





# Acknowledgements

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# Executive Summary

Environmental justice was born from social justice and civil rights movements to protect the health and safety of marginalized communities from environmental harm. These movements have been led by people of color and poor communities for decades. However, in Portland, environmental work has not historically been inclusive of environmental justice philosophy or leadership. Understanding how these concepts relate to Voz as an organization will also be helpful in assessing the value of future partner opportunities and their alignment with the Voz mission.

The mission of Voz Workers Rights and Education Project (Voz) is to empower diverse day laborers and immigrants to **improve their working conditions and protect civil rights** through leadership development, organizing, education and economic opportunity. Because Voz addresses working conditions and civil rights of day laborers, it is an environmental justice organization serving environmental justice communities.

**Day laborers are frontline environmental justice and climate justice communities.** According to Voz, day laborers are temporary and/or seasonal workers that are forced to live a transient life as they move their families in search of work. They are among the most economically vulnerable workers due to the irregular and hazardous work available to them and the frequent theft of wages. Many day laborers migrate here to escape political persecution and/or economic injustice, and their precarious immigration status exacerbates their vulnerability to labor abuses and economic insecurity.

This dynamic situation, and the circumstances that put them and their families in their current situation, increase their exposure to a variety of **urban environmental risks and vulnerabilities** including:

- Limited access to adequate health care coverage
- Limited access to healthy, safe and affordable housing
- On the job injuries due to heavy or repetitive labor
- Food insecurity, or diet-related disease such as diabetes, high cholesterol, and high blood pressure
- Unknown exposures to workplace hazards due to language barriers and lack of training
- Racism and an increasingly hostile sentiment towards immigrants
- Transit dependence

*“Since coming to this country I’ve worked in everything—out in the field, fish canneries, and in factories doing sorting and packing—I’ve also worked preparing cars to be painted. I don’t have just one job or skill. I am a resident. I was diagnosed with five critical health conditions, one being cardiac, so I have to take good care of myself. I come here to make money for my rent—I have food taken care of, but I am preoccupied with making rent.” Voz day laborer, focus group participant*

Voz day laborers are therefore a “frontline environmental justice community” because not only are they directly impacted by environmental issues, they have been able to organize for action to

reduce the collective burdens they and their families face. Voz staff and the Day Labor Center provide the support and space for this important work to happen.

With encouragement from the Coalition of Communities of Color's Redefine Project and funding from Meyer Memorial Trust, Voz engaged in a project to clarify its place and understand its role within the local environmental and climate justice movements. The City of Portland Bureau of Planning and Sustainability was brought on to provide technical assistance and research for the project. The findings and recommendation are summarized below and detailed in the remainder of this report.

## Summary of Findings and Recommendations

### Voz as an Organization

#### Findings

- I. **Developing shared language to describe environmental and climate justice will strengthen Voz's understanding of the relevance and relationship of their work to environmental and climate justice movements and day laborer interests.**
- II. **Voz's mission and core work is fundamentally aligned with environmental and climate justice movements because the organization serves environmental justice frontline communities.**

#### Recommendations

- Adopt agreed upon definitions for environmental and climate justice for staff and day laborers to foster internal alignment on what these concepts mean to the organization.
- Adopt and integrate environmental justice within the strategic positioning of the organization.
  - Use the environmental justice frame in future funding proposals to draw the connection between environmental impacts on day laborers and Voz's work.
  - Use this frame to identify strategic partners within environmental and climate justice fields to advance Voz's work.

### Internal Organizing and Leadership Development

#### Findings

- III. **Climate change will increase heat related health risks to day labor communities.**
- IV. **Workplace toxics are an environmental justice issue.**

## Recommendations

- Training
  - Provide additional training on health and safety related to toxic material and chemical exposure.
  - Educate workers on identifying, preventing and treating toxic exposure and heat-related illness.
  - When providing training on climate change, use examples that are relevant to day laborers work or life experience, such as health and safety impacts.
- Self-advocacy for information transparency
  - Develop a toxics checklist for day laborers to ask before agreeing to a job.
  - Provide tools and training for self-advocacy around extreme heat exposure, including negotiation of fair wages for increased risk, breaks, and water.
  - Incorporate toxic material vocabulary and/or health advocacy scenarios into English classes.
  - Advocate for regulations that prohibit the use of toxic building and landscaping materials (ex. personal protective equipment).
- Materials and physical space
  - Seek out partners or grants that can provide safety materials to day laborers.
  - Consider upgrades to the center that provide relief from extreme heat.

## External Organizing

### Findings

- V. **While environmental and climate justice connections can be made to current advocacy work it is not as relevant as a lead message frame at the local level.**

### Recommendations

- Continue to maintain focus on wage theft and impacts on day laborers, and monitor opportunities to advance stable and fair wages for day laborers through environmental and climate justice initiatives.
- Continue work on immigration-related issues and monitor opportunities to advance the conversation locally on the connection between climate and immigration.
- Be prepared to address anti-immigrant sentiments within the environmental movement.

## Workforce Development and Skills Training Opportunities

### Findings

- VI. Adopting a strategy to train day laborers on green skills for existing jobs will give them a competitive edge.
- VII. There is a mismatch between existing skills and the job market for construction related green jobs. Additional skills training can fill the gap.
- VIII. Future growth in the city will result in more construction jobs that align with Day Labor skills.
- IX. Localized climate change impacts may create potential job opportunities for day laborers, but relationships with partners should start now.
- X. Green cleaning and janitorial services may provide accessible green job opportunities for women day laborers.
- XI. New marketing strategies and partnerships could enhance demand for Day Labor services.

### Recommendations

- Seek out partners for funding and delivery of free and low-cost skill training in conservation, disaster recovery, construction, green cleaning and natural landscape work.
- Partner with local organizations and agencies such as the City of Portland, East Multnomah Soil and Water Conservation District, Audubon Society, etc. to promote the skills of the day labor workforce.
- Incorporate ways to make green-skill trainings more inclusive for women day laborers.
- Build internal capacity through a green workforce development coordinator and/or supporting capacity of existing staff to cultivate green jobs opportunities.



# Project Background and Overview

Voz Workers Rights and Education Project (Voz) is a member of the Coalition of Communities of Color (CCC). The CCC works with their members to advance joint advocacy agendas and collaborative fundraising models. Environment and climate justice has been adopted as a strategic priority of the CCC and is advanced through their Redefine program. As part of this collaborative effort, Voz has been asked to participate in a variety of related activities and advocacy efforts over the past few years but has struggled to find the appropriate role and fit within those initiatives.

In winter of 2017, Voz was awarded a planning grant from Meyer Memorial Trust to gain greater clarity on how the organization's work connects to environment and climate issues. Voz's interests were to understand these connections within the context of what it already does as opposed to creating anything new. The City of Portland Bureau of Planning and Sustainability (BPS) agreed to provide the technical assistance, research, and support for the project to produce this report for Voz. This project helps BPS advance its own equity goals within Portland's Climate Action Plan by serving in a support role to community led climate work.

This report aims to accomplish three things:

1. Identify how environmental and climate issues map back to the Voz's core mission and priorities.
2. Assess environment- and climate-related workforce development opportunities that could directly impact day laborers.
3. Assist Voz in making strategic decisions for future collaborations and funding opportunities related to environmental justice and/or climate change issues.

## Planning Process

Voz began a strategic planning process at the same time this project began. Deliverables of this project were needed as background information for that process. To do so, the BPS team delivered portions of the project incrementally to Voz throughout the project timeline and their strategic plan contractor, Enlace. This report reflects the compilation of the complete set of those deliverables, in addition to recommendations for how to move forward.

The project components included:

- Focus groups with day laborers
- Strengths weakness opportunities threats (SWOT) analysis with Voz Staff and Board members
- Research on environmental justice, climate justice and day laborers
- Economic research on green jobs and workforce development opportunities
- Curriculum for day laborers to build literacy on climate change and environmental justice
- Inventory of potential resources and partners aligned with Voz mission from BPS staff
- Additional tools developed based on feedback from staff

## How to use this document

The primary audience for this document is Voz staff, boards and day laborers. The format is organized by Voz's primary areas of work. Each section includes recommendations and findings. At the end of each section is a list of *Tools for Action*. In addition, an implementation tool can be found in Part 2 of this report.



# Part 1: Environmental and Climate Justice and Voz

## 1.1 Voz as an Organization

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*Voz MISSION: Voz is a worker-led organization that empowers diverse day laborers and immigrants to **improve their working conditions** and **protect civil rights** through leadership development, organizing, education and economic opportunity.*

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### Overview

To assess alignment of environmental and climate justice with Voz, an assessment of the organization was done to answer the questions:

- How does Voz's work relate to environmental and climate justice?
- How do these issues impact day laborers directly?

Answers were drawn from interviews with day laborers and staff, and organization documents that were used to understand Voz's core values, mission, and vision.

### Findings

- I. **Developing shared language to describe environmental and climate justice will strengthen Voz's understanding of the relevance of the relationship of their work to environmental and climate justice movements and day laborer interests.**

Initially, Voz staff, day laborers, and board members held different perspectives on the relevance of environmental and climate justice and the organization. On one hand, attention to climate change and environmental issues, while important, were not as pressing as issues like wage theft and the threat that new immigration policy poses to profiling day laborer families. On the other, concepts like green jobs hold potential for workforce development opportunity, and recycling reflects many day laborers' cultural value to be stewards of their environment.

The ability of Voz to develop and use shared definitions for environmental and climate justice that are reflective of the Day Labor experience is a critical step for organization to identify with these movements.

Environmental justice was born from social justice and civil rights movements to protect the health and safety of marginalized communities from environmental harm. These movements have been led by people of color and poor communities for decades. However, in Portland, environmental work has not historically been inclusive of environmental justice philosophy or leadership. Understanding how these concepts relate to the organization will also be helpful in assessing the value of future partner opportunities and their alignment with the Voz mission.

The following definitions and concept descriptions are offered to Voz for consideration and are used as the basis for the analysis throughout this document. Items in bold emphasize the connection to Voz's mission and the life and work experiences of day laborers.

**Environmental Justice (From the State of Oregon Environmental Justice Task Force<sup>1</sup>):**

Environmental justice is equal protection from **environmental and health hazards**, and meaningful public participation in decisions that affect the environment in which people live, **work**, learn, practice spirituality and play. "**Environmental justice communities**" include minority and low-income communities, tribal communities, and other communities traditionally underrepresented in public processes.

**Climate Justice (From Organizing Cools the Planet<sup>2</sup>):**

Climate justice is a more complicated concept that is included in the concept of environmental justice, but goes beyond thinking about only environmental impacts to extending to impacts from the economic system which creates a carbon dependent society, and thus, the injustices that occur for indigenous peoples, people of color, and poor people throughout the world. The publication *Organizing Cools the Planet* found the following common themes in defining Climate justice:

- **Climate justice is a rights-based framework:** It advocates not just for individual liberties, but for collective rights of groups such as Indigenous peoples and people of color.
- **Justice is central:** In this context, justice means that communities who have suffered at the expense of destructive economies must not suffer for carbon reductions to occur. Justice is not a moral obligation alone, but also a pragmatic pathway forward.
- **Climate justice looks to the big picture transformation of systems not just the crisis:** Climate justice is underpinned by a long-view approach to social transformation. While there is no denying that climate change is an urgent crisis, that urgency must not be used as an excuse to ignore justice concerns and make unprincipled compromises that harm the most marginalized communities.

**Green Jobs (from the Bureau of Labor and Statistics<sup>3</sup>):**

- Jobs in businesses that produce goods or provide services that benefit the environment or conserve natural resources. Examples include **weatherization, or energy-efficient construction**.
- Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources. Examples include **non-toxic cleaning materials or deconstruction**.

**Just Transition**

Just transition is an environmental justice concept that focuses on the transition of dirty, extractive, fossil-fuel based economies, to clean, regenerative economies. The concept began with **the intersection of frontline environmental justice communities and labor seeking to find common ground and shared benefit in the transition away from polluting industries**. Now the term has evolved to encompass an economic transition that "stops the bad" and "builds the new."<sup>4</sup> The term

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1 Environmental Justice Task Force. *About the Task Force*. Retrieved from [http://www.oregon.gov/gov/policy/environment/environmental\\_justice/Pages/default.aspx](http://www.oregon.gov/gov/policy/environment/environmental_justice/Pages/default.aspx)

2 Moore, Hillary and Joshua Kahn Russell. (2011, November 9). *Organizing Cools, the Planet: Tools and Reflections to navigate the Climate Crisis*. Retrieved from <https://organizingcoolstheplanet.files.wordpress.com/>

3 Bureau of Labor and Statistics. *The BLS Green Jobs Definition*. Retrieved from <https://www.bls.gov/green/>

4 Movement Generation. *From Banks and Tanks to Cooperation and Caring*. Retrieved from *English version:* [http://movementgen.electricembers.net/wp-content/uploads/2016/11/JT\\_booklet\\_English\\_SPREADs\\_web.pdf](http://movementgen.electricembers.net/wp-content/uploads/2016/11/JT_booklet_English_SPREADs_web.pdf). *Spanish version:* [http://movementgen.electricembers.net/wp-content/uploads/2016/11/JT\\_booklet\\_Spanish\\_Spreads\\_web.pdf](http://movementgen.electricembers.net/wp-content/uploads/2016/11/JT_booklet_Spanish_Spreads_web.pdf)

“extractive” is used to describe the exploitation of both natural resources and human labor to support the concentration of wealth and power. It is a system that is regulated through militarism, and consumerism. The regenerative economy is based on a reciprocal and responsive relationship that reflects the interdependence between human and natural systems. Through this framework, **social issues of racism, mass-incarceration, and global migration are connected to environment degradation because all issues are symptoms of the same economic system.**

- II. **Voz’s mission and core work is fundamentally aligned with environmental and climate justice movements because the organization serves environmental justice frontline communities.**

Day laborers become day laborers because they lack access to otherwise stable employment.

