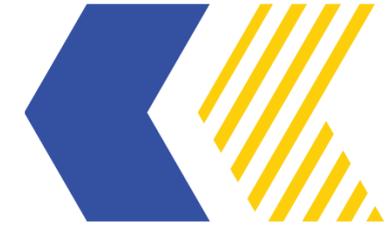


PRESENTATION BY NAVAJO POWER

Workforce Development **Collaboration**

Presented By: Ceceilia Tso





Brett Issac
CEO



Clara Pratte
Executive
Chair



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Senior Director of
Project Development



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Director of Community
Engagement and
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Introduction



NAVAJO POWER HOME

Impact

Navajo Power Home exemplifies the power of collaboration in driving workforce development.

By focusing on essential off-grid infrastructure, NPH trains and supports solar technicians to transition them into the renewable energy workforce.

Additionally, we aim to create pathways for youth by offering internships that lead to sustainable, meaningful employment opportunities.



- **Increased Employability**
- **Higher Earning Potential**
- **Access to New Opportunities**

Workforce Development Is Essential



Improving the Navajo workforce is essential for our future generations.

Economic Empowerment:

A stronger workforce can lead to job creation and economic development within the Navajo Nation, reduce poverty and dependence on external resources.

Sustainability:

As the Nation transitions from fossil fuels to renewable energy, training in new technologies can provide sustainable job opportunities and ensure that local communities benefit.

Community Resilience:

Enhancing workforce skills can lead to greater self-sufficiency and resilience against economic fluctuations, allowing communities to thrive independently.

Cultural Preservation:

Fostering a workforce and job opportunities on the Nation can help keep more of our people at home and preserve Navajo culture while promoting current economic opportunities.

Health and Well-being:

Increased employment can improve overall quality of life, reducing unemployment-related stress and promoting better health outcomes for families.

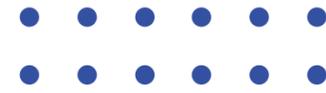
Youth Engagement:

Investing in workforce development can attract and retain young people in their communities, fostering a sense of pride and connection to their land and heritage.



