

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.35
(ID # 28004)

MEETING DATE:
Tuesday, July 29, 2025

FROM : HOUSING AND WORKFORCE SOLUTIONS

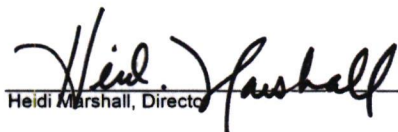
SUBJECT: HOUSING AND WORKFORCE SOLUTIONS/WORKFORCE DEVELOPMENT DIVISION (HWS/WDD): Ratify and Approve Memorandum of Understanding Between HWS/WDD and the Western Riverside Council of Governments on behalf of the Inland Regional Energy Network to accept funding for the Clean Energy Workforce Development Program, All Districts. [\$1,500,000 – 100% I-REN Funds]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Ratify and approve the MOU between the HWS/WDD, and the Western Riverside Council of Governments (WRCOG) on behalf of the Inland Regional Energy Network (I-REN) to accept One Million Five Hundred Thousand Dollars (\$1,500,000) in funding for the Clean Energy Workforce Development Program for the period of July 1, 2025 through December 31, 2027;
2. Authorize the Director of Housing and Workforce Solutions (HWS), or designee, to execute the attached MOU for the Clean Energy Workforce Development Program, for the period of July 1, 2025, through December 31, 2027 and any future amendments that do not materially alter the program's scope or funding, subject to County Counsel approval as to form;

Continued on Page 2

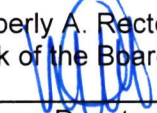
ACTION:Policy


Heidi Marshall, Director 7/16/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Medina and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: July 29, 2025
xc: HWS/WDD

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

RECOMMENDED MOTION: That the Board of Supervisors:

3. Authorize the Director of HWS, or designee, to take all steps necessary to execute the MOU including, but not limited to, (a) sign necessary documents to award the Clean Energy Workforce Development Program funds; (b) sign amendments modifying compensation provisions and scope of services, that stay within the intent of the MOU, subject to availability of fiscal funding and as approved as to form by County Counsel; and,

4. Direct the Clerk of the Board to return three (3) original MOU documents to HWS/WDD for signature, and HWS/WDD to provide copy of fully executed MOU to Clerk of the Board.

FINANCIAL DATA	Current Fiscal Year	Next Fiscal Year	Total Cost:	Ongoing Cost
COST	\$750,000	\$750,000	\$1,500,000	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% WRCOG, on behalf I-REN			Budget Adjustment:	No
			For Fiscal Year:	
				25/26 – 26/27

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Western Riverside Council of Governments (WRCOG), on behalf of the Inland Regional Energy Network (I-REN), is providing County of Riverside Housing and Workforce Solutions/ Workforce Development Division (HWS/WDD) one million five hundred thousand dollars (\$1,500,000) in funding through its Workforce, Education, & Training Sector. The proposed funding will support the HWS/WDD’s Clean Energy Workforce Development Program (Program), designed to expand access to high-quality training, employment, and supportive services for underserved residents pursuing careers in the clean energy and clean economy sectors throughout Riverside County.

The Program implementation will be from July 1, 2025, through December 31, 2027. Program funding will be used to create specialized training curricula centered on clean energy technologies and workforce development, aimed at equipping participants with the skills needed to obtain industry-recognized credentials. Approximately 60 individuals are expected to enroll in these training programs, with a portion of the funds allocated to cover costs such as tuition, licensing, and certification fees. Additionally, 35 individuals are anticipated to engage in work-based learning opportunities with local employers in the clean energy sector.

This Program will respond to the workforce demands of the clean energy sector by providing targeted training, supportive services, and work-based learning opportunities that address the employment barriers faced by underserved and underrepresented populations, ultimately advancing regional economic mobility and climate resilience goals. HWS/WDD will be responsible for the successful implementation, management, and completion of the Program.

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

Impact on Residents and Businesses

The Program will create meaningful economic opportunities for residents by expanding access to quality training, supportive services, and employment pathways in the clean energy and clean economy sectors. By prioritizing underserved and underrepresented populations, the Program strives to reduce barriers to employment, increase household income, and promote long-term economic mobility. For local businesses, the Program will help build a skilled talent pipeline, strengthen partnerships between employers and workforce development providers, and support the region's transition to a low-carbon economy.

This collaborative effort is aligned with the California Jobs First Economic Blueprint and local and regional workforce development plans, ensuring that investments are coordinated with state priorities and regional economic strategies. Together, these efforts are expected to drive local job growth, enhance workforce diversity, and contribute to Riverside County's overall economic resilience

Additional Fiscal Information

The total funding of \$1,500,000 will be administered by HWS/WDD during fiscal years 2025-26 and 2026-27, with no impact to the County's General Fund. The budget allocation is as follows:

Proposed Budget

Budget Category	Amount
Personnel (Staff Salaries & Fringe)	\$300,000
Travel	\$5,000
Training and Instruction	\$480,000
Participant Support Services	\$210,000
Work-based Learning and Employer Engagement	\$168,000
Equipment and Supplies	\$20,000
Curriculum Development	\$150,000
Indirect Costs + Operating Expenses	\$167,000
Total	\$1,500,000

Attachments

- Memorandum of Understanding


Stacey Pena, EO Management Analyst 7/17/2025


Aaron Gettis, Chief of Deputy County Counsel 7/16/2025

MEMORANDUM OF UNDERSTANDING

between

County of Riverside Department of Housing and Workforce Solutions Workforce Development Division
and

The Inland Regional Energy Network (I-REN)

This Memorandum of Understanding ("MOU") is made and entered into the Aug. 12, 2025 by and between the County of Riverside, a political subdivision of the State of California, by and through its Housing and Workforce Solutions Department, Workforce Development Division (WDD) ("County"), and the Western Riverside Council of Governments ("WRCOG") on behalf of the Inland Regional Energy Network ("I-REN"), a collaborative partnership between the Coachella Valley Association of Governments, San Bernardino Council of Governments, and Western Riverside Council of Governments, focused on advancing clean energy initiatives and equity across the Inland Empire, duly organized under the laws of the State of California, ("Partner"). The County and Partner are collectively referred to herein as the "Parties."

1. PURPOSE

The purpose of this MOU is to establish a collaborative partnership between I-REN and WDD to expand workforce education and training programs that create accessible career pathways within the clean energy sector. This collaboration is designed to create jobs and advance long-term employment in the clean energy and clean economy sectors, strengthening economic stability for individuals and families, with a focus on underserved communities and populations facing barriers to success.

2. BACKGROUND

I-REN and WDD are committed to cultivating a more equitable and sustainable future for Riverside County. The clean energy sector offers a critical opportunity to advance environmental sustainability and economic mobility. Recognizing the unique challenges faced by underserved communities, such as limited access to education, transportation, and stable employment, this partnership prioritizes reaching these populations and ensuring they have the resources and support needed to thrive.

Joint efforts will focus on assessing local workforce needs, developing targeted training programs, strengthening industry partnerships, delivering wraparound services, and advocating for policies that promote diversity, equity, and inclusion. This MOU underscores a shared commitment to equipping individuals with the skills and tools to succeed in the clean energy economy while contributing to a sustainable and prosperous future for Riverside County and California.

