Southern California Regional Energy Network

SoCalREN Green Path Careers (GPC) Program Implementation Plan

V 2.0 March 17, 2026

Prepared in accordance with guidance provided by:

Energy Efficiency Energy Division
California Public Utilities Commission, Version 3.1, December 2025

Table of Contents

A. Program Overview **2**
B. Program Budget and Savings **2**
C. Implementation Plan Narrative **4**
1. Program Description 4
2. Performance Tracking 6
3. Program Delivery and Customer Services 9
4. Program Design and Best Practices 12
5. Innovation 12
6. Pilots 12
7. Workforce Education and Training 12
8. Workforce Standards 13
9. Disadvantaged Worker Plan 13
10. Market Access Programs 13
11. Additional Information 13
D. Supporting Documents **14**
1. Program Manual and Program Rules 14
2. Program Theory and Program Logic Model 16
4. Process Flow Chart 17
5. Measures and Incentives 18
6. Diagram of Program 19
7. Program Measurement and Verification 20
8. Normalized Metered Energy Consumption (NMEC) Program M&V Plan 21

A. Program Overview

The Green Path Careers (GPC) program aims to empower opportunity youth and adults, including transitioned aged youth (TAY), justice-impacted, and low income/ disadvantaged adults as well as those facing homelessness, to access thriving and rewarding careers in the sustainable economy. The program facilitates entry into the energy efficiency workforce, guiding participants from recruitment to job placement and career readiness by equipping participants with valuable skills, industry-recognized certifications, and hands-on experience to advance their careers.

B. Program Budget and Savings

Table 1. Table 1: Program Budget and Savings

1	Program Name	Green Path Careers	
2	Program ID Number	SCR-WET-D3	
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]	Equity	
7	Total Program Budget	$3,337,000	
8	Program Budget by Year	2024	$799,000
		2025	$846,000
		2026	$846,000
		2027	$846,000
9	Program Duration (Start Date - End Date)	2024–2027	
10	Total System Benefit (TSB)	N/A	
11	CO_2 (Lifecycle, First Year, Net, Gross)	N/A	

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

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

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

C. Implementation Plan Narrative

1. Program Description

The Green Path Careers (GPC) program, a flagship initiative of SoCalREN, provides workforce opportunities for youth and adults, including transition-aged youth, justice-impacted individuals, and low-income participants. The program offers education, hands-on training, certifications, and supportive services to prepare participants for careers in the energy efficiency sector. GPC addresses employment barriers while meeting the growing demand for a skilled clean energy workforce. Participants begin with career exploration and enrollment support, followed by industry-aligned training and certifications in the energy efficiency sector. Along the way, they receive case management, supportive services, and job readiness preparation to address barriers to employment. The program concludes with hands-on experience and direct connections to employers, creating clear pathways into sustainable energy careers.

Recruitment: Cohorts are formed through ongoing outreach to partner organizations and community events, targeting individuals who are often geographically dispersed within the SoCalREN service territory. Once recruited, GPC candidates are enrolled, and one-on-one sessions are scheduled to determine the most suitable pathway for each participant. To expand placements opportunities, employers are continuously recruited. The GPC team actively engages with employers by attending community events receiving partner referrals and conducting field visits to enroll them in the program's employer pool.

Enrollment: Enrollment begins when candidates complete the GPC Interest Form and are contacted by our team to discuss their career goals, certification interests, and case management needs. They then submit the full GPC application through our website, after which a representative follows up to begin onboarding. From there, candidates choose to either enter the case management support pathway or wait for placement in the next certification cohort. Throughout the program, GPC works with various partners in the SoCalREN Service Territory. These partners include local employers, America's Job Center of California (AJCC), Community-Based Organizations, Department of Child and Family Services (DCFS), Probation offices, and other organizations that specialize in opportunity youth.

