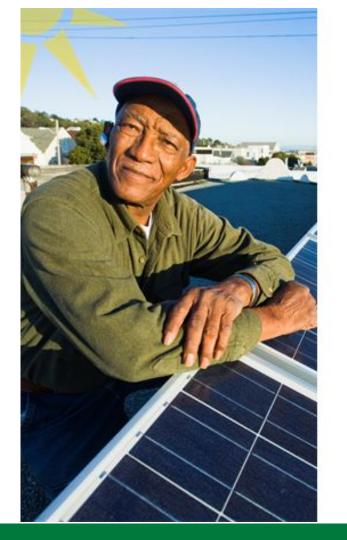
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### Workforce Development Considerations for SB 100

February 24th, 2020



### **Our Vision & Mission**

Founded 2001 – nation's largest nonprofit solar installer

GRID makes renewable energy technology and workforce training accessible to underserved communities

GRID advocates for equitable & inclusive solar and renewable energy policies and programs

### Why is Equitable WFD Important for SB 100?

1. A strong, trained workforce is needed to carry out ambitious state goals in renewable energy

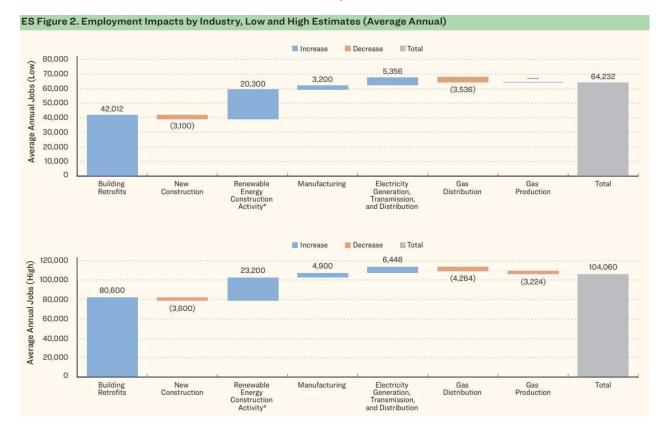
2. Without equity considerations, communities and individuals most in need of well-paid and reliable employment will be left behind

# **Overview**

- 1. Existing Research
- 2. WFD Example: SOMAH
- 3. Best Practices in WFD

# **Existing Research**

#### **Estimated Job Creation from Building Decarbonization**



From UCLA Luskin Center for Innovation's 2019 Report "California Building Decarbonization Workforce Needs"

### **Quantifying Jobs by Resource Mix**

Type of Work	Sector	Change in Employment (2045)*
Electricity Generation, Transmission, and Distribution	Solar	3,800-4,900
	Wind	900-1,000
	Geothermal	500-600
	Out-of-state	NA
	Distribution and Transmission	3,600-4,100
	Public Purpose Charge and Other	1,500-1,800
	Subtotal	10,400-12,400

\*These jobs are estimated from the annual sales of energy; therefore, they are assumed to be ongoing jobs. The number here, is the total estimated upon reaching 100 percent building electrification.

> From UCLA Luskin Center for Innovation's 2019 Report "California Building Decarbonization Workforce Needs"

### **Workforce Development Example**

### CA's Solar on Multifamily Affordable Housing (SOMAH)



### **SOMAH Job Training Requirements**

- Requirement for all projects to hire trainees
- Clear Requirements for:
  - Eligible training categories: PV direct installation, project design, PV commissioning and maintenance
  - Eligible training programs
  - Data collection and tracking methods for trainees
  - $\circ$  Wages
  - Number of Trainees

System Size (CEC)	Required Number of Job Trainees
0 kW – < 50 kW	1 trainee and no less than 40 hours
50 kW - < 100kW	2 trainees and no less than 40 hours per trainee
100 kW and greater	2 trainees and no less than 80 hours per trainee

### **SOMAH Local and Targeted Hiring Requirements**

<u>Local Hire:</u>

Individual residing in the county in which SOMAH projects are taking place

<u>Target Hire:</u>

- Residents of DACs
- Women
- Affordable housing residents
- Currently/formerly experiencing homelessness
- Lack of GED/diploma
- Formerly incarcerated

SOMAH Job Training Portal assists both job seekers and contractors looking to hire

## Best Practices for Workforce Development



### **Best Practices in Workforce Development**

- 1. Equity in Hiring and Procurement
- 2. Funding set-aside within program budgets for workforce development (including for paid work/stipends and wrap-around service)
- 3. Engagement with community groups in DAC to inform WF program design
- Facilitation of cross-sector partnerships between training organizations, labor groups, regional workforce boards, and industry employers
  a. Union and non-union pathways supported and funded
- 5. Established metrics for success and data tracking method for evaluation
- 6. More best practices available at: https://www.lowincomesolar.org/best-practices/workforce-development/



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