

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN WESTERN
RIVERSIDE COUNCIL OF GOVERNMENTS AND SAN BERNARDINO COUNTY
FOR CAREER SERVICES
IN SAN BERNARDINO COUNTY**

This Memorandum of Understanding (“MOU”) is entered into on this 1st day of July 2025 (“Effective Date”), by and between the Western Riverside Council of Governments, a California joint powers authority (“WRCOG”) and San Bernardino County (“County”) through its Workforce Development Department (“WDD”). WRCOG and County may sometimes be referred to herein individually as a “Party” or collectively as the “Parties.”

RECITALS

WHEREAS, WRCOG, San Bernardino Associated Governments (“SANBAG”) and the Coachella Valley Association of Governments (“CVAG”) have formed a consortium named the Inland Regional Energy Network (“I-REN”) for the purpose of establishing and operating locally administered, designed, and delivered energy efficiency programs; and

WHEREAS, WRCOG is the administrative lead of I-REN and is responsible for entering into contracts on behalf of I-REN; and

WHEREAS, WRCOG has been awarded funding through the expansion in the clean energy sector, which made funding available (not to exceed \$1,500,000 for the term of this MOU) for Workforce Development Programming to provide career services to San Bernardino County residents; and

WHEREAS, WDD seeks to serve the unemployed and the underemployed, by providing career services to County residents seeking job placement or training assistance to increase economic stability; and

WHEREAS, WDD aims to provide reliable career services to make a positive difference in the lives of San Bernardino County residents; and

WHEREAS, WRCOG, through I-REN, wants to continue to make career services available to San Bernardino County residents by promoting workforce equity and sustainability by fostering pathways that empower underserved communities to access opportunities within the expanding clean energy sector; and

WHEREAS, the Parties are entering into this MOU in order for WRCOG, through I-REN, to award clean energy sector funding to the County for WDD’s provision of career services as set forth in more detail in Exhibit A -Services, for a term of July 1, 2025 to December 31, 2027; and

NOW, THEREFORE, in consideration of the promises set forth herein, the receipt and adequacy of which is hereby acknowledged, the Parties hereby agree the following terms and conditions:

1. Incorporation of Recitals. The recitals above are true and correct and are hereby incorporated herein by this reference.

2. Definitions.

- (A) County –San Bernardino County
- (B) Inland Regional Energy Network (“I-REN”) – The consortium formed by WRCOG, SANBAG, and CVAG for the purpose of establishing and operating locally administered, designed, and delivered energy efficiency programs.
- (C) Western Riverside Council of Governments (“WRCOG”) - A joint powers authority formed and operating pursuant to Government Code section 6500 *et seq.* WRCOG’s member agencies are the County of Riverside and all Western Riverside County cities that execute the joint powers agreement.
- (D) Workforce Development Department (“WDD”) – The San Bernardino County Workforce Development Department operates programs under the guidance of the Workforce Development Board. WDD implements comprehensive strategies to meet the needs of local businesses for a skilled workforce, while creating opportunities for workers to prepare for and enter into well-paid careers.
- (E) Workforce Innovation and Opportunity Act (“WIOA”) – The Workforce Innovation and Opportunity Act, signed into law in 2014, is designed to strengthen and improve our nation’s public workforce system. The law focuses on helping Americans, including youth and those with significant barriers to employment, gain access to high-quality jobs and careers.

3. WRCOG Responsibilities. I-REN actively pursues participation in California’s clean energy initiatives and build a stronger clean energy economy throughout communities in Riverside and San Bernardino counties. I-REN was formed based on the shared belief in saving energy and increasing equity for residents, businesses, and local governments throughout San Bernardino and Riverside Counties. WRCOG, either indirectly through I-REN, or directly itself, will:

- (A) **Provide equitable access to energy efficiency resources** and the associated cost savings is crucial to the future of the communities
- (B) **Empower local and tribal governments** alike through energy efficiency resources, best practices education, and support staff
- (C) **Ensure a thriving future clean energy economy** in the Inland Empire by creating clean energy jobs and training the workforce on needed skills
- (D) **Equip the construction industry and local building departments** with in-depth training to comply with and enforce energy codes and standards
- (E) **Provide up to \$1,500,000 in funding to the County** for the services provided by WDD hereunder.

- 1) The maximum amount of reimbursement under this MOU shall not exceed \$1,500,000 subject to the availability of WRCOG funds. The consideration to be paid to WDD, as provided herein, shall be in full payment for all WDD's Services and expenses as detailed in Exhibit B – Budget, and subject to proper documentation per this Paragraph E.
- 2) Reimbursement for Services and expenses provided, as identified in Exhibit B – Budget shall occur on monthly basis. No later than thirty (30) calendar days following the month of service, WDD shall submit an itemized claim worksheet for payment for the month, in the form of an invoice for Services for reimbursement of WDD staff time based on the EMACS payroll system. Monthly invoices shall be sent to:

WRCOG/I-REN
ATTN: Casey Dailey
3390 University Avenue
Riverside, CA 92501

- 3) A payment shall be processed by WRCOG no later than thirty (30) calendar days after receipt of an approved invoice reimbursement.
- 4) Reimbursement payment by WRCOG to WDD for time and expenses will be made via check.
- 5) Reimbursement may be delayed or reduced if invoices and itemized claim sheets are submitted without sufficient back up documentation, or in the event that WDD and WRCOG have a good faith dispute about payment, which shall be resolved in accordance with terms and conditions in Section 27 below.
- 6) Funding made available under this MOU shall not supplant any federal, state, or local governmental funds intended for services of the same nature as this MOU. WDD shall not claim reimbursement of payment from WRCOG for, or apply sums received from WRCOG with respect to that portion of its obligations, which have been paid by another source of revenue. WDD agrees that it will not use funds received pursuant to this MOU, either directly or indirectly, as a contribution or compensation for purposes of obtaining fund from another revenue source without prior written approval of WRCOG.
- 7) All records pertaining to the delivery of Services and all fiscal, statistical and management books and records shall be available for examination and audit by WRCOG and I-REN and federal and state representatives for a period of five years after final payment under the MOU or until all pending county, state and federal audits are completed, whichever is later. Records of WDD which do not pertain to the Services under this MOU shall not be subject to review or audit unless otherwise provided in this MOU.

