

Name: **Director of Labor and Workforce Development**

Position: Full-time employee of ARCHES

Location: Program is California state-wide with headquarters in Irvine, California
Hybrid

Organization:

The Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES) has been formed to actualize California's vision to produce and deploy renewable, clean hydrogen at scale across multiple sectors. This actualization will realize a self-sustainable marketplace and ecosystem while reducing local air pollution in the most challenging heavy-duty sectors in the most disadvantaged communities and providing strong community benefits for all.

ARCHES H2 LLC is a public-private nonprofit corporation founded by the CA Governor's Office of Business and Economic Development, the University of California system, The State Building and Construction Trades Council of California, and the Renewables 100 Policy Institute, working in partnership with utilities and private large and small businesses.

The U.S. Department of Energy (DOE) is providing the initial funding to the ARCHES organization (up to \$1.2 billion over the multiple year life of the award). A significant local match in funding is required, yet the DOE leadership requires that a very prescribed set of requirements be met. These prescribed requirements range from how the program is organized, how projects within the program are implemented, and how information and progress is reported.

The Director of Labor and Workforce Development will have significant responsibility in the development of relationships with project partners and the successful engagement of the project partners with embedding and producing labor benefits. It should be noted that all projects under ARCHES will have PLAs, and the Director of Labor and Workforce Development will be critical to implementing these across the state.

Director of Labor and Workforce Development Role Description:

The Director of Labor and Workforce Development is responsible for the operational elements associated with embedding and delivering labor benefits. In support of the Chief Labor and Workforce Officer, the Director of Labor and Workforce Development

implements the interpretation of Board advised and senior leadership team endorsed strategies into tactical and operational delivery functions and requirements that embody the labor relations direction. This role also supports the organizational and communication connections among the multiple participants in this effort – from the program assurance functional leads to the project partners and the communities in which projects take place. That includes integrating the requirements of the DOE, expectations from the ARCHES organization, institutional function deployment and resourcing through the PMO, and project partner delivery of marketplace and supply-chain oriented projects.

Reporting Structure:

The Director of Labor and Workforce Development will report directly to the Chief Labor and Workforce Officer (CLWO).

Director of Labor and Workforce Development Specific Responsibilities:

- Responsible for operationalizing the delivery of the ARCHES labor and workforce strategy at the direction of the Chief Labor and Workforce Officer
- Guides the development, implementation and administration of ARCHES labor relations programs and activities
- Provides oversight and assurance of performance in meeting labor and workforce development goals
- Supports the Chief Labor and Workforce Officer as an agent/spokesperson for ARCHES labor relations
- Supports the collection, collation, and distribution of labor and workforce information for ARCHES, DOE, and partners
- Supports the communications and negotiations with unions and other labor representatives
- Administers the labor and workforce advisory committee(s) to assure appropriate representation; identifies needs, guides direction, and implements advisory committee(s) recommendations
- Direct liaison with the community, union crafts, and trades (longshoremen, etc.)
- Implements ARCHES labor and workforce processes and procedures compliant with federal, state and local requirements/regulations including workforce safety codes and standards

- Manages the determination of resource needs, including timing of those resources to support DOE compliance across all functions
- Serves as a supporting negotiator with DOE and partners, and validates DOE submissions
- Works with all project partners in the application of labor and workforce expectations
- Cultivates relationships with labor and workforce representatives
- Manages labor and workforce resources that are part of ARCHES and/or the PMO
- Provides guidance upon project partners compliance to ensure all agreed-upon terms and conditions are being met including scope, schedule, budget and other key performance targets associated with labor and workforce goals
- Institutes the application of the programmatic protocols, systems, and tools required to accomplish the labor and workforce development goals
- Reviews the collated monthly partner project reports, assesses progress of projects, identifies key risk and opportunities, and assures appropriate documentation of decisions and escalation items related to labor and workforce development
- Supports the development of consistent and uniformly applied templates across all partner groups in the application and reporting of labor and workforce expectations
- Upholds the culture and behavioral expectations of the ARCHES organization

Experience/Education Requirements:

- Deep knowledge of principles and best practices of engagement with labor representation
- Experienced workforce development practitioner
- Demonstrated ability to communicate effectively and facilitate efficiently with a variety of audiences through an assortment of mediums, including written reports, presentations and labor forums
- Demonstrated ability of working collaboratively with and leading others by setting clear goals, responsibilities and deadlines

Authorities:

- Represents ARCHES to all external stakeholders in the realm of all interaction with labor and labor representatives

- Is a primary voice in the development and delivery of elements throughout the ARCHES governance structure in relation to labor matters
- Directs and manages the actions of all labor and workforce focused resources

Unique Application:

The uniqueness of this ARCHES organization and the associated program is difficult to overstate. The effort is a combination of furthering the development and maturity of a newly formed LLC organization at the same time as establishing programmatic functionality for the program guided by prescribed federal government requirements. Secondly, the projects within the program are being delivered by wholly separate partners that require the structure and continuity and funding associated with the program but will have their own methods of delivery. Finally, the entire premise of the LLC and associated program is to establish an entirely new marketplace with an associated supply chain in hydrogen. The Director of Labor and Workforce Development role will be extremely influential in the success of the ARCHES LLC and program.