

**DOCKETED**

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# ITEM 4

CPUC staff provides update about the agreement with the California Workforce Development Board regarding high road career paths in CPUC programs, along with successes and lessons learned.

# Advancing High Road Career Paths and Economic Equity

Presentation to the  
Disadvantaged Communities Advisory Group (DACAG)

November 19, 2021



California Public  
Utilities Commission



# Background

Collaboration between California Public Utilities Commission (CPUC) and California Workforce Development Board (CWDB)

# Memorandum of Understanding with CWDB

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CALIFORNIA PUBLIC UTILITIES COMMISSION AND THE  
CALIFORNIA WORKFORCE DEVELOPMENT BOARD ON  
WORKFORCE DEVELOPMENT FOR ENVIRONMENTAL AND SOCIAL JUSTICE

“The scope of this agreement includes **advice and recommendations** to ensure CPUC policies and regulated programs **create or support high-quality jobs** in the energy and transportation sectors and expand access to those jobs for priority populations through high-quality education and training.”

# CPUC Environmental & Social Justice Action Plan

- DACAG prioritized workforce development in the creation of Version 1.0 of the ESJ Action Plan in 2018-2019.
- **Goal 7:** Promote economic and workforce development opportunities in ESJ communities.



# Critical Directives on Workforce Development

- Executive Order N-79-20

- WHEREAS a sustainable and inclusive economic future for California will require retaining and creating high-road, high-quality jobs through sustained engagement with communities, workers and industries in changing and growing industries.

- Senate Bill 350

- **Study A:** Recommends promoting well-paying clean energy job opportunities for residents in disadvantaged and low-income communities by creating opportunities to “collaborate with state labor agencies” on targeted workforce training and job placement initiatives...”
- **Study B:** This includes the CWDB taking a lead role, in partnership with other state and local public agencies, to expand opportunities and create connections “for good quality clean transportation jobs in low-income and disadvantaged communities.”

# Action

Progress and Lessons Learned



**Approach: Affecting job quality and job access requires finding the right tools for the job based on the industries and occupations impacted by climate investments.**

## **Job Quality**

- Wage and benefit standards
- Health and safety requirements
- Fair employment and scheduling practices
- Responsible employer standards
- Project Labor Agreements (PLAs)

## **Job Access**

- Targeted recruitment and hiring
- Worker skill certification requirements
- Community Workforce Agreements (CWAs)

# The Solar on Multifamily Affordable Housing (SOMAH) Program established precedence for job quality and access standards in CPUC programs.



- **Job Quality:** program administrators established a geographically flexible wage floor for trainees, with CPUC approval via an Advice Letter
- **Job Access:** CPUC urged program administrators to prioritize quality over quantity in training programs, consider local hiring requirements, and engage a diverse candidate pool

# High Road Recommendation: *Energy Efficiency*

## **Energy Savings Assistance Program (ESAP) D. 21-06-015:**

CPUC postponed decisions about setting a minimum wage and collecting earnings data for weatherization technicians, but did mandate that the utilities and participating contractors align with the CWDB's Equity, Climate, and Jobs initiatives



# High Road Recommendation: *Transportation Electrification*

**D. 21-07-028:** The IOUs must state how each project proposal incorporates:

- (1) job quality measures
- (2) job access measures
- (3) comprehensive agreements that address both
- (4) funding to training partnerships



# High Road Recommendation: *Building Decarbonization*

**Self-Generation Incentive Program (SGIP) – Heat Pump Water Heaters**  
**R. 20-05-012:** developing responsible contractor standards so that qualified and quality-oriented businesses get the work, in order to build consumer confidence in and advance market penetration of a new clean technology



# High Road Recommendation: *Clean Mile Standard*

Connected CPUC staff with Transportation Network Company (TNC) drivers to hear directly from workers about concerns and interests in transitioning to zero-emission vehicles



# Lessons Learned

- 1) Need to educate CPUC staff on the “high road” and opportunities to promote economic equity for ESJ communities.
- 2) Need to build internal support for maximizing CPUC authority to bolster high road career paths for ESJ communities.
- 3) Share best practices and resources with CPUC staff.
- 4) Leverage partnerships with sister agencies to understand how they can support.