3. PARTY OBLIGATIONS

Through this partnership, I-REN and WDD are committed to advancing workforce equity and sustainability by creating clear, accessible pathways for individuals from underserved communities to enter the expanding clean energy sector. The goal is to bridge the gap between these communities and opportunities in clean energy by providing the necessary training and support to help individuals succeed in the industry. In doing so, this collaboration contributes to a just and equitable energy future where all residents have the opportunity to participate, grow, and succeed.

The Parties shall work together and perform as follows:

A. County Obligations

JUL 29 2025 3:35

WHEN DOCUMENT IS FULLY EXECUTED RETURN
CLERK'S COPY
to Riverside County Clerk of the Board, Stop 1010
Post Office Box 1147, Riverside, Ca 92502-1147
Thank you.

The County agrees as follows:

- a. The County shall collaborate with local and regional workforce development boards to ensure programs and services are effectively aligned and deliver maximum impact.
- b. The County shall integrate job quality and job access standards into major climate investment programs to support the development of a green economy that benefits all Riverside County residents.
- c. The County shall review labor market information (LMI) to identify skill gaps and training requirements within the clean energy sector.
- d. The County shall partner with training providers to design or adapt programs that equip individuals with the technical and soft skills necessary to secure employment in the clean energy sector.
- e. The County shall conduct focused outreach and recruitment efforts to engage historically marginalized communities and expand access to clean energy training opportunities.
- f. The County shall foster and strengthen relationships with local employers to create seamless pathways from training to employment.
- g. The County shall provide comprehensive support services, including but not limited to job coaching, resume assistance, and other employment readiness resources, as needed to assist individuals in securing and retaining sustainable employment.
- h. The services to be provided by the County are more particularly described in Exhibit "A" attached hereto and incorporated herein by this reference.

B. Partner Obligations

The Partner agrees as follows:

- a. The Partner shall provide equitable access to energy efficiency resources and related cost savings to support the long-term sustainability of communities in Riverside County.
- b. The Partner shall empower local and tribal governments by offering energy efficiency resources, best practices education, and technical support.
- c. The Partner shall contribute to building a thriving clean energy economy in the Inland Empire by facilitating the creation of clean energy jobs and supporting workforce training aligned with industry needs.
- d. The Partner shall equip the construction industry and local building departments with in-depth training to ensure compliance with and enforcement of energy codes and standards.

C. Joint Obligations

The Parties agree as follows:

- a. The Parties shall convene regular meetings to review program progress, address challenges, and adjust strategies as needed.
- b. The Parties shall maintain regular communication and coordination to ensure alignment on workforce development strategies, policies, and program implementation.
- c. The Parties shall share data, best practices, and evaluation results to support continuous program improvement and alignment.
- d. The Parties shall collaborate on policy advocacy initiatives that promote diversity, equity, and inclusion in the clean energy workforce.

- e. The Parties shall expand access to clean energy job opportunities for historically marginalized groups, including but not limited to people of color, women, low-income individuals, and individuals with disabilities.
- f. The Parties shall collaborate to leverage California Workforce Development Board (CWDB) programs, policies, and funding opportunities to cultivate a skilled workforce that supports the achievement of California's clean energy goals.

4. COMPENSATION

This MOU is funded through a total allocation of one million five hundred thousand dollars (\$1,500,000) provided by I-REN to support the activities outlined herein. All funds provided under this MOU are sourced from I-REN's Workforce, Education, & Training Sector, funded through the California Public Utilities Commission as a public purpose charge on utility bills. The proposed budget is attached hereto as Exhibit "B" and incorporated herein by this reference. The County shall not be liable for any fees, costs, or expenses beyond the amounts authorized and disbursed under this MOU using I-REN funding and shall have no obligation to provide County funds or purchase any specific quantity of services or products unless otherwise agreed upon in writing.

The County shall submit invoices to the Partner within fifteen (15) days following the last day of each calendar month. The Partner shall process payment within thirty (30) working days of receipt of a valid invoice, subject to verification and approval, contingent upon the availability of I-REN funds. All payments made under this MOU are subject to reimbursement by I-REN, and the County shall submit invoices to I-REN for reimbursement of eligible costs on an ongoing basis.

A. Subcontracting

Of the total funding, one hundred fifty thousand dollars (\$150,000) shall be subcontracted to the University of California, Riverside (UCR) for the development of specialized training curricula focused on clean energy technologies and workforce skills. UCR will develop specialized clean energy training curricula aligned with industry standards and the program's goals, designed to provide participants with the instruction necessary to earn industry-recognized credentials. All subcontracting activities shall comply with applicable County procurement and contracting policies and be subject to County oversight and reporting requirements.

5. GENERAL TERMS

It is further mutually agreed by the Parties as follows:

A. Insurance

Without limiting or diminishing the County's obligation to indemnify or hold the Partner harmless, the County shall procure and maintain or cause to be maintained, at its sole cost and expense, the following insurance coverage's during the term of this MOU. Given that WRCOG is primarily providing funding under this MOU and is not performing services, WRCOG is not required to maintain insurance coverage under this section.

a. Workers' Compensation:

If the County has employees as defined by the State of California, the County shall maintain statutory Workers' Compensation Insurance (Coverage A) as prescribed by the laws of the State

of California. Policy shall include Employers' Liability (Coverage B) including Occupational Disease with limits not less than \$1,000,000 per person per accident. The policy shall be endorsed to waive subrogation in favor of WRCOG.

b. Commercial General Liability:

Commercial General Liability insurance coverage, including but not limited to, premises liability, unmodified contractual liability, products and completed operations liability, personal and advertising injury, and cross liability coverage, covering claims which may arise from or out of the County's performance of its obligations hereunder. Policy shall name WRCOG as Additional Insured. Policy's limit of liability shall not be less than \$2,000,000 per occurrence combined single limit. If such insurance contains a general aggregate limit, it shall apply separately to this MOU or be no less than two (2) times the occurrence limit.

c. Vehicle Liability:

If vehicles or mobile equipment are used in the performance of the obligations under this MOU, then the County shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an amount not less than \$1,000,000 per occurrence combined single limit. If such insurance contains a general aggregate limit, it shall apply separately to this MOU or be no less than two (2) times the occurrence limit. Policy shall name the WRCOG as Additional Insureds.

d. General Insurance Provisions - All lines:

1) Any insurance carrier providing insurance coverage hereunder shall be admitted to the State of California and have an A M BEST rating of not less than A: VIII (A:8) unless such requirements are waived, in writing, by WRCOG. If WRCOG waives a requirement for a particular insurer such waiver is only valid for that specific insurer and only for one policy term.

2) The County must declare its insurance self-insured retention for each coverage required herein. If any such self-insured retention exceeds \$500,000 per occurrence each such retention shall have the prior written consent of the WRCOG before the commencement of operations under this MOU. Upon notification of self-insured retention unacceptable to the WRCOG, and at the election of the WRCOG, the County's carriers shall either; 1) reduce or eliminate such self-insured retention as respects this MOU with the WRCOG, or 2) procure a bond which guarantees payment of losses and related investigations, claims administration, and defense costs and expenses.