1:1 Orientation: Orientation equips participants with the resources and knowledge necessary to navigate the program successfully. This session provides an overview of the program structure, available resources, and support services. Participants receive a program handbook, goal-setting worksheets, and details about case management support. Additionally, orientation includes cohort introductions to foster a sense of community from the outset.

Soft Skills Enrichment Training: Personal Enrichment Training (PET) is offered to prepare participants transition into the workforce. This includes financial literacy, work ethic, life skills, career exploration, and goal setting.

Certification: Participants in the GPC training program have the option of preparing for energy efficiency (EE) professional certifications. These certifications are made available to meet the labor shortage and shift based on employer demands.

The GPC Program offers multiple career pathways within the energy and construction sector, including industry-recognized certifications in the HVAC Field. To support participants' success, the program provides study materials and guidance prior to certification enrollment.

Participants receive foundational and technical training designed to build knowledge in energy efficiency, HVAC Systems, environmental regulations, and industry best practices. Training may include instruction related to energy code and standards, system diagnostics, regulatory compliance, and safe handling procedures relevant to the field.

In addition to core pathway certifications, opportunity youth and adults may receive supplemental workforce training to strengthen their employability and career readiness. Additional certification curriculum includes:

- Occupational Safety and Health Administration (OSHA 30)
- LEED Green Associate
- Construction Management/Project Management Software
- Customer Service
- Additional EE certification will be provided through the Workforce Innovation and Opportunity Act (WIOA) I-Train

Funding through I-Train will be provided by WIOA funds. Participants will be provided with the opportunity to expand their career options within the energy sector by exploring different EE certifications.

On Job Training/Paid Work Experience: The program establishes an employee referral program to help GPC participants connect with EE contractors participating in SoCalREN's EE programs and employer partners in the EE sector. To incentivize employers to hire GPC participants, the first 140 hours of employment are funded through the Los Angeles Department of Economic Opportunity (DEO) Paid Work Experience Program (PWEX). Employer protocols will be provided to all interested employers to support GPC participants and their transition to employment.

In the final stage of the program, participants are offered significant step-by-step support to enter the workforce. Supportive services to be offered include but not limited to:

- Case Management support
- Resume and Cover Letter Development
- Career coaching and planning
- Individualized career plan
- Job Application support and tracking
- Interview preparation
- Post Interview follow-up
- Thank you letter development
- Job search assistance

- Employer referrals
- Job placement

Best Practices

GPC is unique among workforce programs in that program staff provides support and referrals to help participants remain engaged, including case management services that are versatile and responsive to the needs presented. The program also actively engaged a variety of employers, continuously cultivating new relationships with employer-partners to serve as internship and worksites for trained participants. Program participants benefit from training and support as well as placement, resulting in a pipeline that offers immense benefits to all involved, including the new employers.

Rationale

SoCalREN believes that opportunity youth and adults—including transition-aged youth, justice-impacted individuals, low-income participants, and those experiencing homelessness—face systemic barriers to entering the energy efficiency workforce. Traditional workforce systems do not consistently provide the coordinated training, case management, supportive services, and employer connections needed to ensure successful entry into clean energy careers. As an Equity-focused Workforce Education and Training program, Green Path Careers addresses this gap by providing structured pathways that combine industry-recognized certifications, paid work experience, and individualized support to increase access to sustainable careers within the SoCalREN service territory.

Program Objectives

The overarching goal is to place participants within the green economy.

