Southern California Regional Energy Network

SoCalREN Agriculture Workforce, Education and Training (Ag-WE&T) Program Implementation Plan

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A. Program Overview

The SoCalREN Agriculture Workforce, Education, and Training (Ag WE&T) program aims to expand energy efficiency in underserved and rural agricultural communities by building a diverse, highly skilled contractor network. Operating upstream of direct resource programs, Ag WE&T focuses on removing barriers for small and minority-owned businesses through specialized technical training and standardized contracting protocols. The initiative seeks to increase regional training infrastructure by 25% and double job opportunities for disadvantaged workers, ensuring a robust labor force for demand-side management. By aligning with existing retrofit and direct install programs, SoCalREN ensures that these educational investments translate directly into implemented energy-saving projects across Southern California.

B. Program Budget and Savings

Table 1. Table 1: Program Budget and Savings

1	Program Name	SoCalREN Agriculture Workforce, Education and Training Program (Ag WE&T)	
2	Program ID Number	SCR-WET-D5	
3	Program Implementer	SoCalREN/County of Los Angeles + Third-Party Implementer	
4	Portfolio Administrator	SoCalREN	
5	Program Implementer Type	REN + Third-Party Delivered	
6	Portfolio Segment[1]	Market Support	
7	Total Program Budget	$930,000	
8	Program Budget by Year *(see Table 2 below for additional detail)*	2024	$180,000
		2025	$200,000
		2026	$250,000
		2027	$300,000
9	Program Duration (Start Date - End Date)	2024–2027	
10	Total System Benefit (TSB)	N/A	

[1] D.21-05-031 Ordering Paragraph 2

11	CO_2 (Lifecycle, First Year, Net, Gross)	N/A
12	KW (First Year, Net, Gross)	N/A
13	KWh (Lifecycle, First Year, Net, Gross)	N/A
14	Therms (Lifecycle, First Year, Net, Gross)	N/A
15	Program Cost Effectiveness: Total Resource Cost (TRC)	N/A
16	Program Cost Effectiveness: Program Administrator Cost (PAC)	N/A
17	Market Sector	Cross-Cutting Workforce Education and Training (WE&T)
18	Program Type (i.e., Non-resource, Resource)	Non-resource
19	Delivery Type[2]	Downstream
20	Intervention Strategies	Technical Assistance
21	M&V Methods	Other

The Program will be implemented over multiple funding years. Table 2 below includes the budget for years 2024 to 2027, utilizing the existing SoCalREN WE&T sector budget already authorized within its 2024 - 2027 Portfolio Plan. SoCalREN will be seeking approval for funding years 2028-2031 in its 2026 application.

Table 2. Program Budget

Costs	2024	2025	2026	2027	Total
Admin	$10,800	$12,000	$15,000	$18,000	$55,800
Marketing/Outreach	$10,800	$12,000	$15,000	$18,000	$55,800
Incentives/Rebates	$0	$0	$0	$0	$0
Direct Implementation	$158,400	$176,000	$220,000	$264,000	$818,400
Totals	$180,000	$200,000	$250,000	$300,000	$930,000

[2] Database for Energy Efficiency Resources (DEER) 2026 Delivery Types

C. Implementation Plan Narrative

1. Program Description

The Southern California Regional Energy Network (SoCalREN) Agriculture Workforce, Education and Training (Ag WE&T) Program is a non-resource market support program that is specifically designed to prepare agricultural contractors to participate in SoCalREN's Rural Hard-to-Reach Agriculture Direct Install (Rural-HTR Ag DI) and the Ag-Retrofit Programs.

The Rural Hard-to-Reach Agriculture Direct Install (Rural-HTR Ag DI) Program drives no-cost installation of cost-effective solutions to drive customer awareness of both energy efficiency (EE) and non-EE measure benefits. The Ag-Retrofit Program drives installation of cost-effective solutions primarily through a combination of strategic measures and provides relevant technical assistance (AG-Ag-Retrofit) to drive customer awareness of both energy efficiency (EE) and non-EE measure benefits.

The Ag WE&T Program develops and strengthens the agricultural energy efficiency (EE) project opportunities at farms and agricultural facilities in disadvantaged, rural, and underserved regions across Southern California. The program supports the expansion of cost-effective agricultural EE projects by building contractor capacity, increasing EE knowledge and improving access to skilled labor in the agricultural sector.

