



richmond refinery newsletter january/february 2020

richmond today

human energy®



building the skills for the workforce of tomorrow

By Rita Grisby



From preparing residents for careers in the refining and petrochemical industries to providing technical training for the construction trades, Chevron is committed to helping connect local residents to the programs that will transform their lives.

We work with local government agencies including the City of Richmond and Contra Costa County, educational institutions such as the West Contra Costa Unified School District and Contra Costa College, and non-profits organizations to help residents get the career building skills needed to be successful in today's workforce.

This support includes creating job opportunities here at the Richmond Refinery. But we also work to encourage residents to explore career options in other high-growth, high-demand fields, such as construction and information technology.

Having a well-trained local workforce is an important component to ensuring Richmond has a strong economy. It's also key to helping residents obtain well-paying careers and attain financial security. This month's newsletter focuses on some steps that can be taken on the pathway to a successful career.

Rita Grisby is a hiring and recruiting coordinator for the Richmond Refinery

desarrollo de habilidades de la fuerza de trabajo del mañana

Por Rita Grisby

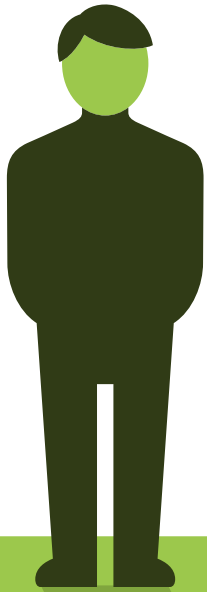
Desde preparar a los residentes para profesiones en las industrias de petroquímica y refinerías hasta proveer capacitación técnica para trabajos de construcción, Chevron está comprometido en ayudar a conectar a los residentes locales con los programas que transformarán sus vidas.

También trabajamos con agencias gubernamentales locales, como la Ciudad de Richmond y el Condado de Contra Costa, instituciones educativas como el Distrito Escolar Unificado de West Contra Costa y Contra Costa College, y organizaciones sin fines de lucro para brindar a los residentes destrezas para desarrollar sus carreras y tener éxito en la fuerza de trabajo actual.

Este apoyo incluye crear oportunidades de empleo aquí en la Refinería de Richmond. Pero también nos esforzamos para animar a los residentes a explorar opciones profesionales en otros campos de alto crecimiento y alta demanda, como construcción e informática.

Tener una fuerza de trabajo local bien capacitada es un componente importante para asegurar que Richmond tenga una economía sólida. También es la clave para ayudar a los residentes a obtener empleos bien pagados y alcanzar la seguridad económica. El boletín de este mes se centra en algunos pasos que se pueden seguir en el camino a una carrera exitosa.

Rita Grisby es coordinadora de contratación y reclutamiento de la Refinería de Richmond



finding your career pathway

The jobs of the future require a combination of education and technical training. Increasingly, employers want to know what skills future workers possess. But how do you identify your strengths and gain the skills you need? Experts say that one of the keys to choosing a career is to align your interests and abilities with the education and training you'll need to be successful.

step 1: self exploration

Identify what interests you and analyze your talents and strengths.



step 2: career exploration

Understand what jobs are available, the income ranges they pay and evaluate the skills they require.



step 3: career plan

Develop a tentative career plan that includes training and education needs based on where your interests, skills and the labor market intersect.



work readiness skills

Having the technical training and education necessary for the job is just one part of being prepared. Here is a list of important, transferrable skills that employers look for in job candidates.

competencies checklist

- ✓ Attendance
- ✓ Timeliness
- ✓ Initiative and Self-Management
- ✓ Quality of Work
- ✓ Communication Skills
- ✓ Response to Supervision
- ✓ Collaboration and Teamwork
- ✓ Comfort with Diversity
- ✓ Critical Thinking and Problem Solving
- ✓ Workplace Culture, Policy and Safety

emerging careers

Here are average salaries for some of the fastest growing skills-based careers in Richmond:

Technical Services \$63,000
Manufacturing \$40,188
Transportation and Warehousing \$41,014
Health Care and Social Assistance \$39,645

Data: <http://www.bestplaces.net/jobs/city/california/richmond>



training residents

Investing in workforce training and job skills development leads to economic growth for our business and the communities where we operate. We support a range of programs that provide opportunities for people to learn career building skills to succeed in the jobs of the future. Here are some examples of local programs we support.