2. Performance Tracking

Contractual Target Metrics: Unique Value

The metrics to be gathered by the SoCalREN GPC are as follows:

Table 2. Contractual Targets Metrics (UVMs)

Program Goals	2024	2025	2026	2027
Number of Unique Participants Receiving Career Plans (IEP)	25	30	35	40
Total Unique Participants Served	45	50	70	60
Number of Industry Certifications Earned	20	25	30	35

Program Goals	2024	2025	2026	2027
Number of Training Completion Certificates Earned	N/A	N/A	10	20
Number of Job Placements	5	10	15	20
Number of Case Management Support Hours	N/A	N/A	250	300

Supporting Metrics: Indicators

The metrics to be gathered by the SoCalREN GPC are as follows:

Table 3. Supporting Indicators

Metric	Data Collected
Total Service Touchpoints (Non-Unique)	The total count of all instances where participants took part in any GPC supported activity, including Sustainability training, EPA or HERS Rater courses, skill certificates, professional certifications, case management support, or job placements.
Number of Active Participants Receiving Case Management Support (Green/EE Jobs)	The number of participants currently enrolled in the program who received individualized case management to pursue or secure green or energy efficiency jobs.
Number of Non-Active Participants Receiving Case Management Support (Green/EE Jobs)	The number of individuals not currently enrolled in the program but who received case management support related to green or energy efficiency jobs (e.g., alumni, referrals, or returning participants).
Number of Unique Participants Enrolled in EE Training	The number of unduplicated participants who are enrolled in a SoCalREN-supported Energy Efficiency (EE) training, such as EPA certification, Sustainability training, HERS Rater training.
Number of Case Management Sessions Delivered	The total number of individual case management sessions delivered to participants, including check-ins, career guidance, or referral support. Participants may be counted more than once if they attended multiple sessions.
Number of Non-EE Job or Intern Placements	The total number of participants placed in employment or internship opportunities outside of green or energy efficiency-related fields.
Number of Unique participants	The total number of unduplicated participants referred to

Metric	Data Collected
Referred to External/DER training	or enrolled in Distributed Energy Resources (DER)or external partner delivered training programs for specialized skills.
Number of Sustainability Training Certificates Earned	The total number of sustainability training certificates successfully completed by participants through program-supported training.
Number of Participants Enrolled in Sustainability Training Certificates	The number of unduplicated participants currently enrolled in a sustainability skill certificate through program-supported training.
Number of G-PRO Training Certificates Earned	The total number of GPRO Fundamentals training certificates earned by participants through program-supported or partner-delivered coursework.
Number of Participants Enrolled In a GPRO Training Certificate	The unduplicated number of participants who have officially started a G-PRO training that leads to a certificate, as documented by a recorded training start date.
Number of OSHA Training Certificates Earned	The total number of OSHA safety training certificates (e.g., OSHA 10 or OSHA 30) earned by participants through program-supported or partner-delivered training.
Number of Participants Enrolled in an OSHA Training Certificate	The unduplicated number of participants who have officially started an OSHA training that leads to a certificate, as documented by a recorded training start date.
Number of Unique Participants Who Earned Training Certificate	The unduplicated number of participants who have completed at least one program-supported training certificate (e.g., Sustainability Certificate, GPRO Fundamentals).
Number of EPA 608 Certifications Earned	The total number of EPA 608 certifications successfully earned through program-supported or partner-provided training.
Number of Participants Enrolled in an EPA 608 certifications	The total number of unduplicated participants who are currently enrolled in an EPA 608 certification through program-supported training.
Number of HERS Rater Certifications Earned	The total number of HERS Rater certifications successfully earned through program-supported or partner-provided training.
Number of Participants Enrolled in a HERS Rater Certifications	The total number of unduplicated participants currently enrolled in a HERS Rater certification through program-supported or partner-provided training.

Metric	Data Collected
Number of Unique Participants Who Earned Industry Certification	The unduplicated number of participants who have earned at least one industry-recognized certification (e.g., EPA 608, HERS Rater) through program-supported or partner-delivered pathways.
Number of External Training Partnerships	The total number of partnerships established with external organizations to provide additional training opportunities for participants.
Number of Employer Partnerships	The total number of partnerships established with employers to create job, internship, or career development opportunities for participants.
Number of Other Partnerships	The total number of partnerships established with organizations that provide supportive services, resources, or referrals to the GPC program, outside of training or employment
Number of Outreach Events Attended	The total number of partner-led events, workshops, trainings, outreach sessions, or networking opportunities that GPC staff or participants attended for engagement, visibility, or partnership coordination.
Number of Events Hosted or Co-Hosted by GPC	The total number of events organized and led by the GPC program, including workshops, information sessions, training events, job fairs, and community outreach activities.
Number of Counties	The total number of counties where participants are located or receiving program services