- Expand the implementation of cost-effective agricultural energy efficiency projects.
- Build a qualified and diverse network of agricultural EE service providers.
- Train Agriculture contractors and trade allies on how to scope, communicate, and deliver EE agricultural Direct Install and Retrofit projects. Increase access to EE technical expertise in rural and underserved agricultural communities
- Promote EE as a standard business and operation practice across agricultural sectors.

SoCalREN envisions a reliable, diverse, and highly skilled workforce that is able to deliver high-quality Agricultural EE services to all segments of the Southern California ratepayer community as a result of a comprehensive regional and effective workforce education and training infrastructure.

SoCalREN's overarching goal for workforce education and training (WE&T) is to increase the size, skills, and diversity of the Ag EE labor force in the Southern California region to ensure effective implementation of the state's energy efficiency (EE) goals.

Ag WE&T operates upstream of resource programs and does not directly deliver energy savings, incentives, audits, or installations. Instead, the program addresses workforce, contractor, and business readiness barriers that limit participation by small, diverse, and rural agricultural service providers in EE programs.

Program Objectives

SoCalREN WE&T will leverage its public-sector economic development knowledge, networks, and capacities to achieve the following specific objectives:

1. Increase Southern California regional workforce and training infrastructure/partnerships to increase the quantity and skills of entry-level and incumbent workers at all levels of the demand-side management (DSM) and EE industry.
2. Increase entry-level skills training and job opportunities for disadvantaged workers
3. Provide agriculture-specific training, including required bioscience and safety training, that supports compliance with on-farm installation requirements.
4. Establish regular coordination with Statewide WE&T efforts to leverage efforts with existing ratepayer funded training centers and programs.
5. Establish a SoCalREN online data and reporting system to collect, monitor, and report workforce and contracting outcomes.

Participants in the Ag WE&T Program will have the opportunity to leverage the E-Contractor Program, as part of the WE&T portfolio, in order to obtain additional specialty licenses. These workforce investments are intentionally aligned with SoCalREN's Rural Hard-to-Reach Agriculture Direct Install (Rural HTR Ag-DI), Agriculture Retrofit (Ag Retrofit), and Agriculture Project Delivery Program (Ag PDP) programs to ensure training outcomes translate into real project participation.

Rationale

SoCalREN believes that the small and medium Ag customers in rural, disadvantaged communities will not be the primary focus of SCE and SoCalGas' 3rd party programs due to TRC constraints of greater than 1.0 and cost to serve. Due to the reduced avoided costs in 2024, SCE's and SoCalGas' 3rd party program will have difficulty achieving their required TRC of 1.0 which will make it even harder for them to serv small and medium, rural, disadvantaged communities.

2. Performance Tracking

The Ag WE&T Program performance will be tracked using unique participant counts, training activity indicators, contractor support measures, and referrals to complementary SoCalREN agricultural programs. These metrics reflect the Program's workforce development and market support functions and will be reported at regular intervals consistent with Portfolio Administrator guidance.

Table 3. Contractual Targets Metrics (UVMs)

Metric	Type (UVM/Indicator	Goal
Total Unique Participants Served	UVM	75
Number of Contractors Receiving Technical Assistance/Coaching	UVM	7
Number of Coaching/Technical Assistance Hours	UVM	35

Metric	Type (UVM/Indicator	Goal
Number of Education & Training Courses (Workshops, Academies, Training Courses)	UVM	3
Total Training Engagement	Indicator	
Number of BioScience Engagement Forms Completed	Indicator	
Number of Technical Assistance/Coaching Sessions	Indicator	
Number of Contractors/Participants Referred to Business Resources	Indicator	
Number of Referrals to Business Resources	Indicator	
Number of Contractors Referred to other SoCalREN Programs	Indicator	
Number of Referrals to other SoCalREN Programs	Indicator	
Number of Counties Served	Indicator	
Number of Outreach Events Attended	Indicator	
Number of Events Hosted or Co-Hosted by ECA	Indicator	

Note: Targets and reporting frequency will be finalized in coordination with the Portfolio Administrator and reflected in Program Manuals and periodic reporting dashboards.

