California Energy Commission
IEPR Committee Workshop

DOCKET
11-IEP-1A
DATE MAR 14 2011
RECD. MAR 14 2011

National Center for the Clean Energy Workforce Scoping Study

March 14, 2011

Carol Zabin, University of California, Berkeley
Chris Benner, University of California, Davis
Chris Tilly, University of California, Los Angeles

with assistance from
Susie Suafai, Tory Griffith and Zach Church, University of California, Berkeley
William Borden, University of California, Davis
Lauren Appelbaum, Uyen Le and Elizabeth Stewart, University of California, Los Angeles

DONALD VIAL CENTER on EMPLOYMENT in the green ECONOMY

Outline

- What we did for the scoping study
- Why a National Center for the Clean Energy Workforce?
- Goals and Vision
- Strategy and Functions
- Structure and Governance

Methodology

- Scope: energy efficiency, renewables, and alternative vehicles
- Interviews (over 100), websites, and review of research
- Two communities
  - Clean energy
  - Workforce development

Why a National Center for the Clean Energy Workforce?

1) Growing the clean energy sectors
   - Future worker shortages or mismatch
   - Workforce issues affecting quality

2) Jobs for Californians
   - Quantity of jobs
   - Job quality (wages, benefits, career ladders)
   - Job access for workers and job seekers from disadvantaged communities

Workforce issues for clean energy sector growth

- Skills upgrade needs
  - Most need is in middle skills (<4 year)
  - Most need is in traditional trades occupations

- Quality of work
  - Safety
  - Immediate energy savings or generation
  - Market growth/transformation/financing

Workforce issues for clean energy sector growth

- Need a stable and professionalized workforce before training investments can lead to change in practice and improvements in quality
- Quality problems result from low road conditions that favor businesses competing on cost cutting
- Low road due to widespread lack of standards (or their enforcement) on work (building codes), on contractors, and on worker skills

Good jobs and workforce development challenges

- Good careers exist in professions and unionized construction trades, but not in some other sectors like residential construction etc.
  - Job Quality: Training for low wage dead end jobs is a problem
  - Career ladders not clear
  - Job Access to jobs for Californians from disadvantaged communities

Good jobs and workforce development challenges

- Information: Many training programs don't have good info on:
  - # of jobs and whether their graduates will get jobs
  - What skills and certifications have value in the market
  - What real career paths exist in the market
  - What broad occupational programs could clean energy skills be incorporated into
- Job placement: Links to employers are still not strong enough

NCCEW strategy:
Build the high road!

- High skills
- High wages
- High quality

- Low skills
- Low wages
- Low quality

DONALD VIAL CENTER on EMPLOYMENT in the green ECONOMY

NCCEW Strategy

Work closely with both the energy and workforce development communities

- Encourage adoption of skill standards and certifications
- Workforce preparation: Align with stackable, portable credentials
- Support industry partnerships and sector strategies that address quality and workforce issues together

Key functions of a NCCEW

- Research
- Clearinghouse and communications
- Technical assistance

Key function 1: Research

- Very applied to real problems and solutions
- Map and forecast labor demand including skills and job quality
- Map real employer needs and practices
  - Skills and staffing patterns
  - Low or high turnover
  - Employer hiring and training practices
  - Market segments with higher quality

Key function 1: Research

Map and assess

- Skill standards
- Clean energy agency leverage points
- Training programs and curricula

Key function 2: Clearinghouse & communications

- Disseminate best practices
- Seed and broker broad discussions
  - Within the two constituencies
  - ***Between*** them
- On the demand side: focus on state & local government agencies, especially those with a clean energy mission
  - Key drivers of clean energy investments
  - CEC contacts

Key function 3: Technical assistance

- Building on research and communications
  - “
- Targeted and sector-specific
  - Focus on building capacity to design, select, refine, implement, comply with skill & labor standards
  - Support sector strategies
  - Clean energy agencies and employers
    - “Assisting the assisters”