3. Program Delivery and Customer Services

The program targets opportunity youth and adults encompassing TAY youth, homeless, justice-impacted, and low-income adults who are seeking additional opportunities. Offering multi-level certification training that will prepare participants for a career pathway in the energy efficiency sector.

Marketing and Outreach

The GPC Program is promoted through a variety of tactics to educate the primary target audience and potential employers about the program, how to get involved, and how to best support opportunity youth and adults in their educational and career goals. Individual tactics are described below.

Direct Outreach to Participants

The GPC Program implements a robust community outreach strategy designed to directly engage opportunity youth and adults by partnering with local schools, agencies, and community-based organizations that support individuals facing barriers to education and employment. Through these outreach efforts, GPC program staff will provide information about available educational pathways, hands-on work experiences, and the wide range of career opportunities in the energy efficiency sector.

Direct Outreach to Employers

- **Recruitment:** The GPC team engages employers through community events, partner referrals, and direct contact via phone, email, and field visits.
- **Interest Form:** Thereafter, an employer interested in participating in the GPC program completes an employer interest form. The GPC team then connects with the Human Resource Department to schedule and complete the program overview.

GPC Orientation Meeting

SoCalREN will present orientation training to participants who enroll in the GPC Program. During this orientation, they will receive more information on the program and participation expectations and complete an initial assessment and intake form.

Marketing and Advertising Engagement Channels

Marketing Collateral

A program overview and other materials (e.g., fact sheets, FAQs, etc.) provide opportunity youth, adults, and potential employers with information about the GPC Program and its benefits. All materials are provided in English and Spanish, with other languages available as needs arise.

Toll-Free Phone and Email Support

The GPC Program will provide toll-free phone and email support for program inquiries. The toll-free line is available on weekdays from 9:00 a.m. to 5:00 p.m. The toll-free phone number and hours of operation will be prominently featured in program collateral.

Web-Based Digital Marketing Education & Outreach

The SoCalREN website includes a section dedicated to the GPC Program. It will also be featured on SoCalREN social media platforms and in Quarterly SoCalREN E-Newsletters. In support of the GPC Program, developing a TAY Resource Handbook that will cover:

- Emergency Shelter
- Food Assistance
- Transitional Housing/Independent Living Programs
- Disability Services
- Health and Wellness
- Mental Health Support

4. Program Design and Best Practices

The GPC program aims to provide participants with assistance to career pipelines into the EE sector. Participants will undergo an individual assessment to identify their individual barriers. Once those barriers have been identified, such as access to technology, transportation, or clothing, the participants will receive supportive services to eliminate or mitigate those barriers.

Table 4. GCP Program Barriers

Barrier	Solution
Access to Technology	Participants enrolled in the program will have access to Tablets and hotspots (if needed) to complete online certification training; participants will also have access to a computer lab via one of our partners.
Transportation	Upon eligibility, participants can access a bus pass or gas reimbursement to travel to and from the training site via DEO supportive services.
Clothing	Upon eligibility, participants will receive a clothing stipend for training/work site attire via DEO Supportive services once they enroll in PWEX or On-the-Job Training (OJT).
Access to EE Training	GPC program ensures all training costs are covered as a participant of the program.