regional occupational program (ROP)

ROP is a free job readiness course offered through a partnership with Chevron and the Contra Costa County Office of Education that helps prepare students for careers in the petrochemical and related industries including the Richmond Refinery. Students learn the basic processes and equipment common to the industry and have an opportunity to make connections with local employers including Chevron. The courses also help develop strong communication and teamwork skills, and job safety is emphasized throughout. Classes start in January and July. See resource list for contact information.

fast fact
Between 2009
and 2018, 955
students graduated
from the ROP

RichmondBUILD

The City of Richmond Employment and Training Department runs this award-winning career-training program that is leading the efforts to close the skills gap in the Richmond community between local residents and the high-paying, technical jobs found in the green construction industry. RichmondBUILD teaches residents the advanced skills needed to be successful in our ever-changing economy. Chevron supports RichmondBUILD to ensure Richmond residents of all ages and backgrounds have economic opportunities.

fast fact
RichmondBUILD
places 80 percent
of its graduates at
an average starting
wage of \$18.33 an
hour

in the news

Richmond wins \$1M grant to train at-risk young people in construction

From the Richmond Standard

Sixty at-risk young people from Richmond will receive career training and job placement services in the construction industry thanks to a \$1.08 million grant from the U.S. Department of Labor's YouthBUILD program.

The grant received by the City of Richmond's Employment & Training Department will provide training and support services for youth ages 16-24 who are high school drop outs or have been involved with the justice system and are looking for employment and training opportunities. Richmond was one of 85 recipients nationwide to receive a grant.

The Richmond YouthBUILD program will provide high school diploma/GED preparation, work maturity and essential skills development, construction skills training leading to industry recognized certifications, community service, job placement and support services, according to the city.



resources

Here are a handful of organizations in Richmond that can help residents build the skills needed for a successful career pathway.

Business Development Center

www.wccbdc.org
(510) 223-9900

City of Richmond-RichmondWORKS

www.ci.richmond.ca.us/661/
RichmondWORKS
(510) 307-8140

City of Richmond-YouthWORKS

www.ci.richmond.ca.us/662/
YouthWORKS
(510) 412-2044

Construction Resource Center

www.constructionresourcecenter.org
(510) 307-8057

Contra Costa College-Career Center

www.contracosta.edu/student-services/career-services/
(510) 235-7800

Contra Costa County Building and Construction Trades Council

(925) 228-0900

Contra Costa County Office of Education

www.cccoe.k12.ca.us/
(925) 942-3388

Contra Costa Economic Partnership

www.ccpartnership.org/
(925) 246-1880

Regional Occupational Program (ROP)

richmond.chevron.com/community/rop.aspx
(925) 942-3467

Renaissance Entrepreneurship Center

www.rencenter.org/locations/richmond
(510) 221-2000

RichmondBUILD

www.ci.richmond.ca.us/1243/
RichmondBUILD
(510) 621-1781

San Pablo Economic Development Corporation

www.sanpabloedc.org
(510) 215-3200

Stride Center

www.stridecenter.org
(510) 234-1300

West Contra Costa Adult Education

www.wccae.info
(510) 231-1444

Workforce Development Board of Contra Costa County

wdbccc.com/
(925) 602-6800

Listing is for informational purposes only and does not reflect an endorsement of the organizations or the services they provide.

Q & A

a conversation with



Michael Joyce, Instructor Regional Occupational Program (ROP)

Q Tell us about your personal connection to ROP?

I did well in high school but didn't really have a plan for what to do after graduation. A friend told me about the ROP so I took the entrance test and found that the subject matter came naturally to me. I was part of the first graduating class in 1978. And I started as an Operator at the Richmond Refinery shortly after. I was 18.

Q How did you become a ROP instructor?

I actually left Chevron for a while and found myself back in the real world. I had a number of jobs and did well at them. But I wanted to find something that could give me more personal satisfaction. In 2014, Chevron was looking for someone to teach ROP and they gave me this opportunity. And it's really changed my life. Now my job is to change other people's lives.

Q What kind of experience is needed to take the ROP?