# Next Steps

Strategy for 2022

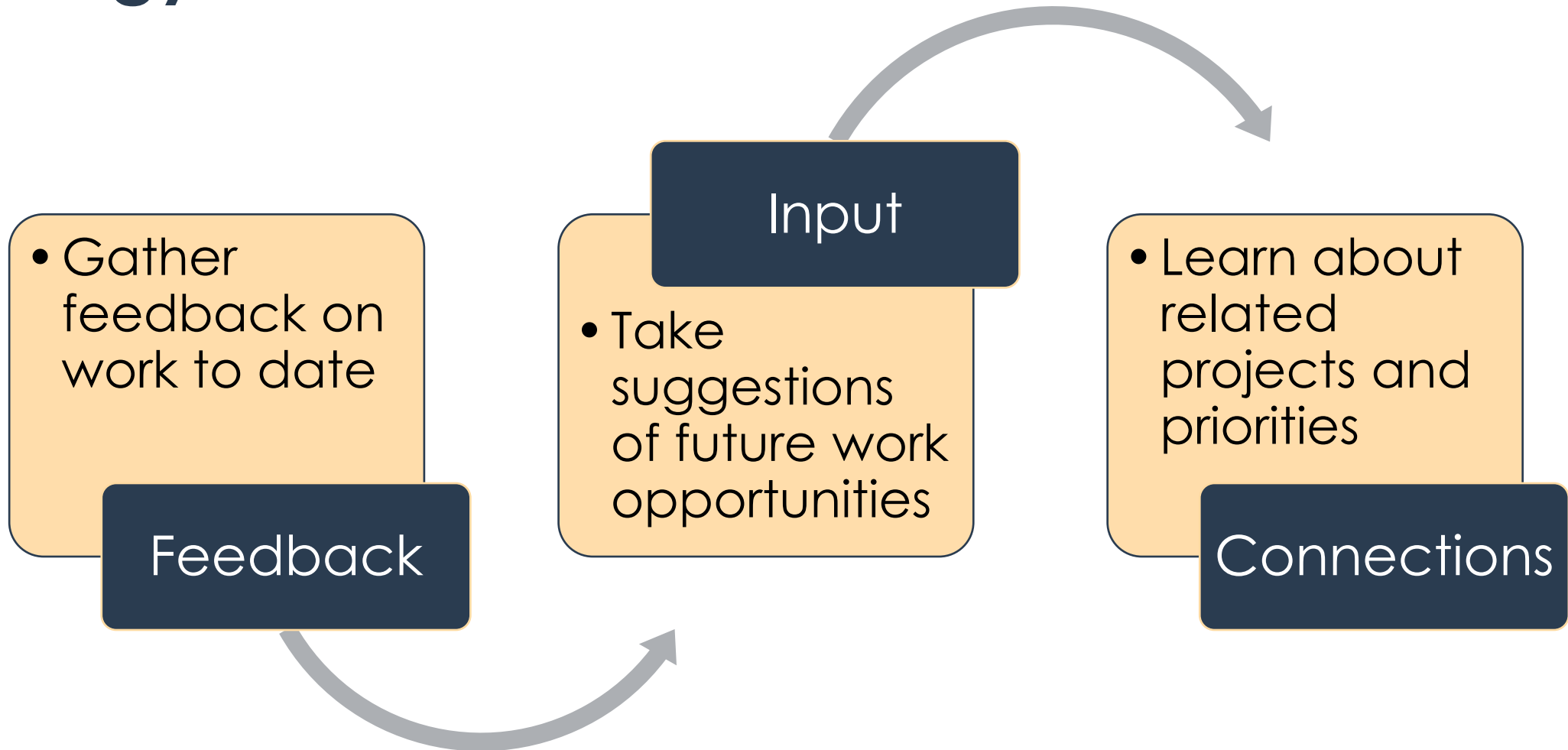


# CPUC Environmental & Social Justice Action Plan

- Proposed revised language for workforce goal
- **Goal 7:** Promote “high road” career paths and economic opportunity for residents of ESJ communities.



# Strategy for 2022



# ESJ Action Plan Action Items

**7.1.1: Implementation of MOU with CA Workforce Development Board:** Continue working with CWDB to provide recommendations to CPUC proceedings to encourage utilities to foster high road career paths.

**7.2.1 and 7.3.1: Best Practices:** Provide presentations, training, and resources to CPUC staff and regulated utilities regarding strategies and practices of a high road approach to workforce development, as well as other practices already underway within the CPUC and best practices from other regulatory agencies.

**7.3.2: Leverage Sister Agencies to Maximize High Road Opportunities for ESJ Communities:** Build relationships and partnerships with sister agencies with business-related missions, including the Contractors State Licensing Board (CSLB), to understand how to maximize high road job opportunities for ESJ communities in industries under CPUC oversight.

# THANK YOU!

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