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Advocating for a Skilled, Productive and Prosperous Workforce



Job Training for Green Collar Jobs: The Green Jobs Act and 10 Policy Principles

Midwest Conference on Labor in the New Energy Economy
 October 23
 Cleveland, OH

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The Green Jobs Act

- The Green Jobs Act of 2007 part of House Energy bill (H.R. 3221). Similar legislation in Senate Energy bill (H.R.6)
- The GJA creates an Energy Efficiency and Renewable Energy Worker Training Program.
- Authorized at \$125M per year.



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The Green Jobs Act establishes...

- A National Research Program to collect and analyze labor market data to track workforce trends related to energy efficiency and renewable energy -- \$12.5M
- National Energy Training Partnership Grants: competitive grants to non-profit partnerships that include the equal participation of industry and labor -- \$37.5M



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The Green Jobs Act establishes...

- A State Labor Market Research, Information, and Labor Exchange Research Program -- \$12.5M
- State Energy Training Partnership Program: DOL will award competitive grants to states to enable them to award grants to partnerships that essentially mirror the national partnerships -- \$37.5M



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The Green Jobs Act establishes...

- A Pathways Out Of Poverty Demonstration Program, grants to training partnerships that serve individuals under 200% or poverty or a locally defined self-sufficiency standard -- \$25M
- Status: Senate and House awaiting conference for energy bill. Bush has threatened to veto.



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10 Policy Principles for State or Local Green Jobs Initiatives

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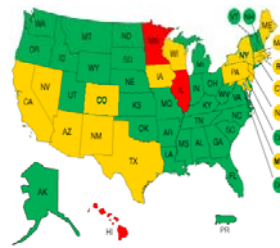
#1 Define Green Jobs



- Any green jobs initiative will need to target a list of green industries and perhaps even a list of high-demand occupations that meet wage/benefit standards (or a pathway to get there).
- Can prescribed by the govt., or perhaps locals can be allowed to define, as long as they justify with LMI

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#2 Standards Are Crucial



- Renewable portfolio and LEED building standards and other efficiency standards should be considered (and framed as for political purposes) economic development/job creation strategies in that they guarantee a market for renewable energy and energy efficiency industries.

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#3 Economic development subsidies should maximize community benefits



- The prevailing economic development strategy of firm-by-firm recruitment via subsidies is well underway for green industries.
- Subsidies for new energy industries should be connected to wage/benefit, job creation and other standards, and perhaps first source hiring and funded apprenticeship / training programs

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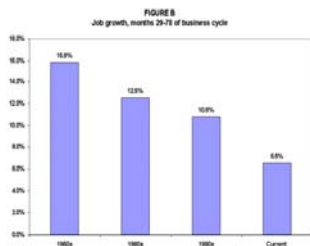
#4 Economic development policies should be targeted industry-wide



- These can include venture capital funds, business incubators, and loans and grants targeting green energy industry sectors / clusters as a whole – not just individual firms

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#5 Link green job creation and job training



Any worker training program for renewable energy and energy efficiency industries has to be explicitly linked to economic development/job creation policies and programs

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#6 Industry sector partnerships are excellent vehicles for linking green economic and workforce development



- Economic and workforce development strategies can be explicitly linked by seeding, with state / local policy and resources, the creation of partnerships, organized by industry sector/cluster, within regional economies

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#7 Partnerships should be broad, public/private collaboratives that involve key stakeholders



- In addition to the industries and labor, these should include, at a minimum, community colleges and local workforce investment boards, community-based organizations, and economic development agencies.

#8 Green job workforce development efforts have to be data driven



- Need for detailed labor market analysis of targeted green industries at the level of regional economies: what are the occupations, wage and benefit structures, and projected job growth? What are the education and skills requirements of these jobs?

#9 Green job initiatives should contain a strong pathways out of poverty focus



- Good policy/equity grounds for doing this. Also compelling political reasons. Can mobilize a broader coalition of constituencies and excite a broader set of policymakers

#10 Measure and evaluate



Green job training is new. We need to figure out what works and what doesn't. And we need to show results for political credibility and support.



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Green Collar Jobs



The biggest impact on construction in the next five to ten years will come from Green Principles.