5

Current Workforce

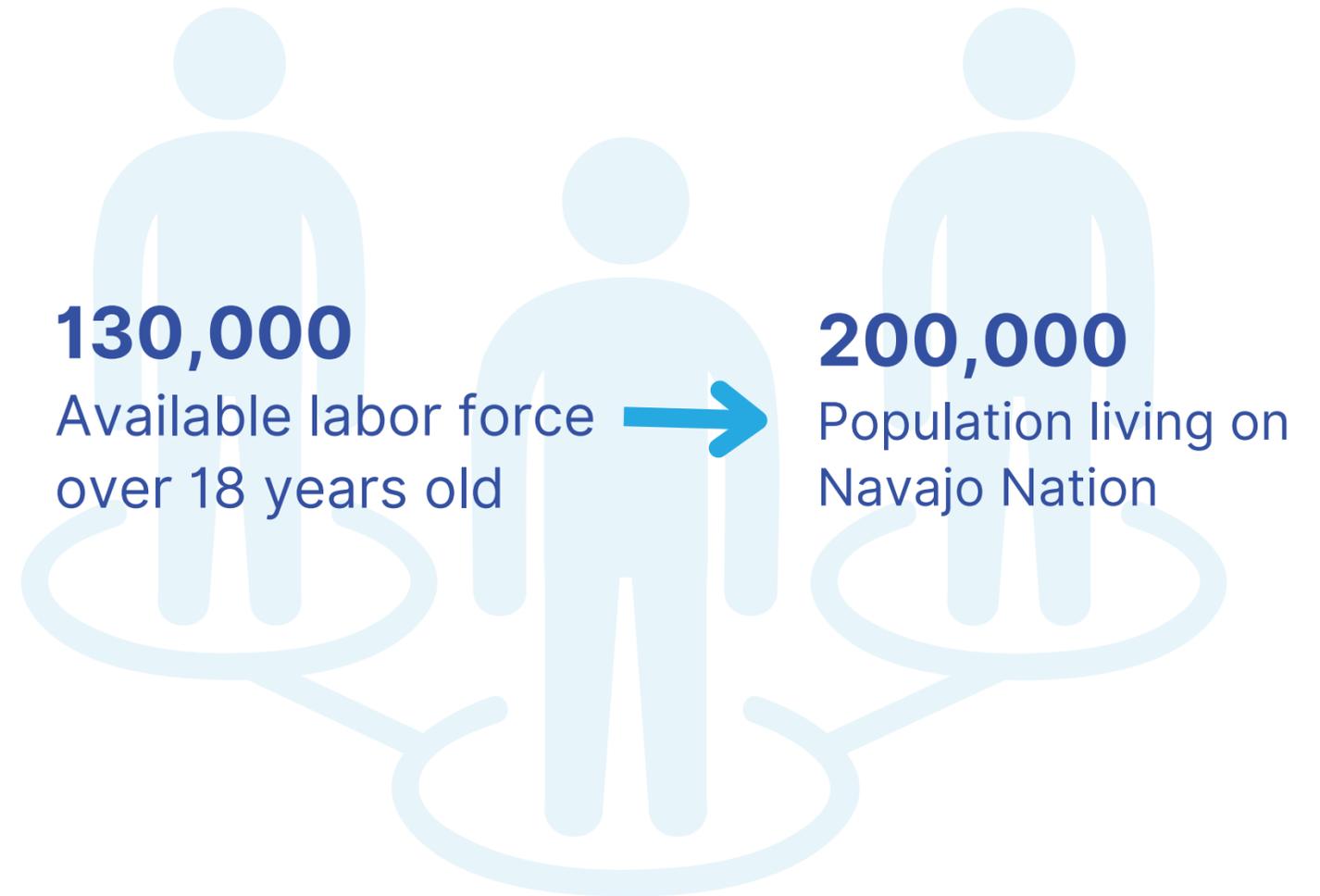


Source: <https://wind.enavajo.org>

Current Challenge: Unemployment on the Navajo Nation is estimated at 50%, and the decline of fossil fuel industries has left over 1,000 workers in that sector unemployed.

Opportunity: Over **2 GW** of large-scale solar projects are being developed on the Navajo Nation. If all were built, they could create approximately 1,500 - 2,500 construction and operations jobs. *(Source: NP estimate)*

Our Goal: Contact, train, re-skill, and connect workers on the Nation to the solar jobs on the horizon



50%

Unemployment Rate on Navajo Nation

1,000+

Navajo jobs lost when the coal mines and Navajo Generating Station shut down

1,500+

Solar jobs on the horizon on the Navajo Nation

Solar Workforce Jobs

There is a wide variety of jobs involved in getting a solar farm up and running!

