

OSSIA and OSEEF's STRATEGIC DIRECTIONS (2023-2025)

Approved on April 28, 2023

1. Continue to build OSSIA and OSEEF's current DEI commitment and journey in order to create equitable access to solar
 - Demonstrate our commitment to a learning community among staff, board, members, stakeholders, and the public
 - Continue to apply and evaluate our DEI process and tools, such as an equity lens and OSSIA and OSEEF's Theory of Change that embeds our equity analysis
 - Develop an evaluative framework to ensure a dynamic feedback loop that informs our journey and learning (informs our approach and actions
 - Continue to improve human resources processes and employee experience through equitable compensation, hiring practices, and support of work-life balance
 - Work with OSSIA and OSEEF members to increase their equity education and trainings leading to diverse recruitment and retention.

2. Invest in partnerships, outreach, and education with a broad set of stakeholders such as coalitions, current and prospective OSSIA and OSEEF members, elected officials, policymakers, tribes, and state agencies to:
 - Advocate for increased access and incentives to solar, storage, and workforce development, ensuring no communities are left behind
 - Increase pre-apprenticeship, apprenticeship, and workforce advancement opportunities, especially among under-represented/ under-advantaged communities
 - Improve the flow of the workforce pipeline and processes at every level of development, from pre-apprenticeship to administrative and management positions.

3. Support state-level efforts to grow a robust solar and storage landscape in Oregon
 - Strengthen apprenticeship and pre-apprenticeship programs
 - Incentivize solar and storage, advocate for adjustments when needed, and ensure equitable access by under-advantaged communities
 - Reform interconnection and distribution system planning
 - Adapt the LRT license to the solar and storage industry's needs
 - Advocate for strong and flexible NEM policies
 - Continue improving permitting and codes to ensure equitable access by under-advantaged communities and all areas of Oregon
 - Improve utility scale siting so that the needs of communities are centered while solar and storage development is accelerated
 - Create ethical standards of practice for solar and storage
 - Clearly define electrician versus laborer roles
 - Explore ethical reduction of the apprentice licensed ratio

4. Elevate experiences and skills/capacity of prospective and current workers by working with training agents and OSSIA and OSEEF members to create safe, respectful, fair workplaces with diverse and skilled workforce
 - Encourage training agents and OSSIA and OSEEF members to fulfill the Safe From Hate Pledge
 - Actively highlight, develop, and implement preventative efforts we can do to prevent workplace discrimination and safety
 - Create a clear and effective format for reporting violations
 - Ensure training agents provide well-paying jobs, follow training standards and integrate DEI in order to increase retention of apprentices
 - Develop accessible best practices in renewable energy and storage trainings
 - Prioritize, develop, and publicize programmatic opportunities to under-represented and under-advantaged groups
 - Create data collection tracking systems to ensure communities are well-represented and better serve

5. Maintain a financially stable, professional, and effective organization prepared to support a larger and more diverse membership.
 - Increase the diversification of funding streams for the c3.
 - Create a 2-5 year plan for staff development and expansion
 - Improve communications to members and the public
 - Increase OSEEF board membership
 - Continue to improve general operating procedures