

# California Energy Commission IEPR Committee Workshop

## National Center for the Clean Energy Workforce Scoping Study

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on **EMPLOYMENT**  
in the **green**  
**ECONOMY**



# Outline

- What we did for the scoping study
- Why a National Center for the Clean Energy Workforce?
- Goals and Vision
- Strategy and Functions
- Structure and Governance



# Methodology

- Scope: energy efficiency, renewables, and alternative vehicles
- Interviews (over 100), websites, and review of research
- Two communities
  - Clean energy
  - Workforce development



# Why a National Center for the Clean Energy Workforce?

## 1) Growing the clean energy sectors

- Future worker shortages or mismatch
- Workforce issues affecting quality

## 2) Jobs for Californians

- Quantity of jobs
- Job quality (wages, benefits, career ladders)
- Job access for workers and job seekers from disadvantaged communities



# Workforce issues for clean energy sector growth

- Skills upgrade needs
  - Most need is in middle skills (<4 year)
  - Most need is in traditional trades occupations
- Quality of work
  - Safety
  - Immediate energy savings or generation
  - Market growth/transformation/financing



# Workforce issues for clean energy sector growth

- Need a stable and professionalized workforce before training investments can lead to change in practice and improvements in quality
- Quality problems result from low road conditions that favor businesses competing on cost cutting
- Low road due to widespread lack of standards (or their enforcement) on work (building codes), on contractors, and on worker skills



# Good jobs and workforce development challenges

- Good careers exist in professions and unionized construction trades, but not in some other sectors like residential construction etc.
  - Job Quality: Training for low wage dead end jobs is a problem
  - Career ladders not clear
  - Job Access to jobs for Californians from disadvantaged communities



# Good jobs and workforce development challenges

- Information: Many training programs don't have good info on:
  - # of jobs and whether their graduates will get jobs
  - What skills and certifications have value in the market
  - What real career paths exist in the market
  - What broad occupational programs could clean energy skills be incorporated into
- Job placement: Links to employers are still not strong enough



# NCCEW strategy: *Build the high road!*

- High skills
- High wages
- High quality



- Low skills
- Low wages
- Low quality



# NCCEW Strategy

Work closely with both the energy and workforce development communities

- Encourage adoption of skill standards and certifications
- Workforce preparation: Align with stackable, portable credentials
- Support industry partnerships and sector strategies that address quality and workforce issues together



# Key functions of a NCCEW

- Research
- Clearinghouse and communications
- Technical assistance



# Key function 1: Research

- Very applied to real problems and solutions
- Map and forecast labor demand including skills and job quality
- Map real employer needs and practices
  - Skills and staffing patterns
  - Low or high turnover
  - Employer hiring and training practices
  - Market segments with higher quality



# Key function 1: Research

## Map and assess

- Skill standards
- Clean energy agency leverage points
- Training programs and curricula



# Key function 2: Clearinghouse & communications

- Disseminate best practices
- Seed and broker broad discussions
  - Within the two constituencies
  - ***Between*** them
- On the demand side: focus on state & local government agencies, especially those with a clean energy mission
  - Key drivers of clean energy investments
  - CEC contacts



# Key function 3: Technical assistance

- Building on research and communications
  - “
- Targeted and sector-specific
  - Focus on building capacity to design, select, refine, implement, comply with skill & labor standards
  - Support sector strategies
  - Clean energy agencies and employers
    - “Assisting the assisters”

