



**Pathways to Green Jobs, Cuyahoga Community College
Cleveland, Ohio
John Gajewski**

Cuyahoga Community College began developing its “Pathways to Green Jobs” program last year and will launch the program on April 20. It is the first “green” workforce development initiative for Cuyahoga Community College. The curriculum comes from a variety of non-credit and credit course offerings that have been adjusted and combined to cater to green jobs. The greatest strength of the Pathways to Green Jobs program is its design. It is based on the Pinderhughes model, which represents best practice in workforce development. The program was developed according to the unique requirements of the Northeast Ohio region. Cuyahoga is attempting to adapt to the urgent demands of the American Reinvestment and Recovery Act 2009.

For more information, visit Cuyahoga Community College’s website, <http://www.tri-c.edu/Pages/default.aspx>, or contact [John Gajewski](#) (pronounced “Guyeski”) at John.Gajewski@tri-c.edu

<p>Training methodology</p>	<p>“Pathways to Green Jobs” is based on the Pinderhughes model, regarded as the best practices design in workforce development. The curriculum consists of both non-credit and credit courses in life skills and the green trades.</p> <p><u>Planned Courses:</u> Environmental Literacy Personal Development Language Fundamentals Reading Improvement Mastering Math Machine Operations Layout and Measurement Intro to Hand and Power Tools Industrial Safety HVAC Fundamentals Deconstruction 101 Energy Performance Retrofit/Weatherization Fast Facts Essential Manufacturing</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

Participants and how recruited	The Pathways program is designed for people with barriers to employment including housing issues, childcare issues, former incarceration, legal issues, and economic stress or poverty. Pathways hopes to serve low-income residents, targeting those who make less than 200 percent of the federal poverty level.
Green program from the outset?	Yes, this was designed to be a green program. Cuyahoga is developing Pathways to be compatible with other educational programs and the State of Ohio's Stackable Certificates.
Length and frequency of training	The program will be offered four times a year for up to 40 students per group. Due to urgent demands of employers engaged, the program is being condensed to six weeks at which point (approximately June 1) they will proceed to the internship phase. Participants complete 350 hours of classroom and experiential learning and a minimum of 125 hours of internship.
Include on-the-job training or paid apprenticeships?	Yes. Exact amount not yet determined but conceptually there would be one hour of on-the-job training for every two hours of classroom work. The participants will get paid approximately \$10 per hour during internships. We have a budget for stipends to be used during training and internship phases that equates to approximately \$125 per client, which will be distributed by the case manager for emergencies as they arise such as transportation, legal fees, and clothing/uniform/equipment needs for internship.
Funding	Tri-C Inkind/Investment George Gund Foundation Living Cities Foundation Charter One Foundation The Cleveland Foundation WIA money for OJT – internships just confirmed
Key relationships	<u>Employers:</u> We work directly with individual employers within target sectors <u>Community Colleges:</u> We interfaces with counterpart organizations through various associations, state-wide and regional initiatives. Work with several colleges in Ohio through Ohio Dept of Development grant to train residential builders in green construction techniques.

	<p><u>Labor Unions:</u> Many of the college and program staff members have long relations with labor unions. A carpenter from a regional union is an instructor.</p> <p><u>Workforce development system:</u> have been actively pursuing the Workforce Investment Boards to engage in the program.</p>
Eligibility	Minimum of 18 years old and less than 200 percent of the federal poverty level. To enter the program, an applicant demonstrates at least a 4 th grade reading level and 6 th grade math skills. Debating whether to require high school diploma or GED.
Credentials	<p>Students who complete the program can receive certifications in:</p> <ol style="list-style-type: none"> 1. Solar PV – NABSEP certification (not in first cohort) 2. Weatherization Installer – license by Ohio’s Home Weatherization Assistance Program. 3. Machine Shop – basic credential through various manufacturing groups. 4. Construction – National Association of Home Builders has credential we are using
Placement and follow-up services	<p>Students will be supported by a case manager during the duration of their program (training and internship). Case manager has a budget for supporting students with transportation, equipment and other needs.</p> <p>As to the program, we will track: number of applicants, number selected, training completions, internship completions, graduation, job placements and job retention.</p>