



Hiring now for a Clean Jobs and Climate Trades Workforce Development VISTA

A partnership between the City of Flagstaff Sustainability Office, and the Center for Service and Volunteerism VISTA Project. Goal: To provide equitable access to underserved populations in Arizona in STEM Education, College and Career Access, and COVID-19 Recovery.

This VISTA position will be hosted by the City of Flagstaff Sustainability Office. The VISTA volunteer will serve a year-long term in this office, at 35 hours per week. They will work to develop a Clean Jobs and Climate Trades Workforce Development initiative. This includes forging connections between the Flagstaff Sustainability Office and local institutions, schools, and businesses that engage in trades education and apprenticeship. The VISTA will increase capacity and reduce poverty by increasing student and job-seeker awareness of existing programs, training opportunities and the rewards of clean energy jobs and climate trades; connecting students with financial aid pathways; exploring funding and applying for grants to support existing programs' integration of clean jobs and climate technical skills; and identifying best practices and innovative initiatives from Workforce Development programs nationwide.

VISTA Objectives and Activities

Clean Jobs and Climate Trades Workforce Development Mapping

- Objective: VISTA will work with Sustainability Office staff to design, and coordinate new Clean Jobs and Climate Trades Workforce Development curriculum and activities.
 - Activity: Review the Flagstaff Carbon Neutrality Plan (CNP) and complete a section-by-section assessment or "map" of the job opportunities, titles, and job descriptions that would support each Target Area. Target Areas in the CNP include:
 - Resilient Community
 - Equitable Systems
 - Decreased Dependence on Car
 - Electric Mobility
 - Clean Electricity
 - Reduced Building Energy Use

- Building Fuel Switching
- Sustainable Consumption and Waste Management
- Carbon Dioxide Removal
- Activity: Create a document and/or community facing webpage that describes the jobs identified in the activity above, and the associated education and training required to become qualified. Highlight which opportunities are associated with 4-year college education and which jobs, entry points and career pathways are associated with the Trades and/or can be accessed outside the 4-year college pathway.
- Activity: Research in-state programs and scholarship/funding support available for underrepresented college students and create a community facing resource to share this information.
- Activity: Evaluate each job identified and research the local training/education opportunities available, identifying workforce development gaps.
 - i.e. If a local student/job-seeker were interested in learning how to service Electric Vehicles (or install a Heat Pump; or perform an energy audit; etc.) could they get that training in Flagstaff or would they have to go elsewhere?
- Activity: Conduct informational interviews with working professionals in the Clean Jobs and Climate Trades workforce to learn more about their career journey and create a resource/program to share the associated insights and lessons with secondary students and job-seekers.
- Activity: Based on the research in the activities above, develop curriculum for existing training and trades-skill-development programs to use. This curriculum will help these existing programs integrate current and cutting-edge technical information that will ensure both trainers and students can fully participate in the evolving workforce and new energy economy.

Fundraising:

- Objective: Develop fundraising strategies designed to build Clean Jobs and Climate Trades Workforce Development capacity at the City of Flagstaff and partners that are providing services to youth who are living in poverty and/or underrepresented in college.
 - Activity: Research grants that the City of Flagstaff and partner organizations may qualify for and assist with applying to the grants.
 - Activity: Explore innovate strategies being undertaken by other municipalities to provide financial assistance for participation in local Climate Trades programs. (Scholarships; apprentice subsidies; etc.)

Outreach:

- Objective: Develop and coordinate:
 - a) targeted marketing, outreach and education materials, and
 - b) dynamic student/job-seeker engagement programming to increase local secondary student and

job-seeker awareness of the Coconino Community College Skilled Trade Pathways programs/certificates (and similar programs), and measure the effectiveness of these efforts to reach individuals, particularly individuals living in poverty, about Clean Jobs and Climate Trades job pathways.

- Activity: Create social media and print media campaigns
 - Activity: Develop dynamic presentations/strategies for engagement at local secondary schools, job fairs and other applicable events. Identify events that will specifically reach underserved individuals living in poverty.
 - Activity: Develop surveys and/or other strategies to track student awareness of and interest in Clean Jobs and Climate Trades training opportunities and career pathways.
- Objective: The VISTA will work with staff at local partner organizations to identify and/or recruit students from underrepresented groups for Clean Jobs and Climate Trades related programs or activities.
 - Activity: Create a database of local/regional Clean Jobs and Climate Trades training programs, apprenticeship opportunities, financial aid resources, and other resources for students and job-seekers to use.
 - Activity: Identify potential partner organizations in the community that are working with youth and adults living in poverty, and explore opportunities to collaborate and reciprocate. Explore ways the VISTA can support these organizations in incorporating Clean Jobs and Climate Trades information, career readiness, and introductory knowledge into their programming.
 - Activity: Meet with the academic and career counselors at local high schools, Coconino Community College, and Northern Arizona University and explore opportunities to amplify their efforts to reach new/wider audiences, particularly individuals living in Poverty. Explore their knowledge and awareness of Clean Jobs and Climate Trades career opportunities. Develop a plan to work with these partners to increase knowledge and spur action on integrating Clean Jobs and Climate Trades career pathway information into their daily work.

Desired skills and experience:

- Applicants must have a strong interest in working with the public, partner coordination, and youth engagement.
- Applicants should have a background in sustainability, education, environmental or climate science, workforce development, and/or communications.
- Effective and professional written and oral communication skills are critical.
- Applicants must be able to take initiative, work independently on multiple projects in an office setting, and meet deadlines.
- Experience with education or outreach, and one year of experience in sustainability education and/or outreach practices.
- This is an AmeriCorps VISTA position with standard work hours, although some evening and weekend work will be required.

- Applicants that have participated in Associates Degree programs related to clean energy and climate trades are strongly encouraged to apply. Other relevant experience or education will also be given strong consideration.