3. Program Delivery and Customer Services

SoCalREN has identified workforce development as a vital component of energy efficiency customer transformation. SoCalREN is investing in developing relevant workforce opportunities in order to achieve its mission of addressing climate change while providing local economic and workforce benefits.

Through a growing network of trained local contractors, SoCalREN can help achieve deeper market penetration with expertise in multiple demand–side management Ag technologies and ensure each project has high program quality standards. Ag WE&T supports the success of SoCalREN's Rural Hard-to-Reach Agriculture Direct Install (Rural HTR Ag-DI), Agriculture Retrofit (Ag Retrofit), and Agriculture Project Delivery Program (Ag PDP) programs by strengthening contractor and workforce readiness rather than directly serving agricultural customers.

As a non-resource program, Ag WE&T does not directly deliver energy efficiency projects, incentives, audits, or installations. Program delivery focuses on training, technical assistance, and business capacity-building for contractors and workers who support downstream Ag program implementation.

This non-resource program will reach customers and provide services through strategic partnerships with workforce development organizations, agricultural associations, community-based organizations (CBOs), and training providers, structured around the following intervention areas:

- Expand WE&T Infrastructure and Partnerships
- Support Small business entities (SBEs), disadvantaged business enterprises (DBEs), and Disadvantaged Workers (DW)
- Deliver agriculture-specific training and one-on-one technical assistance.
- Establish and maintain an online data and reporting tool to track participation, outcomes, and referrals into Ag programs.

Education (Ag WE&T)

Education and training activities focus on preparing contractors and workers to meet the technical, bioscience, safety, and administrative requirements necessary to participate in agricultural energy efficiency programs. Training content is designed to support contractor readiness rather than direct customer education or measure promotion.

Training offerings may include agriculture-specific workforce and contractor training, such as, but not limited to:

- Required bioscience and safety training for on-farm installations
- Pump contractor training
- Agricultural energy management
- Agricultural water management and the water–energy nexus
- Greenhouse gas (GHG) reduction strategies
- Agricultural emerging technologies

This will be coordinated with the overall SoCalREN WE&T program which provides the following training:

- LA County SoCalREN Intro.
- Climate Policy
- Sustainable Green Buildings Technologies
- How to Do Business with SoCalREN, SCE & SoCalGas
- Title 24 Codes and Regulations
- Estimating Energy Savings
- Project Estimating & Incentives
- Virtual Walk-Through
- Bonding Insurance / Access to Capital
- Estimating
- Project Scheduling

- Principles of Project Management
- Bioscience Training

Participants completing Ag WE&T training and technical assistance will be referred, as appropriate, to SoCalREN's Ag PDP, Ag Retrofit, and Rural HTR Ag-DI programs to support progression from training into active project participation.

Geographic Location of Offering

Agriculture customers are primarily located in the heavily concentrated agricultural regions of the San Joaquin Valley (CTZ 13) and the Central Coast (CTZ 5) and will be targeted with a combination of direct customer outreach with additional support from trade allies such as agricultural engineering firms and farm equipment suppliers.

Eligible Customers

All Ag customers who have a valid Southern California Edison (SCE) & Southern California Gas Company (SoCalGas) service account are eligible to participate in SoCalREN Ag Programs. Ag customers are defined by two-digit North American Industry Classification System (NAICS) Code 11. Post-harvest production (e.g., wine production, nut drying, etc.) is eligible when performed directly on-farm as defined by NAICS Code 11. Agriculture sub-segments further defined by four- digit NAICS Codes 1111, 1112, 1113, 1114 (including cannabis production which does not have a specific NAICS Code), 1119, 1121, 1122, 1123, 1124, 1125, 1129, 1131, 1132, 1133, 1141,1142, 1151, 1152 and 1153.

The Ag WE&T Program offers energy efficiency services to ~30,000 eligible Agriculture customers in the Southern California Edison (SCE) and Southern California Gas (SoCalGas) service territories – including field & seed crops, fruit & nut crops, vegetables & melons, livestock & poultry, wineries, floriculture, and dairies - to help these customers reduce energy and maintenance costs at their facilities. The Ag WE&T Program will focus on rural & underserved communities.

According to SCE's business plan, these customers electric consumption was 2,400 GWh or 3% of the SCE's load in 2015. According to SCG's business plan the AG sector consumed 70 million therms in 2015.