*“Day laborers are temporary and/or seasonal workers that are forced to live a transient life as they move their families in search of work. They are among the most economically vulnerable workers due to the irregular and hazardous work available to them and the high percentages of wage theft cases among them. Many day laborers migrate here to escape political persecution and/or economic injustice, and precarious immigration status exacerbates their vulnerability to labor abuses and economic insecurity.*

*Demographically speaking, the majority of Voz’s constituency are Latino men ages 18-70. However, non-Latino men and women are part of the day laborer community as well. As a worker-led organization, we do not just work with day laborers, rather, all our organizational efforts are accomplished by and for this resilient community.” From Voz Boilerplate, provided by Andrea Berg.*

This dynamic, and the circumstances that put them and their families in their current situation, increase their exposure to a variety of **urban environmental risks and vulnerabilities** including:

- Limited access to adequate health care coverage
- Limited access to healthy, safe and affordable housing
- On the job injuries due to heavy or repetitive labor
- Food insecurity, or diet-related disease such as diabetes, high cholesterol, and high blood pressure
- Unknown exposures to workplace hazards due to language barriers and lack of training
- Racism an increasingly hostile sentiment towards immigrants
- Transit dependence

“I have various health disorders like high blood pressure. Last month I was in the hospital for a week where the doctors took many tests. While I was there I couldn’t look for a job, and the doctor told me I couldn’t work for the same Company so I went to unemployment services to look for a job. The unemployment services helped me, but because of my pulmonary embolism I am not actually fit for the jobs offered through them. Here in America when you cannot perform the job anymore, they replace you with someone who can.” – Voz day laborer, focus group participant

Voz day laborers are a “frontline environmental justice community” because they are directly impacted by environmental issues, and they have been able to organize for action to reduce the collective burdens they and their families face.

The Just Transition framework also argues that workers can and must be at the center of economic transition by finding new ways to work so that we may all live within our finite set of natural resources, and in a manner, that is just and democratic.<sup>5</sup>

Past advocacy issues that Voz has worked on may not have had a specific environmental or climate motivation, but by virtue of advancing the “working conditions” and “civil rights” of day laborers, addressing urban environmental justice through advocacy and workforce development not only meets, but advances the scope of Voz’s mission.

“I come to the center because it’s a place to get work and an honest pay for a day’s work. A \$15-30/hour wage for good work. It is also an opportunity to get in with a Company for around 1 to 3 months, with the chance of moving to full-time permanent...I also like to volunteer and help out in whatever way to help Voz. I am grateful for the work and that the Center is here.” – Voz day laborer, focus group participant

## Recommendations

- Adopt shared agreed upon definitions for environmental and climate justice for the organization to foster internal alignment on what these concepts mean to the organization.
- Adopt and integrate environmental justice within the strategic positioning of the organization.
  - Use the environmental justice frame in future funding proposals to draw the connection between environmental impacts on day laborers and Voz’s work.
  - Use this frame to identify strategic partners within environmental and climate justice fields to advance Voz’s work.

## Tools for Action

- **Environmental Policy Lens** pg. 19  
*To assist in the evaluation of partnership opportunities and other strategic environmental initiatives.*
- **Workforce Development Partner Scan** pg. 30  
*To assist in the identification of aligned partner organizations, as well as funding, and training opportunities.*

# 1.2 Internal Organizing and Leadership Development

## Overview

Internal organizing activities amongst day laborers at Voz play a critical role in advancing healthy, safe, and fair work conditions. Day laborers have established standards of conduct that have helped to build a sense of community within the Center, and agreements that help day laborers get better pay. Leadership development opportunities provide training for workers to learn how to organize and enhance their ability to self-advocate.

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<sup>5</sup> Labor Network for Sustainability. “Just Transition’- Just What Is It?”. Retrieved from: <http://www.labor4sustainability.org/uncategorized/just-transition-just-what-is-it/>

This section addresses two questions:

- What kinds of health and safety risks are day laborers vulnerable to that are related to environmental and climate justice?
- What are the potential impacts, and what measures can be taken by day laborers to reduce their risk?

## Findings

### III. Climate change will increase heat related health risks to Day Labor communities.

An increase in heat intensity due to climate change puts day laborers at increased risk for heat-related illness due to the nature of their work and risk of inadequate water, shade, or breaks to provide relief from the sun. Intense heat can impact the number of hours a day laborer may be able to work in a day and be paid. The compounded impact of social and economic constraints experienced by day laborers also creates greater financial and health vulnerability when exposed to extreme-heat conditions.

*“There is strong evidence that climate change is and will present occupational safety and health (OSH) hazards. Environmental justice implications include worker populations such as migrant workers and day laborers who are directly exposed to the impacts of climate change such as heat stress. These workers may have inadequate housing or other social and economic constraints and the health effects of climate change may be additive from exposures both at work and at home. These and other workers may also be exposed to conditions that the general public can elect to avoid, and employment increases are likely in areas most affected.”<sup>6</sup>*

“... I am very sensitive to extreme heat; but I run this risk and look for jobs despite this.”  
–Voz day laborer, focus group participant

### IV. Workplace toxics are an environmental justice issue.

Exposure to toxic chemicals or unhealthy working conditions without proper training, gear or notice can put day laborers at risk of illness or disease. Day laborers are not likely to have full insurance coverage and therefore could bear the burden of long-term medical costs and unknown health impacts.

“One time during a job to remove tile, I was exposed to a dust that came from underneath the tiles. The MLK Center Director (Cristian) told the employer that we’ll probably need a mask, but the employer didn’t think the tiles we would be removing would be that old. Cristian suspected there would be chemicals on them but the employer didn’t think so. When we finished removing the tile and took it to the dump, the employees at the dump told us and the employer that the dump can’t dispose of the tiles because they are so old they don’t have a date. They told us that we would need to dispose of them at a special place.” –Voz day laborer, focus group participant

6 U.S. Department of Health & Human Services. *Environmental Justice Strategy Implementation Highlights for 2014*. Retrieved from <https://www.hhs.gov/environmental-justice/progress-report-2015/environmental-justice-strategy-highlights-2014.html> ; Original Source: Max Kiefer, MS, CIH; Jennifer Lincoln, PhD; Paul Schulte, PhD; Brenda Jacklitsch, MS. (2014, September 22). *Climate Change and Occupational Safety and Health*. Retrieved from <https://blogs.cdc.gov/niosh-science-blog/2014/09/22/climate-change/>

In the focus groups with day laborers, it was noted that while some do not feel they are being exposed to potential hazards, it does not mean that the exposure isn't happening because they do not always have the information to know whether something is hazardous or not. Ultimately day laborers risk of exposure is wholly dependent on the information that the employer does or does not provide.

"I once had a job working at night cleaning commercial floors using a chemical that burned my skin even while wearing latex gloves. The chemical got on my forearms and my skin began peeling. The employers did not tell us about the chemicals when we began working. I don't know what chemical it was, but it made the floor shine. The employer used it in a water mixture they prepared for the us to clean the floors with. I've also encountered risk working with glass dust insulation." –Voz day laborer, focus group participant

Examples of experienced hazards and risks:

- Exposure to toxic cleaning chemicals that burn the skin or irritate the lungs
- Exposure to toxic materials in a construction project (ex. asbestos)
- Exposure to chemicals in landscaping and gardening work (ex. pesticides, herbicides, fertilizers)
- Allergies
- Employers not communicating the full scope of the job requested

## Recommendations

- Training
  - Provide additional training on health and safety related to toxic material and chemical exposure.
  - Educate workers on identifying, preventing and treating toxic exposure and heat-related illness.
  - When providing training on climate change, use examples that are relevant to day laborers work or life experience, such as health and safety impacts.
- Self-advocacy for information transparency
  - Develop a toxics checklist for day laborers to ask about potential exposures before agreeing to a job.
  - Provide tools and training for self-advocacy around extreme-heat exposure, including negotiation of fair wages for increased risk, breaks, and water.
  - Incorporate toxic material vocabulary and/or health advocacy scenarios into English classes.
  - Advocate for regulations that prohibit the use of toxic building and landscaping materials.
- Materials and physical space
  - Seek out partners or grants that can provide safety materials (ex. personal protective equipment) to day laborers.
  - Consider upgrades to the center that provide relief from extreme-heat.

## Tools for Action

- **Environmental Justice Policy Lens** pg. 19  
*To evaluate day laborer driven environmental justice initiatives and their ability to align with mission and organizational capacity.*
- **Training Curriculum** pg. 23  
*To build the capacity of the Voz community in understanding the connection of environmental and climate justice to the life and work of day laborers.*
- **Case Study Review** pg. 38  
*Additional resources to reference for grant funds and program development.*

## 1.3 External Organizing

### Overview

Because of limited staff capacity to respond to multiple requests for partnership in advocacy initiatives, Voz requested an assessment of alignment and/or misalignment of current advocacy initiatives with environmental justice and climate justice. Primary efforts revolve around addressing wage theft and immigration policy.

### Findings

- V. While environmental and climate justice connections can be made to current advocacy work, it is not as relevant as a lead message frame at the local level.**

Current advocacy efforts relate to environmental and climate justice; however, the connection is less obvious on the surface. The connection to wage theft—particularly insufficient wages for health and safety risks that are posed within the working conditions of day laborers, has the strongest link but currently is not a topic addressed within local environmental and climate justice initiatives. Given that the advocacy scale for Voz is at the local and state level, the opportunity to advocate effectively around the connection to immigration is less than if advocacy efforts were at the national level where climate policy and immigration policy have more intersection because of the global implications of both issues.

### Wage Theft

Voz's day laborers primary advocacy issue is ensuring fair payment is received for work performed. Wage theft affects day laborer's ability to provide for themselves and their families. As frontline environmental justice communities, wage theft exacerbates existing environmental vulnerabilities in an urban setting. Voz's work on wage recovery supports the day laborer community in being self-sufficient. It also builds trust and community within the organization, which furthers their ability to effectively organize on issues that impact them.

"Last week I accepted a job with a white man to move thick pieces of wood from the street. We also had to dig a whole, but I couldn't because of my back. I didn't know before I accepted it that the job would consist of this. The employer drove me to the bus stop because I was not able to continue on the job but the remaining day laborers stayed and continues. The employer paid me [but] I should have paid more because the job consisted of digging, if I had known that earlier, the employer would have had to pay more. Sometimes employers don't tell the Center everything the job will consist of." —Voz day laborer, focus group participant



Stable wages are therefore a major contributor to day laborers ability to have choice in the environment in which they live, and the services they have access to that promote their health and well-being. Fair payment for exposure to risk is also essential. Environmental justice workforce development initiatives, such as policies that provide money for training and permanent job placement in construction, landscaping, and other green jobs may provide some opportunity to advance Voz's goals to eliminate wage theft.

## Immigration and Profiling

Spanish-speaking day laborers in the United States are at risk for profiling and discrimination based on their perceived immigration status. Such discrimination can put families at risk for not only job loss and harassment, but detention and possibly deportation.

This discrimination and prejudice is present within the environmental movement. Conservation organizations have historically taken a conservative stance towards immigration because population growth is seen as a major environmental pressure.

In contrast, the just transition and climate justice frameworks that were borne from community grassroots movements look at the larger social, economic, and geopolitical system. Within these frameworks, climate migration is a symptom of larger environmental and economic problems, not the cause.

The notion of a "climate refugee" has been used to describe people who are moving from areas where climate change is causing disruptive effects to the economy, forcing people to leave their home to find opportunity elsewhere. This is not a legally adopted term, but a descriptor for human migration due to the impacts of climate change. While Voz day laborers did not report climate change as the primary reason for coming to the United States, the global economy based on resource extraction, mass production and cheap labor has impacted the ability of many to effectively provide for their family needs and safety within their country of origin. The downstream effects of global mass consumption and production result in environmental justice communities around the world.

The connection between climate policy and immigration policy is largely at a national and international level, but the impacts are felt at the local level, as low-income immigrant communities often settle and work in places that have environmental hazards, risks, or burdens. Those who face the additional harms of prejudice and racism, risk of detention, or risk of deportation have an even further diminished ability to advocate for their human and civil rights in those environments.<sup>7</sup>

## Recommendations

- Continue to maintain focus on wage theft and impacts on day laborers, and monitor opportunities to advance stable and fair wages for day laborers through environmental and climate justice initiatives.
- Continue work on immigration-related issues and monitor opportunities to advance the local conversation on the connection between climate and immigration.
- Be prepared to address anti-immigrant sentiments within the environmental movement.

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<sup>7</sup> National Network for Immigrant and Refugee Rights. *Climate Justice and Immigration Fact Sheet*. Retrieved from [http://www.nnirr.org/~nnirrorg/drupal/sites/default/files/climate\\_justice\\_and\\_immigration\\_fact\\_sheet2.pdf](http://www.nnirr.org/~nnirrorg/drupal/sites/default/files/climate_justice_and_immigration_fact_sheet2.pdf)

## Tools for Action

- **Environmental justice Policy Lens** pg. 19  
*To evaluate environmental justice initiatives and their ability to align with mission and organizational capacity.*
- **Email Response Template** pg. 22  
*To assist in communication to evaluate incoming requests for partnership on environmental initiatives and their relevance to Voz's environmental justice work.*
- **Fact Sheet on Immigration and Environmental Justice** pg. 26  
*To assist in developing talking points for addressing racism and bias towards immigrants within environmental organizations.*

## 1.4 Workforce Development and Skills Training Opportunities

### Overview

This opportunities analysis was conducted using data on types of jobs that are brought to the Martin Luther King Jr. Worker Center (MLK Worker Center) and identified skills of Voz workers from the Voz Yearly Skills Reports for January 2016 through May 2017. Focus groups conducted by the research team also identified worker skills and opportunities for training and education that informed these recommendations.

