

CLIMATE-READY WORKFORCE DEVELOPMENT AND LEADERSHIP PROGRAM

SUMMARY

Hartnell College is advancing climate resilience in the Central Coast region by building a climate-ready workforce. Through practical, interdisciplinary training and hands-on experience, the college prepares local workers and students to meet the challenges of climate adaptation. The program emphasizes community engagement by offering no-cost, skill-based programs to over 750 learners, including incumbent agricultural workers, and aims to connect them to quality climate-related jobs. Additionally, the college supports student leadership in climate adaptation through a structured ambassador program and creates pathways to employment through paid internships.

PROJECT OBJECTIVES

This initiative strengthens regional climate adaptation efforts by equipping the local workforce with essential technical and leadership skills. The program focuses on expanding access to training, diversifying the workforce in climate resilience fields, and connecting participants with employment opportunities in coastal restoration, non-native fuel reduction, and other priority climate projects. Hartnell College emphasizes applied learning, leadership development, and industry-recognized credentials to ensure that participants are well-prepared for long-term success in climate adaptation careers.

PROJECT ACTIVITIES

Upskill Workers in Trade and Climate-Adaptation Skills

Over five years, Hartnell College engages 750 learners—primarily incumbent agricultural workers—in no-cost, hands-on instruction focused on trade and climate-resilience skills. Topics include safety, trade math, tools, equipment, rigging, communication, and employability. Participants earn third-party credentials from organizations such as NCCER, NC3, and OSHA, ensuring that skills are transferable across climate-ready careers. The program begins with an extensive workforce survey to align training with real needs. At least 25% of certificate earners are expected to secure jobs in climate-resilience projects.

ADAPTATION STRATEGY

Workforce Development



PARTNERS



HARTNELL COLLEGE

Hartnell Community College

CLIMATE-READY WORKFORCE DEVELOPMENT AND LEADERSHIP PROGRAM

Resilience Student Ambassador Program

Hartnell College cultivates a new generation of climate leaders by engaging over 100 students in a non-credit Resilience Ambassador certificate. The program develops leadership and advocacy skills through projects, guest speakers, and field visits. Students explore key adaptation themes such as public health, coastal resilience, water management, and housing. This program runs throughout the five-year grant period and integrates climate adaptation into students' academic and career pathways.

Paid Climate Adaptation Internships

To bridge training and employment, the program offers paid internships that allow participants to apply their skills in real-world settings. Micro-internships (75–85 hours) provide accessible entry-level experience, while full-scale internships (240–360 hours) offer deeper project engagement. Over the five-year grant period, more than 200 interns will contribute to local climate adaptation efforts through these opportunities.

ADAPTATION STRATEGY

Workforce
Development



PARTNERS



HARTNELL COLLEGE

Hartnell Community
College