4. WDD Responsibilities. WDD agrees to seek to support the shared vision and priorities understood in this MOU and will provide those Services as set forth in Exhibit A, as may be amended by the Parties as set forth herein, including but not limited to, the following:
 - (A) Connect local job seekers to established training providers and introduce third-party training providers
 - (B) Provide and connect employees with support services to enhance training and certification attainability
 - (C) Strengthen the regional education and training pipeline from K-12 to employment
 - (D) Strengthen collaboration between employers and workforce development organizations to continuously assess training effectiveness
5. Compliance with Law. The Parties' actions under the MOU shall comply with all applicable laws, rules, regulations, court orders and governmental agency orders.
6. Notice of Delays. Except as otherwise provided herein, when either Party has knowledge that any actual or potential situation is delaying or threatens to delay the timely performance of this MOU, that Party shall within twenty-four (24) hours, give notice thereof, including all relevant information with respect thereto, to the other Party.
7. Mutual Indemnification.
 - (A) County agrees to indemnify, defend (with counsel reasonably approved by the WRCOG) and hold harmless WRCOG, I-REN and their member agencies, elected officials, officers, employees, agents, and volunteers (Indemnitees), at the County's sole expense, from and against any and all claims actions, losses, damages, liability, and/or legal proceedings brought against the Indemnitees arising out of the performance of the County under this MOU.
 - (B) WRCOG agrees to indemnify, defend (with counsel reasonably approved by the County) and hold harmless the County and its elected officials, officers, employees, agents, and volunteers, at WRCOG's sole expense, from and against any and all claims actions, losses, damages, liability, and/or legal proceedings brought against the County, its elected officials, officers, employees, agents, and volunteers arising out of the performance of WRCOG and/or I-REN under this MOU.
 - (C) Notwithstanding the foregoing, neither Party shall be liable for the defense or indemnification of the other Party for claims, actions, complaints, or suits arising out of the sole active negligence or willful misconduct of the other Party.
 - (D) In the event that both Parties are found to be comparatively at fault for any claim, action, loss, or damage which results from their respective obligations under this MOU, the Parties shall indemnify the other to the extent of its comparative fault. In the event of litigation arising from this MOU, each Party shall bear its own costs, including attorney's fees.

8. Waiver. No delay or omission in the exercise of any right or remedy of a non-defaulting Party on any default shall impair such right or remedy or be construed as a waiver. Either Parties' consent or approval of any act by the other Party requiring its consent or approval shall not be deemed to waive or render unnecessary its consent to or approval of any subsequent act of the other Party. Any waiver by either Party of any default must be in writing and shall not be a waiver of any other default concerning the same or any other provision of this MOU.
9. Severability. In the event that any one or more of the phrases, sentences, clauses, paragraphs, or sections contained in this MOU shall be declared invalid or unenforceable by a valid judgment or decree of a court of competent jurisdiction, such invalidity or unenforceability shall not affect any of the remaining phrases, sentences, clauses, paragraphs, or sections of this MOU which are hereby declared as severable and shall be interpreted to carry out the intent of the Parties hereunder.
10. Governing Law and Venue. This MOU shall be governed by the laws of the State of California without regard to conflicts of laws principles. Venue shall be in Riverside County, California. The Parties agree that the venue of any action or claim brought by any Party to this MOU will be the Superior Court of California, County of San Riverside. Each Party hereby waives any law or rule of the court, which would allow them to request or demand a change of venue. If any action or claim concerning this MOU is brought by any third party and filed in another venue, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, County of Riverside.
11. Insurance. The County shall provide proof of insurance to I-REN prior to beginning providing the services under this MOU.
 - (A) Minimum Limits of Insurance. The County shall maintain limits no less than: (1) General Liability \$2,000,000 per occurrence \$4,000,000 aggregate for bodily injury, personal injury and property damage. and (2) Workers' Compensation and Employer's Liability: Workers' Compensation limits as required by the Labor Code of the State of California. Employer's Liability limits of \$1,000,000 per accident for bodily injury or disease. Defense costs shall be paid in addition to the limits.
 - (B) General Liability. The general liability policy shall include or be endorsed (amended) to state that: (1) using ISO CG forms 20 10 and 20 37, or endorsements providing the exact same coverage, I-REN, its directors, officials, officers, employees, agents, and volunteers shall be covered as additional insured with respect to the Services or ongoing and complete operations performed by or on behalf of the County, including materials, parts or equipment furnished in connection with such work; and (2) using ISO form 20 01, or endorsements providing the exact same coverage, the insurance coverage shall be primary insurance as respects I-REN, its directors, officials, officers, employees, agents, and volunteers, or if excess, shall stand in an unbroken chain of coverage excess of the County's scheduled underlying coverage. Any excess insurance shall contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of the I-REN, before the I-REN's own primary insurance or self-insurance shall be called upon to protect it as a named insured. Any insurance

or self-insurance maintained by the I-REN, its directors, officials, officers, employees, agents, and volunteers shall be excess of the County's insurance and shall not be called upon to contribute with it in any way. Any available insurance proceeds in excess of the specified minimum limits of coverage specified in this Section 11 shall be available to the parties required to be named as additional insureds pursuant to this Section 11.

12. County Representative. The WDD Director or Assistant Director shall represent the County in all matters pertaining to this MOU. The WDD Director or Assistant Director is delegated the authority to amend this MOU to add no-cost services to Exhibit A and to terminate this MOU in accordance with the termination provisions herein.
13. Relationship of the Parties. Nothing contained in this MOU shall be construed as creating a joint venture, partnership, or employment arrangement between the Parties hereto, nor shall either Party have the right, power, or authority to create an obligation or duty, express or implied, on behalf of the other Party hereto.
14. Debarment and Suspension. County certifies that neither it nor its principals or subcontracts is presently disbarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency. (See the following United States General Services Administration's System for Award Management website <https://www.sam.gov>). County further certifies that if it or any of its subcontractors are business entities that must be registered with the California Secretary of State, they are registered and in good standing with the Secretary of State.
15. Drug and Alcohol Free Workplace. In recognition of individual rights to work in a safe, healthful and productive workplace, as a material condition of this MOU, the County agrees that the County and the County's employees, while performing service for the County, on County property, or while using County equipment:
 - (A) Shall not be impaired in any way because of being under the influence of alcohol or an illegal or controlled substance.
 - (B) Shall not possess an open container of alcohol or consume alcohol or possess or be under the influence of an illegal or controlled substance.
 - (C) Shall not sell, offer, or provide alcohol or an illegal or controlled substance to another person, except where County or County's employee who, as part of the performance of normal job duties and responsibilities, prescribes or administers medically prescribed drugs.

The County shall inform all employees that are performing service for the County on County property, or using County equipment, of the County's objective of a safe, healthful and productive work place and the prohibition of drug or alcohol use or impairment from same while performing such service for the County.