### Findings

Workforce development and training within all three strategic approaches identified below should include environmental literacy as a baseline for further training and skills development. Best practices research that was conducted to support this analysis identified education on environmental issues as a critical initial first step to understanding the connection between environmental issues, climate change, environmental justice and safe and healthy working conditions. As the MLK Worker Center works towards strategic programming to support Voz workers, environmental education and the relationship to working conditions and environmental justice should be part of the early program development.

#### **VI. Adopting a strategy to train day laborers on green skills for existing jobs will give them a competitive edge.**

Many jobs that are currently undertaken through the center have an impact on the environment. When these kinds of jobs are intentionally performed in a way that uses less natural resources, less toxic materials or benefit the environment or health, they are called **green jobs**<sup>8</sup>.

There were 1,500 jobs in landscaping and related work that came into the Center in 2016. This represents 31 percent of all jobs that have come into the Center. Landscaping and gardening related work provides the largest opportunity to focus existing work on environmental benefits at the center. Additionally, nearly 215 workers have existing skills in landscaping and gardening that creates

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<sup>8</sup> Green jobs is not a term that translates well into Spanish, but the term is used here because it is commonly used across many different industries. Because recognition of the English phrase is important in identifying future training and resource opportunities, it was left as-is. Potential translation options include: empleos ecologicos or empleos en industria ecologica.

a unique opportunity to learn *green job* skills to better serve customers and advance opportunities for climate change adaptation and mitigation.

Skills development should include curriculum and training on: environmental literacy with a focus on ecosystems services and watershed health, pesticide free landscape management, native plant selection and maintenance, on-site storm water management including site analysis, design, materials, specifications and maintenance.

| Work Type             | Green Job Skills   |
|-----------------------|--|
| Gardening/Landscaping | <ul style="list-style-type: none"> <li>▪ Pesticide free landscape management</li> <li>▪ Native plant selection and maintenance</li> <li>▪ On-site stormwater management including site analysis, design, materials specifications and maintenance</li> </ul> |

Partner funding could be targeted to regional soil and water conservation districts and other green infrastructure initiatives.

**VII. There is a mismatch between existing skills and the job market for construction related green jobs. Additional skills training can fill the gap.**

Evaluation of the job type and worker skills from the Voz yearly skills reports identifies a number of training opportunities and skills courses to assist workers to better match the skills necessary for job types. From January 2016 to May 2017 there were 306 jobs in demolition that came through the center.

A **jobs/skills mismatch** occurs when the available jobs do not fit the skills that day laborers have. In the yearly skills report, there are no workers who have identified that they have skills in demolition. As pressure increases in the future for re-use and redevelopment of existing buildings to higher intensity uses in Portland and surrounding cities, the need for specialized labor in demolition and deconstruction will continue to increase. Additionally, the City of Portland has recently passed a regulation that requires deconstruction (instead of demolition) of some buildings<sup>9</sup>. Part of the implementation of this policy includes an opportunity for workers to develop new skills through training on deconstruction techniques.

| Work Type                     | Green Skills  |
|-------------------------------|---|
| Deconstruction and Demolition | <ul style="list-style-type: none"> <li>▪ Environmental health education for hazardous substances in demolition and deconstruction including asbestos and lead</li> <li>▪ Deconstruction techniques for carpentry, masonry, and metal fabrication</li> <li>▪ Knowledge of material salvage and reusable materials</li> </ul> |

<sup>9</sup> Portland Bureau of Planning and Sustainability. *New Deconstruction Requirements*. Retrieved from <https://www.portlandoregon.gov/bps/70643>

From January 2016 to May 2017 there were 53 jobs in insulation, sheetrock, taping, and drywall that came through the MLK Worker Center. There are 55 workers in the MLK Worker Center that have the skills to undertake this kind of work. Insulation and sheet rocking training around energy efficiency and weatherization is an opportunity to increase **green job** skills with additional job opportunities created through recently passed requirements for home energy score reporting<sup>10</sup>. Efficient insulation in attics, siding and around ducts is one of the biggest opportunities to increase a home energy score and provides an opportunity for training to meet additional demand for this kind of work.

| Work Type              | Green Job Skills   |
|------------------------|--|
| Drywall and Insulation | <ul style="list-style-type: none"> <li>▪ Energy efficiency education</li> <li>▪ Efficiency standards and installation methods for siding, attic and duct insulation</li> </ul> |

**VIII. Future growth in the city will result in more construction jobs that align with Day Labor skills.**

736 new jobs are likely to be created over the next ten years in occupations that workers and the MLK Worker Center currently have skills to undertake. The top four occupations for new jobs within the skills of workers at the center are identified below. These occupations represent 560 new jobs over the next 10 years. Targeted training and skills development for workers to perform these types of work would best prepare day laborers to meet the needs for jobs that come into the Center. <sup>11</sup>

- Brick masons and block masons
- Plumbers and plumbing helpers
- Carpenters and woodworking
- Cement masons and concrete finishers

**IX. Localized climate change impacts may create potential job opportunities for day laborers, but relationships with partners should start now.**

Current scientific projections predict that the Portland climate will experience heavier precipitation (more intense and frequent rain storms) in the winter, and hotter drier weather in the summer. Winter storms can result in flooding damage to residents and businesses, and disruption to services like garbage collection. There may be a unique opportunity for day laborers to develop skills in climate-related disaster recovery associated with clean-up efforts.

Recovery efforts from post-Hurricane Katrina and Hurricane Sandy utilized day laborers for reconstruction work that included demolition, roofing, waste management, and waste removal/garbage pick-up. Case studies on these efforts give reason for caution however, because day laborers were also exposed to extremely hazardous working conditions and were victims of wage theft<sup>12</sup>. Proactively developing relationships with local government to promote the services and value of day laborers can help to build future opportunity, while providing adequate training to safely

<sup>10</sup> Portland Bureau of Planning and Sustainability. *The City of Portland Home Energy Score*. Retrieved from <https://www.portlandoregon.gov/bps/71421>

<sup>11</sup> See full Occupational Outlook Report on page 33.

<sup>12</sup> Cordero-Guzman, Hector, et al. "Day Labor, Worker Centers & Disaster Relief Work in the Aftermath of Hurricane Sandy." October 2013. See Case Study Report for abstract on page 44.

perform these jobs can help to mitigate the risks associated with recovery efforts from occurring in the Portland region.

One additional challenge is that government entities contract with Day Labor centers to coordinate employment arrangements with the day laborers. Voz is not in a position to be an employer, but could partner with local government to help promote the services of day laborers for recovery work. This was a practice done in New York.<sup>13</sup>

**X. Green cleaning and janitorial services may provide accessible green job opportunities for women day laborers.**

One of Voz's internal initiatives has been to make the MLK Worker Center more inclusive of women. Green jobs extend to the use of green cleaners which are more affordable to make instead of buy. In addition, green cleaners pose less health risk to both the day laborer and the customer. In Portland's environmentally friendly market, such services are valued, and often expected.

No work is gender specific, both men and women take on cleaning and janitorial work. However, providing opportunities to learn about green cleaners will increase accessibility to green jobs for women seeking to do day labor work who may not be able to take on heavy physical labor and/or face gender discrimination in other jobs. In addition, those who work in childcare may find green cleaning skills to be of benefit.

**XI. New marketing strategies and partnerships could enhance demand for day labor services.**

Web and mobile apps are being developed to connect people to short-term labor projects. Apps like TaskRabbit make it easy to match a potential worker with an employer, which also may pose eventual competition to the MLK Worker Center. However, these types of tools, and training to use the tools, could be a helpful marketing and skill development opportunity to promote day laborers.

In addition to partnering with government agencies, cultivating a broader awareness of the services that the MLK Worker Center provides amongst the community of conservation, weatherization, disaster recovery and other environmental organizations could help to increase demand for day labor services.

## Recommendations

- Seek out partners for funding and delivery of free and low-cost skill training in conservation, disaster recovery, construction, green cleaning and natural landscape work.
- Partner with local organizations and agencies such as the City of Portland, East Multnomah Soil and Water Conservation District, Audubon Society, etc. to promote the skills of the day labor workforce.
- Incorporate ways to make green-skill trainings more inclusive for women day laborers.
- Build internal capacity through a green workforce development coordinator and/or supporting capacity of existing staff to cultivate green jobs opportunities.

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<sup>13</sup> Ibid.

## Tools for Action

- **Sample Job Descriptions for Green Workforce Development** pg. 27  
*To assist Voz in funding and recruiting for this kind of position or integrating job responsibilities into current positions.*
- **Workforce Development Partnership Scan** pg. 30  
*To assist in identifying potential partner organizations for green workforce development opportunities.*
- **Occupational Outlook Report** pg. 33  
*Detailed report of economic findings, can be referenced in funding requests or advocacy work.*
- **Case Study Review** pg. 38  
*For future reference in funding or advocacy work.*

# Section 2: Tools and Resources

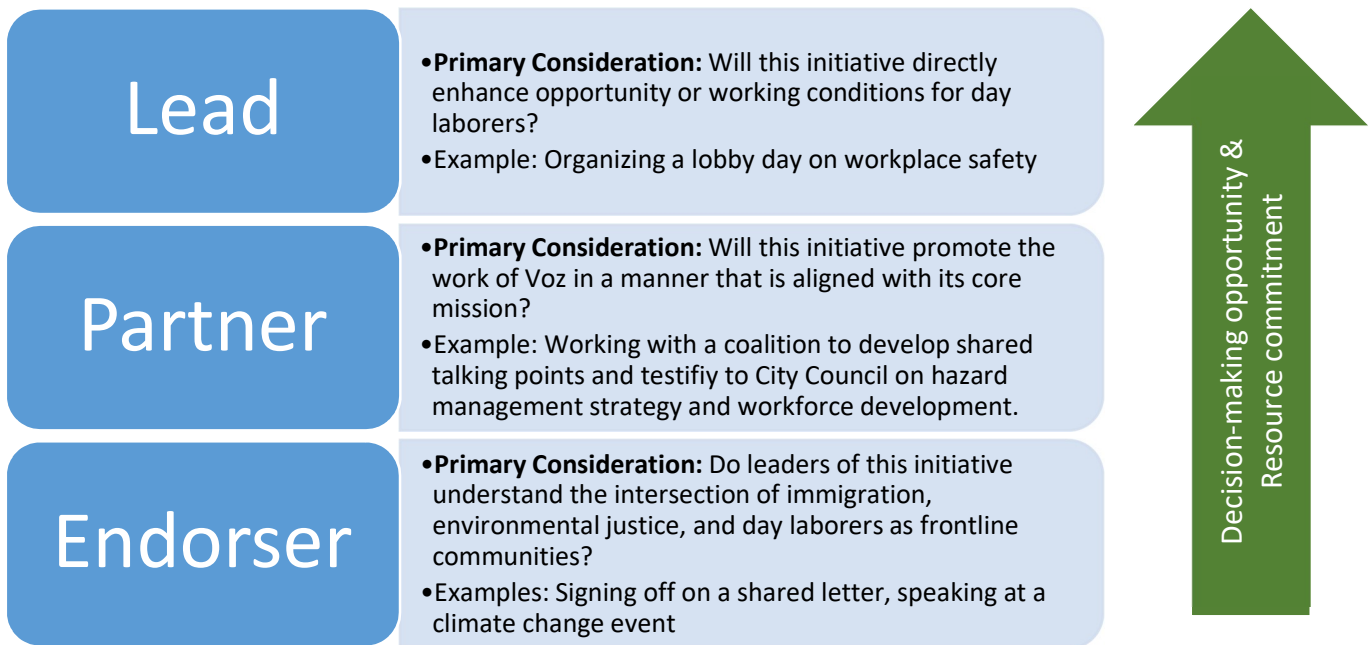
## 2.1 Environmental Justice Policy Lens

### Purpose

This lens is intended to support Voz’s environmental justice work by assessing potential policy and partnership opportunities and their ability to advance Voz’s core mission and programming. The tool can be used to determine sponsorship of particular issues, campaigns or initiatives, or this tool can help to shape policy to advance Voz and day laborer’s needs.

### Establish Role

At an early stage, first determine what Voz’s role will be and what resources will be required. An Endorser role has the least resource commitment, but many decisions have already been made when a request comes to Voz at this involvement level. Voz’s action is to determine if they agree enough with the requesting organization to support them through a symbolic action like signing a letter. Being a lead requires the most responsibility, but Voz also has the greatest opportunity to shape the direction of the initiative and ensure that it meets the needs of day laborers.



### Role Considerations:

- What is Voz’s role in this initiative?
- What resources/activities would Voz need to commit (e.g. meetings, presentations, organizing, presence at events, organizing day laborers)?



