

DOCKETED

Docket Number:	16-OIR-06
Project Title:	Senate Bill 350 Disadvantaged Community Advisory Group
TN #:	260607
Document Title:	Item 7 - DACAG - High Road Workforce Development
Description:	N/A
Filer:	Dorothy Murimi
Organization:	California Energy Commission
Submitter Role:	Commission Staff
Submission Date:	12/12/2024 10:27:09 AM
Docketed Date:	12/12/2024



RISING SUN

CENTER FOR OPPORTUNITY

Beyond Training: High Road Workforce

Development for Climate Resilience &

Economic Equity

Disadvantaged Communities Advisory Group

12.13.24

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DACAG Equity Framework: Workforce Development

"Workforce development refers both to the **training** and preparation of workers (supply-side), and to the **career opportunities available** to those workers (demand-side). Climate policies and programs can invest in a both by:

- Promoting and funding workforce **training pathways and wraparound services**, including pre-apprenticeship, apprenticeship, and other industry-recognized training programs, to high-quality careers in the construction, climate infrastructure, and clean energy industries
- Providing opportunities to train the next generation of climate leaders and workers for the clean energy economy
- Setting and tracking **hiring goals** (local, regional, and targeted hire) across career levels for low-income and underrepresented populations who've been locked out of prosperity, to **increase access to and representation in** the climate workforce
- Including **labor standards**, such as prevailing wage and industry-appropriate standards beyond wages (benefits, etc.), in publicly-funded programs and contracts
- Prioritizing careers that offer **economic mobility** and advancement pathways, not just one-off jobs
- Recognizing that utilizing **a high-quality, well-compensated workforce ensures quality work, which advances CA's climate goals.**

The CA Workforce Development Board (CWDB) offers a strong framework for creating and sustaining quality jobs and careers, referred to as the [High Road](#). Both the CPUC and CEC hold Memoranda of Understanding (MOU) with the CWDB to align their shared climate goals with workforce development and economic justice.

Finally, the University of California Berkeley Labor Center's report, [A Jobs and Climate Action Plan for 2030](#), lays out the connection between climate and careers, and how to advance job quality through climate action."



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Mission

Building career pathways for economic equity and climate resilience

Vision

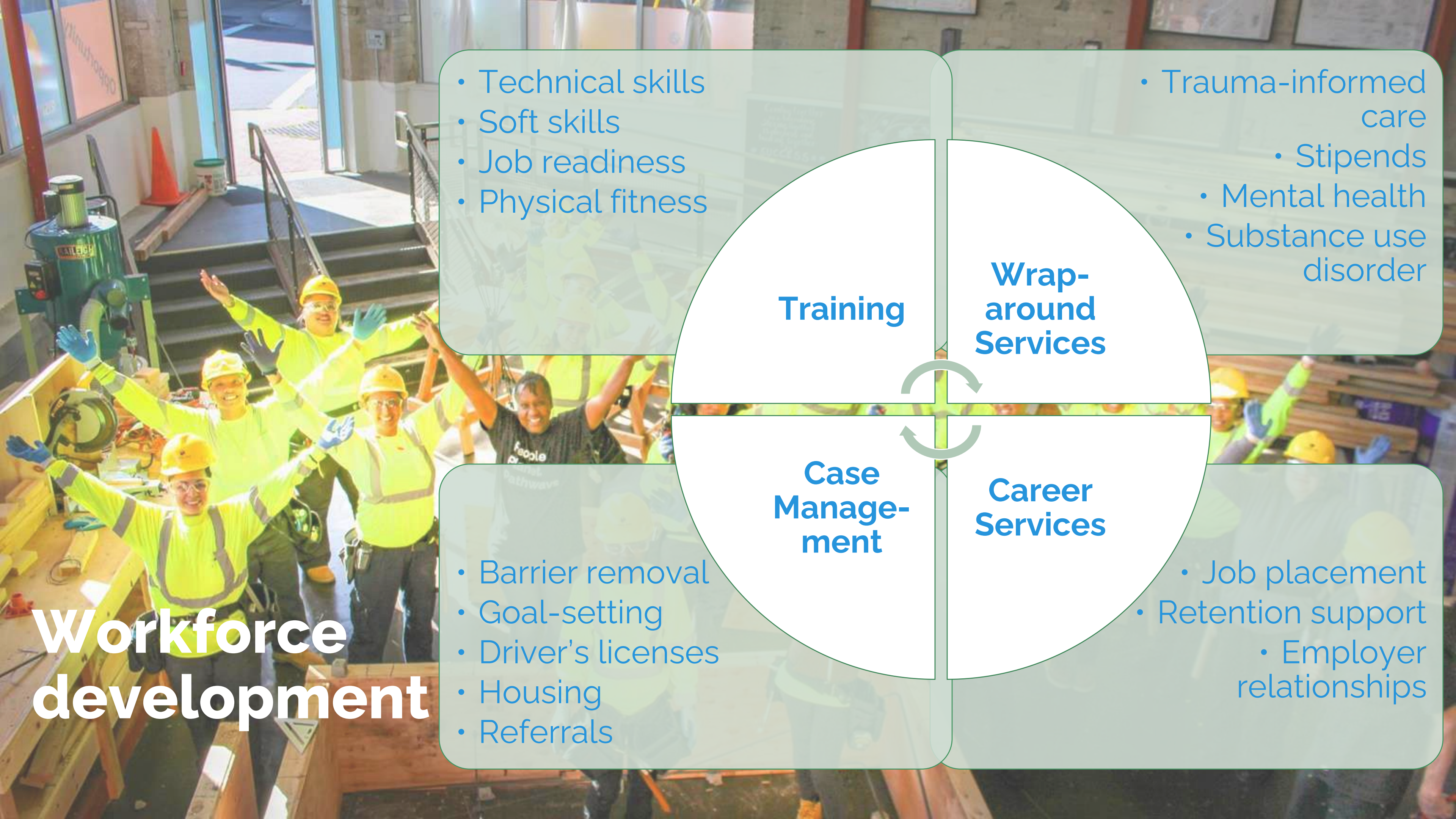
A just and sustainable future for all people and our planet