Table 4. kW Consumption

SCE Segment	Demand	% of SA	# of Accounts	Total GWh Usage	Avg kW per Account
Large	≥250 kW	2%	600	899	480
Medium	≥50 kW, < 250 kW	16%	4,800	1191	100
Small	< 50 kW	82%	24,600	340	8
Total		100%	30,000	2,430	Weighted Avg – 32 kW

4. Program Design and Best Practices

SoCalREN will use best practices, using lessons learned from industry experts such as Emerald Cities and local workforce development experts to provide Ag WE&T services to rural and underserved communities. Additionally, SoCalREN will coordinate with a wide variety of industry partners, including technical assistance providers, industry associations, as well as trades and pre-apprenticeship programs. These valued trade partners will assist in connecting job seekers, especially disadvantaged workers and underserved communities, to contractors who will provide internships that can lead to long-term job prospects.

Program design emphasizes alignment with agricultural energy efficiency program delivery needs, ensuring that training content and workforce strategies directly support participation in SoCalREN's Ag PDP, Ag Retrofit, and Rural HTR Ag-DI programs.

SoCalREN will facilitate job connections by working with the Ag workforce and industry partners. Roundtables and focus groups will provide feedback that will inform future program design; these discussions will also help identify obstacles that the workforce faces to developing high-performance building practices. Each focus group opportunity will provide 6 contractors from all EE trades with the opportunity to convene and learn best practices, and to discover opportunities for cooperation. Workshops will also seek to address industry needs identified in roundtable discussions and provide resources for industry participants.

SoCalREN has identified several barriers to providing meaningful and practical training to contractors . Several barriers are listed below, along with strategies identified to bring these critical skills to the current workforce.

Table 5. Ag-WET Program Barriers

Problem Statement	Market Barrier	Desired Market Effect	Frequency
EE workforce requires a variety of trainings for all skill levels	Lack of diverse training	Stackable programs that meet workforce where they are	1. Work with partners and industry experts to design and implement trainings 2. Develop a plan for funding sector specific, stackable certifications (entry level professional certifications)

Problem Statement	Market Barrier	Desired Market Effect	Frequency
Trainings take contractors away from their core job responsibilities	Lack of time for trainings	To seamlessly integrate trainings into day–to–day operations	1. Schedule trainings around peak work schedules 2. Incorporate on–the–job training 3. Bring trainings to contractors 4. Provide virtual options for trainings.
There are not enough comprehensive educational programs focused on energy efficiency	Discrete trainings do not contribute to project pipelines pathway	Create meaningful Project opportunity pipelines for participants	Design multi-week academy focused on Ag-specific EE project requirements, and direct install, retrofit measures.
Contractors don't know how to use, install, or explain the value of new technology	Lack of training on Ag-specific technologies	Increased pool of qualified contractors ready to perform installations on Ag-specific EE projects	1. Facilitate educational workshops with product manufacturers 2. Provide on–the–job training for operations and maintenance staff

These intervention strategies are designed to support contractor and workforce readiness rather than direct customer education or measure installation.

The Ag WE&T Program will increase uptake of cost-effective energy efficiency measures by educating and training the EE workforce on emerging and mainstream technologies. The Program has been designed to meet the workforce where they are, both in geographical and technical terms. SoCalREN will invite their input into the training process and topic definition and will provide them with the tools that they need to move beyond a single-technology installation mindset toward safe, compliant, and high-quality agricultural EE project delivery.

For job seekers, the Program will introduce them to emerging and mainstream EE technologies, skills, and potential employers.

5. Innovation

Delivery Approach

Build a stronger extended agricultural energy community through agriculture-specific workforce and contractor training focused on energy and water management training in coordination with SoCalREN's Workforce Education and Training sector to rural and underserved communities agricultural contractors and workers

Innovation includes integrating workforce development, business readiness, and technical training to strengthen the contractor pipeline supporting SoCalREN's agricultural Direct Install, Retrofit, and Project Development programs.

Technology

Provide training, education, and technical context to contractors and workers on Distributed Energy Resources (DER), Demand Response, and other integrated demand-side management (iDSM) strategies as they relate to agricultural EE project delivery.

Introduce contractors and workforce participants to emerging water- and energy-saving technologies relevant to agricultural applications (e.g., Satellite Watering Imagery, remote pump monitoring, etc) without directly delivering or installing these technologies through the Ag WE&T program.

