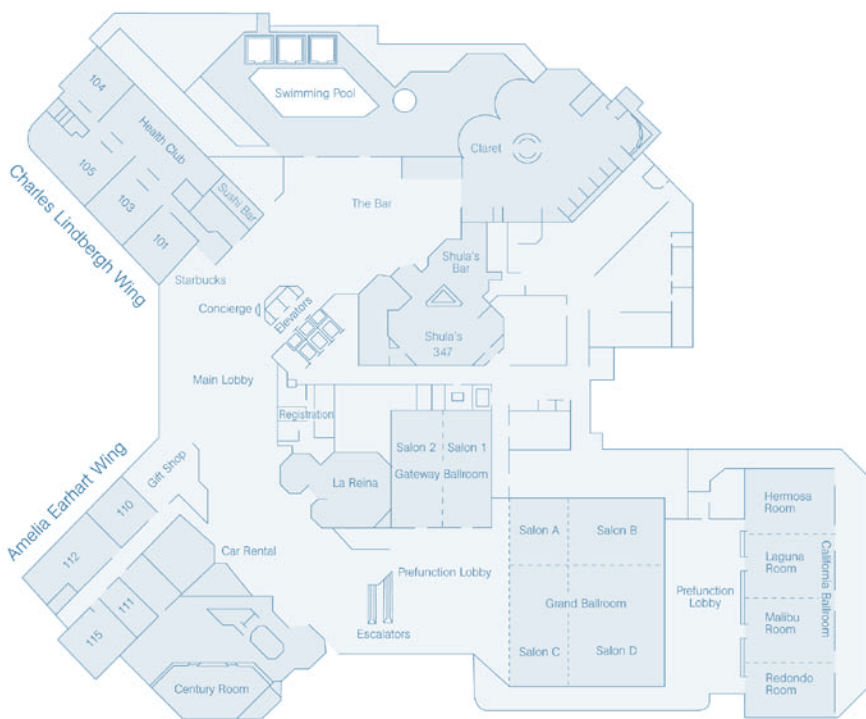
Building Workforce Partnerships Adjourns

notes



HOTEL MAP

Lobby Level



Second Level



Third Level



Event At-A-Glance

WEDNESDAY, JUNE 11

1:00pm

Opening Plenary...*Advancing the Agenda for a Shared Prosperity*

GRAND BALLROOM

3:30-5:00 pm

Round I Workshops

(GR) What & Where are the Green Jobs: Global and Local Perspectives

SALON 211

(GR) Sectors Responding to a Greener Economy

SALON 205

(GR) Ensuring Quality Jobs – Green Construction

SALON 214

(EDGE) Getting More Strategic with Sector Strategies

SALON 210

(EDGE) Meeting the Need for Middle-Skilled Jobs: Reinvigorating and Reinventing Career Technical Education

SALON 219

(RR) Proactive Rapid Response: Developing Early Warning Systems through Effective Outreach Teams

SALON 200

(RR) Responding to Worker Dislocation - Get Beyond the Fundamentals

SALON 212

5:30 pm

Dinner Plenary...*Apollo's Fire*

GRAND BALLROOM

THURSDAY, JUNE 12

7:30 am

Continental Breakfast

GRAND BALLROOM FOYER

8:15-10:00 am

General Session...*The Forgotten Middle*

GRAND BALLROOM

10:15 – 11:45

Mini Plenary Sessions

(GR) Emerald Cities: Linking Climate Change and Economic Development

LAGUNA ROOM

(EDGE) Leading Change: How States are Aligning their Workforce Systems to Break Through Barriers and Achieve Results

HERMOSA ROOM

Federal Workforce Policy – Current Status/ Future Prospects

MALIBU ROOM

12:00- 1:45pm

Luncheon Keynote... *Common Wealth: Economics for a Crowded Planet*

GRAND BALLROOM

2:00-3:30 pm

Round II Workshops

(GR) Teaching Green: Community College Partnerships

SALON 205

(GR) Jobs and the Environment: Winning Strategies for Workers, Communities, and the Environment

SALON 214

(GR) Green and Greener Manufacturing

SALON 200

(EDGE) Workforce Campaigns across the Nation: Building Coalitions to Effect Real Change

SALON 210

(EDGE) A Different Approach to Adult Basic Academic Skills Development

SALON 219

(RR) Union & Rapid Response Collaboration in the Real World

SALON 211

3:40-5:10 pm

Round III Workshops

(GR) Labor's Role in Creating and Responding to Climate Change Policy

LAGUNA ROOM

Meeting the Needs of a Growing Construction Industry

SALON 214

(EDGE) When Bad Jobs Go Good - Policy and Training Gateways to Good Jobs

SALON 205

(EDGE) Bringing Together Unions, Community and Graduate Students - Exploring the Construction Industry as a Workforce Development Strategy

SALON 211

(RR) Ashes to Wood Pulp - True Stories of Layoff Aversion

SALON 210

5:10 pm – 6:30 pm

Southern CA Union Meeting on AB 32, the Global Warming Solutions Act

LAGUNA ROOM

5:10-7:00 pm

Reception...*Sponsored by the California EDGE Campaign*

POOL SIDE

FRIDAY, JUNE 13

7:30 am

Continental Breakfast

2ND FLOOR FOYER

8:15 – 9:45 am

Round IV Workshops

(GR) Pathways to Prosperity: Green Training for Entry and Re-Entry Populations

SALON 214

(GR) Green States: Laboratories of Clean Energy Policy

SALON 205

(EDGE) Building an Inclusive and Skilled Future: Union/Community College Partnerships

SALON 211

(EDGE) Low-wage Immigrant Organizing: Lessons for Workforce and Economic Development Policy

SALON 210

(RR) Understanding The Warn Act and State Notification Laws

SALON 200

10:00 am

Closing General Session...*Green for All*

GRAND BALLROOM

Noon

Building Workforce Partnerships Adjourns



Printed on recycled paper

® GCIU 1197-M