## Value Proposition

Evaluate how this environmental initiative furthers the mission and programming of Voz to “empower diverse day laborers and immigrants to improve their working conditions and protect civil rights through leadership development, organizing, education and economic opportunity.”

| Score: 0 = NO   1 = Possibly   2 = YES   ? = Needs response |   |
|---|---|
| SCORE   | CRITERIA  |
|   | Will this initiative create more stability for day laborers and their families?   |
|   | Will this initiative result in better pay or reduce wage theft for day laborers?  |
|   | Will this initiative result in additional jobs for day laborers in the landscaping, construction, cleaning, or other green jobs industries?   |
|   | Will this initiative improve the working conditions of day laborers by addressing health and safety? For example: <ul style="list-style-type: none"> <li>▪ Make health and safety information more transparent</li> <li>▪ Reduce toxic exposure</li> <li>▪ Provide protective equipment and gear for extreme weather</li> </ul>   |
|   | Will this initiative result in training and workforce development opportunities that day laborers can benefit from? For example: <ul style="list-style-type: none"> <li>▪ Training in new green jobs industries such as deconstruction, natural landscaping, green cleaners</li> <li>▪ Training to support leadership and participation in EJ policy or organizing</li> <li>▪ An opportunity for certification of skills</li> <li>▪ An opportunity to promote the services that day laborers offer</li> </ul> |
|   | <b>Total Score</b>  |

If there is any “?” pose the question back to the organization and then reevaluate after the response has been received.

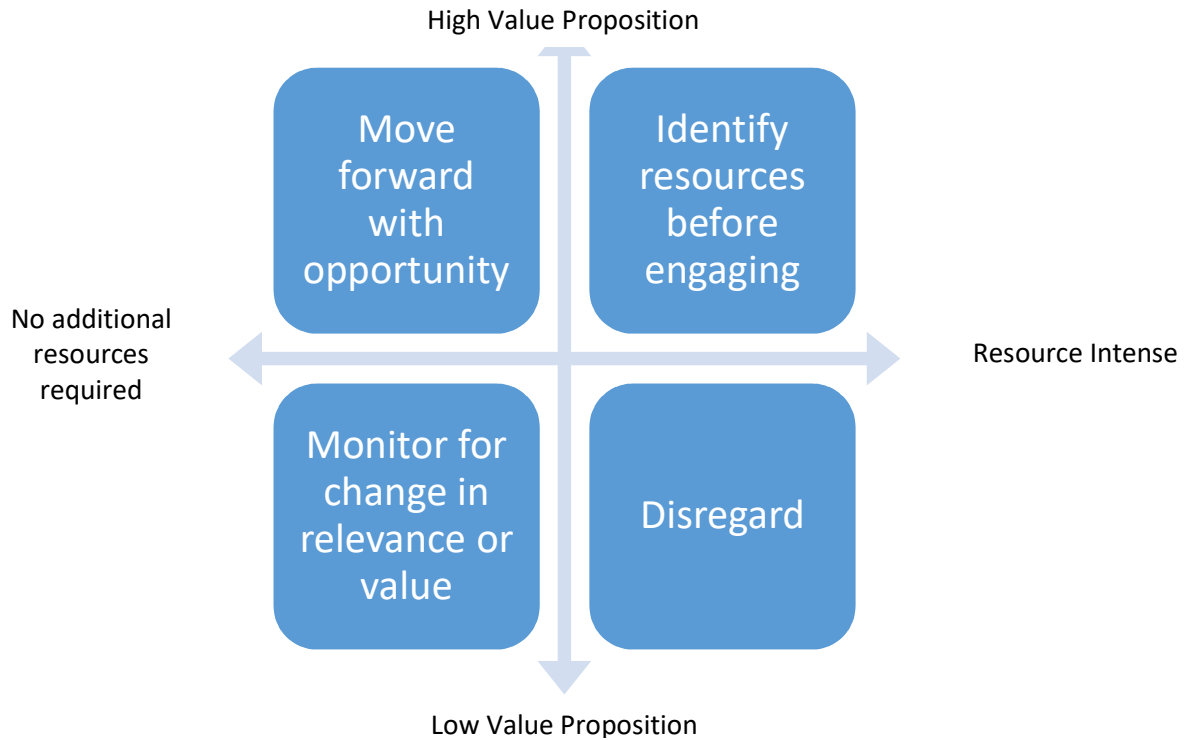
| High Value  | Medium Value  | Low Value  | No Value   |
|---|---|--|--|
| <ul style="list-style-type: none"> <li>•Score = 4+</li> <li>•<i>This initiative meets multiple priorities that align with Voz’s mission.</i></li> </ul> | <ul style="list-style-type: none"> <li>•Score = 2-3</li> <li>•<i>This initiative has potential and should be explored further.</i></li> </ul> | <ul style="list-style-type: none"> <li>•Score = 1</li> <li>•<i>This initiative may have opportunity, but needs to be further developed to increase value.</i></li> </ul> | <ul style="list-style-type: none"> <li>•Score = 0</li> <li>•<i>This initiative does not further environmental justice priorities that align with Voz’s mission.</i></li> </ul> |

### Criteria Evaluation Considerations:

- How will this environmental initiative bring value to day laborers and Voz?
- Could this environmental initiative bring risk to day laborers and Voz?

## Strategic Evaluation

Voz must evaluate each environmental initiative for the value it brings to day laborers, its relevance to Voz's mission, and the resource commitment required by the organization. This chart can be used to combine these factors to help determine an appropriate next step.



## Strategy Considerations

- Does this initiative request a commitment of Voz staff time without compensation?
- Will this initiative take resources away from current priorities of Voz?
- Have Voz partners endorsed this initiative? Was their reasoning in alignment with Voz's mission and priority advocacy areas?

## 2.2 E-mail Response Template

[Date]

Dear \_\_\_\_\_:

Thank you for contacting us to partner with you on a project. We must evaluate partnership opportunities based on their ability to help us advance environmental justice for day laborers and immigrants by improving working conditions and civil rights.

Please review the following list of questions and respond to those which are most applicable.

|  |
|--|
| How will this initiative create more stability for day laborers and their families?  |
| How will this initiative result in better pay or reduce wage theft for day laborers?   |
| Will this initiative result in additional jobs for day laborers in the landscaping, construction, cleaning, or other green jobs industries?  |
| How will this initiative improve the working conditions of day laborers by addressing health and safety?<br>For example: <ul style="list-style-type: none"><li>• <i>Make health and safety information more transparent</i></li><li>• <i>Reduce toxic exposure</i></li><li>• <i>Provide protective equipment and gear</i></li><li>• <i>Address impacts and hazards associated with extreme weather</i></li></ul>   |
| How will this initiative result in training and workforce development opportunities that day laborers can benefit from?<br>For example: <ul style="list-style-type: none"><li>• <i>Training in new green jobs industries such as deconstruction, natural landscaping, green cleaners</i></li><li>• <i>Training to support leadership and participation in environmental justice policy or organizing</i></li><li>• <i>An opportunity for certification of skills</i></li><li>• <i>An opportunity to promote the services that day laborers offer</i></li></ul> |

We look forward to receiving your responses, and will be in touch soon to discuss if partnership is the right fit for our organization.

Respectfully,

Voz

## 2.3 Voz day laborer Green Jobs Workshop Plan

**Number of attendees:** 8-15

**Number of facilitators:** 1 if the group is 8-10 people. 2 if the group is 10-15 people.

**Number of translators:** 1 if the group is 8-10 people. 2 if the group is 10-15 people.

**Length:** 2 hours

### Workshop Goals:

Draw connections to green jobs for day laborers so that they can see themselves as part of the green jobs workforce.

### Learning Objectives:

- Acknowledge the skills and knowledge day laborers currently have.
- Introduce new green concepts to the work that they already know.
- Identify ways green jobs skills would increase the value of day laborer work.
- Highlight worker safety.

### Description:

In this workshop, day laborers will look at an image of a home with traditional landscaping and use images to identify the kind of work, tools and skills that they use when they work there. The facilitator will then introduce a naturescaped home and how it addresses environmental issues. Day laborers will then discuss what kind of work, tools and skills they would need in that setting and how they are different. The workshop will then use the same approach comparing a site where a house is demolished with a site where the house is deconstructed.

### Modules and timing (for 8-10 attendees)

| Time       | Module                                  | Description  |
|------------|---|--|
| 5 minutes  | Introductions                           | Please say your name, and your favorite type of work (just one).   |
| 15 minutes | Landscaping<br>Job skills               | How many people here have worked on landscaping?<br>Here is a picture of house with a traditional landscape. It has grass, some bushes and a tree.<br>(Facilitator hand one of the landscaping images to the first person to the left.) Can you tell me what this job this is and what you need to know to do that job? (hand the next one to the next person) What job is this one and what skill do you need to know to do that job? (Continue with each of the traditional job skill images. When out of them ask) Are there other job skills that you have used when landscaping that we have not yet mentioned? |
| 10 minutes | Why naturescaping helps the environment | Here is a picture of a house that uses naturescaping or natural landscaping. In this picture, there is no lawn. The plants are native. This means that they are accustomed to the natural amount of sun and water and don't require as much watering. Native plants also work more cooperatively with the native insects so you don't need pesticides. Some natural landscapes use the water from the roof, driveways and streets to water the garden.   |

|            |                           |  |
|------------|---------------------------|--|
| 10 minutes | Naturescaping job skills  | <p>(Facilitator hand one of the naturescaping images to the first person to the right.) Can you tell me what this job this is and what you need to know to do that job? (hand the next one to the next person) What job is this one and what skill do you need to know to do that job? (Continue with each of the naturescaping job skill images. When out of them ask) Are there other things you think you would need to know to do this job.</p> <p>What do you think about safety? How might safety on the job be different?</p>   |
| 10 minutes | Demolition Job skills     | <p>Portland population is growing fast. To make room for so many people a lot of old homes are being removed and new apartment buildings are replacing them. The research shows that this is going to keep happening for as many as 10 years. How many people here have worked on a site where an old house was demolished?</p> <p>Here is a picture of house being demolished. It will be torn down in to a pile of rubble and then taken away all mixed together.</p> <p>(Facilitator hand one of the demolition images to the first person to the left.) Can you tell me what this job this is and what you need to know to do that job? (hand the next one to the next person) What job is this one and what skill do you need to know to do that job? (Continue with each of the traditional job skill images. When out of them ask) Are there other job skills that you have used when demolishing a house that we have not yet mentioned? There is not a lot of jobs on a demolition site is there?</p> |
| 10 minutes | Why Deconstruction?       | <p>What are old houses made of?</p> <p>Wood comes from trees, it takes mining to make steel. It also took a lot of energy to make the cement. When you demolish a building, what happens to all those materials? Does anyone know or want to guess?</p> <p>Because the house is crushed and materials are left in a big pile, they can pull out a few materials like wood and burn it, but most of it has been destroyed and it would be expensive to pick the materials apart. This is a shame because the forests are running out of trees and mining uses all sorts of toxic chemicals that end up in rivers. Have any of you lived in places where the forests were all cut down or mines have poisoned the water? Many people are displaced all over the world because of these practices.</p>  |
| 10 minutes | Deconstruction Job skills | <p>(Facilitator hand one of the deconstruction images to the first person to the right.) Can you tell me what this job this is and what you need to know to do that job? (hand the next one to the next person) What job is this one and what skill do you need to</p>   |

|            |            |   |
|------------|------------|---|
|            |            | <p>know to do that job? (Continue with each of the deconstruction job skill images. When out of them ask) Are there other things you think you would need to know to do this job.</p> <p>What do you think about safety? How might your safety on the job be different?</p>   |
| 20 minutes | Discussion | <p>The research showed that many employers care about the environment and will seek workers who know how to naturescape or deconstruct buildings. Also, in many settings in Portland the City of Portland is requiring these approaches. So, there will definitely be more jobs in these two areas.</p> <p>Do you think that Voz should do something at the Workers Center to help day laborers prepare for these changes? What would that look like?</p> |

**Modification for larger group:** Split the group in half and have one group work on the landscaping scenario and one group work on the construction scenario. Have the two groups pick someone to report back to the group what they discussed. Then proceed to the discussion as a whole.

**Materials, Supplies:** Four large house images: Printed in color ideally laminated. Each of the job skills images printed black and white but on different color paper so that you can easily see they are for different houses. Tape. Chart paper and a large pen for discussion notes.

## 2.4 Fact Sheet on Immigration and Environmental Justice

*(abbreviated from an article by Arnaldo Garcia, Immigration, Population, and Environmental Justice, which appears on the site Reimagine at <http://www.reimaginerpe.org/node/918>)*

- Like ecological systems, communities of color do not have borders. Environmental justice recognizes that environmental racism has global and disproportionate impacts on sister communities, which are being subjected to toxic waste and industrial polluting production. For environmental justice community groups, organizers and advocates, the challenge is to protect all communities of color, regardless of their immigration status.
- Environmental organizations must address or acknowledge U.S. liability for the displacement of communities that are forced to migrate.
- Globalization, or international economic restructuring, is driven by unsustainable social and economic development that puts profits before environmental protection and community. U.S. intervention—whether economic, cultural or military—triggers displacement and forces people to move in search of survival i.e. immigration.
- The U.S. receives less than two percent of the world's migrants and refugees. The immigrant community grew rapidly during the 1990s, with over 13 million people entering the country, according to the U.S. Census. Now there are over 31 million immigrants in the U.S., representing about 11 percent of the population—still lower than the record level of 15 percent set in 1900.
- President Ronald Reagan agenda imposed cutbacks and privatization of public services, and reversed and curtailed civil rights, environmental protections, and labor rights in order to maximize profits and capital mobility. Services, investments, industries, jobs and capital have since moved to the suburbs and across international borders, facilitated by "free" trade agreements. Low-income and working people, communities of color and immigrants bear the brunt of these changes.
- The immigrant rights movement is ultimately about securing sustainable community development and human rights, including labor, cultural, civil, social, economic and environmental rights, for everyone. Immigrant rights are also about equality and racial, economic and environmental justice. Immigrants, people of color, and low-income and working people share the same problems of poverty, access to jobs and housing, and suffer the same levels of unemployment and exposure to environmental degradation.