6. Pilots

N/A

7. Workforce Education and Training

This section refers to how workforce, education and training is incorporated into non-WE&T programs. Since the Program focuses solely on WE&T, SoCalREN addresses this topic throughout this implementation plan.

8. Workforce Standards

Although this is not applicable for the Ag WE&T program, SoCalREN will ensure that contractors and potential employers used for the internship portion of the program possess all California regulations related to workforce standards, including continuing training and appropriate industry-level licenses.

9. Disadvantaged Worker Plan

According to CPUC D.18-10-008, "Disadvantaged Worker" means "a worker that meets at least one of the following criteria: lives in a household where total income is below 50 percent of Area Median Income; is a recipient of public assistance; lacks a high school diploma or GED; has previous history of incarceration lasting one year or more following a conviction under the criminal justice system; is a custodial single parent; is chronically unemployed; has been aged

out or emancipated from the foster care system; has limited English proficiency; or lives in a high unemployment ZIP code that is in the top 25 percent of only the unemployment indicator of the CalEnviroScreen Tool."

The Ag WE&T Program will work with CBOs and workforce development partners that have long-standing relationships with these communities to target disadvantaged workers and recruit them to the Program's internship component. The WE&T program will also engage with properties that have participated in SoCalREN's energy efficiency programs and are located within disadvantaged communities. These organizations can be targeted for additional training opportunities and added to AEA's list of contractor references. This strategy will help connect disadvantaged workers to projects through energy efficiency programs.

The Ag WE&T program will provide Disadvantaged Workers with improved access to career opportunities in the energy efficiency industry by supporting outreach initiatives (training, mentorship, and/or apprenticeships) in collaboration with a combination of our subcontractor partners. Using an optional survey, the Ag-PDP will track and report Disadvantaged Worker participation in outreach programs, as well as program hiring, including the following metrics:

Outreach	Hiring
• Number of training, mentorship, and/or apprenticeship opportunities offered • Number of participants • Number of staff and/or partner hours devoted to outreach initiatives	• Number of recruiting channels promoting access to Disadvantaged Workers • Percentage of job opportunities made available to Disadvantaged Workers • Percentage of candidates screened • Percentage of candidates interviewed • Percentage of candidates offered a position • Percentage of candidates hired

Additionally, the turnover and attrition are tracked by designated classification of Disadvantaged Worker, subject to appropriate privacy considerations. For Subcontractor performance scorecards and KPIs are tracked on an individual firm basis, with Disadvantaged Worker participation as a key element.

10. Market Access Programs

N/A

11. Additional Information

N/A

D. Supporting Documents

1. Program Manual and Program Rules

Eligible Measures

Ag - WE&T does not deliver or claim energy efficiency measures. Eligible measures pursued by agricultural customers are implemented through SoCalREN's Rural HTR Ag-DI and Ag-Retrofit programs and adhere to measure eligibility rules established under those programs.

Customer Eligibility Requirements

Ag - WE&T serves agricultural contractors and workforce participants. Agricultural customers are served indirectly through participation in SoCalREN's Ag resource programs. This includes Field & Seed Crops, Fruit & Nut Crops, Vegetables & Melons, Livestock & Poultry, Wineries, Floriculture and Dairies Customers served by SCE and/or SoCalGas that pay PPP charges.

Contractor Eligibility Requirements

The Ag WE&T Program will work with the selected contractor to ensure all incentive eligibility requirements are addressed and met. Ag WE&T does not determine incentive eligibility, which is governed by applicable resource program rules.

Participating Contractors, Manufacturers, Retailers, Distributors, and Partners

Ag WE&T is a downstream workforce education and training program that engages contractors and employers; it does not directly engage manufacturers, retailers, or distributors for measure delivery.

Additional Services

The Ag WE&T Program will offer education outreach to Ag customers in SCE and SoCalGas territories. This educational outreach will include information on the benefits associated with utility-based energy saving measures.

Audits

No Audits will be completed in this program. All project-level audits, inspections, and verification activities are conducted through the Rural HTR Ag-DI and Ag-Retrofit programs, in accordance with their respective Implementation Plans.

