GoSolarSF Workforce Development Program

Overview

The GoSolarSF program, administered by the San Francisco Public Utilities Commission, provides incentives to residents, businesses and nonprofit organizations to install solar electric systems on their properties. To receive a GoSolarSF incentive, customers are required to use a solar installation contractor that is certified for the GoSolarSF program. There are two exemptions to this requirement: non-profit contractors and contractors headquartered in San Francisco with three or fewer employees.

To attain GoSolarSF certification, GoSolarSF requires contractors to provide entry level job opportunities for referred workers. Candidates for solar installer positions have some construction background, either through a partner training agency or previous experience. Referred workers are affiliated with workforce development agencies that complete a thorough evaluation of each candidate and pre-screen all candidates advanced to the contractor for the interview process. Referred workers are selected based on work ethic, willingness to learn, and demonstrated ability. Ultimately, the decision to hire rests solely with the contractor. The contractor will have the support of the referring community organization, which often provides follow through services after placement.

Most referred workers are eligible for Workforce Investment Act funding, enabling the contractor to receive up to $5000 for on-the-job training. Based on the company's size and program participation, the contractor will hire a minimum of one or two referred workers. Goodwill Industries works with GoSolarSF to facilitate the hiring process. Goodwill assists installation companies with job postings as well as candidate screening and referrals.

Compliance Requirements

Based on the company's size and level of program participation, the contractor will hire and employ a minimum of either one or two workers. Once a contractor fulfills the minimum hiring requirements, the company becomes Fully Certified.

Job Quality Requirements for GoSolarSF Referred Workers

- Minimum pay is $15.00/hour.
- Each referred worker is employed for a minimum of six months or 832 hours.
- Each Referred Worker is employed at least 80%-time based on a 40 hour work week (32 hours per week). If necessary, businesses with four or fewer employees could request, in writing, a more flexible work schedule, as long as the minimum work hour requirement (832 hours) is met within one year. It is likely that the on-the-job training funding will not be available if a flexible schedule is selected.
- Worker receives the same benefits as other employees in similar classification and/or that perform similar work.
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Hiring Requirements

Hiring One Referred Worker

The contractor will hire a minimum of one entry level solar installer if the company meets the following criteria:

- Contractor has four or fewer employees (full time equivalents).

or

- Contractor's GoSolarSF projects receive $10,000 or less in incentives in a six month period.

Labor Hour Compliance Requirement:

- The project hour compliance requirement is 30% of the total number of onsite hours performed by all workers on all GoSolarSF installation sites within a month.
- To meet the labor hour compliance requirement, 100% of labor hours performed by a GoSolarSF installer on GoSolarSF installation sites may be credited toward this requirement.

Hiring Two Referred Workers

Contractors not meeting the criteria above to hire only one referred worker will hire two, selecting from the following options:

Option 1: Hire one solar installer and one non-installer

Minimum Hiring Requirements:

- The Contractor will hire and employ at least one entry level solar installer for the duration of the Contractor's participation in the GoSolarSF program. All solar installers hired must be referred through GoSolarSF.
- The Contractor will hire and employ at least one entry level non-installation worker for the duration of the Contractor's participation in the GoSolarSF program. All non-installation workers hired must be must be referred through GoSolarSF.

Labor Hour Compliance Requirement:

- The project hour compliance requirement is 50% of the total number of onsite hours performed by all workers on all GoSolarSF installation sites within a month.
- To meet the labor hour compliance requirement:
  - 100% of labor hours performed by a GoSolarSF installer on GoSolarSF installation sites may be credited toward this requirement.
  - 7 hours of labor hours performed by GoSolarSF non-installation workers may be credited for each GoSolarSF installation that is performed each month.

Option 2: Hire two solar installers

Minimum Hiring Requirements:

- The Contractor will hire and employ at least two entry level solar installers for the duration of the contractor's participation in the GoSolarSF program. All solar installers hired must be referred through GoSolarSF. If the Contractor already has a GoSolarSF solar installer on staff, this employee will fulfill the requirement for one of the two solar installer hires. One new hire of an entry level installer is required.

Labor Hour Compliance Requirement:

- The Project Hour Compliance requirement is 30% of the total number of onsite hours performed by all workers on all GoSolarSF installation sites within a month.
- To meet the labor hour compliance requirement, 100% of labor hours performed by a GoSolarSF installer on GoSolarSF installation sites may be credited toward this requirement.

Monthly Reporting

Monthly reports are emailed to GoSolarSF at gosolarsf@sfwater.org

Information & Assistance

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