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Suggestions from the South Bay Workforce Investment Board

The Subject is WORKFORCE, but there was not a specific subject choice for workforce in the drop down menu. My suggestions are for CHAPTER 6: Related Opportunities / Workforce Training and Development.

Please see attachment.

Thank you,

Additional submitted attachment is included below.



RE: Docket #: 19-ALT-01

Project Title: 2020-2021 Investment Plan Update for the Clean Transportation Program

Dear California Energy Commission:

I am writing to encourage you to continue investments into apprenticeship training as part of your investment strategy. Specifically, we are asking that this be added to Chapter 6 - Workforce Training and Development. I read with interest about the Energy Transit Apprenticeship Program (ETAP) funded by the Clean Transportation Program and would like to see more investments made into apprenticeship programs throughout the state.

Investing in California's workforce to ensure we have the talent needed for business to succeed and excel should be a significant part of the investment strategy. A properly trained workforce is important for moving the state forward. Without a skilled workforce to implement new ideas those innovations will not be sustainable.

For example - in order to have a successful zero-emission vehicle program we need to also make sure we have mechanics available and trained to repair the equipment.

One challenge within the logistics industry is that they are being required to replace diesel trucks with zero-emission trucks, but their staff of diesel mechanics do not know how to work on those electric vehicles. This situation would be perfect for an incumbent worker apprenticeship program. Such a program could be used to retain existing workers, allowing them to adapt and learn new skills needed to stay employed; and for the apprentice, over their lifetime, an apprentice earns \$300,000 more than peers who did not enter into a registered apprenticeship.¹

Apprenticeship can provide job quality, wage progression and stable employment to participants, while offering employers a way to strategically build their workforce pipeline, reduce turnover and increase productivity. Non-Traditional apprenticeship can deliver a flexible structure and a model that can scale to wherever employers do business.

Plus, apprenticeship can be used as a tool to deliver "high road principles" to the workforce through employer partners and key stakeholders, which is a state of California workforce goal. Additionally, Governor Newsom has set a goal for California to employ 500,000 apprentices over the next 10 years and the Energy Commission could be supporting this effort with investment made in this type of On-The-Job training.

Including apprenticeship training in the investment strategy will not only support the workforce goals of California, but play an important role toward ensuring the goals of the Energy Commission will be met.

Regards,

A handwritten signature in black ink that reads "Chris Cagle". The signature is written in a cursive, flowing style.

Chris Cagle
Regional Affairs Manager
South Bay Workforce Investment Board

¹ U.S. Department of Labor, *Apprenticeship Toolkit Frequently Asked Questions*, available at <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2e>