## 2.5 Sample Job Descriptions for Green Workforce Development

### Environmental Career Workforce Development Coordinator

#### Overview

Voz Workers' Rights Education Project (Voz) is a worker-led organization that empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights through leadership development, organizing, education and economic opportunity. As a frontline environmental justice community, Voz recognizes that day laborer and immigrants are not only at risk of increased levels of exposure to urban environmental risks and vulnerabilities, but should be at the center of the economic transition towards "greener" jobs.

The Environmental Career Workforce Development Coordinator will be responsible for training day laborers in skills for (1) jobs that are becoming increasingly environmentally friendly (e.g. weatherization & deconstruction) and (2) jobs in businesses that provide services that benefit the environment (e.g. installing solar panels & energy efficiency). The coordinator is responsible for maintaining current with (1) local and state policy and (2) local partnerships and coalitions that affect the workforce, and respond accordingly in coordinating additional training opportunities for day laborers and representing the day laborers interests. The coordinator works with all partners to establish systems to coordinate recruitment, training, job placement and retention, and to strengthen relationships with local and regional workforce development, government agency representatives, environmental justice, and labor groups. The coordinator serves as primary liaison with local community-based partners, and regional partners. The coordinator teaches, develops and/or adapts curricula on relevant topics such as, health & safety, workforce development, environmental justice, and green building.

#### Responsibilities

##### Skill Development and curriculum

- Identify and coordinate skills training opportunities to that advance the qualifications of day laborers in the green job industry. Examples include training on climate-related disaster relief, identifying workplace toxins, and deconstruction/demolition.
- Organize training schedule and logistics, coordinate with trainers, consultants and participants, and create evaluation tools for instructors and participants.
- Teach, develop and/or adapt curricula on relevant topics of environmental literacy with a focus on skill-building. Examples include curricula on ecosystems services and watershed health, pesticide free landscape management, native plant selection and maintenance, on-site storm water management including site analysis, design, materials, specifications and maintenance.
- Build and maintain relationships with skills trainers or workforce development agencies to develop job placement partnerships
- Establish and maintain standardized systems to document recruitment, training, job placement and retention.

### **Policy, Partnerships and Communications**

- Stay abreast of local and state policy that affect the workforce and respond accordingly in coordinating additional training opportunities for day laborers. Example is recently passed Portland regulation requiring deconstruction (instead of demolition), creating an opportunity for workers to “skill up” through training on deconstruction techniques.
- Maintain current local partnerships and coalitions Voz is a part of to strengthen workforce development programs
- Identify potential opportunities for additional partnership in workforce development, hiring of day laborers, and funding.
- Maintain regular communication with all partners, including community-based, workforce development and labor organizations, and environmental justice groups
- Develop communications specifically aimed at promoting Voz’s Workforce Development programs for potential members, allies, funders, employers, and elected officials

### **Skills, Knowledge and Experience**

- College degree in appropriate field or 5-year equivalent combination of education and experience.
- Experience and understanding of workforce development networks in Portland required; Experience with labor, social justice, and/or environmental justice organizations preferred.
- Working knowledge of occupational and/or environmental health topics, participatory adult education methods
- Demonstrated ability to develop lesson plans, education activities, training materials.
- Excellent verbal and written communication skills.
- Skills and experience in effective collaboration with diverse colleagues, students, community members, workers, and outside organization officials and staff.
- Working knowledge and proficient use of various user programs including but not limited to Microsoft Word, Outlook, Excel and Access.
- Ability to set goals and priorities which accurately reflect the relative importance of job responsibilities when faced with fluctuating workloads, and competing requirements to meet deadlines.
- Possess a valid OR driver’s license with access to a car for local travel to training site/s and ability to travel regionally and nationally as needed.
- Ability to work a flexible schedule as dictated by operational needs.
- Bilingual English-Spanish skills

## Environmental and Climate Justice Job Descriptions for Voz Program Directors

*These descriptions are provided to Voz as sample language to include in existing job descriptions for the current staff.*

**External Organizer/Executive Director EJ/CJ duties:** The External Organizer is the public voice, of Voz's narrative around workers' rights and Climate justice, including developing and sharing stories that connect day laborers, living wage green jobs, and civil rights as key components of regional and national fights for Climate justice and a Just Transition to a New Economy. He will represent the organization in coalition and alliance spaces as well as with the media, and seek to build strategic partners to facilitate the support of their EJ/CJ work. The External Organizer/Executive Director will supervise three program directors to ensure integration among all CJ/EJ campaign work and their alignment with Voz's strategic plan and mission.

**Internal Organizer:** The Internal Organizer will promote environmental literacy education among day laborers. She will help grow Voz's Popular Education programs to include EJ/CJ components (e.g. health and safety, disaster relief, and green jobs). The Internal Organizer will involve day laborers as representatives of the organization at public events, campaigns, or testimonies that connect the rights of the day labor to an Environmental Justice, Climate Justice and a Just Transition.

**Workers Center Director:** The Workers' Center Director is responsible for organizing skills training or workforce development opportunities to ensure the level of skill desired in the green jobs industry matches the actual skills of the day laborers. (The level to which the Worker's Center Director is responsible for workforce development depends on whether there is funding to procure a Workforce Development Coordinator, who would be responsible for actively seeking out partnerships to improve green job skills, job retention, and funding. Without said position, the Workers Center Director will either seek qualified trainers or courses that lead to certification in increasingly green industries (e.g. deconstruction or demolition), or in the case that he is fully certified in teaching a course (e.g. OSHA), train in these skills himself.) The Center Director, with help from the day laborers and Voz staff, is also responsible for coming up with operational guidelines for the MLK Workers' Center that "green" their day-to-day operations (e.g. using recycled paper for notebooks).

## 2.6 Workforce Development Partnership Scan

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### Training

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**Training on deconstruction.** Organizations offering this training: Oregon Tradeswomen, Inc.; EarthAdvantage; City of Portland Bureau of Planning and Sustainability; Green Building Services Inc.

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**Seismic retrofitting of homes.** Opportunity: The City promotes seismic retrofitting to homeowners by City. Day Laborers could find work helping given the proper training. Organizations offering this training: The City of Portland Office of Emergency Management.

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**Post-disaster clean-up training.** Organizations offering this training: Office of Emergency Management teaches classes throughout the year. Additional opportunity: Metro runs transfer stations and has a disaster debris budget with which they may available workforce development trainings. Contact Jonna Papaefthimiou at PBEM 503-823-3809, jonnep@portlandoregon.gov.

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**Mercy corps trainings for small business owners.** Opportunity: Mercy Corps NW offers classes and seminars for persons interested in entrepreneurship. They offer scholarships. Contact: Executive Director- John Haines; (503) 896-5072; jhaines@mercycorpsnw.org; mercycorpsnw.org/business/training/

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**Pre-disaster utilities or non-structural mitigation.** Opportunity: There is a lot to do in preparation for a natural disaster (e.g. shutting off gas & water). Landscaping for fire safety. Day Laborers are well suited to offer these services. Organizations offering this training: PGE has a webpage training on how to shutoff gas in preparation for a disaster. No training is currently offered regarding landscaping for Fire Escapes, but could be a service that Day Laborers provide.

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**Home energy scores (training on improvements people need to do to make their homes more efficient).** Organizations offering this training: EarthAdvantage, GreenTrainingUSA, and Nachi.

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**Food, gardening, & healthy eating.** Opportunity: The Oregon Food Bank offers educational workshops on Nutrition and Cooking, Gardening, and Community Food Systems. Contact: Emily Goldberg; egoldberg@oregonfoodbank.org; 503-853-8735.

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**Nature Scaping and Rain Garden Habitat.** Organizations offering this training: Audubon and EMSWCD.

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**Clackamas community college home orchard program.** Opportunity: The Horticulture Department at Clackamas Community College offers a variety of workshops and classes for professional licensing like fruit tree pruning, beekeeping school, greenhouse lighting and heating, and irrigation for small farms. Contact: The College Relations and Marketing Department 503-594-3017.

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**Training on food justice with Urban Gleaners.** Opportunity: Free or low-cost workshops occasionally. Contact: [urbangleaners.org](http://urbangleaners.org)

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**Free trainings with Home Orchard Society.** Opportunity: Free or low-cost workshops. Contact: [Homeorchardsociety.org/events](http://Homeorchardsociety.org/events)

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**Training in pruning your orchard with OSU Extension.** Opportunity: Occasional workshops. Contact: [catalog.extension.oregonstate.edu](http://catalog.extension.oregonstate.edu)

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**Training on toxics reduction in child care centers with Metro.** Opportunity: Metro has online materials on how to safely reduce toxics in child care centers. Contact: [oregonmetro.gov/tools-working/guie-toxics-free-child-care-center](http://oregonmetro.gov/tools-working/guie-toxics-free-child-care-center)

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## Job Opportunity

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**Let Us Build Cully Park.** Opportunity: The park (currently in Phase 1 of construction) will feature a community garden, habitat restoration area, and additional features. Day Laborers might be able to work on landscaping, maintaining, and performing general construction or maintenance.

Contact: Deputy Director - Tony DeFalco; 503-889-0087 ext. 227; [tonydefalco@verdenw.org](mailto:tonydefalco@verdenw.org)

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**Landscaping for landslides.** Opportunity: Landscape architects are looking at ways to scape property to make them less susceptible to landslides. The connection is not strong, but may strengthen in the coming year. .

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**Landscaping to prevent flooding [in basements].** Opportunity: EMSWCD is offers a lot of services to prepare homes, farms, and roads for flooding. There may be potential to hire for Day Laborers to work here. Contact: Aaron Guffey; 503-935-5362; [aaron@emswcd.org](mailto:aaron@emswcd.org)

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**Asbestos abatement due to SB 871.** Opportunity: SB 871 requires deconstruction contractors to deal with lead and asbestos abatement following guidelines made by the OHA. It is likely that the abatement community will be eager to hire people (it is very labor intensive). Day Laborers trained in proper removal techniques could find job opportunities as a result.

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**TaskRabbit app.** Opportunity: This phone app connects persons with specific tasks (e.g. mounting & installation, yard work, furniture assembly) to persons willing to help. Day Laborers may expand their connection to job offers via this app. More information: [www.taskrabbit.com](http://www.taskrabbit.com)

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**Enhabit Portland (a real estate company).** Opportunity: As a part of selling homes, Enhabit offers their clients "preparation for the market" services which includes- cleaning, purging, and staging the home. Day Laborers may offer their services during this stage. Contact: [inhabitportland.com](http://inhabitportland.com); 503-313-6476.

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**Audubon Native plant sales.** Opportunity: Audubon holds two or more native plant sales each year, typically in April. Many people buy plants in bulk and might need help digging holes. Day Laborers could be promoted at these sales as available to help planting. Contact: Backyard Habitat Program Manager - Nikkie West; [nwest@audubonportland.org](mailto:nwest@audubonportland.org); 503-292-6855 x 107.

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**PCRI's Homeownership Repair Program.** Opportunity: PCRI connects the homeowners they support to repair services. Day Laborers may be who they recommend. Contact: Lisa Williams; [lisa@pcrihome.org](mailto:lisa@pcrihome.org); 503-288-2923 x133.

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**Air BnB.** Opportunity: Day Laborers might provide the cleaning services in between guest stays.

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## Partnership

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**Micro Enterprise Services of Oregon (MESO).** Opportunity: Could develop relationship around training DLs in entrepreneurship. Contact: Felicia Wells-Thomas; [fwells@mesopdx.org](mailto:fwells@mesopdx.org); 503- 841-3351.

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**WorkSystems, Inc.** Opportunity: Fully funded On the Job Training (OJT) program, access to career and financial planning tools, and National Career Readiness Certification. Contact: Senior Project Manager - Kelly Haines; (503) 478-7331; [khaines@worksystems.org](mailto:khaines@worksystems.org)

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**Community Energy Project.** Opportunity: Free trainings such as weatherization, energy abatement, insulation, lead poisoning prevention, and in-home energy repair workshops. Program Director - Sherrie Pelsma; [outreach@communityenergyproject.org](mailto:outreach@communityenergyproject.org); 503-284-6827 x106.

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## Funding

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**East Multnomah Soil & Water Conservation District (EMSWCD).** Opportunity: (1) The Small Projects and Community Events (SPACE) Program provides grants of up to \$2,000 to support conservation projects, conservation education, and community events that promote natural resource conservation. Examples include on-the-ground restoration, pollution prevention projects, education of youth and/or adults, community gardening, and community events focused on improving public understanding of natural resource conservation; and (2) Partners in Conservation grant provides funding to support conservation projects and conservation education in the District. Examples include environmental education of adults and building capacity for conservation in community-based organizations. Contact: Gants Manager - Suzanne Easton; 503-935-5370; [suzanne@emswcd.org](mailto:suzanne@emswcd.org)

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## 2.7 Occupational Outlook Report

736 new jobs are likely to be created over the next ten years in occupations that workers and the center currently have skills to undertake. The top four occupations for new jobs within the skills of workers at the center are identified below. These occupations represent 560 new jobs over the next 10 years. Targeted training and skills development for workers to perform these types of work would best prepare day laborers to meet the needs for jobs that come into the Center.