Rising Sun Programs

- **Climate Careers**
 - Youth employment and training in energy and water efficiency, and green externships, across the Bay Area since 2000
- **Green House Calls**
 - Free energy efficiency services for residents across the Bay Area and Central Valley since 2000
- **Opportunity Build**
 - Pre-apprenticeship for the union building & construction trades in the Bay Area since 2014
- **Policy and Advocacy**
 - Ensure that green jobs are good jobs since 2016
 - High Road Training Partnership for job quality and access in residential building decarb since 2021





Workforce development

- Technical skills
- Soft skills
- Job readiness
- Physical fitness

Training

Wrap-around Services

- Trauma-informed care
- Stipends
- Mental health
- Substance use disorder

Case Management

Career Services

- Barrier removal
- Goal-setting
- Driver's licenses
- Housing
- Referrals

- Job placement
- Retention support
- Employer relationships

A woman with long dark hair, wearing a red long-sleeved shirt and a pink flower lei, is smiling and raising her right fist in a celebratory gesture. She is wearing sunglasses on her head and a colorful wristband. In the background, other people are visible, including one with long dark hair and a pink flower lei. There are white roses and a red sign with a white arrow pointing right in the foreground.

Green jobs must be good jobs

Family-sustaining wages

Benefits

Career advancement pathways

Worker voice

Safety

Accessibility



Bay Area Residential Decarbonization High Road Training Partnership

Mission

To increase job quality and equitable access for all workers in the residential decarbonization market, starting in the 9-Bay Area County region

Vision

A residential building decarbonization industry that supports quality jobs, engages a qualified workforce, and provides stable career pathways for disadvantaged workers while simultaneously reducing GHG emissions and building more resilient communities



Official Partners

- BayREN
- City of Berkeley, Department of Energy & Sustainable Development
- City of San Francisco, Environment Department
- Construction Trades Workforce Initiative (CTWI)
- National Association of Minority Contractors
- Nomada Coaching & Consulting
- Revalue
- Rising Sun Center for Opportunity
- StopWaste
- Contractor Reps
 - Bear Mechanical
 - Enso Building Solutions
 - KelAire Heating & Cooling
 - West Coast Green Builders
- SMW Local 104 Worker Representative

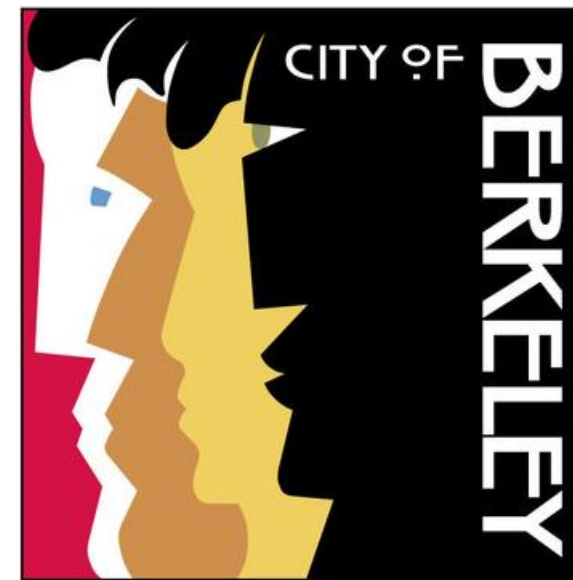


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Local Governments Empowering Our Communities