3) The County shall cause the County's insurance carrier(s) to furnish WRCOG with either 1) a properly executed original Certificate(s) of Insurance and certified original copies of Endorsements effecting coverage as required herein, and 2) if requested to do so orally or in writing by the WRCOG, provide original Certified copies of policies including all Endorsements and all attachments thereto, showing such insurance is in full force and effect. Further, said Certificate(s) and policies of insurance shall contain the covenant of the insurance carrier(s) that thirty (30) days written notice shall be given to WRCOG prior to any material modification, cancellation, expiration or reduction in coverage of such insurance.

In the event of a material modification, cancellation, expiration, or reduction in coverage, this MOU shall terminate forthwith, unless the WRCOG receives, prior to such effective date, another properly executed original Certificate of Insurance and original copies of endorsements or certified original policies, including all endorsements and attachments thereto evidencing coverage's set forth herein and the insurance required herein is in full force and effect. The County shall not commence operations until the WRCOG has been furnished original Certificate (s) of Insurance and certified original copies of endorsements and if requested, certified original policies of insurance including all endorsements and any and all other attachments as required in this Section. An individual authorized by the insurance carrier to do so on its behalf shall sign the original endorsements for each policy and the Certificate of Insurance.

4) It is understood and agreed to by the parties hereto that the County's insurance shall be construed as primary insurance, and the Partner's insurance and/or deductibles and/or self-insured retention's or self-insured programs shall not be construed as contributory.

5) If, during the term of this MOU or any extension thereof, there is a material change in the obligations of the Parties; or, there is a material change in the equipment to be used in the performance of the obligation of the Parties; or, the term of this MOU, including any extensions thereof, exceeds five (5) years; the WRCOG reserves the right to adjust the types of insurance and the monetary limits of liability required under this MOU, if in the WRCOG's reasonable judgment, the amount or type of insurance carried by the County has become inadequate.

6) The County shall pass down the insurance obligations contained herein to all tiers of subcontractors working under this MOU.

7) The insurance requirements contained in this MOU may be met with a program(s) of self-insurance acceptable to the County.

8) The County agrees to notify the WRCOG of any claim by a third party or any incident or event that may give rise to a claim arising from the performance of this MOU.

B. Hold Harmless/Indemnification

Partner agrees to indemnify and hold harmless the County, its departments, agencies and districts, including their officers, employees and agents (collectively "County Indemnitees"), from any liability, damage, claim or action based upon or related to any services or work of the Partner (including its officers, employees, agents, subcontractors or suppliers) arising out of or in any way relating to this Agreement, including but not limited to property damage, bodily injury or death. Partner shall, at its sole expense and cost (including but not limited to attorney fees, cost of investigation, defense and settlements or awards), defend County Indemnitees in any such claim or action. Partner shall, at its sole cost, have the right to use counsel of their choice, subject to the approval of County which shall not be unreasonably withheld; and shall have the right to adjust, settle, or compromise any such claim or action so long as that does not compromise Partner's indemnification obligation. The insurance requirements stated in this Agreement shall in no way limit or circumscribe Partner's obligations to indemnify and hold harmless County.

County agrees to indemnify and hold harmless Partner, its officers, employees and agents (collectively "Partner Indemnitees"), from any liability, damage, claim or action based upon or related

to any services or work of the County (including its officers, employees, agents, subcontractors or suppliers) arising out of or in any way relating to this Agreement, including but not limited to property damage, bodily injury or death. County shall, at its sole expense and cost (including but not limited to attorney fees, cost of investigation, defense and settlements or awards), defend Partner Indemnitees in any such claim or action. County shall, at its sole cost, have the right to use counsel of their choice, subject to the approval of Partner which shall not be unreasonably withheld; and shall have the right to adjust, settle, or compromise any such claim or action so long as that does not compromise County's indemnification obligation. Any insurance requirements stated in this Agreement shall in no way limit or circumscribe County's obligations to indemnify and hold harmless Partner.

C. Alternative Dispute

The Parties agree that before either Party commences any legal or equitable action, action for declaratory relief, suit, proceeding, or arbitration, the Parties shall first submit the dispute to mediation through a mutually acceptable professional mediator in Riverside County. Each Party shall bear its own expenses and costs associated with the mediation. The cost of mediation shall be shared equally by the Parties.

D. Notices

Any and all notices sent or required to be sent under this MOU shall be mailed to the following addresses, or any other address provided by the Parties in writing; and are deemed delivered one (1) day after their deposit in the United States Mail, postage prepaid:

County: County of Riverside/HWS Workforce Development Division
1325 Spruce Street, Suite 400
Riverside, CA 92507
Attn: Stephanie Adams, Deputy Director for Workforce Development Division

Partner: Western Riverside Council of Governments
Inland Regional Energy Network (I-REN)
3390 University Avenue
Riverside, CA 92501
Attn: Casey Daily

E. Termination

Either Party may terminate this MOU for any reason upon thirty (30) days written notice to the designated representative of the other Party. Except as otherwise provided herein, neither Party shall have any obligation to other upon termination of this MOU.

F. Legal Authority

Nothing in this MOU binds the County or Partner to perform any action that is beyond its legal authority.

G. Conflict of Interest

No member, official or employee of the County or Partner shall have any personal interest, direct or indirect, in this MOU nor shall any such member, official or employee participate in any decision relating to this MOU which affects his or her personal interest or the interests of any corporation, partnership or association in which he or she is directly or indirectly interested.

H. Confidentiality

- a. The Partner shall not use for personal gain or make other improper use of privileged or confidential information which is acquired in connection with this MOU. The term "privileged or confidential information" includes but is not limited to: unpublished or sensitive technological or scientific information; medical, personnel, or security records; anticipated material requirements or pricing/purchasing actions; County information or data which is not subject to public disclosure; County operational procedures; and knowledge of selection of contractors, subcontractors or suppliers in advance of official announcement.
- b. The Partner shall protect from unauthorized disclosure names and other identifying information concerning persons receiving services pursuant to this MOU, except for general statistical information not identifying any person. The Partner shall not use such information for any purpose other than carrying out the Partner's obligations under this MOU. The Partner shall not disclose, except as otherwise specifically permitted by this MOU, applicable laws, or authorized in advance in writing by the County, any such information to anyone other than to the County. For purposes of this paragraph, identity shall include, but not be limited to, name, identifying number, symbol, or other identifying particular assigned to the individual, such as finger or voice print or a photograph.

I. Interpretation and Governing Law; Severability

This MOU and any dispute arising hereunder shall be governed and interpreted in accordance with the laws of the State of California. This MOU shall be construed as a whole according to its fair language and common meaning to achieve the objectives and purposes of the Parties hereto, and the rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not be employed in interpreting this MOU, all Parties having been represented by counsel in the negotiation and preparation hereof.

