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Workforce Development Considerations for SB 100

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Our Vision & Mission

Founded 2001 – nation's largest nonprofit solar installer

GRID makes renewable energy technology and workforce training accessible to underserved communities

GRID advocates for equitable & inclusive solar and renewable energy policies and programs

Why is Equitable WFD Important for SB 100?

1. A strong, trained workforce is needed to carry out ambitious state goals in renewable energy
2. Without equity considerations, communities and individuals most in need of well-paid and reliable employment will be left behind

Overview

1. Existing Research
2. WFD Example: SOMAH
3. Best Practices in WFD

Existing Research

Estimated Job Creation from Building Decarbonization

ES Figure 2. Employment Impacts by Industry, Low and High Estimates (Average Annual)



From UCLA Luskin Center for Innovation's 2019 Report "California Building Decarbonization Workforce Needs"

Quantifying Jobs by Resource Mix

ES Table 3. Potential Employment Impacts — Electricity Generation and Distribution

Type of Work	Sector	Change in Employment (2045)*
Electricity Generation, Transmission, and Distribution	Solar	3,800–4,900
	Wind	900–1,000
	Geothermal	500–600
	Out-of-state	NA
	Distribution and Transmission	3,600–4,100
	Public Purpose Charge and Other	1,500–1,800
	Subtotal	10,400–12,400

**These jobs are estimated from the annual sales of energy; therefore, they are assumed to be ongoing jobs. The number here, is the total estimated upon reaching 100 percent building electrification.*

From UCLA Luskin Center for Innovation's 2019 Report "California Building Decarbonization Workforce Needs"

Workforce Development Example

CA's Solar on Multifamily Affordable Housing (SOMAH)



SOMAH Job Training Requirements

- Requirement for all projects to hire trainees
- Clear Requirements for:
 - Eligible training categories: PV direct installation, project design, PV commissioning and maintenance
 - Eligible training programs
 - Data collection and tracking methods for trainees
 - Wages
 - Number of Trainees

System Size (CEC)	Required Number of Job Trainees
0 kW – < 50 kW	1 trainee and no less than 40 hours
50 kW – < 100kW	2 trainees and no less than 40 hours per trainee
100 kW and greater	2 trainees and no less than 80 hours per trainee

SOMAH Local and Targeted Hiring Requirements

Local Hire:

Individual residing in the county in which SOMAH projects are taking place

Target Hire:

- Residents of DACs
- Women
- Affordable housing residents
- Currently/formerly experiencing homelessness
- Lack of GED/diploma
- Formerly incarcerated

SOMAH Job Training Portal assists both job seekers and contractors looking to hire

Best Practices for Workforce Development



Best Practices in Workforce Development

1. Equity in Hiring and Procurement
2. Funding set-aside within program budgets for workforce development (including for paid work/stipends and wrap-around service)
3. Engagement with community groups in DAC to inform WF program design
4. Facilitation of cross-sector partnerships between training organizations, labor groups, regional workforce boards, and industry employers
 - a. Union and non-union pathways supported and funded
5. Established metrics for success and data tracking method for evaluation
6. More best practices available at:
<https://www.lowincomesolar.org/best-practices/workforce-development/>



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