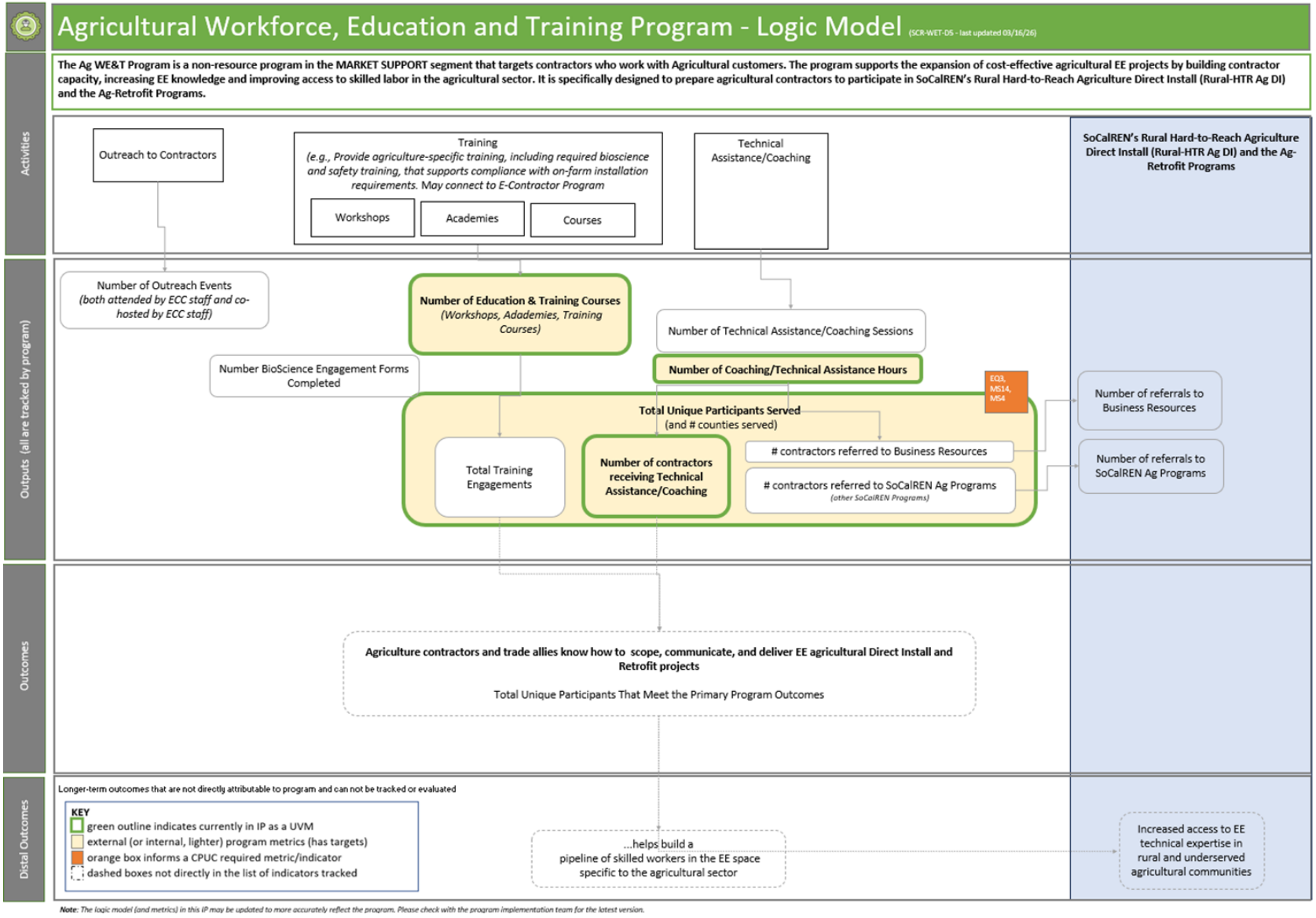
Program Quality Assurance Provisions

Quality assurance includes participant eligibility verification, license validation, training and certification tracking, documentation of technical assistance sessions, monitoring of Unique Value Metrics (UVMs), Quarterly At-Risk Assessments, and internal data validation to ensure compliance with SoCalREN reporting requirements.