Any legal action related to the performance or interpretation of this MOU shall be filed only in the Superior Court of the State of California located in Riverside, California, and the Parties waive any provision of law providing for a change of venue to another location. In the event any provision in this MOU is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

J. No Third-Party Beneficiaries

This MOU is made and entered into for the sole protection and benefit of the Parties hereto and shall not create any rights in any third Parties, including, but not limited to any businesses or individuals participating in the collaboration between education and workforce development as a way to end poverty, or any affiliates. No other person or entity shall have any right of action based upon the provisions of this MOU.

K. Section Headings

The Section headings herein are for the convenience of the Parties only and shall not be deemed to govern, limit, modify or in any manner affect the scope, meaning or intent of the provisions or language of this MOU.

L. Compliance with Laws and Regulations

By executing this MOU, the Parties agree to comply with all applicable federal, state and local laws, regulations and ordinances.

M. Waiver

Any waiver by the County of any breach of any one or more of the terms of this MOU shall not be construed to be a waiver of any subsequent or other breach of the same or of any other term of this MOU. Failure on the part of the County to require exact, full and complete compliance with any terms of this MOU shall not be construed as in any manner changing the terms or preventing the County from enforcement of the terms of this MOU.

N. Authority to Execute

The persons executing this MOU or exhibits attached hereto on behalf of the Parties to this MOU hereby warrant and represent that they have the authority to execute this MOU and warrant and represent that they have the authority to bind the respective Parties to this MOU to the performance of its obligations hereunder.

This MOU may be executed in any number of counterparts, each of which will be an original, but all of which together will constitute one instrument. Each party of this MOU agrees to the use of electronic signatures, such as digital signatures that meet the requirements of the California Uniform Electronic Transactions Act ("CUETA") Cal. Civ. Code §§ 1633.1 to 1633.17), for executing this MOU. The parties further agree that the electronic signatures of the parties included in this MOU are intended to authenticate this writing and to have the same force and effect as manual signatures. Electronic signature means an electronic sound, symbol, or process attached to or logically associated with an electronic record and executed or adopted by a person with the intent to sign the electronic record pursuant to the CUETA as amended from time to time. The CUETA authorizes use of an electronic signature for transactions and contracts among parties in California, including a government agency. Digital signature means an electronic identifier, created by computer, intended by the party using it to have the same force and effect as the use of a manual signature, and shall be reasonably relied upon by the parties. For purposes of this section, a digital signature is a type of "electronic signature" as defined in subdivision (i) of Section 1633.2 of the Civil Code.

O. Amendments and Modifications

It is agreed that the rights, interests, understandings, agreements and obligations of the respective Parties pertaining to the subject matter of this MOU may not be amended, modified or supplemented in any respect except by a subsequent written instrument evidencing the express written consent of each of the Parties hereto and duly executed by the Parties.

P. Administration/MOU Liaison

The Director of Housing and Workforce Solutions, or designee, shall administer this MOU on behalf of the County.

Q. Assignment

Neither Party shall delegate or assign any interest in this MOU, nor transfer any interest in the same, whether by operation of law or otherwise, without the prior written consent of the other Party.

R. Effective Date; Term

The term of this MOU shall commence on the date of the last signature below ("Effective Date") and terminate on December 31, 2027 ("Term").

S. Entire MOU

This MOU is intended by the Parties hereto as a final expression of their understanding with respect to the subject matter hereof and as a complete and exclusive statement of the terms and conditions thereof and supersedes any and all prior and contemporaneous agreements and understandings, oral or written, in connection therewith. Any amounts to or clarification necessary to this MOU shall be in writing and acknowledged by all Parties to the MOU.

[Signatures on Following Page]

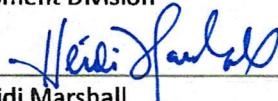
[Remainder of Page Intentionally Blank]

APPROVAL

Each party represents and warrants that it has the right, power, and authority to execute this agreement. Each party represents and warrants that it has given all notices and obtained all consents, powers, and authorities necessary to permit that party, and the persons executing this agreement for the party, to enter into this agreement.

“COUNTY”

COUNTY OF RIVERSIDE, a political subdivision of the State of California, by and through its Housing and Workforce Solutions/Workforce Development Division

By: 
Heidi Marshall
Director of Housing and Workforce Development Division

Dated: 8/12/2025

“WRCOG”

WESTERN RIVERSIDE COUNCIL OF GOVERNMENTS ON BEHALF OF THE INLAND REGIONAL ENERGY NETWORK

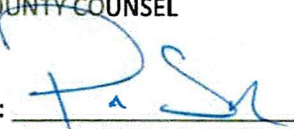
DocuSigned by:

559AA08D610442A...
By: _____
Dr. Kurt Wilson
Executive Director

Dated: 6/18/2025

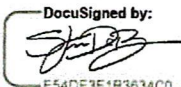
APPROVED AS TO FORM

MINH C. TRAN
COUNTY COUNSEL

By: 
Paula Salcido
Deputy County Counsel

Dated: 7-16-2025

APPROVED AS TO FORM

DocuSigned by:

E54DE3E1B3634C0
By: _____
Steven C. DeBaun
General Counsel

Dated: 6/11/2025

Certificate Of Completion

Envelope Id: 0DA8F2EA-5199-4C7B-9685-BE9F1473B506	Status: Completed
Subject: I-REN MOU_ Riverside County Workforce Development Dept_Approval Form to Executive Director	
Source Envelope:	
Document Pages: 13	Signatures: 3
Certificate Pages: 5	Initials: 1
AutoNav: Enabled	Envelope Originator:
Enveloped Stamping: Enabled	Tyler Masters
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	3390 University Avenue
	#200
	Riverside, CA 92501
	tmasters@wrcog.us
	IP Address: 35.129.127.84

Record Tracking

Status: Original	Holder: Tyler Masters	Location: DocuSign
6/17/2025 11:37:37 AM	tmasters@wrcog.us	
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: Carahsoft OBO Western Riverside Council of Governments	Location: Docusign

Signer Events

Signer Events	Signature	Timestamp
Tyler Masters	Completed	Sent: 6/17/2025 11:38:22 AM
tmasters@wrcog.us		Viewed: 6/17/2025 11:38:31 AM
Program manager		Signed: 6/17/2025 11:38:40 AM
WRCOG	Using IP Address: 35.129.127.84	

Security Level: Email, Account Authentication (None)

Electronic Record and Signature Disclosure:
Not Offered via Docusign

Chris Gray
cgray@wrcog.us
Deputy Executive Director
WRCOG
Security Level: Email, Account Authentication (None)

Signature Adoption: Pre-selected Style
Using IP Address: 104.11.217.225

Sent: 6/17/2025 11:38:42 AM
Viewed: 6/17/2025 11:43:33 AM
Signed: 6/17/2025 11:43:42 AM

Electronic Record and Signature Disclosure:
Not Offered via Docusign

Chris Gray
cgray@wrcog.us
Deputy Executive Director
WRCOG
Security Level: Email, Account Authentication (None)

DocuSigned by:

1C62143FCB06496...