Development

Project Managers

Project Engineers

Land Surveyors

Permitting Specialist

Biologist

Archeologists

Ethnographers

Community & Public

Relations

GIS Specialist

Realty Specialist

Project Finance

Finance Specialists

Lawyers

Bankers

Engineers

Paralegal

Construction

Foreman

Managers

Electricians

Steel Workers

Engineers

PV Installers

Security

Equipment Operators

Truck Drivers

Hotels, RV Parks,

Restaurants & Gas

Attendants

Operations

Supervisors

Maintenance

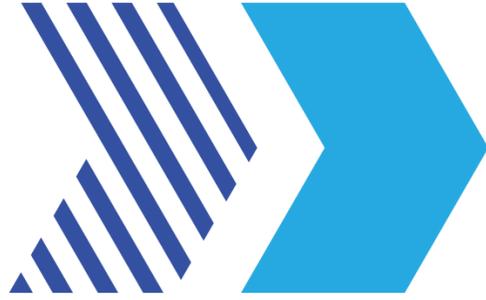
Technicians

Landscaping

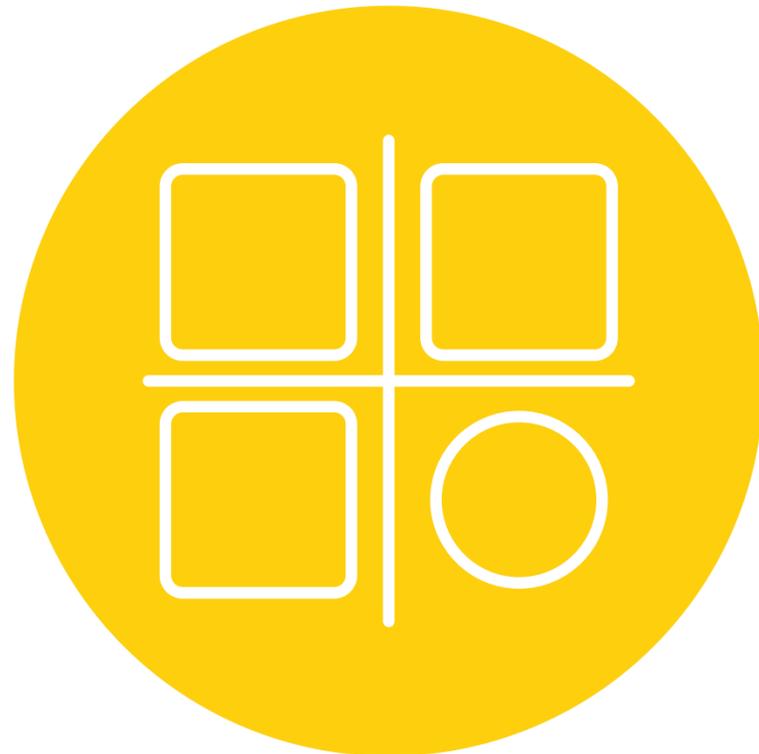
Apprentices



...and many more!

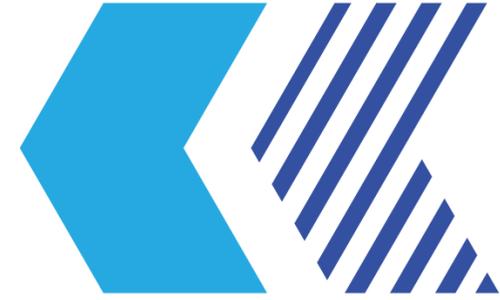


Categories of Trainings



<p>1 Soft Skills</p> <ul style="list-style-type: none"> • Teamwork • Problem solving • Communication • Adaptability • Critical thinking • Time management • Interpersonal 	<p>2 Hard Skills</p> <ul style="list-style-type: none"> • Problem-solving skills • The ability to work in a team • Strong work ethic • Analytical and quantitative skills • Communication skills • Leadership qualities 	<p>3 Cultural Diversification</p> <ul style="list-style-type: none"> • Respecting cultures • Active listening • Empathy • Listen attentively • Accepting cultural differences • Adaptability • Ask questions • Body language • Communication
<p>4 NGPRA</p> <ul style="list-style-type: none"> • Human remains • Associated funerary objects • Unassociated funerary objects • Objects of cultural patrimony • Sacred objects <p><i>Native American Graves Protection and Repatriation Act</i></p>	<p>5 ONLR</p> <p>Navajo Preference Employment Act</p> <ul style="list-style-type: none"> • Navajo Labor Relations • Affirmative Action Regulations • Contractors/Subcontractors Reporting <p><i>Office of Navajo Labor Relations</i></p>	<p>6 HHPD</p> <ul style="list-style-type: none"> • Physical hazards • Health hazards • Environmental hazards • Safety hazards • Chemical hazards • Biological hazards • Ergonomic hazards • Workload hazards <p><i>High Hazard Potential Dams</i></p>
<p>7 Technical Skills</p> <ul style="list-style-type: none"> • Solar photovoltaic (PV) • Wind energy technology • Energy storage systems • Grid integration • Data analysis, and proficiency in relevant software tools for simulation and analysis 	<p>8 Management Skills</p> <ul style="list-style-type: none"> • Effective communication • Leadership • Strategic thinking • Organization/time management • Problem-solving • Decision-making • Conflict management • Emotional intelligence 	<p>9 Resources</p> <ul style="list-style-type: none"> • Presentations • Checklists • Procedure documents • Handouts and manuals • Training videos • Activity sheets or exercises • Courses • Forms and self-assessments