16. The County may terminate for default or breach of this MOU and any other MOU the County has with the County, if the County or County's employees are determined by the County not to be in compliance with above.
17. Employment Discrimination. During the term of the MOU, County shall not discriminate against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, age, or military and veteran status. County shall comply with Executive Orders 11246, 11375, 11625, 12138, 12432, 12250, 13672, Title VI and Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act and other applicable Federal, State and County laws and regulations and policies relating to equal employment and contracting opportunities, including laws and regulations hereafter enacted.
18. Reserved.
19. Consumer Privacy. To the extent applicable, if County is a business that collects the personal information of a consumer(s) in performing Services pursuant to this MOU, County must comply with the provisions of the California Consumer Privacy Act (CCPA). (Cal. Civil Code §§1798.100, et seq). For purposes of this provision, "business," "consumer," and "personal information" shall have the same meanings as set forth at Civil Code section 1798.140. County must contact WRCOG immediately upon receipt of any request by a consumer submitted pursuant to the CCPA that requires any action on the part of the County, including but not limited to, providing a list of disclosures or deleting personal information. County must not sell, market or otherwise disclose personal information of a consumer provided by WRCOG unless specifically authorized pursuant to terms of this MOU. County must immediately provide to WRCOG any notice provided by a consumer to County pursuant to Civil Code section 1798.150(b) alleging a violation of the CCPA, that involves personal information received or maintained pursuant to this MOU. County must immediately notify WRCOG if it receives a notice of violation from the California Attorney General pursuant to Civil Code section 1798.155(b) concerning the Services provided under this MOU.
20. Air, Water Pollution Control, Safety and Health. County shall comply with all air pollution control, water pollution, safety and health ordinances and statutes, which apply to the Services performed pursuant to this MOU.
21. Equal Opportunity Requirements. County agrees to comply with the provisions of the Equal Employment Opportunity Program of San Bernardino County and rules and regulations adopted pursuant thereto: Executive Order 11246 (as amended by Executive Orders 11375, 11625, 12138, 12432, and 12250); Title VII of the Civil Rights Act of 1964; Division 21 of the California Department of Social Services Manual of Policies and Procedures; California Welfare and Institutions Code section 10000), the California Fair Employment and Housing Act; and other applicable federal, state, and county laws, regulations and policies relating to equal employment or social services to welfare recipients, including laws and regulations hereafter enacted.

The County shall not unlawfully discriminate against any employee, applicant for employment, or service recipient on the basis of race, color, national origin or ancestry, religion, gender, marital status, sexual orientation, age, political affiliation or disability. Information on the above rules and regulations may be obtained from the County Human Services Contracts Unit.

- (A) Compliance – County shall not discriminate against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, age, or military and veteran status. County shall comply with Executive Orders 11246, 11375, 11625, 12138, 12432, 12250, 13672, Title VI and Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act and other applicable Federal, State and County laws and regulations and policies relating to equal employment and contracting opportunities, including laws and regulations hereafter enacted. The "Equal Opportunity is the Law" notice, which explains the nondiscrimination and equal opportunity provisions of WIOA and other similar federal programs, shall be provided to each Customer. All complaints that allege discrimination on the bases listed above will be referred to the WDD Equal Opportunity Officer for action.
 - (B) Civil Rights Compliance – The County shall develop and maintain internal policies and procedures to assure compliance with each factor outlined by state regulation.
 - (C) County agrees to comply with all applicable provisions of the Americans with Disabilities Act (ADA).
 - (D) County shall observe the mandatory standards and policies relating to energy efficiency in the State Energy Conservation Plan (California Code of Regulations title 20, section 1401 et seq.).
 - (E) If the amount available to County under this MOU exceeds one hundred thousand dollars (\$100,000), County agrees to comply with the Clean Air Act (42 U.S.C. Section 7606), section 508 of the Clean Water Act (33 U.S.C. section 1368), Executive Order 11738 and Environmental Protection Agency regulations (40 C.F.R. section 1.1 et seq.).
22. Compliance With Laws and Regulations. The County warrants and certifies that, in the performance of this MOU, it shall comply with all applicable laws, rules, and regulations of the United States, the State of California, and the County. The County further warrants and certifies that it shall comply with any new, amended, or revised laws, regulations and/or procedures that apply to the performance of this MOU.
23. Term. This MOU shall be effective July 1, 2025 through December 31, 2027 but may be terminated earlier in accordance with the termination provisions of this MOU herein.
24. Duration of Terms. This MOU, and all of its terms and conditions, shall be binding upon and shall inure to the benefit of the heirs, executors, administrators, successors, and assigns

of the respective Parties, provided no such assignment is in violation of the provisions of this MOU.

25. Termination. Either Party may terminate this MOU, for any reason, with a thirty (30) day written notice of termination.
26. Notices. All written notices provided for in this MOU or which either Party desires to give to the other Party shall be deemed fully given, when made in writing and either served personally, or by facsimile, or deposited in the United States mail, postage prepaid, and addressed to the other Party as follows:

San Bernardino County

Workforce Development Department
Attn: Bradley Gates
290 North D Street, Suite 600
San Bernardino, CA 92415
Brad.Gates@wdd.sbcounty.gov
909-387-9862

WRCOG

I-REN
Attn: Casey Dailey
3390 University Ave.
Riverside, CA 92501
cdailey@wrcog.us
951-405-6720

27. Entire Agreement. This MOU, including all Exhibits and other attachments, represents the final, complete, and exclusive agreement between the Parties hereto. Any prior agreement, promises, negotiations, or representations relating to the subject matter of this MOU not expressly set forth herein are of no force or effect. This MOU is executed without reliance upon any promise, warranty, or representation by any Party or any representative of any Party other than those expressly contained herein. Each Party has carefully read this MOU and signs the same of its own free will.
28. Informal Dispute Resolution. In the event of any dispute, claim, question or disagreement arising from or relating to this MOU or breach thereof, the Parties hereto shall use their best efforts to settle the dispute, claim, question or disagreement. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests, attempt to reach a just and equitable solution satisfactory to both Parties.
29. Attorney's Fees and Costs. If any legal action is instituted to enforce any Party's rights hereunder, each Party shall bear its own costs and attorney fees, regardless of who is the prevailing party. This paragraph shall not apply to those costs and attorney fees directly arising from a third-party legal action against a Party hereto and payable under Indemnification and Insurance Requirements herein.
30. Subpoena. In the event that a subpoena or other legal process commenced by a third party in any way concerning the Services to be provided under this MOU is served upon WRCOG or County, such Party agrees to notify the other Party in the most expeditious fashion possible following receipt of such subpoena or other legal process. WRCOG and County further agree to cooperate with the other Party in any lawful effort by such other Party to contest the legal validity of such subpoena or other legal process commenced by a third party as may be reasonably required and at the expense of the Party to whom the legal

process is directed, except as otherwise provided herein in connection with defense obligations by WRCOG or County.

31. Time of the Essence. Time is of the essence in performance of this MOU and of each of its provisions.
32. Modifications. The Parties agree that any alterations, variations, modifications, or waivers of the provisions of the MOU, shall be valid only when reduced to writing, executed and attached to the original MOU.
33. Authority. Each signatory to this MOU hereby warrants that he or she has the authority to sign on behalf of the Party for which he or she is signing.
34. Counterparts; Electronic Signatures. The Parties agree that this MOU may be executed in counterparts, each of which shall be deemed to be an original, but both of which together shall constitute one and the same instrument, and that a photocopy or facsimile may serve as an original. If this MOU is executed in counterparts, no signatory hereto shall be bound until both the parties have fully executed a counterpart of this MOU. The Parties shall be entitled to sign and transmit an electronic signature of this MOU (whether by facsimile, PDF, or other email transmission), which signature shall be binding on the party whose name is contained therein. Each Party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed MOU upon request.

