

Planning: Regenerative Diverse Workforce Development Program

An Initiative of the California Workforce Development Board

This project is for the Planning and Development activities preceding the implementation of a Diverse Workforce Development Program (DWDP) training workers in regenerative landscaping principles to address climate change. Conventional landscaping has fallen behind in technical, business and employment practices. It is not environmentally sustainable, and the quality of its services varies. The workforce is often unqualified, informally employed, poorly paid, with no employee benefits or social protection. ReScape believes that when we qualify and organize all segments of the landscaping workforce to utilize the necessary regenerative practices, products and standards to address the warming planet, we strengthen the landscaping industry, improve the quality of services to the community, increase job quality and equity in compensation, and facilitate sustainability through nature-based practices.

This Planning and Development Partnership will allow ReScape to prepare for implementation of the DWDP by formalizing partnerships, mobilizing stakeholders, and developing plans, curriculum and materials in order to: establish a Diverse Workforce Development Program (DWDP) to qualify the landscaping workforce on regenerative (vs. conventional) design, construction and maintenance; advocate with education institutions to include regenerative practices in their landscaping curriculum and recognize ReScape qualifications for college/professional certification credit; establish a labor union for regenerative landscaping workers and facilitate access to information, resources and education for the regenerative workforce through an online resource hub.

TARGET POPULATION

This Planning and Development project will not serve participants, but it will involve future participants of the ReScape's Diverse Workforce Development Program (DWDP) with special emphasis place on people of color, immigrants, youth, indigenous and workers with little or no college education.

PROJECT HIGHLIGHTS

- Project kick-off planning and coordination meeting with staff, partners and contractors.
- Conduct training needs assessment with participation of workers, employers and end-user communities.
- Create implementation plan for ReScape's Diverse Workforce Development Program.
- Instructional curriculum and materials ready for use in the implementation phase.
- Outreach to colleges and universities to obtain recognition for ReScape's qualifications and trainings for college credit.
- Create online regenerative landscaping resource hub and app piloted and translated into Spanish.

KEY PARTNERS

- California Landscape Contractors Association (CLCA)
- Earth Foundries
- Mycelium Youth Network
- Rising Sun Center for Opportunity
- American River College
- Accelerate Resilience Los Angeles (ARLA)