SAN FRANCISCO
ENVIRONMENT
DEPARTMENT



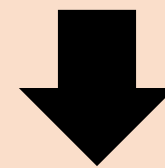


HIGH ROAD TRAINING PARTNERSHIP SCOPE

- ▶▶ Small scale retrofits: single family + small multifamily
- ▶▶ Existing buildings (no new construction)
- ▶▶ 9 County Bay Area focus
- ▶▶ Electrification + energy efficiency measures (not including energy generation ex. solar)

The Future of Decarb: A Look Into 2025

Total **public funding** for Bay Area residential decarbonization projects in 2025
(\$234 million)
will be nearly four times greater than total funding in 2021
(\$61 million)



Between **200 and 1,000**
new full-time residential decarbonization jobs will be created in 2025
in addition to the 3,000 - 5,000 full-time equivalent residential decarb jobs in
the Bay Area that already exist

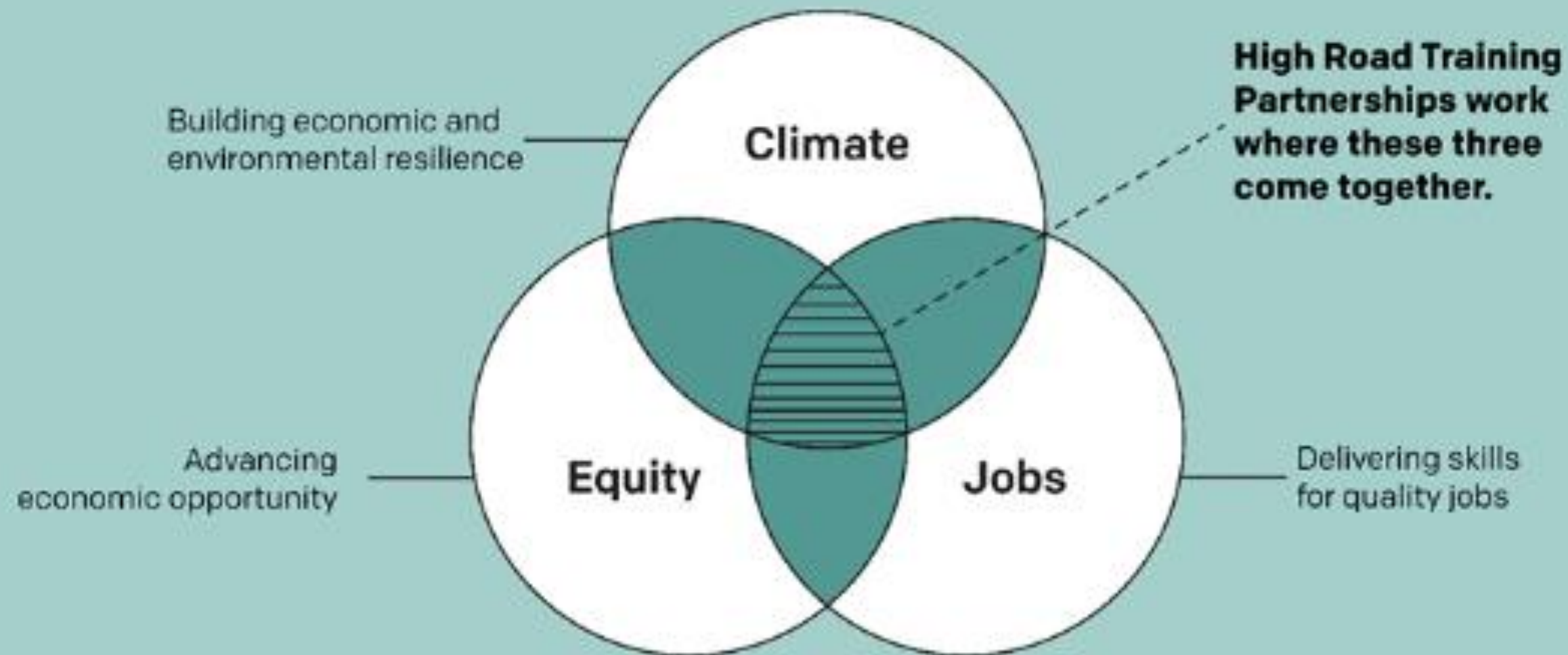
The High Road:

A Holistic Win Win Win Strategy for Equitable Building Decarb

Climate: High quality jobs attract and retain the skilled workers needed to address the climate crisis

Equity: Targeted job training creates equitable access to economic mobility

Jobs: High quality decarb training prepares the technical workforce needed to decarbonize every building



HOW DO WE GET THERE?