5. Innovation

N/A

6. Pilots

N/A

7. Workforce Education and Training

Describe how the program will support workforce, education, and training to:

a. Expand/initiate partnerships with entities that do job training and placement;

   i. Our partnership through DEO and the AJCCs provides job training, supportive services, and placement in various fields for participants. Through this collaboration, participants receive workforce readiness training, individualized case management support, and assistance with documentation and eligibility requirements. GPC works closely with workforce partners to

identify employment opportunities aligned with participant certifications and career goals and facilitates direct referrals to employers within the energy efficiency and related sectors.

b. Require placement experience for any new partners in the workforce, education, and training programs and new solicitations.
    i. N/A
c. Require "first source" hiring from a pool of qualified candidates, before looking more broadly, beginning with self-certification; and
    i. N/A
d. Facilitate job connections, by working with implementers and contractor partners, and utilizing energy training centers.
    i. Our collaboration with the IOUs provides participants the opportunity for further specialized training through the energy training centers.
    ii. Utilizing our employer interest form partners as a referral process for job placements.
    iii. Continue to attend events and recruit employers to expand employer pool through the year.

8. Workforce Standards

N/A

9. Disadvantaged Worker Plan

N/A

10. Market Access Programs

N/A

11. Additional Information

N/A

D. Supporting Documents

1. Program Manual and Program Rules

Eligible Measures

GPC is a non-resource Workforce Education & Training program and does not deliver or claim energy efficiency measures. Eligible program activities include workforce readiness training, industry-recognized certifications (e.g., HERS Rater, EPA 608, Sustainability credentials), case management services, job placement support, work experience opportunities, and employer engagement aligned with energy efficiency and clean energy career pathways.

Customer Eligibility Requirements

Participants must be 18 years or older and complete the GPC enrollment process, including submission of required documentation (e.g., identification and eligibility verification). GPC primarily serves opportunity youth, justice-impacted individuals, low-income or disadvantaged adults, and individuals facing barriers to employment. Participants must complete orientation and assessment requirements prior to entering training or placement components.

Contractor Eligibility Requirements

N/A

Participating Contractors, Manufacturers, Retailers, Distributors, and Partners

GPC operates as a downstream Workforce Education & Training program. Participating partners may include industry employers, training providers, community-based organizations, workforce agencies (e.g., DEO, AJCCs), and certification providers supporting training, referrals, and employment placement opportunities.

Additional Services

GPC provides recruitment and outreach, informational sessions, resume-building workshops, sustainability and technical training modules, individualized case management, professional development support, employer engagement, job referral coordination, and ongoing participant support services to facilitate successful workforce entry.

Audits

Not applicable. GPC is a non-resource Workforce Education & Training program and does not conduct pre- or post-installation energy audits, provide audit incentives, or assess demand-side energy resources.