- Brick masons and block masons
- Plumbers and plumbing helpers
- Carpenters and woodworking
- Cement masons and concrete finishers

**Methodology Note:** Voz conducted a survey of workers in 2016 and 2017 that was used as the basis for the skills match to occupational code<sup>14</sup> and occupational outlook<sup>15</sup> for the City of Portland. Research staff matched the skills identified by Voz staff and workers using the Standard Occupational Classification (SOC) System and then conducted a crosswalk analysis of SOC codes of Voz worker skills to Northern American Industrial Classification System (NAICS) categories. City of Portland employment data within the NAICS categories was translated back to SOC categories and the Bureau of Labor Occupational Outlook for each of the Voz worker skills occupation categories identified in Table 1 was then applied to the 2015 base year employment for a 2015-2025 City of Portland specific occupational outlook for the types of work that is conducted by workers at the Center.

**Table 1. Top Occupations by 10 Year Growth**

This table shows projected job growth for work that is relevant to **green job** industries and existing skills sets which day laborers have.

| SOC Description                         | SOC 10 year growth | Total Jobs 2025 | 2015-2025 Jobs |
|---|--------------------|-----------------|----------------|
| Brickmasons and blockmasons             | 18.6%              | 1,973           | 309            |
| Plumbers, pipefitters, and steamfitters | 11.5%              | 1,122           | 137            |
| Carpenters                              | 6.4%               | 1,400           | 84             |
| Cement masons and concrete finishers    | 13.1%              | 227             | 26             |
| Sheet metal workers                     | 6.7%               | 302             | 19             |
| Roofers                                 | 12.8%              | 165             | 19             |
| Drywall and ceiling tile installers     | 5.2%               | 287             | 14             |

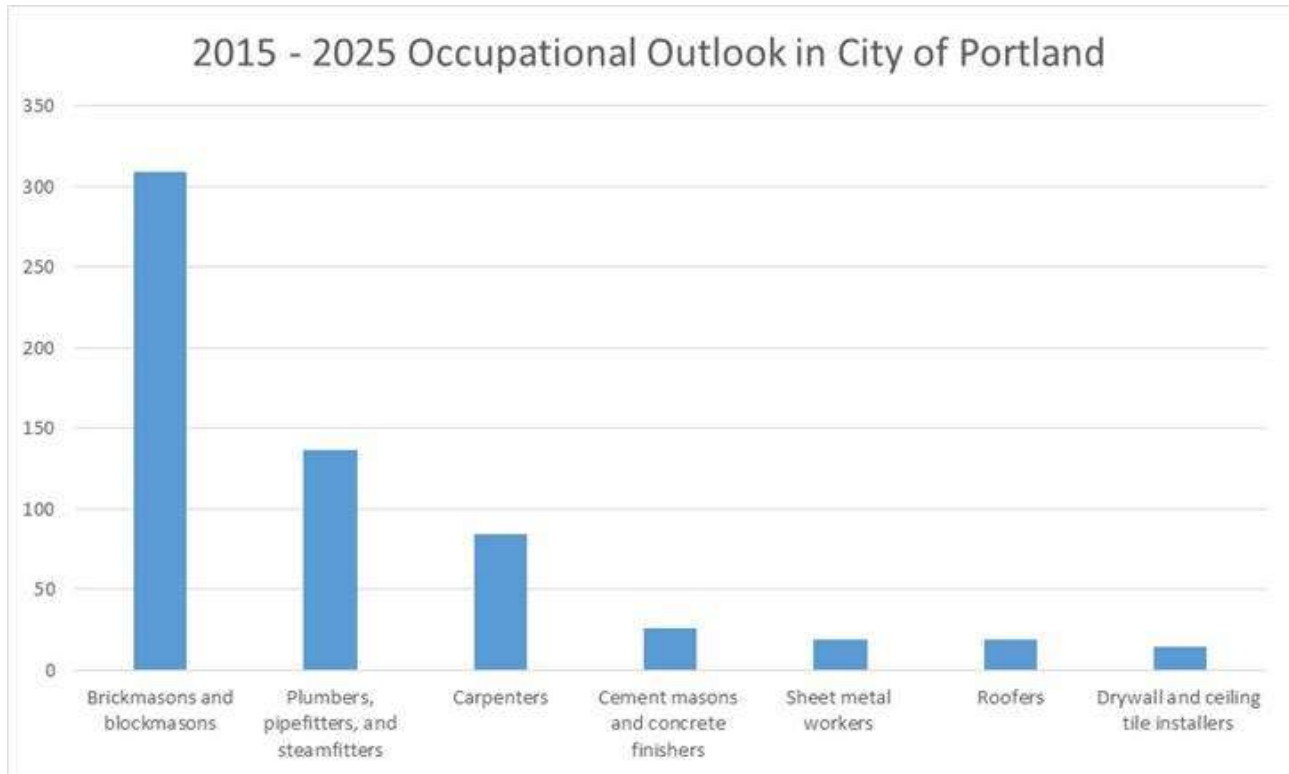
<sup>14</sup> The 2010 Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition.

<sup>15</sup> An occupation outlook conveys the projected rate of growth or decline in employment in an occupation over the next 10 years; also compares the projected growth rate with that projected for all other occupations



**Figure 1. 10-year Job Growth by Top Occupations**

This chart shows the amount of new jobs within each occupation that are forecast to grow in the City of Portland over the next ten years.



**Table 2. Voz Annual Skills Report 2016**

This table is a summary of the annual skills report conducted by Voz of day laborers who used the Center in 2016.

| Job Title                      | January    | February   | March      | April      | May        | June       | July       | August     | September  | October    | November   | December   | Total This Year | Number of Workers With Skill |
|--------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------------|------------------------------|
| general labor                  | 52         | 72         | 75         | 165        | 164        | 184        | 236        | 222        | 225        | 157        | 147        | 78         | 1777            | 0                            |
| Moving                         | 65         | 51         | 99         | 112        | 130        | 133        | 105        | 102        | 63         | 58         | 79         | 53         | 1050            | 0                            |
| Yardwork                       | 5          | 23         | 28         | 127        | 126        | 95         | 98         | 74         | 29         | 30         | 32         | 9          | 676             | 0                            |
| Digging/Weeding                | 19         | 20         | 26         | 57         | 52         | 45         | 25         | 37         | 34         | 22         | 20         | 11         | 368             | 0                            |
| Landscaping                    | 2          | 8          | 33         | 44         | 48         | 54         | 54         | 36         | 10         | 10         | 6          | 5          | 310             | 180                          |
| Demolition                     | 3          | 13         | 26         | 19         | 39         | 23         | 29         | 39         | 9          | 12         | 14         | 4          | 230             | 0                            |
| Gardening                      | 2          | 8          | 24         | 21         | 20         | 16         | 12         | 14         | 9          | 6          | 7          | 0          | 139             | 0                            |
| painter (rollerbrush)          | 7          | 4          | 5          | 13         | 6          | 19         | 18         | 24         | 13         | 6          | 4          | 1          | 120             | 131                          |
| insulation / sheetrock         | 6          | 5          | 1          | 4          | 8          | 2          | 7          | 7          | 0          | 4          | 1          | 0          | 45              | 55                           |
| carpentry (siding / framing)   | 3          | 0          | 0          | 0          | 3          | 5          | 0          | 11         | 7          | 1          | 5          | 0          | 35              | 134                          |
| Roofing                        | 0          | 4          | 2          | 4          | 2          | 4          | 0          | 0          | 5          | 6          | 4          | 0          | 31              | 42                           |
| brick / masonry / tile setting | 0          | 5          | 1          | 5          | 4          | 1          | 5          | 2          | 0          | 2          | 0          | 0          | 25              | 56                           |
| painter (spray)                | 1          | 0          | 0          | 7          | 0          | 0          | 1          | 2          | 0          | 0          | 0          | 0          | 11              | 34                           |
| HHH housework                  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 2          | 0          | 2          | 2          | 7               | 0                            |
| DWC Chambita 1hr               | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 5          | 2          | 7               | 0                            |
| DWC Chambita 2hr               | 1          | 0          | 2          | 0          | 2          | 0          | 0          | 0          | 0          | 0          | 2          | 0          | 7               | 0                            |
| HHH Chambita 2hr               | 2          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 2          | 5               | 0                            |
| Build retaining wall / fence   | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 1          | 2          | 0          | 0          | 0          | 4               | 37                           |
| <b>Total</b>                   | <b>168</b> | <b>213</b> | <b>323</b> | <b>578</b> | <b>604</b> | <b>581</b> | <b>591</b> | <b>572</b> | <b>408</b> | <b>314</b> | <b>328</b> | <b>167</b> | <b>4847</b>     | <b>669</b>                   |

**Table 3. Voz Annual Skills Report 2017 (January-May)**

This table is a summary of the annual skills report conducted by Voz of day laborers who used the Center up to May of 2017.

| Job Title                      | January    | February   | March      | April      | May        | June     | July     | August   | September | October  | November | December | Total This Year | Number of Workers With Skill |
|--------------------------------|------------|------------|------------|------------|------------|----------|----------|----------|-----------|----------|----------|----------|-----------------|------------------------------|
| general labor                  | 56         | 68         | 135        | 154        | 108        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 521             | 0                            |
| Moving                         | 33         | 38         | 39         | 82         | 45         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 237             | 0                            |
| Landscaping                    | 5          | 1          | 40         | 59         | 43         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 148             | 180                          |
| Yardwork                       | 1          | 20         | 20         | 58         | 41         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 140             | 0                            |
| Digging/Weeding                | 6          | 17         | 36         | 31         | 32         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 122             | 0                            |
| Demolition                     | 7          | 13         | 19         | 19         | 18         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 76              | 0                            |
| Gardening                      | 0          | 1          | 6          | 27         | 21         | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 55              | 0                            |
| painter (rollerbrush)          | 1          | 6          | 5          | 12         | 9          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 33              | 131                          |
| Roofing                        | 0          | 0          | 0          | 7          | 3          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 10              | 42                           |
| brick / masonry / tile setting | 0          | 0          | 3          | 5          | 1          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 9               | 56                           |
| insulation / sheetrock         | 0          | 0          | 0          | 5          | 3          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 8               | 55                           |
| HHH housework                  | 0          | 1          | 5          | 0          | 0          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 6               | 0                            |
| carpentry (siding / framing)   | 0          | 0          | 1          | 0          | 2          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 3               | 134                          |
| DWC Chambita 2hr               | 0          | 0          | 0          | 2          | 1          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 3               | 0                            |
| DWC Chambita 1hr               | 0          | 0          | 2          | 0          | 0          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 2               | 0                            |
| Build retaining wall / fence   | 0          | 0          | 2          | 0          | 0          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 2               | 37                           |
| HHH Chambita 2hr               | 1          | 0          | 0          | 0          | 0          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 1               | 0                            |
| painter (spray)                | 0          | 0          | 0          | 0          | 1          | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 1               | 34                           |
| <b>Total</b>                   | <b>110</b> | <b>165</b> | <b>313</b> | <b>461</b> | <b>328</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>1377</b>     | <b>669</b>                   |

**Table 4. Voz Worker Skills Matched to SOC Categories**

This table shows the occupational categories that include the work performed by workers at the Martin Luther King Jr. Worker Center. The research team mapped the skills from the Annual Skills Report to these categories to perform the occupational outlook analysis.

| SOC     | Occupation   |
|---------|--|
| 37-2019 | Building Cleaning Workers, all other                                       |
| 37-3013 | Tree trimmers and pruners  |
| 47-2021 | Brickmasons and blockmasons  |
| 47-2022 | Stonemasons  |
| 47-2031 | Carpenters   |
| 47-2044 | Tile and marble setters  |
| 47-2051 | Cement masons and concrete finishers                                       |
| 47-2053 | Terrazzo Workers and finishers   |
| 47-2061 | Construction laborers  |
| 47-2081 | Drywall and ceiling tile installers  |
| 47-2082 | Tapers   |
| 47-2131 | Insulation workers, floor, ceiling, and wall                               |
| 47-2152 | Plumbers, pipefitters, and steamfitters                                    |
| 47-2161 | Plasterers and stucco masons   |
| 47-2181 | Roofers  |
| 47-2211 | Sheet metal workers  |
| 47-3011 | Helpers-brickmasons, blockmasons, stonemasons, and tile and marble setters |
| 47-3012 | Helpers-carpenters   |
| 47-3014 | Helpers- painters, paperhangers, plasterers, and stucco masons             |
| 47-3015 | Helpers-pipelayers, plumbers, pipefitters, and steamfitters                |
| 47-3016 | Helpers- roofers   |
| 47-3019 | Helpers, construction trades, all other                                    |
| 47-4031 | Fence erectors   |
| 47-4041 | Hazardous materials removal workers  |

**Table 5. SOC Category Crosswalk to NAICS Employment Share**

This table shows the crosswalk that was used for the technical analysis to identify the employment forecast for the City of Portland. This is the technical analysis that was conducted to map the 2015 City of Portland employment by North American Industrial Classification System to the Bureau of Labor Statistics Occupation Outlook. This crosswalk was used to develop a City of Portland specific analysis because the Bureau of Labor Statistics Occupation Outlook data is only available for the Portland Region.