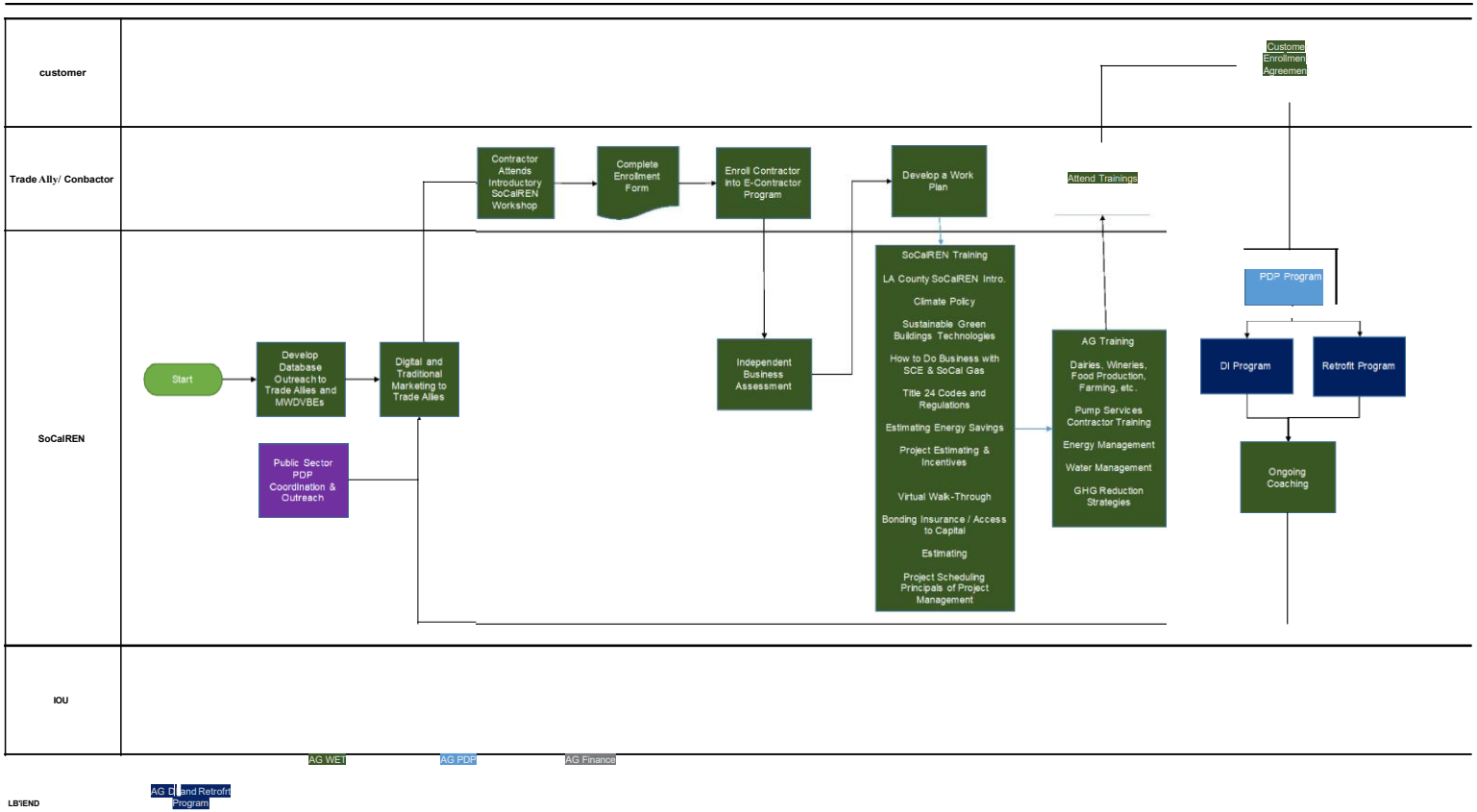
Other Program Metrics

Quality assurance checks will be implemented throughout the process at various milestones to maintain data accuracy and customer satisfaction.