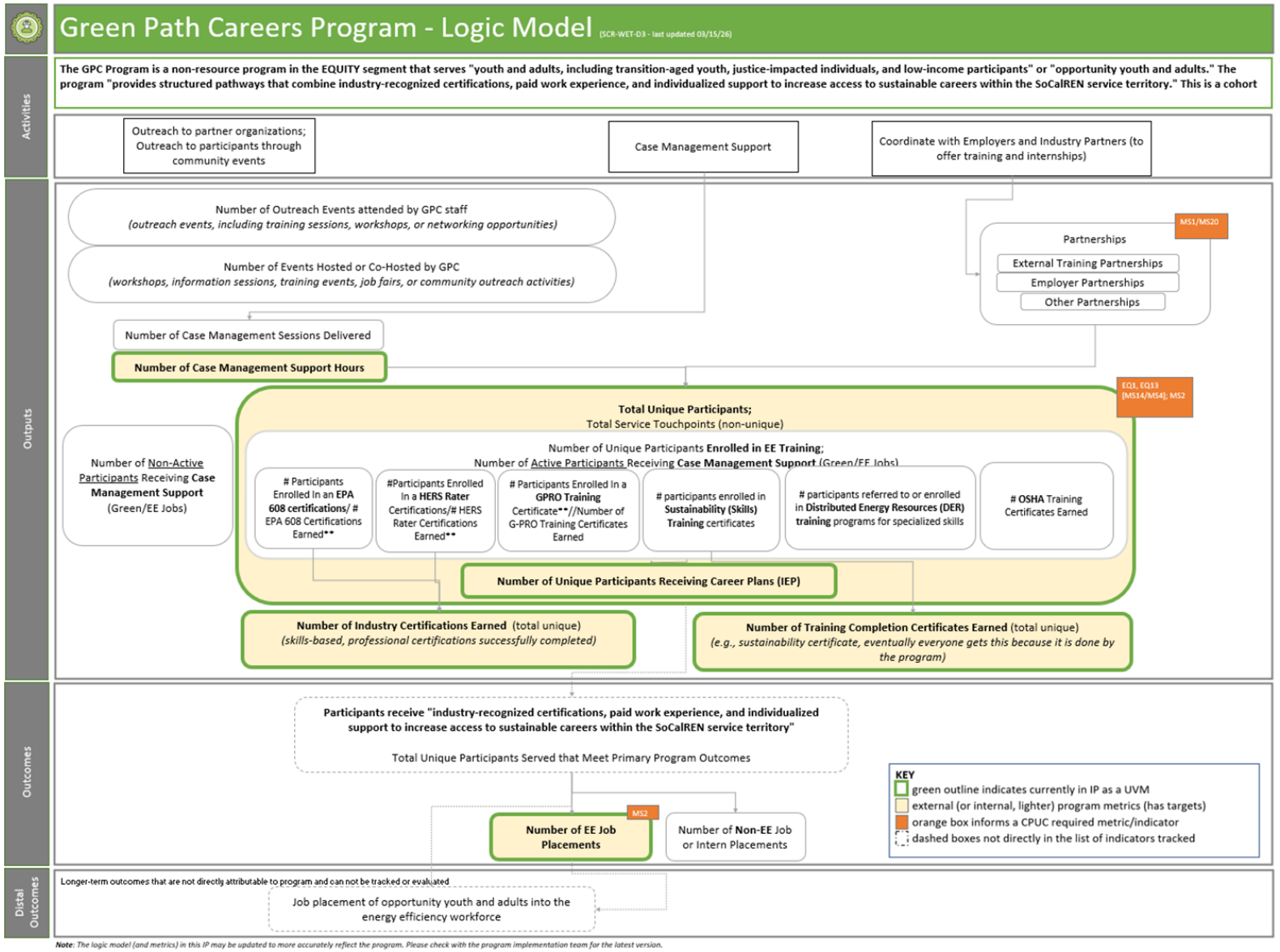
Program Quality Assurance Provisions

Quality assurance includes participant eligibility verification, documentation review, case management tracking, certification completion documentation, job placement verification, Unique Value Metric (UVM) monitoring, monthly data validation, and compliance reporting through ECC's WE&T Metrics Tracker to ensure accuracy and contractual alignment.