All you need is to be 18, have a valid driver's license, possess a high school diploma or GED and pass a basic math and reading comprehension assessment. Many of the students who take the course have no work experience. The class covers the basics of what they need to know to work at Chevron and other similar facilities. We can teach anyone if they are willing and eager to learn how.

Q What would you say to someone considering the ROP?

Give it a shot. There's a changing of the guard happening across the petrochemical industry. There are jobs to be had. And not just jobs that pay well. These are jobs where you develop a career with excellent benefits including a retirement plan.

Q What kind of jobs do people get after ROP?

Every day I hear from former students. I have 64 people working at the Richmond Refinery in operations or maintenance roles and another 12 working for contractor companies. And another 30 who are working at other refineries in the Bay Area. So it's a great way to get a start in the industry.

Q How does ROP prepare students beyond the classroom?

We teach people what it's like to be part of a team and how to work with people from different backgrounds. Really its basic life skills which for a variety of reasons is not something that everyone gets in high school or after. We also help people prepare for the interview process. For the past few years, current Chevron employees have participated in a mock interview session, which our students find very helpful.

Q Who are the students who take the course?

People come from all walks of life. We have students from 18 to the mid-50s. I hear some people say 'I don't know anything about working in a refinery'. Well you know what I tell them? I didn't either. I had no clue. I've had people who've done everything. One of my favorite students was a dog groomer. It's not a job for everyone. But if you want to learn. If you are willing to work hard. This just might be a career for you.

Q Why is this work important to you?

I've been through it all so I know what's it is like. I also live in Richmond. It's a great feeling to give people an opportunity to build a successful career. I also like to see people who may have struggled doing other work find something they really enjoy. I am very proud of my students and of the small role I play in helping change their lives. It's a very fulfilling job.



Chevron Richmond
841 Chevron Way
Richmond, CA 94801

for more information

Email richmondrefineryinfo@chevron.com or call 510-242-2000. For noise and odor complaints, please contact 510-242-2127.

para más información

Email a richmondrefineryinfo@chevron.com o llamando al número 510-242-2000. Para quejas relacionadas con ruidos y olores, por favor llame al número 510-242-2127.

Look for the quarterly print edition of the newsletter coming at the end of March.

community corner

richmond food scene gains the spotlight

The emerging restaurant scene in Richmond has grabbed the attention of food lovers and publications from across the Bay Area. From “destination worthy tacos” including a Tijuana-style “quesabirrias” (a tortilla with beef stew and melted cheese) to a New York-style pizza slice house in Point Richmond and the return of fine dining in Marina Bay, the list of new and noteworthy dining spots around town appears to be growing. New eateries are also setting up in downtown Richmond. The Richmond Food Hall, recently opened in the ground floor of the BART parking garage. The Food Hall shares space with CoBiz Richmond, a new co-working space and incubator launched by Chevron’s eQuip Richmond Initiative. Read more about these and other food news in the Richmond Standard at www.richmondstandard.com/food.

el escenario culinario de Richmond se destaca

El escenario de restaurantes emergente en Richmond ha llamado la atención de los amantes de la comida y publicaciones de todo el Área de la Bahía. Desde el “destino de deliciosos tacos”, como las “quesabirrias” al estilo de Tijuana (una tortilla con guisado de res y queso derretido) hasta una pizzería al estilo de Nueva York en Point Richmond y el regreso de la buena cocina en Marina Bay, la lista de restaurantes destacados de toda la ciudad parece estar creciendo. También se están estableciendo nuevos restaurantes en el centro de Richmond. El Richmond Food Hall abrió recientemente en la planta baja del garaje de estacionamiento del BART. El Food Hall comparte un espacio con CoBiz Richmond, una nueva área de trabajo e incubadora de empresas lanzada por la Iniciativa eQuip Richmond de Chevron. Lea más acerca de estas y otras noticias de comida en el Richmond Standard en www.richmondstandard.com/food.



Recently featured in Bay Area media outlets

- El Garage (opening soon in Downtown Richmond)
- Raymond’s Pizzeria (Point Richmond)
- El Tucán (North & East Richmond)
- Lara’s Fine Dining (Marina Bay)
- La Selva Taqueria (23rd Street)
- Tacos El Chino (23rd Street)
- Portumex (23rd Street)
- Tacos La Raza (23rd Street)
- Maya Taqueria (Point Richmond)