| SOC     | self employed | represented share | 1.NAICS | 1.Share of industry | 1.Share of occupation | 2.NAICS | 2.Share of industry | 2.Share of occupation | 3.NAICS | 3.Share of industry | 3.Share of occupation |
|---------|---------------|-------------------|---------|---------------------|-----------------------|---------|---------------------|-----------------------|---------|---------------------|-----------------------|
| 37-2019 | 4.9%          | 74.0%             | 561700  | 0.60%               | 70.4%                 |         |                     |                       |         |                     |                       |
| 37-3013 | 25.9%         | 93.3%             | 561700  | 1.70%               | 61.0%                 | 999300  | 0.1%                | 5.8%                  | 221100  | 0.3%                | 2.3%                  |
| 47-2021 | 24.7%         | 88.7%             | 238100  | 1.00%               | 58.8%                 | 236200  | 50.0%               | 4.8%                  | 238300  | 0.4%                | 3.2%                  |
| 47-2022 | 24.9%         | 62.8%             | 238100  | 0.80%               | 38.9%                 | 327900  | 0.9%                | 4.5%                  | 238900  | 0.1%                | 3.8%                  |
| 47-2031 | 33.6%         | 60.4%             | 236100  | 29.20%              | 20.4%                 | 236200  | 16.2%               | 11.9%                 | 238100  | 9.8%                | 7.8%                  |
| 47-2044 | 41.9%         | 85.4%             | 238300  | 3.40%               | 43.8%                 | 327900  | 2.4%                | 3.2%                  | 238100  | 0.2%                | 2.6%                  |
| 47-2051 | 2.2%          | 75.6%             | 238100  | 9.80%               | 47.3%                 | 238900  | 4.6%                | 17.4%                 | 236200  | 2.0%                | 9.2%                  |
| 47-2053 | 2.2%          | 84.6%             | 238300  | 0.40%               | 77.5%                 | 327300  | 0%                  | 3%                    | 327900  | 0%                  | 3%                    |
| 47-2061 | 25.7%         | 94.3%             | 230000  | 11.40%              | 60.4%                 | 560000  | 0.9%                | 6.3%                  | 900000  | 0.4%                | 3.4%                  |
| 47-2081 | 18.6%         | 96.2%             | 238300  | 10.20%              | 68.0%                 | 236100  | 0.9%                | 5.4%                  | 236200  | 0.8%                | 4.9%                  |
| 47-2082 | 18.6%         | 98.8%             | 238300  | 2.20%               | 73.4%                 | 236200  | 0.2%                | 5.1%                  | 236100  | 0.1%                | 1.9%                  |
| 47-2131 | 4.0%          | 89.0%             | 238300  | 2.60%               | 73.2%                 | 238200  | 0.1%                | 8.2%                  | 236200  | 0.1%                | 4.0%                  |
| 47-2152 | 10.5%         | 78.8%             | 238200  | 14.70%              | 62.9%                 | 237100  | 3.7%                | 4.1%                  | 236200  | 2.1%                | 3.5%                  |
| 47-2161 | 21.6%         | 83.5%             | 238300  | 1.60%               | 42.2%                 | 238100  | 0.7%                | 18.9%                 | 238900  | 0.2%                | 4.4%                  |
| 47-2181 | 18.6%         | 93.9%             | 238100  | 12.20%              | 74.0%                 | 236200  | 0.2%                | 1.3%                  | 238300  | 0.2%                | 1.1%                  |
| 47-2211 | 4.6%          | 72.6%             | 238200  | 3.40%               | 44.4%                 | 332300  | 5.5%                | 14.0%                 | 238100  | 2.0%                | 10.9%                 |
| 47-3011 | 0.4%          | 95.0%             | 238100  | 2.30%               | 73.6%                 | 238300  | 0.6%                | 19.0%                 | 236200  | 0.1%                | 2.0%                  |
| 47-3012 | 0.4%          | 69.9%             | 236100  | 2.30%               | 38.8%                 | 236200  | 1.0%                | 16.9%                 | 238300  | 0.8%                | 13.9%                 |
| 47-3014 | 0.4%          | 91.0%             | 238300  | 1.30%               | 80.3%                 | 238900  | 0.1%                | 6.4%                  | 238100  | 0.1%                | 3.9%                  |
| 47-3015 | 0.4%          | 91.5%             | 238200  | 2.20%               | 76.9%                 | 237100  | 0.9%                | 8.3%                  | 236200  | 0.4%                | 5.9%                  |
| 47-3016 | 0.4%          | 97.8%             | 238100  | 1.50%               | 97.4%                 |         |                     |                       |         |                     |                       |
| 47-3019 | 0.4%          | 44.4%             | 238300  | 0.50%               | 16.9%                 | 238100  | 0.4%                | 14.8%                 | 238900  | 0.4%                | 12.5%                 |
| 47-4031 | 14.7%         | 92.0%             | 238900  | 3.00%               | 72.6%                 | 444100  | 0.1%                | 4.8%                  | 423300  | 0.1%                | 1.1%                  |
| 47-4041 | 3.2%          | 76.9%             | 562900  | 19.30%              | 0.587                 | 562200  | 0.05                | 0.107                 | 562100  | 0.014               | 0.05                  |

## 2.8 Case Study Review and Summary

### Introduction

Through a grant from Meyer Memorial Trust, Voz Workers' Rights Education Project, has collaborated with the City of Portland Bureau of Planning and Sustainability and Enlace to help the organization align their mission to environmental justice and climate justice priorities. As part of this collaboration, they are interested in understanding how their work and the people they serve relate to environmental and climate justice issues. Further, Voz is interested in understanding how day laborers may have access to green jobs as way to promote a just transition to the green economy. What follows are summaries of articles/reports related to day laborers and green jobs. These case studies provide a framework for understanding day labor work and the green economy. It will help to inform a green jobs employment outlook analysis for Voz.

To answer the broader question of access to green jobs for day laborers, some suggestions include:

- A collaboration with local universities who can provide training classes in various construction related fields, including green construction, and/or green landscaping.
- Push for policy initiatives that encourage economic growth and prioritize green job development, such as requiring building retrofits, deconstruction of buildings, etc.
- Institute a "first responder's unit" for future natural disasters and ensure adequate training of day laborers and knowledge of safety requirements during such disasters.
- Organize a green cleaning cooperative lead by women day laborers and trainings in eco-cleaning.
- Establish training programs for women in construction.
- Institute a Just Transition Task Force led by a public-private partnership with local non-profits.
- Require green jobs training programs in industries considered "non-traditional" for women.

### Who Are day laborers?

#### Abstract

"Day laborers are temporary and/or seasonal workers that are forced to live a transient life as they move their families in search of work." As workers, they lack stable employment and thus are forced to seek employment by standing on street corners, in parking lots, or through more formal avenues such as workers centers which organize day laborers to negotiate fair wages and working conditions. Many day laborers are immigrants, and face an even greater challenge of acquiring stable employment due to undocumented status, etc.

Valenzuela Jr., Abel, et al. “On the Corner: Day Labor in the United States.” January 2006. Considered one of the first national studies on day laborers, with 2,600 day laborers surveyed. Based on survey data, about 21 percent of day laborers search for work at day labor worker centers. In terms of employers, 49 percent are employed by homeowners/renters, and 43 percent construction contractors. Top five occupations of day laborers include:

1. Construction labor
2. Gardener and landscaper
3. Painter
4. Roofer
5. Drywall installer

As of 2006, the median hourly wage for day labor work was \$10. 83% of day laborers surveyed rely on day labor as their sole source of income. The report identifies several policy approaches to problems faced by day laborers, including:

- Improved worker protections
- Better enforcement of workplace safety conditions
- Increased access to legal services (to remedy rights violations)
- The implementation of workforce development strategies that can help day laborers make the transition from the informal economy into better jobs
- Realistic immigration reform, including normalizing the immigration status of undocumented migrants

Table 3: Top Occupations and Employers of Day Laborers

|                         | TOTAL (%) | West (%) | Midwest (%) | Southwest (%) | South (%) | East (%) |
|-------------------------|-----------|----------|-------------|---------------|-----------|----------|
| <b>Occupation</b>       |           |          |             |               |           |          |
| Construction laborer    | 90        | 92       | 92          | 88            | 92        | 88       |
| Mover                   | 83        | 87       | 75          | 81            | 86        | 79       |
| Gardener/Landscaper     | 83        | 86       | 77          | 89            | 89        | 72       |
| Painter                 | 80        | 82       | 85          | 80            | 83        | 75       |
| Roofer                  | 66        | 67       | 81          | 67            | 67        | 62       |
| House cleaner           | 64        | 62       | 67          | 72            | 67        | 60       |
| Carpenter               | 56        | 54       | 69          | 55            | 67        | 55       |
| Drywall installer       | 58        | 60       | 68          | 56            | 64        | 53       |
| Farm worker             | 51        | 51       | 80          | 42            | 55        | 50       |
| Dishwasher              | 39        | 38       | 53          | 32            | 51        | 39       |
| Car washer              | 35        | 34       | 47          | 37            | 43        | 31       |
| Electrician             | 21        | 24       | 20          | 18            | 25        | 16       |
| Cook                    | 17        | 18       | 27          | 7             | 22        | 16       |
| Other                   | 39        | 41       | 21          | 49            | 48        | 26       |
| <b>Type of Employer</b> |           |          |             |               |           |          |
| Contractor              | 43        | 40       | 41          | 41            | 46        | 50       |
| Private individual      | 49        | 52       | 38          | 55            | 45        | 42       |
| Company                 | 6         | 4        | 20          | 3             | 9         | 7        |
| Other day laborers      | 1         | 2        | 1           | 1             | 1         | 1        |

Source: National Day Labor Survey, 2004.

In relation to workplace safety, there is a high incidence of workplace injury among day laborers, unsafe working conditions, employer abuses, and violations of labor standards, including wage theft. The worker center provides a facilitated regulated space where workers and their employers can

congregate. On the demand side of the day labor market, they monitor the actions of employers, and they increase transparency in the hiring process. On the supply side, they “organize and normalize the hiring of day laborers and monitor worker quality;” further, they provide employment assistance and skills trainings, including English classes.

**Valenzuela Jr., Abel. “Day Labor Work.” *Annu. Rev. Sociol.* 2003. 29:307–33**

This report identifies two different types of day labor industries: informal and formal. “Informal day labor is characterized by men (and, in a few cases, women) who congregate in open-air curbside or visible markets such as empty lots, street corners, parking lots, designated public spaces, or store fronts of home improvement establishments to solicit temporary daily work.” The Bureau of Labor Statistics defines day labor as “part of a litany of contingent workers that includes independent contractors, on-call workers, temp agency workers, and workers provided by contract firms.” There are three categories of informal day labor hiring sites: connected, unconnected, and regulated:

- “connected sites represent informal hiring sites connected to some specific industry such as painting, landscaping or gardening, moving, and home improvement.”
- “Unconnected sites seemingly do not have any link to a specific industry but may very well exist for other reasons such as foot or vehicular traffic, police cooperation, historical reasons, or prime location in a specific community or intersection.”
- Regulated sites resemble formal temp agencies

**Theodore, Nik, et al. “La Esquina (The Corner): day laborers on the Margins of New York’s Formal Economy.” *WorkingUSA: The Journal of Labor and Society*, Vol. 9, December 2006.**

The New York economy has seen sweeping changes in relation to industry and occupational composition. “Day labor is the epitome of the type of casualized and individualized employment relationships that have been on the rise in the New York economy as well as in other U.S. cities.” The structure of day labor work leaves workers at risk for substandard working conditions, especially considering its position in the wider informal economy; these characteristics include:

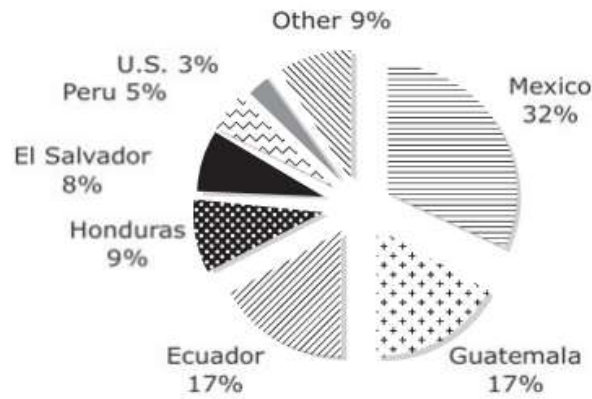
- “It exists largely beyond the reach of government regulation;
- It activities (e.g., residential construction, moving, light manufacturing, and landscaping) are carried out in an interdependent relationship with the formal, mainstream economy, where enterprises can gain competitive advantage by placing downward pressure on labor costs and by hiring workers outside of formal employment arrangements;
- Wage payments typically are made in cash to avoid detection by government regulatory enforcement agencies; and
- Systemic violations of labor and employment laws are the norm.

Based on the report, within the New York metropolitan area, 4,349-8,283 workers are employed or searching for work as day laborers on a typical day. Day laborers gather at connected, unconnected, and regulated sites. In terms of racial and ethnic makeup of day laborers, “the vast majority (88%) of day laborers surveyed are migrant workers from Mexico, Central America, and South America.”

**Table 1.** Average Number of Day Laborers at Hiring Sites

| Number of workers at site | Number of sites | Average workers at site |
|---------------------------|-----------------|-------------------------|
| Small 5–29                | 15              | 15                      |
| Medium 30–69              | 19              | 47                      |
| Large 70–165              | 17              | 91                      |
| Other identified sites    | 6               | NA                      |
| <b>Total</b>              | <b>57</b>       | <b>51</b>               |

Source: New York Day Labor Survey.



**Figure 1.** Country of Origin.

While day laborers perform a variety of jobs, the top occupations are construction laborer, cleanup worker, painter, and mover. Day laborers surveyed for this report also “reported having training and general competency in a range of occupations, primarily those related to construction and landscaping.”