[signatures on following page]

**SIGNATURE PAGE TO MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
WESTERN RIVERSIDE COUNCIL OF GOVERNMENTS AND SAN BERNARDINO
COUNTY FOR CAREER SERVICES IN SAN BERNARDINO COUNTY**

IN WITNESS WHEREOF, the Parties hereto have caused this Memorandum of Understanding to be entered into as of the date set forth above.

**WESTERN RIVERSIDE COUNCIL
OF GOVERNMENTS**

SAN BERNARDINO COUNTY

By: _____
Dr. Kurt Wilson, Executive Director

By: _____
Dawn Rowe, Chair

Dated: _____

Dated: _____

APPROVED AS TO LEGAL FORM:

SIGNED AND CERTIFIED THAT A COPY
OF THIS DOCUMENT HAS BEEN
DELIVERED TO THE CHAIRMAN OF
THE BOARD

By: _____
Steven C. DeBaun, General Counsel

Lynna Monell
Clerk of the Board of Supervisors of San
Bernardino County

By: _____

APPROVED AS TO LEGAL FORM:

Name: Sophie A. Curtis
Title: Deputy County Counsel

Dated: _____

EXHIBIT A
SERVICES

[ATTACHED BEHIND THIS COVER PAGE]

Attachment

I-REN and San Bernardino County
WFDD Partnership Scope

Overview

Recommended Action(s): I-REN is awarding Riverside and San Bernardino counties \$1.5 million each through calendar year 2027 to allocate toward identifying opportunities for expanding or enhancing existing programs led by Riverside and San Bernardino County workforce development divisions to meet the four key recommendations for I-REN's Energy Workforce Gaps Assessment.

Summary: I-REN seeks opportunities to build a more resilient energy workforce within the Inland Empire. The first step in identifying the gaps and challenges within the existing workforce was to put forward an Energy Workforce Gaps Assessment that provides a comprehensive outlook on the difficulties experienced by energy employers while also assessing the needs of the projected workforce in the coming years. This Assessment was completed in January 2025, after being reviewed and approved by I-REN Workforce Roundtables and I-REN Executive Committee (<https://iren.gov/DocumentCenter/View/277/I-REN-Energy-Workforce-Assessment-Report>). A core component of the assessment focuses on training needs and job accessibility needed to meet industry standards and demands. To not reinvent the wheel, I-REN hopes to partner closely with both county workforce development divisions to expand existing energy-related workforce programming, pathways, and resources to achieve the key recommendations outlined in the Energy Workforce Gaps Assessment.

Background:

- **2/11/25:** I-REN facilitated an introductory meeting with Riverside and San Bernardino counties to provide a comprehensive overview of the Energy Workforce Gaps Assessment's foundational content and review of the four key recommendations.
- **3/20/25:** I-REN set up a second meeting with the counties as a brainstorming session to discuss questions or general comments relating to the workforce assessment and discuss ideas from the counties to build out existing programs and resources that align with the workforce assessment recommendations.
- **4/10/25:** I-REN met with the counties for a third time to discuss goals and timelines, review existing programs, and explore a county 'wishlist' for utilizing I-REN funds.

San Bernardino County Energy (SBC)

Summary of project proposal goals:

The SBC Energy proposal outlines a strategic plan by San Bernardino County-Workforce Development Department to expand and enhance current workforce development programs in alignment with the key recommendations outlined in I-REN's Energy Workforce Gaps Assessment (January 2025). Through targeted investment of the \$1.5 million allocation, the county will strengthen local training pathways, improve job accessibility, and foster partnerships that promote a resilient energy workforce throughout the Inland Empire.

Overview of scope & objectives:

- Connect job seekers with high-quality, industry-aligned energy training providers.
- To ensure energy industry job seekers can access and complete training and certification in energy-related fields by providing support services that are strategically aligned with the needs of the clean energy workforce pipeline.
- Assist in creating and developing a system with early exposure, accessible training pathways, and seamless alignment between education systems, workforce training providers, and employers in the Energy Industry.
- Assist in the development of a continuous, collaborative framework between employers, unions, training providers, and workforce development boards to improve training program alignment, responsiveness, and accountability

Proposed programming in connection with assessment recommendations:

See [assessment report](#) for more details on recommendations

Recommendation 1: Connect job seekers to training providers.

Describe how the proposed action will meet recommendation 1:

To address the regional workforce gaps identified in I-REN's Energy Workforce Gaps Assessment, San Bernardino County WDD proposes a multi-pronged strategy to connect job seekers with high-quality, industry-aligned energy training providers. These actions aim to amplify and expand existing training infrastructure while embedding equity, accessibility, and employer engagement throughout.

Centralized Energy Training Pathways List

We will utilize the training list document created by I-REN that maps all local and regional training providers offering programs relevant to the energy sector. SB County WDD will assist

in facilitating training programs entry into the State of California's Eligible Training Provider List (ETPL).

- Partners: Local community colleges, adult education programs, certified pre-apprenticeship programs, and labor unions.
- Connection to Goal: This platform demystifies training options and streamlines access for job seekers, with direct alignment to energy career tracks outlined in the Gaps Assessment.
- Status: New offering, built in coordination with existing WIOA services.

Energy Career Workforce Development Specialists (WDS) (Expansion of Existing Services)

San Bernardino County will expand existing Workforce Development Specialist teams by training designated staff, who will be stationed at AJCCs (America's Job Centers of California).

- Duties include providing one-on-one coaching, screening job seekers for energy sector interest, connecting them to relevant training providers, supporting enrollment, and offering follow-up job placement support.
- AJCC staff will help engage historically underserved populations.
- Connection to Goal: WDS provide the "human bridge" between job seekers and training providers, ensuring no one falls through the crack.

Training Provider Partnership Roundtable

San Bernardino County will **convene bi-annual roundtables** with regional training providers to align offerings with energy sector needs and reduce duplication. This roundtable will also serve to identify any gaps in offerings and explore opportunities for new curriculum development.

- Participating providers can include: San Bernardino Community College District, San Bernardino Valley College, Crafton Hills College, Victor Valley College, Riverside City College, College of the Desert, Chaffey College, local Adult Schools and local union training centers.
- Connection to Goal: Ensures job seekers are being connected to training that is responsive to current and emerging energy sector needs.

Energy Training Incentives/Stipends (New Offering)

To increase enrollment and completion of energy training programs, we propose establishing a Energy Training Incentives/Stipends that provides eligible job seekers with financial assistance for costs not typically covered by traditional funding (e.g., tools, uniforms, travel, testing fees).

- Connection to Goal: Removes financial barriers and increases access to training across income levels.
- Status: New offerings, complementary to existing WIOA supports.

Targeted Outreach and Recruitment Campaign (Expansion of Existing Services)

We will launch a region-wide awareness campaign to recruit job seekers into energy training pathways using digital media, community-based outreach, and in-person events.

