

Preparing for the Workforce Planning Analysis requirement: Grantees are required to include a Workforce Planning Analysis in their Comprehensive Climate Action Plan. When planning for this component, we encourage grantees to consider the following types of activities. These are intended to be illustrative examples and are not exhaustive nor required components of the analysis.

1. **Public Workforce Partnerships:** Forge critical partnerships with partners in your State's public workforce development ecosystem. This may include your State Department of Labor, State Workforce Development Board (typically appointed by the governor), and local workforce development boards (typically at the regional or county-level). Together, explore opportunities to align workforce funding and priorities with the areas where you anticipate to see growth because of climate-related investments. Explore opportunities to influence training providers to expand training for good climate jobs and to educate the American Job Centers about opportunities in climate-related fields.
2. **Other Workforce Partnerships:** Consider other partnerships that may be helpful in connecting climate investments to strong workforce development outcomes. Partnerships may include climate-focused businesses and employers, labor unions, community-based organizations, economic development organizations, local community colleges, Minority-Serving Institutions, and other similar organizations. The public workforce system partners mentioned above may already have connections with some of these partners. Assemble partners to evaluate approaches to training and hiring for climate jobs. Consider opportunities to scale training programs, such as Registered Apprenticeship programs, sector-based strategies, and innovative approaches to connecting workers to jobs in emerging fields.
3. **Model Anticipated Labor Changes:** When reviewing your State's climate goals and anticipated areas of investment, map out the types of jobs that will be created. To the extent possible, forecast the number of jobs that will be created and in which sectors. Also describe the types of skills that will be needed to do those jobs and existing training pathways. Where true, also map out where there will be possible job loss or displacement. Explore strategies with the partners discussed above to connect workers to re-skilling opportunities.
4. **Identify Strengths, Weaknesses, and Opportunities:** Based on your analysis and discussions with partners, map out your state's strengths, weaknesses, and opportunities as it relates to connecting climate investments to good jobs and meeting the labor demands of your state. Look for existing best practices that could be scaled. Identify areas of concern where demand for jobs will likely outstrip existing training capacity. Turn these findings into actionable strategies that can be implemented with your network of partners.
5. **Equity and Underserved Communities:** Analyze the barriers that underserved communities face in your State to workforce opportunities. Develop strategies with your partners for ensuring equitable access to training and employment opportunities in the climate-economy. The Department of Labor's [Good Jobs Initiative](#) defines underserved communities as: persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

- 6. Messaging Opportunities:** Consider opportunities to message the importance of connecting climate investments with the creation of good jobs for everyone in your community. Spotlight employers that are bringing good climate jobs, with direct benefits to local communities, to uplift best practices. Make sure youth and adults know that climate jobs offer promising career pathways. Expand awareness of the need for the climate, energy, and environmental sectors to work closely with workforce development and labor partners to achieve our collective climate and economic goals.
- 7. Planning Budget:** In your plan, adequately budget for the staff or contract support needed to support these workforce planning activities.