**Table 3.** Top Tasks Performed as a Day Laborer (*n* = 288)

| Task                 | Percentage |
|----------------------|------------|
| Construction labor   | 87         |
| Site cleanup         | 85         |
| Painting             | 77         |
| Moving/hauling       | 76         |
| Digging              | 76         |
| Gardening            | 73         |
| Demolition           | 72         |
| Landscaping          | 68         |
| Roofing              | 64         |
| Drywall installation | 55         |
| Plumbing             | 29         |
| Mechanic             | 11         |

*Source:* New York Day Labor Survey.

**Table 4.** Jobs for which Day Laborers have Training and Expertise

| Occupation         | Percentage |
|--------------------|------------|
| Construction labor | 83         |
| Painter            | 71         |
| Gardener           | 60         |
| Carpenter          | 41         |
| Plumber            | 24         |
| Electrician        | 17         |
| Mechanic           | 14         |

*Source:* New York Day Labor Survey.

## Women day laborers and Domestic Work

### Abstract

Studies on day laborers have focused mostly on men while women day laborers have been rendered invisible when the image of a day laborer comes to mind. While most women day laborers engage in domestic work, they also engage in other forms of day labor work including construction. Women day laborers have limited protection under federal laws and those employed as domestic workers are excluded from the Occupational Safety and Health Act.<sup>16</sup>

### Figuroa, Maria, et al. “Standing Up for Dignity: Women day laborers in Brooklyn, NY”

In a 2005 survey, women represented 2% of an estimated 120,000 day laborers in the U.S. Many of these women are employed in domestic work, such as housekeeping, cleaning, etc. Under U.S. Federal Law, day laborers who work in households as domestic workers have limited coverage and are excluded from the Occupational Safety and Health Act. The 1935 National Labor Relations Act also excludes domestic workers in its definition of “employee.” Female day laborers surveyed for the report noted several common themes of day labor work, including risk of wage theft, worker abuses and work hazards.

The report identifies several recommendations related to conditions that the women day laborers face. Related to employment as domestic workers, recommendations include an in-depth analysis of the legal framework of domestic work, and recommendations for amendments to existing laws or the passing of new laws for furthering worker protections. Other recommendations include

<sup>16</sup> “Standing up for Dignity: Women day laborers in Brooklyn, NY.”

workforce development opportunities to promote more stable employment in jobs such as housekeeping, and construction.

**Kennedy, Elizabeth J. “The Invisible Corner: Expanding Workplace Rights for Female day laborers”**

Compared to men, women day laborers are “often forced to search for work in more unregulated public and private spaces, with some choosing to look for domestic day labor on open-air street corners like their male counterparts, and others searching through more informal referral networks that generally characterize domestic work.” Those employed as domestic workers face greater risks associated with working in private households, such as discrimination, coercion, and physical abuse. In the 2005 NDLO Survey, women comprised of just 2% of the day labor workforce; however, this percentage excludes those employed as domestic workers, including those hired as “daily elder-care attendants,” or seeking out housecleaning work through various channels such as [www.craigslist.org](http://www.craigslist.org), etc. While day labor worker centers have succeeded in protecting day labor rights, “most day labor worker centers do not address the particular needs of domestic day laborers.”

**Disaster Recovery- Opportunities and Constraints**

**Abstract**

Day laborers have been instrumental in leading in cleanup and disaster relief efforts after major disasters, such as Hurricane Katrina in 2005 and Hurricane Sandy in 2012. However, they are a largely invisible force, and face risks of employer abuses, wage theft/unpaid wages, and dangerous working conditions, especially if not provided with appropriate safety gear for various jobs, which are often not provided to day laborers.

**Browne-Dianis, Judith, et al. “And Injustice for All: Workers’ Lives in the Reconstruction of New Orleans”**

More than 700 workers were interviewed for this report which highlights structural and systemic racism associated with the aftermath of Hurricane Katrina and access to reconstruction jobs. Close to 30,000 to 100,000 migrant workers arrived in the Gulf Coast to work in reconstruction zones post-Katrina. The report provides personal narratives on workers’ experiences post-Katrina, including experiences with abuse, substandard conditions, and wage theft. According to the report, “ICE raids of day laborer sites and work sites have increased substantially in the wake of Hurricane Katrina.” In addition to the plight of day laborers working in such conditions, the report also examines the exclusion of African Americans from reconstruction jobs, and the result of media reports which seemed to pit African Americans and Latino day laborers against each other. Two scripts were written following Katrina:

- “There’s a mob at the gates”
- “They’re stealing jobs”

This script set the tone for the relationship between day laborers arriving in New Orleans and the local black community, largely stemming from the media and a lack of awareness of each group’s plight post-Katrina.

While many African Americans were excluded and/or not prioritized for reconstruction jobs, migrant workers could access such jobs, but they soon found themselves being exploited by contractors and faced other substandard conditions. They were promised housing and good paying jobs, but many were left homeless.

**Cordero-Guzman, Hector, et al. “Day Labor, Worker Centers & Disaster Relief Work in the Aftermath of Hurricane Sandy.” October 2013.**

In the aftermath of Hurricane Sandy, day laborers were instrumental in the cleanup and recovery efforts. However, their contributions have been largely overlooked by local governments and disaster planning agencies. The types of work performed by day laborers include: debris removal and cleanup, demolition work, yard maintenance and landscaping, and basement remodeling. Other jobs included mold removal, roofing and insulation, carpentry, domestic and household work, plumbing, and others. Day laborers surveyed highlighted the importance of worker centers as the primary source of information on trainings for such jobs, considering many employers failed to provide the necessary protective equipment. As such, many day laborers were exposed to hazardous materials and unsafe working conditions.

The report notes the impacts of Hurricane Sandy on day labor, which include:

- An increase in the number of workers reporting to hiring sites/corners
- The creation of new hiring sites and corners
- The migration of workers from other industries to the day labor industry
- The migration of workers from other states to affected areas
- Increased hazards for workers in reconstruction areas

Similar to the aftermath of Hurricane Katrina, many day laborers migrated to the affected areas, drawn by the opportunity for cleanup and relief/reconstruction work. They were employed by homeowners and contractors, but more the former. As employers, many homeowners lacked the necessary information for working in such conditions, and first-time day laborers succumbed to working in hazardous conditions due to ill-equipped homeowners. Day laborers also noted the interactions with volunteers, and how some homeowners preferred hiring volunteers due to minimal costs involved. Day laborers noted that the work done by volunteers were poorly done, and they often had to redo the work.

Key recommendations from the report include:

- Recognize the important role played by day laborers in relief and reconstruction by incorporating them and their organizations into disaster planning.
- Protect workers’ rights during reconstruction by dedicating specific resources from government agencies such as OSHA, the USDOL Wage and Hour division and other enforcement agencies to addressing the conditions faced by day laborers.
- Provided disaster preparation trainings to prepare workers for natural disasters.
- Provision of personal protective equipment.
- Allocate funds for Worker Centers in advance of Disaster Response and Reconstruction.
- Create day laborer centers in every borough of New York City, and in key surrounding metropolitan areas.
- Protect reconstruction workers from threat of deportation.

## Day laborers and the green economy

### Abstract

Day laborers work predominately in construction and landscaping, but also in domestic work such as housekeeping, etc. In such industries, there is a need to adjust to the reality of climate change and environmental justice goals by utilizing sustainable practices in construction, landscaping, cleaning, and related jobs applicable to day laborers.

### **“OECD Green Growth Studies: Greener Skills and Jobs, Highlights,” February 2014**

With the advent of new technologies, and the reality of a need for industries to transition to the green economy, new skills are needed. “Green skills are those skills needed to adapt products, services and processes to climate change and the related environmental requirements and regulations.” As defined by the United Nations, green jobs are “sectors and jobs in which waste creation and pollution is minimized.” The report notes that greening the economy will affect skills needs in three ways:

1. “Structural changes lead to increased demand for some occupations and decreases for other;
2. New economic activity will create new occupations and there will be a need for new skills profiles and qualification and training frameworks; and
3. Many existing occupations and industries will experience greening changes to tasks within their jobs, and this will require adjustments to the current training and qualification frameworks for these occupations.”

The latter point is applicable to day laborers employed in construction, landscaping, and other jobs, in that there will eventually be a need for new skills and training opportunities for current and future workers to meet this change. Public actors, such as city agencies will play a major role in ensuring that skills gaps are filled by “providing direction and co-ordination for skills development and training activities to occur.” Key recommendations are:

- Supporting green skills is integral to the transition to a low carbon economy
- Optimizing public policy coordination is key for the transition
- Fostering portable skills and lifelong learning
- Matching market development to regulatory activity
- Focusing on transparency around policy action
- Developing strategic capacity within micro, small, and medium firms
- Investing in R&D for anticipating and addressing gaps in knowledge

### **Martinson, Karen, et al., “Low-Skill Workers’ Access to Quality Green Jobs,” *The Urban Institute*, May 2010**

Access to green jobs by those in “low-skill” work will be a challenge as industries transition and/or align to the green economy. However, according to green jobs literature, “while the green economy involves relatively new industries and occupations, many occupations are similar to those in traditional industries.” Standard skills provided by machinists, technicians, and metal workers are translatable to those skills needed for manufacturing green related products, etc. Further, jobs in green construction and retrofitting require skills like those provided by electricians, carpenters, welders, etc. While this may provide more opportunities for workers to gain access to green jobs, the growth of these jobs is concentrated primarily in male dominated industries and occupations, thus leaving women less likely to benefit from investments in the green economy. According to the

report, “In 2007, women represented only 4% of all employees in natural resources, construction, and maintenance and only 23% in production, transportation, and material moving.”

Examples of low skill jobs in the green sector that apply to day labor work are insulation workers, and some construction laborers. Examples of training programs which provide low income people with access to green jobs is Sustainable South Bronx in New York. The 14-16-week training program covers topics such as green building, environmental cleanup, and green landscaping. A program of this sort could be replicated to meet the needs of day laborers who want access to green jobs.

**“Women in the Green Economy: Voices from Southeast Seattle,” *Got Green Seattle***

Access to green jobs for women is a challenge due to the concentration of jobs in male dominated industries. The “Women in the Green Economy Project” in Seattle, WA was a response to the lack of women that were enrolled in a federally funded weatherization installer job training program at Got Green, a non-profit that “organizes for environment, racial, and economic justice, and...cultivates community leaders to be central voices in the Green Movement to ensure that the benefits of the green movement and green economy reach low income communities and communities of color.” The organization recommends:

- Funding accessible training programs aimed at low income women in growing green sectors...
- Require green jobs training programs in industries considered “non-traditional for women” (green construction, alternative energy) to take specific steps to recruit women; address and remove gender barriers in their programs and provide childcare assistance
- Establish community hiring agreements on publicly funded green construction projects that provide for high road jobs: good paying, livable wage jobs with benefits, for local residents. Ensure that positions low income women may already qualify for—such as administrative support, customer service, and community outreach jobs—are covered by high road jobs agreements.

**“Green Jobs: Towards Decent Work in a Sustainable, Low-Carbon World,” United Nations Environment Programme, September 2008**

This report is one of the first comprehensive reports on the emergence of the “green economy.” According to the report, a green job is:

*“work in agriculture, manufacturing, research and development, administrative, and service activities that contribute substantially to preserving or restoring environmental quality. Specifically, but not exclusively, this includes jobs that help to protect ecosystems and biodiversity; reduce energy, materials, and water consumption through high-efficiency strategies; de-carbonize the economy; and minimize or altogether avoid generation of all forms of waste and pollution.”*

As the economy transitions to a more sustainable economy, or “green economy,” employment will be affected in four ways:

- Additional jobs will be created such as in the manufacturing of pollution-control devices added to existing production equipment
- Second, some employment will be substituted—as in shifting from fossil fuels to renewables, or from truck manufacturing to rail car manufacturing, or from landfilling and waste incineration to recycling
- Third, certain jobs may be eliminated without direct replacement—as when packaging materials are discouraged or banned and their production is discontinued

- Fourth, many existing jobs (especially such as plumbers, electricians, metal workers, and construction workers) will be transformed and redefined as day-to-day skill sets, work methods, and profiles are greened

The latter point is especially promising for day laborers who come with a variety of transferable skills in construction, metal work, plastering, landscaping, etc. Jobs created in green building/construction and retrofitting, relevant to day laborers, include pipe fitters, sheet metal workers, and general construction workers. While a transition to a green economy will create demand for workers, there will be a skills gap that will require adequate training for workers.

**Cha, J. Mijin & Lara Skinner, “Reversing Inequality, Combatting Climate Change: A Climate Jobs Program for New York State,” June 2017**

New York City launched the Green Jobs Corps which will train close to three thousand workers for the building and construction trade. This is a result of the city investing in \$2.6 billion for municipal building retrofits, which will create a demand for workers, specifically in the building and construction industry. The report offers several climate jobs recommendations divvied up in four primary sections: Building Sector, Energy Sector, Transportation Sector, and Just Transition Recommendation. The latter recommendation aims to establish a Just Transition Task Force in the state that would ensure a fair and equitable transition to a new, clean energy economy. A task force of this sort is important in determining the need to support workers who would negatively impacted by a transition to the green economy which could overhaul establish economic bases. Thus, there is a need to mitigate those potentialities by offering training to venerable workers.

Jobs identified within the building sector as a result of a climate jobs program would be created for: “boilermakers, HVAC and refrigeration mechanics, plumbers, pipefitters and steamfitters, insulators, sheet metal workers, electricians, cement masons, control system mechanics, roofers, glaziers, and construction truck drivers...also, hazardous material removal workers, construction equipment operators, architects, and mechanical and electrical engineers.”



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