- Focus on youth, veterans, reentry populations, and low-income residents.
- Materials will highlight available training programs, energy career pathways, success stories, and how to connect with the AJCCs.
- Connection to Goal: Drives demand and ensures training seats are filled with diverse candidates.
- Status: Expansion of current outreach services with a clean energy focus

How do the proposed actions connect to the energy industry?

All proposed actions are designed to directly support the development of a resilient, inclusive, and industry-aligned energy workforce within Riverside and San Bernardino Counties. Each component builds toward closing the workforce gaps identified in the January 2025 **I-REN Energy Workforce Gaps Assessment**, specifically in areas such as training access, credential alignment, and job placement.

All proposed actions 1.) Centralized Energy Training Pathways List, 2.) Energy Career Workforce Development Specialists (Expansion of Existing Services), 3.) Training Provider Partnership Roundtable (Amplification of Existing Convenings), 4.) Energy Training Incentives/Stipends (New Offering), 5.) Targeted Outreach and Recruitment Campaign (Expansion of Existing Services)

Align with occupations and skillsets prioritized in the I-REN Energy Workforce Gaps Assessment; Are built around connecting individuals to clean energy sectors, not general workforce placement; Address both supply (training availability) and demand (employer engagement) within the energy workforce pipeline, and Support I-REN's equity goals by improving access to energy careers for underrepresented communities

How will the proposed actions fill the gaps outlined in the recommendation?

The proposed actions by San Bernardino County Workforce Development Department are intentionally designed to fill the critical gaps and advance the four key recommendations identified in **I-REN's Energy Workforce Gaps Assessment (January 2025)**. Below is a summary of how each recommendation is addressed through this initiative:

Expand and Align Training Programs to Meet Current and Future Energy Workforce

Needs

Gap Identified: Training programs are not adequately aligned with the evolving needs of the energy sector, especially around decarbonization, electrification, and distributed energy systems.

Solution: Training Provider Roundtables will bring together regional energy training providers and employers to align curricula with industry needs and labor market demands.

Results: Energy Career WDS will guide participants into industry-recognized programs, ensuring training is relevant and career-connected. Energy Careers Training Pathways List and connection to the ETPL will help job seekers easily identify and access aligned training options, streamlining connections to high-quality programs.

Increase Awareness and Accessibility of Energy Careers, Especially in Underrepresented Communities

Gap Identified: Many job seekers—especially those from low-income, historically underserved communities—lack awareness of or access to energy career pathways.

Solutions: Outreach and Recruitment Campaign will use targeted digital and grassroots outreach to raise awareness of energy careers and training opportunities among underserved populations.

Results: Energy Career WDS will provide competent guidance and case management to reduce confusion and help individuals navigate complex systems. Energy Training Incentives/Stipends will reduce financial barriers (e.g., exam fees, travel, tools), helping more individuals enroll and persist in energy training programs.

Strengthen Employer Engagement and Real-Time Labor Market Feedback Loops

Gap Identified: Training programs are often designed without consistent employer input, resulting in mismatches between what's taught and what's needed.

Solutions: Training Provider Roundtables will formalize employer engagement as an ongoing process, ensuring that training evolves in step with industry trends and technologies.

Results: Employer partnerships embedded in this initiative will provide real-time feedback on labor needs and host hiring fairs, work-based learning opportunities including Incumbent Worker Training, and internships.

Create Sustainable, Cross-Sector Partnerships That Break Down Silos in Workforce Development

Gap Identified: Workforce development efforts are fragmented across agencies, institutions, and geographies, limiting collective impact.

Solution: Joint County coordination between Riverside and San Bernardino represents a regional, collaborative approach to workforce development.

Results: Partnerships with community colleges, CBOs, labor unions, and training providers will ensure a comprehensive, unified response to workforce needs.

The actions proposed are not isolated efforts—they are directly tied to the challenges and solutions detailed in I-REN's Energy Workforce Gaps Assessment. By expanding access,

aligning training, engaging employers, and building stronger partnerships, this initiative will directly fill the most pressing workforce development gaps in the region's energy sector

Anticipated funding allocation and description of utilization:

- Connect job seekers to training providers. \$913,773.00- Connect job seekers with high-quality, industry-aligned energy training providers including OJT, Paid WEX and Incumbent worker training.

Trackable metrics:

- 120 Individuals will be enrolled into high-quality, industry-aligned energy vocational training
- 96 Individuals that are enrolled will complete high-quality, industry-aligned energy vocational training with a certificate (80%)
- CPUC Metric Index 302 – Clean energy training enrollment
- CPUC Metric Index 304 – Percent of total WE&T training program participants that meet the definition of disadvantaged worker

Recommendation 2: Provide support services to make training and certification more attainable.

Describe how the proposed action will meet recommendation 2:

To ensure energy industry job seekers can access and complete training and certification in energy-related fields, this initiative includes targeted support services that are strategically aligned with the needs of the clean energy workforce pipeline. These services address both financial and structural barriers that commonly prevent individuals, especially those from underserved communities, from pursuing or completing training in high-demand energy sectors.

How do the proposed actions connect to the energy industry?

Energy Training Incentives/Stipends/Support Services

- Certification exam fees (e.g., NABCEP, OSHA 30, EPA 608)
- Specialized tools and PPE for solar, HVAC, and weatherization jobs
- Transportation to and from training sites, especially for remote locations in San Bernardino County.
- Uniforms, safety gear, and materials for hands-on lab instruction.
- Technology support (e.g., laptops or internet hotspots)
- Pre-loaded gas or transit cards for completing orientation/info session/intake
- Toolkits or equipment for completing technical milestones
- Gift cards or bonuses for passing certification exams

Energy Career Workforce Development Specialist (WDS)

- Conduct intake and interest assessments specific to energy career pathways
- Help identify appropriate training providers and programs based on career goals
- Assist with enrollment, paperwork, and application processes
- Monitor progress during training and provide follow-up guidance
- Connect participants to Training Incentives/Stipends
- Build relationships with employers and help facilitate interviews and placement

This comprehensive approach to support services addresses both systemic inequities and practical challenges, ensuring that the region’s emerging energy workforce is not only more skilled—but more inclusive, more supported, and better positioned to thrive. These services are essential to achieving the goals outlined in I-REN’s Energy Workforce Gaps Assessment and building a more equitable energy future for San Bernardino County.

How will the proposed actions fill the gaps outlined in the recommendation?

According to the Gaps Assessment (January 2025), the following issues prevent individuals from successfully completing training for energy careers:

- Lack of transportation, childcare, or digital access
- High out-of-pocket costs for tools, PPE, exam fees, and materials
- Limited awareness of available resources or guidance navigating options
- Low program retention due to life challenges and lack of wraparound support
- Disconnection between training institutions and community-based supports

These barriers contribute to low enrollment and high attrition rates in energy-related programs ultimately limiting the region’s ability to meet workforce demand in high-growth, high-skill energy sectors. The following targeted actions are designed to directly fill these support-related gaps and improve outcomes across the energy workforce pipeline:

Energy Training Incentives/Stipends/Support Services

Gap Identified: High upfront and hidden costs of energy training prevent many from enrolling or finishing programs.