Benefits of Creating a Consortium



Collaboration:

It brings together diverse stakeholders, including businesses, educational institutions, and community organizations, fostering collaboration on common goals.

Resource Sharing:

Members can share resources, knowledge, and expertise, which can lead to more efficient and effective project execution.

Increased Funding Opportunities:

A consortium can attract funding from government agencies, foundations, and private investors by presenting a unified proposal or project.

Enhanced Capacity:

By pooling resources and skills, a consortium can take on larger projects or initiatives that might be beyond the capacity of individual members.

Networking and Support:

Members can benefit from networking opportunities, best practices, and mutual support, strengthening their individual efforts.

Impact Measurement:

A consortium can collectively track and measure the impact of its initiatives, allowing for better assessment and adaptation of strategies.

This initiative aims to break down silos and foster collaboration by uniting training resources, job seekers, interested applicants, and job postings on a centralized platform.



Effective Workforce Development Strategies

45 organizations were invited to participate in order to:

- Connect directly to the Navajo workforce
- Post hiring opportunities
- Offer or Participate In Skills Enhancement Programs
 - Access and offer Resources, Scholarships, Mentorship and Internships
- Unify siloed workforce development efforts
- Develop leaders at home



What's Next?

- Set next meeting
- Location
- Zoom or in-person
- MOU review
- Membership
- Strategic Planning Session
- Launch





Proposed Consortium Timeline



Jan 2025

Phase 2

Draft MOU
Identify participants & leaders
Host first webinar

Jun 2025

Phase 4

Launch consortium website
Hiring firms join
Chapter house announcement
Social media



Oct 2024

Phase 1

Evaluation of interest in
creating a Navajo Solar
Consortium

Mar 2025

Phase 3

Evaluate participants' resources
Strategic planning
Training schedule
Create website
Build Navajo employee contact list

Aug 2025

Phase 5

Identify and fill gaps
Grow consortium membership
and resources



Draft MOU

Memorandum of Understanding (MOU)

Between

[Your Organization Name]

[Address]

[City, State, Zip]

(Hereafter referred to as "Lead Organization")

And

[Partner Organization/Company Name]

[Address]

[City, State, Zip]

(Hereafter referred to as "Partner")

Date: [Insert Date]

1. Purpose

This Memorandum of Understanding (MOU) establishes a collaborative framework for the Four Corners Renewables Workforce Development Consortium (hereafter referred to as "Consortium"). The Consortium aims to enhance the renewable energy workforce within the Navajo Nation and surrounding areas by pooling resources, expertise, and opportunities among member organizations. By working together, the Consortium seeks to create a sustainable and skilled workforce capable of meeting the growing demands of the renewable energy sector.

2. Objectives

The objectives of the Consortium include a range of initiatives aimed at workforce development. These objectives encompass the development of training programs and certifications specifically focused on renewable energy technologies. Additionally, the Consortium will offer micro-credentialing and specialized skills training to equip individuals with the necessary competencies for employment in this field. Internship opportunities will be created for local youth and community members to gain hands-on experience, while access to mentors in the renewable energy sector will provide invaluable guidance and support. Furthermore, the Consortium will establish scholarship programs to facilitate participation in training and educational opportunities, and it will facilitate job placement services to connect trained individuals with potential employers.





Questions



CONSORTIUM

Thank You for your participation!

Your presence and engagement have been the cornerstone of this session, and I am profoundly grateful for your valuable time and unwavering attention. Your presence is greatly valued.

