



**Oakland Green Jobs Corps  
Oakland, CA**

The Oakland Green Jobs Corps is a job-training program providing “green pathways out of poverty” for young adults in Oakland facing barriers to employment. The program is providing job-readiness training, ongoing support services, and on-the-job training, enabling trainees to pursue careers in green industries.

This case study is current as of April 2009. For more information, visit <http://www.ellabakercenter.org/page.php?pageid=5>, or contact Emily Kirsch, [emily@ellabakercenter.org](mailto:emily@ellabakercenter.org).

<p><b>Training methodology</b></p>	<p>The Oakland Green Jobs Corps includes three partners providing courses in the classroom for college credit and hands-on training in energy efficiency, solar PV installation and green construction.</p> <p>The partners:</p> <ul style="list-style-type: none"> <li>• <u>Laney College</u>: a premier regional community college providing green vocational education.</li> <li>• <u>Cypress Mandela Construction Training Program</u>: a renowned pre-apprenticeship program that serves young adults with barriers to employment; has strong connections to the building trades unions.</li> <li>• <u>Growth Sector, Inc.</u>: a workforce intermediary connecting employers, government, and community agencies.</li> </ul> <p><u>Pre-Construction and Basic Skills Training</u>, led by Cypress Mandela, provides a range of services, including introduction to the skilled trades; carpentry; GED preparation; basic literacy and math; job readiness including resume development, interviewing skills, financial planning; social services and support including driver’s license acquisition, court intervention and record expungement as needed, drug and alcohol counseling, and support in acquiring other needed services such as childcare and financial aid.</p> <p><u>Laney College Bridge to Solar and Green Construction</u>, led jointly by Laney College and Cypress Mandela, the third stages focuses on the education and training specifically needed for green-collar employment. Students will earn community college credit. Education and training will emphasize solar installation, energy</p>
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**This case study is meant to give a snapshot of the program profiled here. For the most up to date information on this program, please visit their website**

	<p>efficiency in buildings, green construction, and an introduction to the principles of ecology, environmental sustainability, and environmental justice. Social support and case management continue throughout.</p> <p>It is an intensive 38-week program for getting exposure to solar, energy efficiency and green constructions careers.</p>
<b>Participants and how recruited</b>	The Oakland Green Jobs Corps is for any resident of the East Bay Area. The program targets low-income adults facing barriers to employment. Participants must 18 and older. Many are formerly incarcerated. The first cohort of 40 students is currently in training and will graduate in Summer '09.
<b>Green program from the outset?</b>	This unique partnership between a pre-apprenticeship, community college and non-profit was designed to be green.
<b>Length and frequency of training</b>	<p>16 weeks pre-apprenticeship training</p> <p>10 weeks solar, energy efficiency and green constructions</p> <p>12 weeks of paid on the job training or apprenticeship</p> <p>Total: 38 weeks of training</p>
<b>Include on-the-job training or paid apprenticeships?</b>	12 weeks of paid on the job training or apprenticeship
<b>Key relationships</b>	<p>Primary relationship is with Cypress Mandela Construction Training Program, Laney College and Growth Sector Inc. Other partners include:</p> <ul style="list-style-type: none"> <li>• Oakland Mayor's Office: Representing the city's government, the Mayor's office administered the original grant and provides leadership to identify additional resources and funding.</li> <li>• Oakland Green Employer Council: This is a circle of green-collar employers that have committed to providing trainees with paid on-the-job training and long-term hires.</li> <li>• RFP Selection Committee: These five individuals were the expert and neutral committee that selected the winners of the contract. They will continue to evaluate and provide technical assistance for the program.</li> <li>• Raquel Pinderhughes, Ph.D: Her research and the "Pinderhughes Model" informed the development of the Oakland Green Jobs Corps training model and the Green Employer Council. She will continue to advise the program, and is involved in replicating the program in other cities.</li> </ul>

	<ul style="list-style-type: none"> <li>Ella Baker Center for Human Rights and Oakland Apollo Alliance: They are the original architects and champions of this program, and will continue to advocate for additional resources and funding.</li> </ul>
<b>Eligibility</b>	<p><u>Requirements to Apply</u></p> <ul style="list-style-type: none"> <li>18 years of age</li> <li>Social Security Card/Right to Work Status</li> </ul> <p><u>Requirements for Continued Participation and Graduation</u></p> <ul style="list-style-type: none"> <li>High school Diploma or GED</li> <li>Valid CA Driver's License</li> <li>DMV Driving Record Print Out</li> <li>Ability to pass a drug test</li> <li>Ability to pass a basic math and reading (10th grade)</li> </ul>
<b>Credentials</b>	About 15 units of community college credit
<b>Placement and follow-up services</b>	The program includes relationships with local green employers through the Green Employer Council and strong connections to the Building Trades. There is a full time case manager for graduates.