Labor Standards

Labor Standards are a *strategy* to set a baseline for job quality that we can employ to achieve our *goal* of quality jobs and equitable access to residential decarbonization jobs

How we use them

Our approach for equitable labor standard intervention is to require *minimum labor standards* to subvert the race-to-the-bottom on publicly funded projects, *use a phased-in approach* to allow disadvantaged contractors to join based on a commitment to meet labor standards by the start of construction, *support contractors* to meet these standards, and offer *additional incentives* to support greater job quality.



INDUSTRY SPECIFIC LABOR STANDARDS

- Wages + Benefits
- Training & Certification
- Targeted & Regional Hire
- Uplifting Disadvantaged Contractors
- Compliance + Accountability

www.risingsunopp.org/policy

Partnership-Recommended Definitions:



WHAT IS A HIGH ROAD RESIDENTIAL DECARB JOB?

- Provides residential prevailing wages with overtime.
- Provides healthcare coverage that includes dependents, vision and dental.
- Offers a pension or retirement savings plan for full-time workers with an employer match.
- Provides paid time off.
- Offers opportunities for career advancement and skill development for experienced workers and entry-level workers.

A worker in a High Road residential decarb job feels welcome, safe, heard, included, and empowered, with the assurance of support from supervisors and the organization.

ECONOMIC IMPACT OF AN INDUSTRY-WIDE WAGE & BENEFITS STANDARD



a prevailing wage standard

for Bay Area

residential decarbonization work
would result in an average increase of



\$14.50

per hour



or

\$25,951

annually

among workers who would be impacted

This represents a **71% increase** in these workers' annual earnings.

Collectively, this would result in between **\$61-100 million in additional earnings** for Bay Area residential decarb workers each year.

All while **only increasing project costs by 3-9%**, and bringing Contractors and consumers the benefits of better employee recruitment, retention, and work quality.

CLOSE THE RACIAL WAGE GAP

Latine residential decarbonization workers in the Bay Area, who make up a majority of workers in the industry, **earn only 65 cents for every dollar** that White non-Hispanic workers earn.



A prevailing wage standard would **eliminate most, if not all, of this racial wage gap.**

EMPLOYERS (AND THE CLIMATE) ALSO BENEFIT

RETENTION

Employers face lower worker turnover rates, **offsetting wage increases by at least 20%**

SKILL DEVELOPMENT

Workers stay in the construction industry longer, gaining valuable experience that **increases their productivity** over time

EDUCATION LEVEL

Workers have higher levels of formal education, receive more training from employers, and are more likely to participate in apprenticeship programs



TAXPAYERS BENEFIT: IN THE CONSTRUCTION INDUSTRY...

Almost **half** of families of construction workers in California rely on one or more social safety net program - an **annual cost of \$3 billion per year**.

Compared to a rate of **one third** of all worker families statewide.

A wage and benefits standard would **reduce** taxpayer expenditures on safety net programs by at least **\$15-\$24 million annually**, as well as generate **\$21-49 million in additional tax revenue** in the Bay Area.

A PREVAILING WAGE STANDARD WOULD:

Increase local GDP by between \$115 and \$189 million

as workers would spend their additional earnings on housing, transportation, food, and other goods and services in the local economy.

NET PUBLIC BENEFIT OF A PREVAILING WAGE + BENEFITS STANDARD

**\$44-\$70
million**



In 2022, the Partnership identified **38** programs that served the Bay Area and **NONE** had measurable labor standards

Now, the programs below have labor standards impacting over \$1 billion in residential decarb subsidies

- ▶▶ California Energy Commission
- ▶▶ BayREN
- ▶▶ City of Berkeley
- ▶▶ Ava Community Energy
- ▶▶ Peninsula Clean Energy
- ▶▶ City of Hayward

WORK PRODUCTS – www.risingsunopp.org/policy

- **Public Programs Best Practices Guide** - A resource that helps guide prioritizing job quality, equity, inclusion, and access in policy and program design and implementation and direct support for local governments and industry employers to implement these recommendations
- **Industry Analysis Paper Series** - Regional market research to identify demand drivers, workforce needs, the costs and benefits of labor standards, and recommendations for policy and program implementation
- **Job Quality & Labor Standards Toolkit** - A resource to define quality jobs and High Road employers in the residential decarb construction industry, with detailed labor standards and tools to integrate them into program design
- **Workforce Training & Access Guide** - An assessment of relevant skills, potential career pathways, regional workforce training ecosystem, and ways to reach priority communities

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