Signature Adoption: Pre-selected Style
Using IP Address: 104.11.217.225

Sent: 6/17/2025 11:43:47 AM
Viewed: 6/17/2025 11:45:27 AM
Signed: 6/17/2025 11:45:33 AM

Electronic Record and Signature Disclosure:
Not Offered via Docusign

Andrew Ruiz
aruiz@wrcog.us
Executive Director
Western Riverside Council of Governments
Security Level: Email, Account Authentication (None)

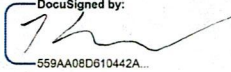
DocuSigned by:

88698D2029AE4EF...

Signature Adoption: Drawn on Device
Using IP Address: 104.11.217.225

Sent: 6/17/2025 11:45:35 AM
Viewed: 6/17/2025 2:47:08 PM
Signed: 6/17/2025 2:47:22 PM

Electronic Record and Signature Disclosure:
Not Offered via Docusign

Signer Events	Signature	Timestamp
Kurt Wilson kwilson@wrcog.us Executive Director WRCOG Security Level: Email, Account Authentication (None)	 Signature Adoption: Drawn on Device Using IP Address: 216.24.210.186	Sent: 6/17/2025 2:47:23 PM Viewed: 6/18/2025 8:03:25 AM Signed: 6/18/2025 8:03:43 AM

Electronic Record and Signature Disclosure:
 Accepted: 5/17/2022 9:28:03 AM
 ID: eb5e7097-800b-4005-a737-6106562b6800

In Person Signer Events	Signature	Timestamp
-------------------------	-----------	-----------

Editor Delivery Events	Status	Timestamp
------------------------	--------	-----------

Agent Delivery Events	Status	Timestamp
-----------------------	--------	-----------

Intermediary Delivery Events	Status	Timestamp
------------------------------	--------	-----------

Certified Delivery Events	Status	Timestamp
---------------------------	--------	-----------

Carbon Copy Events	Status	Timestamp
--------------------	--------	-----------

Admin Team administration@wrcog.us WRCOG Security Level: Email, Account Authentication (None)	<div style="border: 2px solid blue; padding: 5px; text-align: center; font-weight: bold; color: blue;">COPIED</div>	Sent: 6/18/2025 8:03:45 AM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

Witness Events	Signature	Timestamp
----------------	-----------	-----------

Notary Events	Signature	Timestamp
---------------	-----------	-----------

Envelope Summary Events	Status	Timestamps
-------------------------	--------	------------

Envelope Sent	Hashed/Encrypted	6/17/2025 11:38:22 AM
Certified Delivered	Security Checked	6/18/2025 8:03:25 AM
Signing Complete	Security Checked	6/18/2025 8:03:43 AM
Completed	Security Checked	6/18/2025 8:03:45 AM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure
--

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Carahsoft OBO Western Riverside Council of Governments (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO Western Riverside Council of Governments:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: jbrambila@wrcog.us

To advise Carahsoft OBO Western Riverside Council of Governments of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at jbrambila@wrcog.us and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Carahsoft OBO Western Riverside Council of Governments

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to jbrambila@wrcog.us and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Carahsoft OBO Western Riverside Council of Governments

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to jbrambila@wrcog.us and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Carahsoft OBO Western Riverside Council of Governments as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Carahsoft OBO Western Riverside Council of Governments during the course of your relationship with Carahsoft OBO Western Riverside Council of Governments.

Certificate Of Completion

Envelope Id: 28D45D75-AC0D-449D-9B5F-F6B656E2787A	Status: Completed
Subject: Complete with Docusign: WRCOG - I-REN MOU - Riverside County Workforce - 6.10.25.docx	
Source Envelope:	
Document Pages: 12	Signatures: 1
Certificate Pages: 4	Initials: 0
AutoNav: Enabled	Envelope Originator:
Enveloped Stamping: Enabled	Tyler Masters
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	3390 University Avenue
	#200
	Riverside, CA 92501
	tmasters@wrcog.us
	IP Address: 137.25.150.104


Record Tracking

Status: Original	Holder: Tyler Masters	Location: DocuSign
6/10/2025 4:25:48 PM	tmasters@wrcog.us	
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: Carahsoft OBO Western Riverside Council of Governments	Location: Docusign

Signer Events

Steven DeBaun
 Steven.DeBaun@BBKLAW.COM
 General Counsel
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 E54DE3F1B3634C0...
 Signature Adoption: Uploaded Signature Image
 Using IP Address: 74.116.243.2

Timestamp

Sent: 6/10/2025 4:26:40 PM
 Viewed: 6/11/2025 3:12:42 PM
 Signed: 6/11/2025 3:12:55 PM

Electronic Record and Signature Disclosure:
 Accepted: 6/9/2022 8:16:10 AM
 ID: b78dbf0d-57d6-48ed-9df0-738e03c9202a

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/10/2025 4:26:40 PM
Certified Delivered	Security Checked	6/11/2025 3:12:42 PM
Signing Complete	Security Checked	6/11/2025 3:12:55 PM
Completed	Security Checked	6/11/2025 3:12:55 PM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Carahsoft OBO Western Riverside Council of Governments (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO Western Riverside Council of Governments:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: jbrambila@wrcog.us

To advise Carahsoft OBO Western Riverside Council of Governments of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at jbrambila@wrcog.us and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Carahsoft OBO Western Riverside Council of Governments

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to jbrambila@wrcog.us and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Carahsoft OBO Western Riverside Council of Governments

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to jbrambila@wrcog.us and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Carahsoft OBO Western Riverside Council of Governments as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Carahsoft OBO Western Riverside Council of Governments during the course of your relationship with Carahsoft OBO Western Riverside Council of Governments.

EXHIBIT A

SCOPE OF SERVICES

Overview

Recommended Action(s): I-REN is awarding Riverside and San Bernardino counties \$1.5 million each through calendar year 2027 to allocate toward identifying opportunities for expanding or enhancing existing programs led by Riverside and San Bernardino county workforce development divisions to meet the four key recommendations for I-REN's Energy Workforce Gaps Assessment.

Summary: I-REN seeks opportunities to build a more resilient energy workforce within the Inland Empire. The first step in identifying the gaps and challenges within the existing workforce was to put forward an Energy Workforce Gaps Assessment that provides a comprehensive outlook on the difficulties experienced by energy employers while also assessing the needs of the projected workforce in the coming years. This Assessment was completed in January 2025, after being reviewed and approved by I-REN Workforce Roundtables and I-REN Executive Committee (<https://iren.gov/DocumentCenter/View/277/I-REN-Energy-Workforce-Assessment-Report>). A core component of the assessment focuses on training needs and job accessibility needed to meet industry standards and demands. To not reinvent the wheel, I-REN hopes to partner closely with both county workforce development divisions to expand existing energy-related workforce programming, pathways, and resources to achieve the key recommendations outlined in the Energy Workforce Gaps Assessment.