Solution: The Energy Training Incentives/Stipends/Support Services provides direct financial assistance for:

- Certification exams (e.g., NABCEP, EPA 608, BPI, OSHA 30)
- Tools and uniforms required for solar, HVAC, and energy efficiency programs
- Transportation and childcare during training
- Technology and internet access for hybrid or online learning

Results: Participants can enroll and persist in technical training programs without facing cost-prohibitive financial barriers. This directly supports greater completion and certification rates, especially among underserved populations.

Energy Career Workforce Development Specialist (WDS)

Gap Identified: Many job seekers lack guidance on how to navigate complex energy training and employment pathways.

Solution: WDS offer personalized support including:

- Intake and skills assessment tailored to energy sector careers
- Referrals to aligned training programs and certification tracks
- Support accessing supportive services and applying for assistance
- Follow-up during and after training to ensure successful completion and job placement

Results: WDS provide structure and continuity for job seekers, increasing the likelihood of program retention and ensuring participants are progressing toward industry-recognized credentials aligned with regional workforce demand.

Integrated Supportive Partnerships

Gap Identified: Workforce development efforts often operate in silos without sufficient connection to CBOs or wraparound resources.

Solution: The counties will formalize partnerships with:

- Community colleges and training providers delivering energy programs
- Community-based organizations offering wraparound services (e.g., food assistance, housing navigation, mental health, digital literacy)
- Labor unions and pre-apprenticeship programs to provide mentorship and career exposure

Results: A coordinated ecosystem of support reduces life disruptions that can derail training progress and ensures that energy training is paired with the necessary services to promote success and long-term career advancement.

Milestone-Based Incentives/Stipends/Support Services

Gap Identified: Participants drop out of training due to financial strain and lack of tangible rewards or encouragement.

Solution: Provide small, career-aligned incentives for completing key training milestones, such as:

- Toolkits for completing hands-on labs
- Transit or gas cards to attend certification exams
- Graduation bonuses or job readiness support at program completion

Results: These incentives encourage participants to persist through long or challenging programs, helping boost completion and credential attainment rates in priority energy occupations.

In direct response to I-REN's Call to Action, the proposed support services fill a critical recommendation of the I-REN Energy Workforce Gaps Assessment by directly targeting training access and completion barriers. These supports ensure more San Bernardino County residents, particularly those who have been historically excluded, can gain access to, persist through, and succeed in energy training and certification programs. By investing in these services, San Bernardino County is not only expanding workforce opportunity but are also actively building a more inclusive, skilled, and resilient energy workforce that is essential to meeting California's clean energy transition goals.

Anticipated funding allocation and description of utilization:
<ul style="list-style-type: none"> ● Provide support services to make training and certification more attainable. \$160,000.00 to ensure energy industry job seekers can access and complete training and certification in energy-related fields, this initiative includes targeted support services that are strategically aligned with the needs of the clean energy workforce pipeline
Trackable metrics:
<ul style="list-style-type: none"> ● 120 Individuals will be enrolled into high-quality, industry-aligned energy vocational training and will receive Milestone-Based Incentives/Stipends/Support Services helping boost completion and credential attainment rates in priority energy occupations. ● CPUC WE&T Metric: Index 304 – Percent of total WE&T training program participants that meet the definition of disadvantaged worker.
Recommendation 3: Strengthen the regional education and training pipeline from K-12 to energy employment.
Describe how the proposed action will meet recommendation 3:
The transition to a clean energy economy requires early exposure, accessible training pathways, and seamless alignment between education systems, workforce training providers, and employers. The proposed actions are designed to strengthen the entire regional pipeline, from K–12 to career entry, by building awareness, reducing barriers, and creating clear, supported on-ramps to high-growth energy careers for Inland Empire residents.
How do the proposed actions connect to the energy industry?
<p>This comprehensive approach aligns with the I-REN Energy Workforce Gaps Assessment recommendation to bolster the education-to-employment pathway and ensure that young people and transitioning workers can move from interest to industry through coordinated and supported training opportunities.</p> <p>Early Career Exposure and Outreach for K–12 Students</p> <p>Action: Launch an energy career awareness campaign in collaboration with school districts, youth-serving organizations, and after-school programs. Activities will include:</p> <ul style="list-style-type: none"> ● Energy career days and classroom presentations led by local employers, unions, and alumni of energy training programs ● Interactive, hands-on energy demonstrations at community STEM and career fairs ● Development of grade-appropriate curriculum modules focused on clean energy, sustainability, and skilled trades ● Summer camps or internship-style programs introducing students to solar, electrification, and EV infrastructure technologies

Impact: These efforts spark early interest in energy careers, especially among students from underserved communities who may not be exposed to these options through traditional academic channels. This builds the foundation for future participation in technical education or workforce training programs.

Integrated Career Navigation and Support for Youth and Young Adults

Action: Expand the reach of Energy Career Staff to serve in-school youth (ages 16–24) in addition to adult job seekers. Energy Career staff can:

- Partner with high school career counselors and CTE coordinators to identify interested students
- Provide post-secondary advising focused on energy pathways (apprenticeships, community college certificates, workforce training)
- Connect students to local pre-apprenticeships, summer bridge programs, and dual enrollment opportunities in energy-related fields
- Offer wraparound support to youth transitioning from high school to workforce training or employment

Impact: Young people receive individualized, energy-specific career planning support at a critical transition point—helping them make informed decisions and stay engaged in the education-to-employment pipeline.

Strengthened Partnerships with CTE and Post-Secondary Energy Training Programs

Action: Formalize partnerships with regional community colleges, Regional Occupational Programs (ROPs), and adult schools offering energy-relevant programs (e.g., HVAC, solar PV, energy auditing, EV charging station tech, and building performance). Activities include:

- Joint curriculum planning to ensure alignment with employer demand and industry standards
- Cross-promotion of programs through the AJCCs
- Co-enrollment strategies that allow youth and adult learners to earn credentials while gaining hands-on experience

Impact: Creates a more cohesive, accessible training ecosystem where learners of all ages can earn stackable credentials and move fluidly from education to energy employment. Strengthens capacity and enrollment in existing regional programs that already offer high-quality energy training.

Employer and Industry Engagement Along the Pipeline

Action: Host regional energy workforce roundtables with K–12 educators, training providers, and employers to:

- Ensure curricula reflect up-to-date skills and certifications required in the energy sector
- Facilitate site tours, mentorship programs, and work-based learning opportunities
- Align job placement pipelines with employers' talent needs

Impact: Keeps the pipeline responsive to real-world workforce shifts and ensures that training leads to actual jobs. Young people and adult learners can see a clear, supported path to long-term employment in the region's growing energy economy.

Together, these actions create a coordinated, equity-driven energy workforce pipeline that starts with early awareness in K–12 and extends through postsecondary training and career entry. By embedding support, mentorship, and clear transitions throughout the education and training journey, the San Bernardino County will be better positioned to meet the growing demand for clean energy worker and ensure that local youth are at the center of that opportunity.