Fossil Fuels



- Oil, Coal, Natural Gas
 - 86% of human-produced energy comes from burning fossil fuels. [International Energy Annual 2004](#)
 - The burning of fossil fuels produces around 6.3 billion metric tons of carbon dioxide per year, a major cause of greenhouse gases and climate change.
 - Renewable energy resource development will result in new jobs for people and less oil we have to buy from foreign countries. According to the federal government, America spent \$109 billion to import oil in 2000. If we fully develop self-renewing resources, we will keep the money at home to help the economy

Already Here as Law

- [Executive Order 13101](#) ,
 - “Greening the Government Through Waste Prevention, Recycling, and Federal Acquisition”

Already Here as Incentives

- There are financial incentives in many states, including Ohio
- Often additional incentives within municipalities.
- In many cases, this alone has spurred Green construction.
 - ❖ The result is an increase in bid specs that include Green principles, which are usually called "High Performance and Sustainable Building" Guiding Principles.

Already Here as Bid Specs

- SOLICITATION (RFP)
 - High performance building
 - performance-based contract
 - sustainability
 - sustainable building
 - sustainable development
- The Federal Green Construction Guide for Specifiers
 - assist federal building project managers in meeting various mandates as established by statute and Executive Orders, as well as, EPA and DOE program recommendations
 - The Resource Conservation and Recovery Act authorized Comprehensive Procurement Guidelines (CPG).
 - The National Technology Transfer and Advancement Act/OMB Circular A-119.
 - Executive Order 13203 - [Strengthening Federal Environmental, Energy, and Transportation Management](#).
 - DOE's Federal Energy Management Program Product Efficiency Recommendations, and
 - EPA's Indoor Environment's Program Recommendations.
- U.S. GREEN BUILDING COUNCIL
 - State and Local Government Tool Kit

"High Performance and Sustainable Building" Guiding Principles.

- Employing integrated design
- Optimizing energy performance
- Protecting and conserving water
- Enhancing indoor environmental quality
- Reducing environmental impact of materials

What does that mean?

High Performance and Sustainable Building" Guiding Principles.

- High minded
 - Often without detail
 - No 'HOW to'
 - ❖ Install the energy efficient window systems
 - ❖ Position the HVAC units.

Green Collar Jobs

What does it mean ?

- Gateway to jobs for the under-served populations
 - apprenticeship in one city
- Completely new set of occupations being created
 - Will change our workforce
 - Offer new, exciting, and well-paid occupations, especially in construction.

Completely new set of occupations

- The solar industry reports that solar electric installations grew by over 20% in 2006. If the goals of the Photovoltaic Industry Road Map are met, total installed capacity could increase to 9,600 MW by 2015. Direct employment would increase from 20,000 now to 62,000 by 2015. The US Department of Energy estimates that as many as 5,000 trained installers may be needed by 2015 to accomplish their new Solar America Initiative.
 - *In testimony before the U.S. House of Representatives on June 19th, Jane Weissman, the Executive Director, Interstate Renewable Energy Council and Vice Chair, North American Board Of Certified Energy Practitioners*
 - http://democrats.science.house.gov/Media/File/Commdocs/hearings/2007/energy/19jun/weissman_testimony.pdf

Interesting, but of little immediate value to the contractor or crafts



Some are leading



This is "work for ... our electrical workers, and it's also necessary for [North America] to compete internationally. If you look at our trading competitors in Europe and Japan, you will see that their societies ... use less than half the amount of energy that we do in the United States, and that gap is growing." *IBEW Construction Conference guest speaker Steven J. Strong, president of Solar Design Associates*

National Photovoltaic Construction Standards & Certification Partnership (NPCSCSP)

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- Focus on key issues
 - ❖ healthy, vibrant solar construction sector training accreditation and certification
 - ❖ solar product review and enhancement policy and legislation
 - ❖ design and construction
 - ❖ inspection and safety
- NPCSCSP affiliate members include the IBEW, NECA, NJATC

Training is the Key



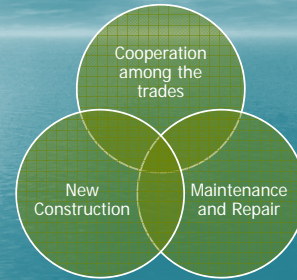
Awareness is Lacking

Not everyone is behind



Training is Lacking

- Awareness of Sustainability / Green must start now in the trades
- Sustainability / Green needs to be in Apprenticeship Related Instruction
- Sustainability / Green Training partnerships need to be established



Sustainability / Green Training Partnerships

- U.S. Green Building Council
- Community Colleges
 - Through current affiliations with RAPs
 - Support new Curricula

Support New Curricula

- Cuyahoga Community College 's Green Academy

Green Academy

- Awareness of Issue (s)
- Accreditation Prep
- Skill Specific Training
- Contractor Education



The Greenest thing you can do is this: Choose the right leaders. It is so much more important to change your leaders than change your light bulbs.

Thomas L. Friedman, NYTimes, 10/21/07