Background:

- **2/11/25:** I-REN facilitated an introductory meeting with Riverside and San Bernardino counties to provide a comprehensive overview of the Energy Workforce Gaps Assessment's foundational content and review of the four key recommendations.
- **3/20/25:** I-REN set up a second meeting with the counties as a brainstorming session to discuss questions or general comments relating to the workforce assessment and discuss ideas from the counties to build out existing programs and resources that align with the workforce assessment recommendations.
- **4/10/25:** I-REN met with the counties for a third time to discuss goals and timelines, review existing programs, and explore a county 'wishlist' for utilizing I-REN funds.

Riverside County Workforce Development Division (RCWDD)- Expanding Access to High-Demand Energy Careers

Summary of project proposal goals:

Provide an outline and summary of the proposed programming and how it directly addresses the regional energy workforce needs outlined in the four assessment recommendations.

The Riverside County Workforce Development Division (RCWDD) is dedicated to bridging regional workforce gaps in the Inland Empire's energy sector by expanding and aligning its existing training and support infrastructure with the four key recommendations of I-REN's Energy Workforce Gaps Assessment. This initiative will enhance accessibility to high-demand energy careers by investing in targeted training, outreach, and wrap-around services, particularly for underserved populations. The project responds directly to employer-identified needs for technical certifications, workforce readiness, and geographic access to energy career pathways.

Overview of scope & objectives:

- *[Project 1] Please describe the project's goals and achievable outcomes.* Expand Energy-Sector Training Access: Partner with educational institutions to increase enrollment in clean energy programs.
- *Example 2 Target Underserved Communities:* Conduct outreach to engage youth, women, and residents from rural communities.
- *Example 3 Strengthen Employment Pathways:* Partner with energy employers and apprenticeship programs to support job placement in the regional clean energy sector.

Proposed programming in connection with assessment recommendations:

See [assessment report](#) for more details on recommendations

Recommendation 1: Connect job seekers to training providers.

Describe how the proposed action will meet recommendation 1:

Through America's Job Centers of California (AJCCs), the Riverside County Workforce Development Division (RCWDD) will deploy Career Coaches (case managers) to conduct targeted outreach and connect individuals, particularly those from underrepresented communities, with high-demand clean energy training opportunities. By expanding co-enrollment into the Workforce Innovation and Opportunity Act (WIOA) and Special Grant programs, Career Coaches will provide participants with comprehensive wrap-around supportive services. This approach addresses key barriers identified in the I-REN Energy Workforce Gaps Assessment and is

designed to boost program enrollment, completion, and long-term employment outcomes. Career Coaches will also facilitate direct connections between job seekers and training providers offering programs aligned with in-demand energy careers.

How do the proposed actions connect to the energy industry?

All training accessed through this initiative will focus on priority occupations identified in the I-REN labor market analysis, such as solar photovoltaic installers, HVAC technicians, energy auditors, and roles in grid modernization and electrification. Moreso, the proposed actions will assist with filling the in-demand labor market while promoting the importance of wide arrange of occupations that help sustain high-demand energy sector. These occupations are critical to the Inland Empire's clean energy transition and regional decarbonization goals. These include but are not restricted to the following.

- **Tier 1 Occupations:** Encompasses occupations directly related to utilities, Smart GRID technology, and transmission line infrastructure. Job opportunities include, but are not limited to, Electrical Engineers, Utility Engineers, Electricians, Electrical Power-Line Installers and Repairers, Transmission Line Technicians, Smart GRID Specialists, GRID Resilience Experts, and other positions dedicated to maintaining and advancing energy infrastructure and system reliability.
- **Tier 2 Occupations:** Focuses on customer-oriented roles within the green energy and clean workforce sectors. Job opportunities include, but are not limited to, Customer Service Technicians for Electric Vehicle (EV) systems, HVAC Specialists, Residential Solar Photovoltaic Installers, Smart Meter Technicians, and other positions that support renewable energy technologies and sustainability by directly engaging with and serving customers.
- **Tier 3 Occupations:** Covers maintenance and support service roles essential to the efficient operation of energy sector organizations. Job opportunities in this category include Maintenance Technicians, Truck Drivers, Accounting Specialists, Logistics Coordinators, and Administrative Support roles such as HR Specialists, Clerical Staff, and Executive Assistants. These positions are crucial in maintaining operational efficiency and ensuring the seamless functioning of energy infrastructure and services.

How will the proposed actions fill the gaps outlined in the recommendation?

According to the I-REN Energy Workforce Gaps Assessment, the proposed actions fill critical workforce gaps by directly addressing the region's most pressing challenges: 55.8% of employers cited technical skills deficiencies among applicants, while 39% identified high training costs as a significant barrier to workforce entry. Additionally, with solar jobs projected to grow by 81.3% and over 85% of workers in key energy occupations expected to retire or transfer by 2030, there is an urgent need to expand access to affordable, industry-aligned training programs and build a robust pipeline of new talent equipped to meet the demands of the evolving energy sector.

Anticipated funding allocation and description of utilization:

- \$630,000 – The amount of \$480,000 will be allocated for training and instruction and ensure that training activities will deliver industry-recognized credentials in clean energy. These funds will cover tuition, licensing, and certification fees, with approximately \$8,000 per participant for each of the 60 participants. A total of \$150,000 will support the development of specialized training curricula focused on clean energy technologies and workforce skills, designed to provide the instruction necessary for earning industry-recognized credentials.

Trackable metrics:

- Number of individuals referred to or enrolled in energy training programs
- Completion and certification rates
- Number of participants co-enrolled in WIOA and receiving support services
- Participant job placements in energy-related fields within six months or two quarters
- CPUC Metric Index 302 – Clean energy training enrollment
- CPUC Metric Index 304 – Percent of total WE&T training program participants that meet the definition of disadvantaged worker

Recommendation 2: Provide support services to make training and certification more attainable.

Describe how the proposed action will meet recommendation 2:

RCWDD will scale and enhance existing wrap-around service models within Riverside County's workforce system to reduce barriers to entry and completion of energy-related training programs. Recognizing that 39% of employers cited training costs as a major barrier, the program will provide transportation assistance, childcare support, digital access stipends, paid work-based learning, among other resources as deemed necessary to ensure participants, particularly those from rural and underserved communities, can fully engage in training. These services will be offered through America's Job Centers of California (AJCCs), leveraging co-enrollment with WIOA and partner programs. New partnerships with community-based organizations and housing service providers will further expand access to case management, basic needs assistance, and referral networks to provide wrap-around services for the residents that will be served through this program.

How do the proposed actions connect to the energy industry?

Support services will be attached to training pathways in high-growth energy fields such as HVAC, solar installation, energy auditing, and EV infrastructure. Eliminating logistical and financial barriers will assist with ensuring more residents can pursue the certifications and technical credentials that are required to access these careers.

How will the proposed actions fill the gaps outlined in the recommendation?

The I-REN assessment identifies high training costs, location challenges, and schedule conflicts as key barriers to participation in energy training programs. Providing comprehensive support services and removing these friction points will significantly improve program access and completion, especially for low-income and nontraditional students.

Anticipated funding allocation and description of utilization:

- \$210,000 – These funds will go directly to participant support services, which will be used to provide Training vouchers, transportation, tools, technology access, childcare support, and other wrap-around services essential for participant success. These funds may also be used to provide household support, including—but not limited to—supplemental assistance, cost-of-living subsidies, and housing assistance, as the targeted populations for these trainings may include underserved households. There will be an allocated amount of \$3,500 for each participant for a total of 60 participants.