How will the proposed actions fill the gaps outlined in the recommendation?

The I-REN Energy Workforce Gaps Assessment identified several key weaknesses in the Inland Empire's current education and training pipeline as it relates to clean energy employment. These include:

- Limited awareness of clean energy careers among K–12 students and educators
- Fragmented connections between K–12, postsecondary training providers, and energy employers
- Few structured transitions from high school to energy training or apprenticeships
- Inconsistent access to career navigation and wraparound supports for youth
- Equity gaps that leave rural, low-income, and BIPOC students underrepresented in energy pathways

The proposed actions are designed to directly address these pipeline deficiencies by creating coordinated, well-supported, and accessible pathways from early exposure to career entry in energy sectors such as solar installation, energy efficiency, electrification, HVAC, and EV infrastructure.

Career Awareness and Exposure for K–12 Students

Gap Identified: Lack of early awareness and inspiration around energy careers.

Solution: Implement hands-on energy career outreach in K–12 settings through workshops, career fairs, school-based demos, and interactive curriculum.

Result: Students begin engaging with energy concepts and occupations early, helping build a foundation of interest and career curiosity in middle and high school. This exposure is especially critical in communities that lack strong CTE programs or employer engagement.

Energy Career Navigation for Youth

Gap Identified: No clear, supported bridge between high school and energy workforce programs.

Solution: Expand Energy Career staff to serve in-school and opportunity youth (ages 16–24), helping them transition into energy-related postsecondary training, pre-apprenticeships, and entry-level jobs.

Result: Youth receive individualized support and guidance to navigate their options, stay engaged, and make informed decisions that lead them into clean energy training and employment.

Strengthened Alignment with CTE, ROPs, and Community Colleges

Gap Identified: Disconnect between K–12, postsecondary education, and workforce needs.

Solution: Establish strong partnerships between workforce boards, community colleges, CTE programs, and employers to align curricula, promote dual enrollment, and co-enroll youth in energy credentialing programs.

Result: Students experience a seamless pipeline from high school to postsecondary training to employment in high-demand energy occupations.

Employer-Driven Work-Based Learning Opportunities

Gap Identified: Students lack real-world energy sector exposure and hands-on learning.

Solution: Facilitate mentorships, job shadowing, and site visits through partnerships with energy employers and unions. Include work-based learning in summer programs and pre-apprenticeships.

Result: Participants build experience and confidence in energy-related environments, helping bridge the gap between education and career entry.

These actions form a comprehensive response to the education-to-employment pipeline gaps outlined in the I-REN Energy Workforce Gaps Assessment. They ensure that K–12 students and young adults have the information, resources, and structured pathways they need to enter and thrive in clean energy careers. By doing so, the Inland Empire will not only build a more skilled energy workforce, but a more equitable and sustainable future for generations to come.

Anticipated funding allocation and description of utilization:

- Connect job seekers to training providers with an emphasis on Paid WEX for recent graduates of the K-12 educational system. \$913,773.00- Connect job seekers with high-quality, industry-aligned energy training providers including OJT, Paid WEX and Incumbent worker training.
- Leverage resources and programming from the K-12 educational systems to connect in-school youth to work based leaning services including: pre-apprenticeships, apprenticeships, internship, company tours, job shadows and mentorship opportunities.

Trackable metrics:

- Number of referrals that San Bernardino County WDD connects to the K-12 educational system for resources and programming.

Recommendation 4: Strengthen collaboration between employers and workforce development organizations to assess training effectiveness.

Describe how the proposed action will meet recommendation 4:

A core finding of the I-REN Energy Workforce Gaps Assessment is that while training programs exist across the Inland Empire, they are not consistently aligned with real-time industry demands or monitored for effectiveness in producing job-ready candidates. Energy employers often report a mismatch between training curricula and the evolving needs of clean energy occupations, while workforce development organizations lack structured, ongoing feedback loops from the industry.

The actions will create a continuous, collaborative framework between employers, unions, training providers, and workforce development boards to improve training program alignment, responsiveness, and accountability. These partnerships will ensure the region produces a well-prepared, competitive energy workforce that meets employer needs and advances regional economic resilience by not just building a pipeline but a pool of energy industry workers.

How do the proposed actions connect to the energy industry?

Partner with I-REN's Established Regional Energy Workforce Advisory Councils

Action: Connect and convene with the employer-driven advisory councils in Riverside and San Bernardino Counties composed of:

- Clean energy employers (solar, HVAC, EV infrastructure, energy efficiency)
- Labor unions and registered apprenticeship sponsors
- Community colleges, ROPs, and workforce training providers
- Workforce development board staff and WDS

Purpose:

- Review labor market data and hiring trends
- Evaluate current training program content, credentials, and soft skill development
- Provide direct feedback on graduate preparedness and job performance
- Identify emerging certifications, tools, and technologies for integration

Impact: Advisory councils will create structured, recurring spaces for employer feedback, leading to real-time program improvements and ensuring training is directly responsive to market needs.

Implement Training Outcomes Tracking and Feedback Loop

Action: Expand data-sharing agreements between workforce development boards and employers to track key metrics:

- Training enrollment and completion
- Certification and credential attainment
- Time to job placement and wage progression
- Employer satisfaction with new hires

Purpose:

- Enable evidence-based evaluation of program performance
- Help identify which training programs lead to quality energy employment

- Inform curriculum adjustments and resource allocation

Impact: This data-driven feedback system creates a performance-based culture where programs are refined and scaled based on what works, improving ROI for both participants and employers.

Embed Employers into Program Design and Delivery

Action: Involve employers in:

- Co-designing training modules, particularly in technical and emerging skill areas
- Serving as guest instructors or mentors in workforce programs
- Offering job shadowing, internship, or pre-apprenticeship experiences
- Reviewing and endorsing curricula used by AJCCs and training providers

Impact: Employers take on a co-ownership role in the training process, resulting in curricula that are grounded in industry realities and participants who are better prepared for workplace expectations.

Leverage Energy Career WDS-Business Service Reps. for Employer Engagement

Action: Navigators will regularly consult with employers to:

- Identify in-demand roles and training needs
- Follow up on participant performance and placement outcomes
- Surface soft skill or cultural fit concerns for program response

Impact: Real-time feedback helps ensure continuous program alignment and a two-way relationship between job developers and hiring partners.

Create Regional Employer Engagement Incentives

Action: Offer incentives to employers who:

- Hire from local energy training programs
- Participate in advisory councils or curriculum development
- Provide training space, mentors, or in-kind support for program delivery

These incentives formalize employer participation and build shared ownership in developing a regional energy talent pipeline.

By embedding employers into every stage of the training pipeline, from design to evaluation, the proposed actions build a dynamic, responsive, and high-accountability workforce ecosystem. The above actions and strategies fill a critical gap identified by I-REN by making sure that workforce programs work for both employers and job seekers. Through this collaborative approach, San Bernardino County will accelerate the development of a high-quality, demand-driven energy workforce.

How will the proposed actions fill the gaps outlined in the recommendation?