Other Program Metrics

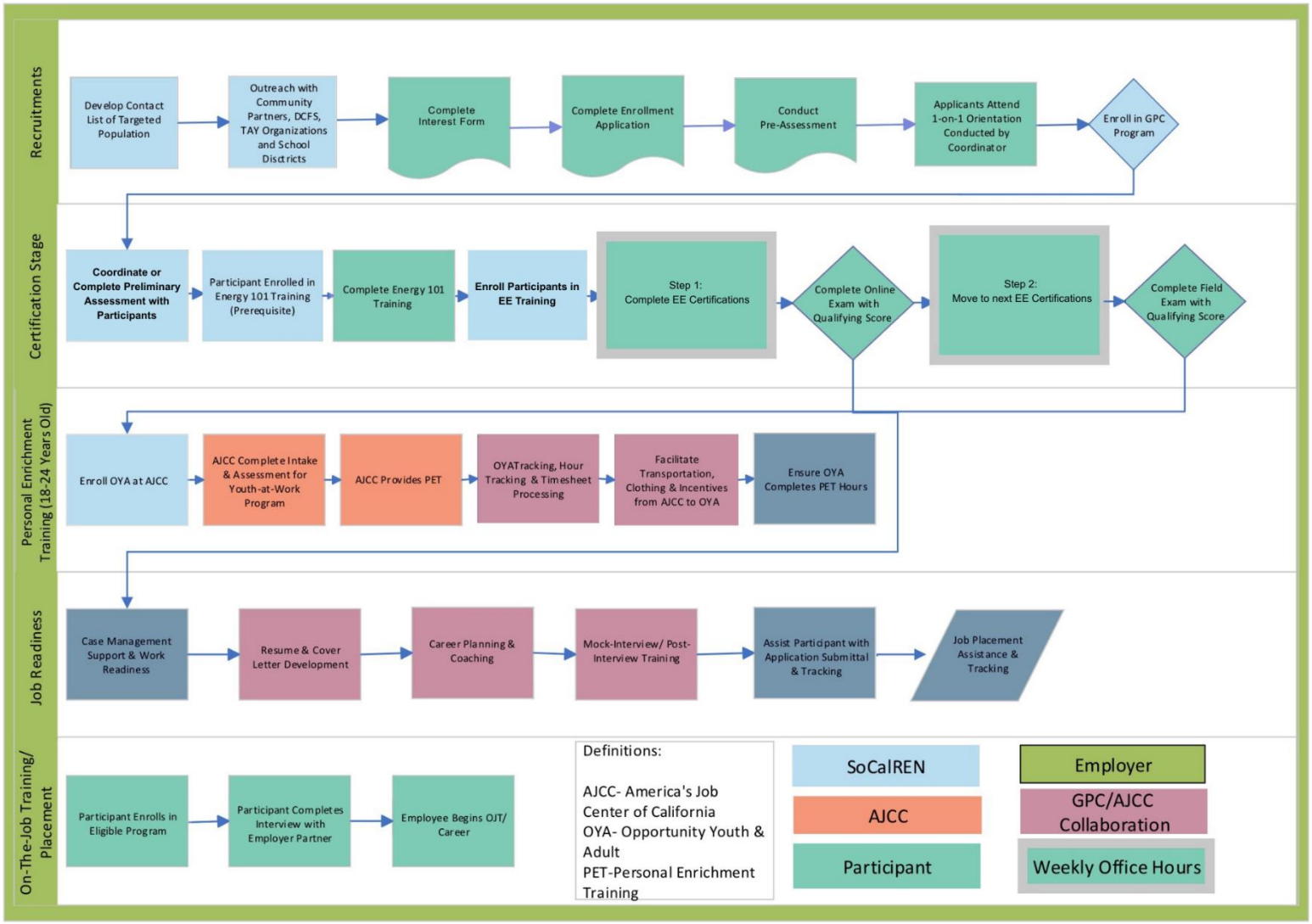
Program performance is tracked through enrollment records, certification completion documentation, case management hours, employer partnerships, EE and non-EE job placements, referral records, demographic tracking, and internally monitored Unique Value Metrics (UVMs) and Program Indicators aligned with SoCalREN reporting requirements.

2. Program Theory and Program Logic Model



***Note**: The logic model (and metrics) in this IP may be updated to more accurately reflect the program. Please check with the program implementation team for the latest version.*