Trackable metrics:

- Number of participants receiving support services
- Percentage of participants completing training
- Certifications earned and job placements in energy occupations
- Participant satisfaction with accessibility and support services
- CPUC WE&T Metric: Index 304 – Percent of total WE&T training program participants that meet the definition of disadvantaged worker.

Recommendation 3: Strengthen the regional education and training pipeline from K-12 to energy employment.

Describe how the proposed action will meet recommendation 3:

RCWDD will work toward strengthening the regional education and training pipeline by exploring opportunities to increase collaboration with K-12 districts, Regional Occupational Programs (ROPs), and Career Technical Education (CTE) providers to raise awareness of clean energy career pathways. This may include supporting the integration of energy-related content into existing curricula, promoting early exposure through career exploration activities, and identifying opportunities for alignment between high school programs and postsecondary training. These efforts aim to build interest and readiness among youth for future careers in the energy sector while aligning with regional labor market needs.

How do the proposed actions connect to the energy industry?

These actions strive to increase awareness and readiness for careers in the energy sector by exposing students early to occupations such as solar PV installers, HVAC technicians, and energy auditors, roles identified in the I-REN Assessment as having high

growth potential. Aligning educational pathways with evolving industry needs will help prepare the future workforce qualifications towards supporting clean energy infrastructure, building electrification, and grid modernization across the region.

How will the proposed actions fill the gaps outlined in the recommendation?

The I-REN Assessment identified limited energy-related training in K-12 and a lack of early exposure to the energy sector. By working to align CTE programs and promote awareness of energy careers, RCWDD helps fill this pipeline gap, ensuring students understand feasible pathways that do not require four-year degrees while improving equitable access to high-wage, in-demand jobs.

Anticipated funding allocation and description of utilization:

- \$472,000 – An allocated amount stemming from \$300,000 in personnel (staff salaries and benefits), \$5,000 in travel, and \$167,000 in indirect costs and operating expenses will be allocated to ensure that our designated staff are engaging with stakeholders and successfully executing this project to ensure that all the trackable metrics are met. A total amount will serve for salaries and fringe benefits for project managers, career coaches, outreach staff, and administrative support needed to implement and manage the program effectively. The funds designated for travel will be used to support employer site visits, participant engagement, and off-site training coordination. The indirect costs and operating expenses will include the overhead costs such as operating costs, such as but not limited to shared services, IT, utilities, compliance and reporting infrastructure, as well as staff capacity building to ensure the team remains up to date with trends and training in the clean energy sector. Funding also supports general administrative functions across WDD. Nevertheless, these funds will help establish and lay the foundation for the WDD team to streamline communication and strengthen the relationships with the mentioned key stakeholders.

Trackable metrics:

- Number of schools or programs engaged
- Number of students participating in energy-focused career exploration activities
- Increase in awareness or interest in energy careers
- Enrollment in postsecondary energy-related training programs or apprenticeships

Recommendation 4: Strengthen collaboration between employers and workforce development organizations to assess training effectiveness.

Describe how the proposed action will meet recommendation 4:

RCWDD will work on either establishing or engaging in Energy Sector Employer Councils or Coalitions to strengthen feedback between energy employers and workforce partners. These groups will help review training content, identify emerging trends, and support hiring efforts. To evaluate effectiveness, RCWDD may implement post-training employer surveys, basic job placement tracking, and periodic follow-ups to assess retention and satisfaction. Shared dashboards or summary reports can be used, as capacity allows, to support data-informed adjustments to training alignment and delivery.

How do the proposed actions connect to the energy industry?

This feedback mechanism ensures that training programs remain relevant and aligned with dynamic industry needs to ensure graduates are prepared for employer needs and succeed in the clean energy sector.

How will the proposed actions fill the gaps outlined in the recommendation?

The assessment highlighted employer frustration with training misalignment and poor retention outcomes. Regular collaboration and evaluation mechanisms will address this by ensuring programs meet current workforce standards and that job seekers are trained in relevant, in-demand skills.

Anticipated funding allocation and description of utilization:

- \$168,000- This total amount of funding will be allocated across several key areas to support the program's objectives. A portion will go toward subsidizing wages for program participants, ensuring they receive fair compensation while gaining valuable work experience. Additionally, funds will be used to provide financial incentives to employers who hire and train participants, helping to reduce the cost burden associated with onboarding new workers. Resources will also be dedicated to on-the-job coordination, which includes managing placements, providing ongoing support to both employers and participants, and ensuring that job responsibilities align with training goals. Finally, the program will invest in building and strengthening partnerships within the clean energy sector, collaborating with industry employers to create pathways to long-term employment and ensure that training programs are aligned with current and future workforce needs.

Trackable metrics:

- Number of employers participating in feedback forums
- Percentage of training programs revised based on employer input
- Employer satisfaction with hires

- Retention rates at 6 and 12 months post-placement
- CPUC Metric: Index 333 – Placement rate in energy-related employment

Total Budget: When creating the budget, please consider all recommendations outlined in the energy workforce gaps assessment while prioritizing primary recommendations #3 and #4. In the 'Project, Task, or Deliverables' column, please state which recommendation(s) are being addressed. Add additional rows to the total budget as needed.

Timeline	Project, Task, or Deliverable	Cost
07/2025-07/2027	Personnel (Staff Salaries & Fringe) - Salaries and fringe benefits for project managers, career coaches, outreach staff, and administrative support needed to implement and manage the program effectively.	\$300,000
07/2025-07/2027	Travel - Support employer site visits, participant engagement, and off-site training coordination	\$5,000
07/2025-07/2027	Training & Instruction - Training activities to deliver industry-recognized credentials in clean energy. This includes covering tuition, licensing, and certification fees. <i>(\$8k/participant x 60 participants)</i>	\$480,000
07/2025-07/2027	Participant Support Services - Training vouchers, transportation, tools, technology access, childcare support, and other wrap-around services essential for participant success. These funds may also be used to provide household support, including—but not limited to—supplemental assistance, cost-of-living subsidies, and housing assistance, as the targeted populations for these trainings may include underserved households. <i>(\$3,500/participant x 60 participants)</i>	\$210,000
07/2025-07/2027	Work-Based Learning & Employer Engagement - Subsidized wages for participants, employer incentives, OJT coordination, and sector partnership development with clean energy employers. <i>(\$4,800/participant x 35 participants)</i>	\$168,000

07/2025-07/2027	Equipment & Supplies- Reserved for staff equipment and supplies, ensuring team members have the technology, materials, and tools needed to effectively administer and deliver the program.	\$20,000
07/2025-07/2027	Curriculum Development- Funding will support the development of specialized training curricula focused on clean energy technologies and workforce skills, designed to provide the instruction necessary for earning industry-recognized credentials.	\$150,000
07/2025-07/2027	Indirect Costs + Operating Expenses- Overhead costs include operating costs, such as but not limited to shared services, IT, utilities, compliance and reporting infrastructure, as well as staff capacity building to ensure the team remains up to date with trends and training in the clean energy sector. Funding also supports general administrative functions across WDD.	\$167,000
	Total	\$1,500,000

Existing and anticipated partnerships with regional stakeholders:

- Please list out existing or anticipated alliances and their role in supporting and fulfilling the outcomes outlined above.