Regional Energy Workforce Advisory Councils

Gap Identified: Training programs developed without employer input

Solution: Formalize quarterly advisory councils co-led by industry to assess curricula, identify skill gaps, and co-create training priorities.

Result: Programs are immediately more aligned with actual hiring needs, including emerging technologies in the energy field.

Employer Feedback and Data-Sharing Systems

Gap Identified: No reliable system for assessing graduate success or employer satisfaction

Solution: Implement data mining in the CalJOB System for the participants of this initiative by tracking outcomes for job placement, certification rates, and retention, and share results with employers and program leaders.

Result: Workforce boards and training providers can use real data to refine and improve programs, ensuring accountability and impact.

Employer Participation in Program Delivery

Gap Identified: Limited real-world context and engagement in training

Solution: Invite employers and unions to participate as instructors, mentors, site hosts, or internship providers.

Result: Participants gain hands-on experience and insight into real job expectations, while programs benefit from industry relevance and credibility.

Energy Career WDS-Business Services Reps with Employer Liaison Roles

Gap Identified: Disconnected communication between employers and workforce providers

Solution: WDS-Business Services Reps regularly consult employers about hiring needs, performance of recent hires, and training gaps.

Result: Training content and support services can be quickly adjusted in response to actual employer feedback, keeping the system agile and effective.

Employer Incentives and Recognition

Gap Identified: Lack of motivation for employers to actively engage

Solution: Offer recognition, stipends, or in-kind partnerships for employers who contribute to training strategy, placement, or mentorship.

Result: Employers become long-term partners in the region's workforce pipeline, leading to sustainable collaboration and shared ownership.

These proposed actions will build a sustainable infrastructure for employer-workforce collaboration, closing a critical loop in the training pipeline. As a result, programs will become more demand-driven, performance-focused, and aligned with regional clean energy workforce needs. This ensures that the San Bernardino County job seekers not only complete training, but enter the workforce with the skills, certifications, and readiness that local employers require helping fulfill I-REN's vision for a resilient and prepared energy workforce.

Anticipated funding allocation and description of utilization:

<ul style="list-style-type: none"> • \$235,542.00 Staffing Cost-Salary & Benefits that will fund WDS-Business Services Reps regularly consulting with employers about hiring needs, performance of recent hires, and training gaps.
Trackable metrics:
<ul style="list-style-type: none"> • Placement Rate and Retention-Of the 120 Individuals will be enrolled into high-quality, industry-aligned energy vocational training, 96 Individuals that are enrolled will complete high-quality, industry-aligned energy vocational training with a certificate (80%) and 68 (70%) will enter training related employment and 50 (74%) will be employed at 2nd quarter and 4th quarter after exit. • CPUC Metric: Index 333 – Placement rate in energy-related employment

Proposed Project Timeline	
07/01/2025-9/30/2025	<ul style="list-style-type: none"> • Agreement Start-up and Implementation of Scope of work and objectives
10/01/2025-3/31/2027	<ul style="list-style-type: none"> • Delivery of all Training Services-IWT/OJT/PWEX/Classroom Training/120 participants
01/01/2026 – 6/30/2027	<ul style="list-style-type: none"> • Job Placement Services-68 (70%) will enter training related employment and 50 (74%) will be employed at 2nd quarter and 4th quarter after exit.
04/01/2027-6/30/2027	<ul style="list-style-type: none"> • Follow-up and Evaluation of all objectives and outcomes

Total Budget: \$1,500,000.00

Timeline	Project, Task, or Deliverable	Cost
07/25-06/27	Training-IWT/OJT/PWEX/Classroom Training/120 participants	\$913,773.00
07/25-06/27	Participant Support Services/Stipends/120 participants	\$160,000.00
07/25-06/27	Staffing Cost-Salary & Benefits	\$235,542.00
07/25-06/27	Travel-Transportation, lodging, meals and other travel-related costs	\$5000.00

07/25-06/27	Operating Expenses-Rent, Utilities, Communications and Supplies	\$43,703.00
07/25-06/27	Contractor Services-Staff Capacity Training	\$8,500.00
07/25-06/27	Indirect Costs-10% of Staffing Cost, Travel, Utilities and Communication, Supplies, and Training	\$133,482.00
	Total	\$1,500,000.00

Existing and anticipated partnerships with regional stakeholders:

- Please list out existing or anticipated alliances and their role in supporting and fulfilling the outcomes outlined above.
Local post-secondary institutions including four year universities, community colleges, adult education programs, certified pre-apprenticeship programs, employers, community based organizations, local and national governmental agencies and labor unions.

**EXHIBIT B
BUDGET**

[ATTACHED BEHIND THIS COVER PAGE]

Attachment

I-REN and San Bernardino County
Budget

Organization	SAN BERNARDINO COUNTY WORKFORCE DEVELOPMENT BOARD
Project Name	I-REN SBC Energy

PROGRAM COST								
Participant Support Services/Stipends		Support Services/Stipends/120 participants						160,000.00
Total Program Cost								160,000.00
STAFFING COST								
Job Titles of Staff	FTE	Monthly Salary	Months	Total Salary		Benefits	Benefit %	Total Staff Salaries + Benefits
WORKFORCE DEVELOPMENT SPECIALIST	0.60	6,594.00	24.00	94,954.00		43,935.00	46.27	138,889.00
SENIOR ACCOUNTANT	0.03	6,888.00	24.00	4,959.00		1,873.00	37.77	6,832.00
ADMIN SUPERVISOR I	0.02	9,261.00	24.00	4,445.00		1,130.00	25.42	5,575.00
STAFF ANALYST II	0.04	7,746.00	24.00	7,436.00		2,497.00	33.58	9,933.00
WORKFORCE DEVELOPMENT SUPERVISOR	0.02	7,115.00	24.00	3,415.00		1,368.00	40.06	4,783.00
BUSINESS SERVICES SPECIALIST	0.30	6,639.00	24.00	47,801.00		21,729.00	45.46	69,530.00
Total Salary				163,010.00	Total Benefits	72,532.00	38.09	
Total Staffing Cost								\$235,542.00
TRAVEL								
Travel & Meetings		Transportation, lodging, meals and other travel-related costs						5,000.00
Total Travel Expenses								5,000.00
OPERATING EXPENSES								
Rent		Facility cost of program staff directly charged to the program						31,703.00
Utilities and Communication		Utilities and Communication cost for program staff directly charged to the program						6,000.00
Supplies		Operating Supplies and other operating cost of the program						6,000.00
Total Operating Expenses								43,703.00
TRAINING								
IWT/OJT/Classroom Training/120 participants								913,773.00
Total Training Expenses								913,773.00
CONTRACTOR SERVICES								
Staff Trainings								8,500.00
Total Contractor Services Expenses								8,500.00
INDIRECT COSTS								
Indirect Cost		10% of Staffing Cost, Travel, Utilities and Communication, Supplies, and Training						133,482.00
Total Indirect Cost								133,482.00
Grant Total								\$1,500,000.00