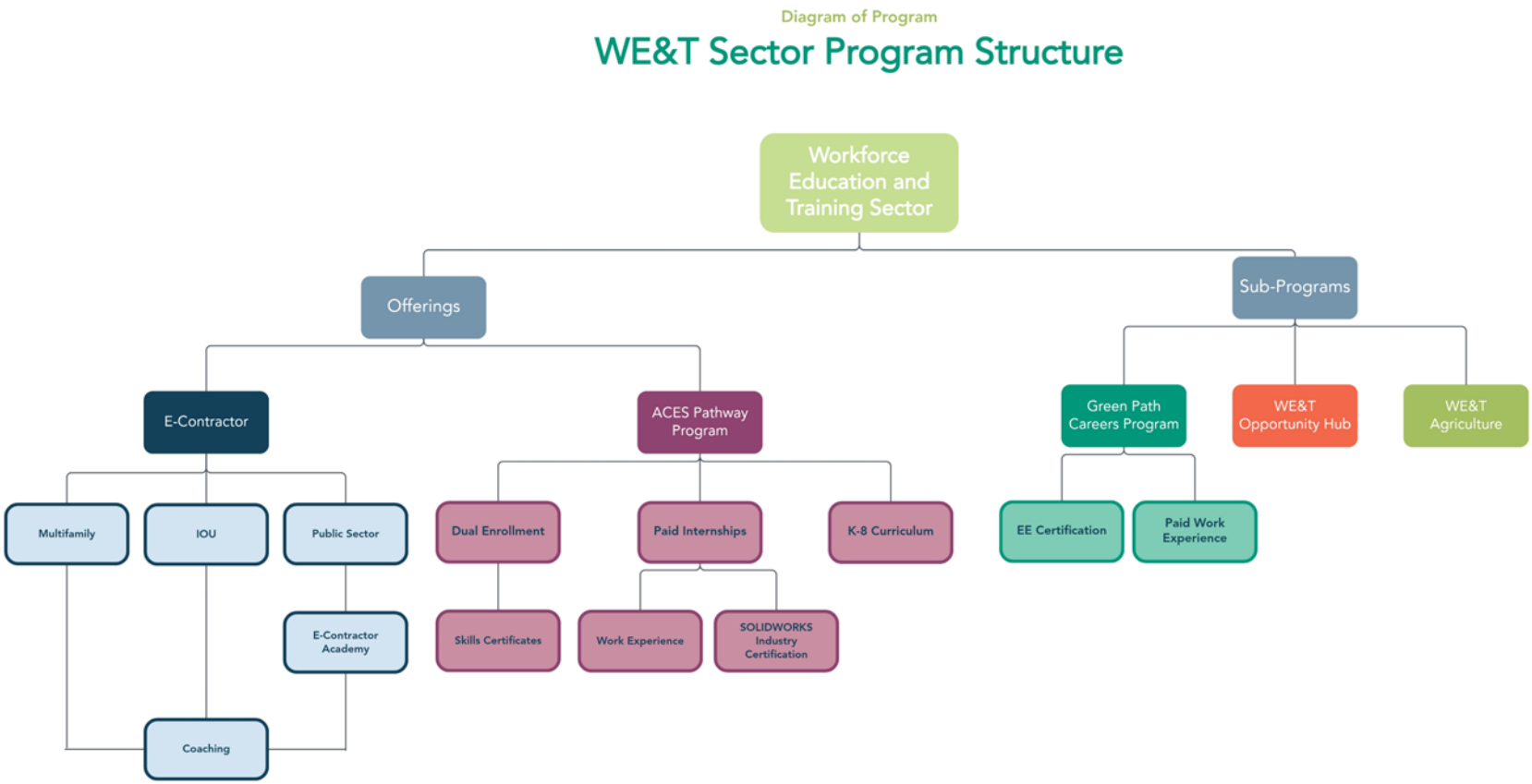
3. Process Flow Chart



4. Measures and Incentives

N/A

5. Diagram of Program



6. Program Measurement and Verification

The E-Contractor Academy program completes ongoing evaluation to ensure the goals and targets are met while keeping stakeholders fully informed of program operations and outcomes. Quarterly At-Risk Assessments are conducted using established performance thresholds to monitor progress toward annual goals and implement corrective actions, as needed. A comprehensive workplan will be developed by SoCalREN's third-party EM&V team at the beginning of each year to identify the study needs in the portfolio, determine the timeframe and allocate the budget per study.

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

N/A