To support the advancement of clean energy outcomes, various strategic partnerships play a pivotal role. Below is a list of key existing and anticipated alliances, along with their contributions:

- **Southern California Edison-** We will build upon our established collaboration and successful partnership to ensure the continued development of a sustainable employment pipeline for participants as they near the completion of their respective training programs. By leveraging the insights and strengths gained through our previous efforts, we are committed to creating long-term career opportunities for participants. This ongoing collaboration will facilitate seamless transitions from training to employment, ensuring that participants are not only well-prepared for the workforce but also connected to employers who are actively seeking skilled professionals. Our goal is to foster a robust network that supports both the individual career growth of participants and the workforce needs of local employers.
- **Employer Services-** As a key component of the Riverside County Workforce Development Division, the Employer Services team will remain dedicated to enhancing the employer pipeline throughout Riverside County. This will be

achieved by proactively identifying and cultivating employment opportunities that are closely aligned with the skills and qualifications of participants completing their training. By fostering strong partnerships with local employers, the team will ensure that participants are matched with positions that not only meet their career aspirations but also address the evolving workforce demands of the region. This collaborative effort aims to create a sustainable and thriving job market for trained individuals while supporting the economic growth of Riverside County.

- **University of California, Riverside-** The Riverside County Workforce Development Division has been collaborating closely with the University of California, Riverside (UCR) Extension team to design and develop customized training programs tailored to the specific demands of the clean energy sector. This partnership aims to ensure that the curriculum is both relevant and responsive to current industry trends, equipping participants with the skills and knowledge most sought after by clean energy employers. By aligning training content with real-world workforce needs, the program seeks to create a strong talent pipeline that supports regional economic growth and sustainable employment opportunities.
- **Lithium Valley Consortium-** Through our strong, established partnership with the Lithium Valley Consortium, the Riverside County Workforce Development Division is committed to ensuring that the startups being developed through the Lithium Valley Clean Tech Hub are seamlessly integrated into a robust employment pipeline. As these innovative companies grow and evolve, we will work closely with them to identify workforce needs and connect them with skilled, trained participants ready to contribute to the clean energy sector. By aligning workforce development efforts with the goals of the Clean Tech Hub, we aim to create a sustainable ecosystem where emerging businesses have access to a talent pool that is not only prepared for the demands of the industry but also positioned for long-term success. This collaboration will play a pivotal role in supporting both the growth of clean tech startups and the career advancement of individuals within Riverside County.
- **Ohmio-** The established partnership with Ohmio, an innovative all-electric autonomous shuttle company that recently relocated to Riverside, presents a unique opportunity to further strengthen the local employer pipeline. As Ohmio expands its operations in the region, it will play a crucial role in providing employment opportunities for participants completing their training programs. By working closely with Ohmio, we can ensure that trained individuals are matched with roles that align with their skills while supporting the company's growth in the rapidly evolving clean transportation sector. This collaboration will not only enhance the job prospects for program participants but also contribute to the development of a skilled workforce that meets the emerging needs of cutting-edge industries like autonomous electric transportation.

- **Unions (electrical, ironworkers, carpenters)-** The Riverside County Workforce Development Division has actively engaged with local unions such as IronWorkers, IBEW, and Southwest Carpenters Union, recognizing the vital role they play in addressing the diverse occupational tiers within the workforce. Given the varied skill levels and job classifications that must be considered, these unions will be integral to the success of the program. Their involvement will ensure that participants are not only trained to meet industry standards but also supported throughout their career advancement within their respective fields. By collaborating with unions, we can align training efforts with specific workforce demands, ensuring a smooth transition from training to employment while fostering long-term job security and growth for participants.
- **Thrive Inland SoCal-** As our collaboration with Thrive Inland SoCal continues to expand, the Riverside County Workforce Development Division will leverage its extensive network to ensure that participants are effectively connected with a diverse range of employers and community-based organizations. These strategic partnerships will play a crucial role in enhancing the success of this project by providing additional resources, job opportunities, and support systems that are integral to workforce development. By tapping into Thrive Inland SoCal's network, we will facilitate stronger community engagement and create a more comprehensive support system that addresses both the immediate and long-term needs of participants.

EXHIBIT B
PROPOSED BUDGET

Category	Estimated Amount	Description
1. Personnel (Staff Salaries & Fringe)	\$300,000	Salaries and fringe benefits for project managers, career coaches, outreach staff, and administrative support needed to implement and manage the program effectively.
2. Travel	\$5,000	Supports employer site visits, participant engagement, and off-site training coordination.
3. Training & Instruction	\$480,000	Training activities to deliver industry-recognized credentials in clean energy, including tuition, licensing, and certification fees. (\$8,000 per participant × 60 participants).
4. Participant Support Services	\$210,000	Includes, but is not limited to, training vouchers, transportation, tools, technology access, childcare, and other wraparound services. May also cover supplemental assistance, cost-of-living subsidies, and housing assistance. (\$3,500 per participant × 60 participants).
5. Work-Based Learning & Employer Engagement	\$168,000	Subsidized wages for participants, employer incentives, on-the-job (OJT) training coordination, and sector partnership development with clean energy employers. (\$4,800 per participant × 35 participants).
6. Equipment & Supplies	\$20,000	Reserved for staff equipment and supplies to ensure the team has the technology, materials, and tools needed to effectively administer and deliver the program.
7. Curriculum Development	\$150,000	Supports the development of specialized training curricula focused on clean energy technologies and workforce skills, designed to provide the instruction necessary for earning industry-recognized credentials.
8. Indirect Costs + Operating Expenses	\$167,000	Covers overhead and operating costs such as, but not limited to, shared services, IT, utilities, compliance and reporting infrastructure, and staff capacity building. Also supports general administrative functions across WDD to maintain program integrity and compliance.

****GRAND TOTAL PROGRAM COSTS: \$1,500,000****

**Riverside County Board of Supervisors
Request to Speak**

Submit request to Clerk of Board (right of podium),
Speakers are entitled to three (3) minutes, subject to
Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: ROY BLECHMAN

Address: _____
(only if follow-up mail response requested)

City: _____ **Zip:** _____

Phone #: _____

Date: _____ **Agenda #** 3.29-3.31
(NINE ITEMS)

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ **Support** _____ **Oppose** _____ **Neutral**

Note: If you are here for an agenda item that is filed
for "Appeal", please state separately your position on
the appeal below:

_____ **Support** _____ **Oppose** _____ **Neutral**

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda:

Notwithstanding any other provisions of these rules, member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please insure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo. **Speakers are prohibited from bringing signs, placards or posters into the hearing room.**

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes.

Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. **Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.**

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the front bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman may result in removal from the Board Chambers by Sheriff Deputies.