2. Program Theory and Program Logic Model



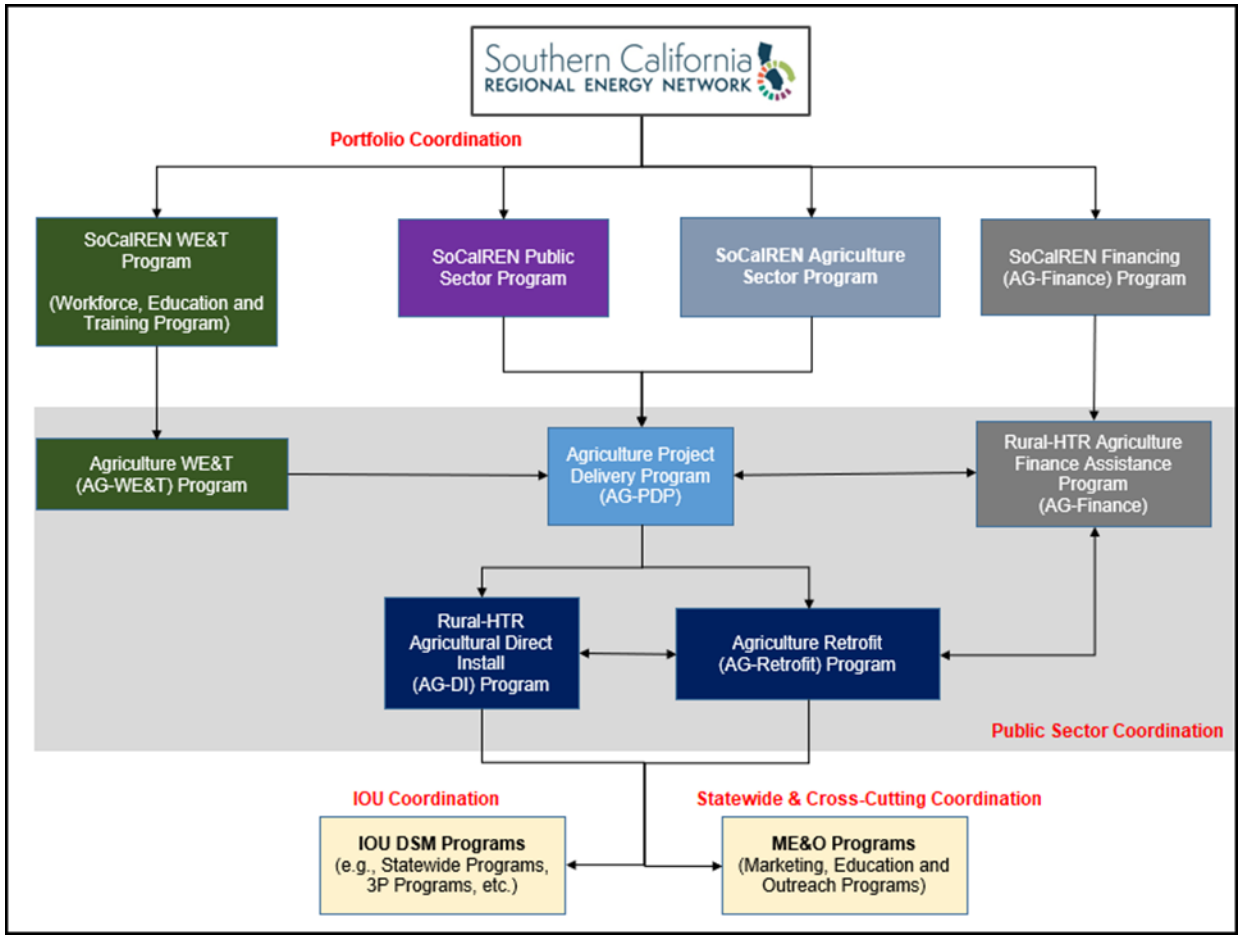
3. Process Flow Chart



4. Measures and Incentives

N/A

5. Diagram of Program



6. Program Measurement and Verification

Program Measurement and Verification (M&V) is not applicable to the Ag WE&T Program, as Ag WE&T is a non-resource workforce education and training program and does not directly deliver or claim energy savings.

Ag WE&T supports energy savings indirectly by preparing contractors who participate in SoCalREN's resource programs, including the Rural Hard-to-Reach Agriculture Direct Install (Rural HTR Ag-DI) and Agriculture Retrofit programs. As such, energy savings attribution and EM&V activities are conducted and reported under those respective resource program Implementation Plans.

Ag WE&T performance is evaluated using workforce and participation metrics, rather than energy savings metrics, consistent with its role as a market support and equity-aligned program.

7. Normalized Metered Energy Consumption (NMEC) Program M&V Plan

N/A