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PG&E Comments to Workshop on Centering Equity and EJ Throughout CEC Efforts

Good Morning, Please see attached for PG&E comments on CEC/IEPR Workshop on Centering Equity and Environmental Justice Throughout CEC Efforts. Thank you.

Additional submitted attachment is included below.



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August 10, 2022

California Energy Commission
Vice Chair Siva Gunda
Docket Number 22-IEPR-04
715 P Street
Sacramento, CA 95814

Re: Pacific Gas and Electric Company Comments on the Commissioner Workshop on Centering Equity and Environmental Justice Throughout CEC Efforts, held on July 20, 2022 (Docket Number 22-IEPR-04)

Dear Vice Chair Gunda,

Pacific Gas and Electric Company (PG&E) appreciates the California Energy Commission's (CEC) efforts to explore approaches to ensure meaningful community engagement and develop a framework to center equity and environmental justice in its 2022 Integrated Energy Policy Report (IEPR). The workshop on July 20th was well organized, and the presentations provided an insightful understanding of how the CEC is focusing on economic opportunity, including workforce development, to support the state's transition to a clean energy future for all.

PG&E agrees that the transition to clean energy must be inclusive and equitable and supports the CEC's creation of an Environmental and Social Justice (ESJ) framework. PG&E is working to further incorporate ESJ principles into our organization and we aspire to better serve ESJ communities by expanding our engagement, collaboration, and partnerships. PG&E's work includes the following activities related to workforce development:

1- Workforce Education and Training

As highlighted in our recent *Climate Strategy Report*¹, PG&E announced a series of longer-term climate goals to reduce our own operational carbon footprint and enable our customers and communities to reduce their carbon footprints. The report recognizes the need to support

¹ [PG&E's Climate Strategy Report is available at www.pge.com/climate.](http://www.pge.com/climate)

disadvantaged and vulnerable communities and the workforce on the path to an equitable and just transition to a clean energy future.

Among various strategies, PG&E recognizes the value of building electrification as an important tool in meeting California’s climate goals. As part of our 2030 decarbonization goals, PG&E aims for 50% of the topics in our Workforce Education and Training (WE&T) programs to focus on building knowledge and skills for electrification with a continued commitment that 60% of the participants will be from disadvantaged communities. In 2021, approximately 20% of PG&E’s WE&T classes focused on electrification.

Additionally, PG&E is the administrator of the statewide third-party Career and Workforce Readiness (CWR) program. Through CWR, PG&E provides technical training, support services, job placement, and job retention services to disadvantaged workers² seeking to enter the energy workforce. PG&E is also the administrator of Career Connections, another statewide third-party program which prioritizes disadvantaged schools and provides training for K-12 instructors and students, as well as resources on energy efficiency, clean energy, and energy fundamentals. Career Connections also offers career awareness and career exploration resources to encourage K-12 students to enter the energy workforce.

2- Building Career Pathways

Within PG&E, we remain focused on developing a workforce with the skills and expertise to operate our business safely, while also meeting the evolving needs of our customers—amidst an energy industry that is undergoing a rapid transformation. We’re excited about the opportunities to partner with our coworkers, communities, and others to optimize the workforce transition to a net zero energy system.

Through our talent identification efforts, robust training offerings, and targeted efforts at building workforce pipelines such as PowerPathway™, PG&E remains poised to have the talent needed to achieve a decarbonized future. We’re helping coworkers grow in their careers and offering leadership development programs to prepare leaders for the challenges of an ever-changing utility industry. We’re also working to localize and diversify our workforce, building a workforce that is further reflective of the communities we serve.

Through our PowerPathway™ program, we continue to partner with local workforce development organizations to develop local diverse talent invested in our communities.

² A disadvantaged worker is defined by the California Public Utilities Commission as “an individual that meets at least one of the following criteria: lives in a household where total income is below 50 percent of Area Median Income; is a recipient of public assistance; lacks a high school diploma or GED; has previous history of incarceration lasting one year or more following a conviction under the criminal justice system; is a custodial single parent; is chronically unemployed; has been aged out or emancipated from the foster care system; has limited English proficiency; or lives in a high unemployment zip code that is in the top 25 percent of only the unemployment indicator of the CalEnviroScreen Tool.” If one census tract in the participant’s zip code is in the top 25 percent of only the unemployment indicator of the CalEnviroScreen Tool, then the participant will qualify as a disadvantaged worker.

Created in 2008, PowerPathway™ targets those who are out of work or under-employed and has a strong focus on enhancing opportunities for women and those who have served in the military. Students enrolled in the program receive industry-specific training that addresses the academic, vocational, and physical abilities students will need to enter the energy industry workforce.

PG&E is also pursuing other workforce development partnerships with the communities we serve. As an example, PG&E partnered on a pilot to train Native American tribal members on vegetation management—leveraging traditional and cultural learnings—through a four-week course held on the ancestral lands of Robinson Rancheria. This effort is part of our broader effort to strengthen relationships and partnerships with Native American tribal governments and communities.

Additionally, PG&E is engaging with other utilities statewide and nationally on just transition and related workforce issues to learn from each other and to explore opportunities to coordinate and collaborate on successful strategies.

3- PG&E Offers to be a Partner

As we look to the future, PG&E is working to better understand the workforce implications of a net zero energy system—and the anticipated changes to PG&E’s workforce composition and skillsets over the coming decade and beyond. We look forward to partnering with our coworkers and other stakeholders to meet the workforce needs, challenges, and opportunities ahead and incorporate these workforce considerations into our longer-term business strategy.

PG&E commends the CEC’s progress on the development of a framework to center equity and environmental justice through its efforts on the IEPR and welcomes the opportunity for future discussion and collaboration on workforce development. Please do not hesitate to contact me if you have any questions.

Sincerely,

/s/

Licha Lopez