

Climate Pollution Reduction Grants: Workforce Planning Analysis

Housekeeping Notes:

- Mics are automatically muted for all registrants and all cameras should be turned off.
- Please enter all questions in the chat box and “like” any questions already asked that you would also like answered. Questions will be answered during the Q&A session (*Reserved for Grantees*).
- *Note: We cannot answer any questions regarding the implementation grants at this time.*
- We encourage you to answer the poll questions which will pop-up periodically throughout the training and will also show up in the chat box (*Reserved for Grantees*).
- Slides and links to additional resources will be shared after the training with training registrants.
- A recording and Q&A document will be posted to the CPRG website after the training.

Disclaimer

The information contained in this presentation is intended for the sole purpose of providing tools and technical assistance to planning grant recipients under EPA's Climate Pollution Reduction Grants program. Specific questions on how this information relates to a particular grantee's deliverables should be directed to that grantee's EPA Project Officer.

Nothing contained in this presentation should be construed as creating new requirements beyond those already enumerated in the CPRG planning grant program guidance or the terms and conditions that apply to the grantee.

Introductions



Rachel

- U.S. EPA – Administrator’s Office
- Integrating job quality and equitable workforce development into BIL/IRA programs
- Previously at City of Detroit Workforce Development Office



Emlyn

- U.S. DOL - Good Jobs Initiative
- Previously in DOL’s Employment and Training Administration and researcher for UC Berkeley Labor Center

Aligning Climate Planning and Workforce Planning:

*A transformative opportunity to achieve **climate goals** AND
expand **economic opportunity***

Agenda:

- Overview of CPRG Workforce Planning Analysis Requirement
- The Need for Workforce Planning
- Good Jobs Principles and Job Quality
- Workforce Planning Framework
 - 1 - Forecast Impacts
 - 2 - Identify Partners
 - 3 - Incorporate Job Quality into Project Planning
 - 4 - Develop High-Quality Training Programs
 - 5 - Measure Outcomes
- (On Your Own) Resources

Overview of CPRG Requirements for Workforce Planning Analysis

CPRG Requirements (States/MSAs) – Workforce Planning Analysis

Priority Climate Action Plan (PCAP) Due: March 1, 2024	Comprehensive Climate Action Plan (CCAP) Due: 2 years from award (summer-fall 2025)	Status Report Due: 4 years from award (2027)
<p>Grant recipients are encouraged to conduct an analysis of workforce development activities that are needed to implement the priority measures included in the PCAP.</p>	<p>Grant recipients must conduct an analysis of anticipated workforce shortages that could prevent them from achieving the goals described in the CCAP and identify potential solutions and partners at the state, regional, and/or local level that are equipped to help address those challenges. Plans may note existing funding or programs that can help support the workforce needs of the plan.</p>	<p>Grant recipients must report on the workforce development progress they have made since submitting the CCAP, and on any ongoing workforce development challenges that are inhibiting progress toward meeting their climate goals.</p>

CPRG Requirements (Tribes/Territories) – Workforce Planning Analysis

Priority Climate Action Plan (PCAP) Due: April 1, 2024	Comprehensive Climate Action Plan (CCAP) Due: 4 years from award (summer-fall 2027)
Grant recipients are encouraged to conduct an analysis of workforce development activities that are needed to implement the priority measures included in the PCAP.	Grant recipients must conduct an analysis of anticipated workforce shortages that could prevent them from achieving the goals described in the CCAP and identify potential solutions and, as appropriate, tribal, state, regional, and/or local level that are equipped to help address those challenges. Plans may note existing funding or programs that can help support the workforce needs of the plan

Analysis: More needs to be done to align local climate and workforce planning



*“CAPs have emerged as the leading way for cities to **define their climate ambitions** and activities. CAPs also serve as ways to **boost coordination** among the multiple local jurisdictions and entities involved in climate planning, including counties and related authorities (such as transit agencies and utilities). **Ideally, workforce goals and strategies would appear in these plans too**, as cities look to adopt clean electricity, protect vulnerable populations, and achieve other climate-focused outcomes.”*

Workers will be needed to...

- Install and repair electric appliances
- Manufacture clean energy products
- Build out the grid
- Plug and monitor methane wells
- Drive and maintain new electric vehicles
- Install green infrastructure systems
- Run expanded public transportation systems
- Engineer and manage new infrastructure projects
- Install and maintain utility-scale, community-scale, and residential sources of renewable energy
- Retrofit commercial and residential buildings
- ... and so much more!

Considerations for clean energy workforce

- Government and private sector **strategies are still evolving** so forecasts must be nimble
- Industries and technologies are **rapidly evolving**; need to build **durable skills**
- **Awareness of career opportunities** varies
- Existing **established career pathways** still apply (i.e., skilled trades)
- Emphasis on **job quality** and **worker empowerment** is essential
- Consider **current and future workers**; emphasis on adults and youth; focus on training and reskilling to build **long-term talent pipeline**



Learning Objectives

- ❑ Understand concepts of job quality, equity, and worker voice and how they inform greenhouse gas (GHG) pollution reductions initiatives and workforce development efforts.
- ❑ Identify key workforce partners and stakeholders.
- ❑ Develop familiarity with a workforce planning framework.
- ❑ Discover helpful resources and where to find more information.

DOL & DOC Good Jobs Principles



Learn more about the Department of Commerce and Department of Labor Good Jobs Principles [here](#)

Why Focus on Job Quality?

Job Quality

DRIVES

**Strong
Outcomes**

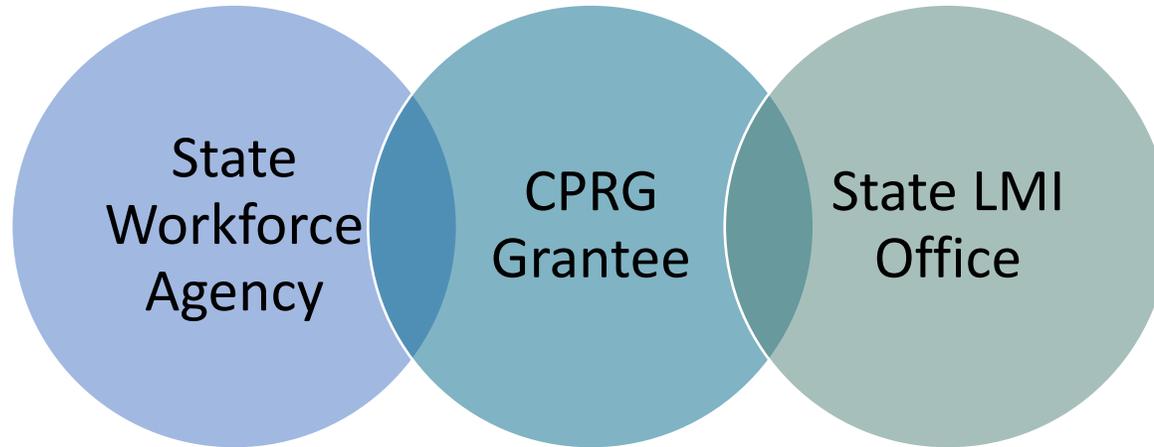
**Assists with recruiting,
training, and retaining
talent**

**Helps ensure projects stay
on-time and on-budget**

Builds community support

**Improves the
environmental benefits of
projects**

High-Level Workforce Planning Framework



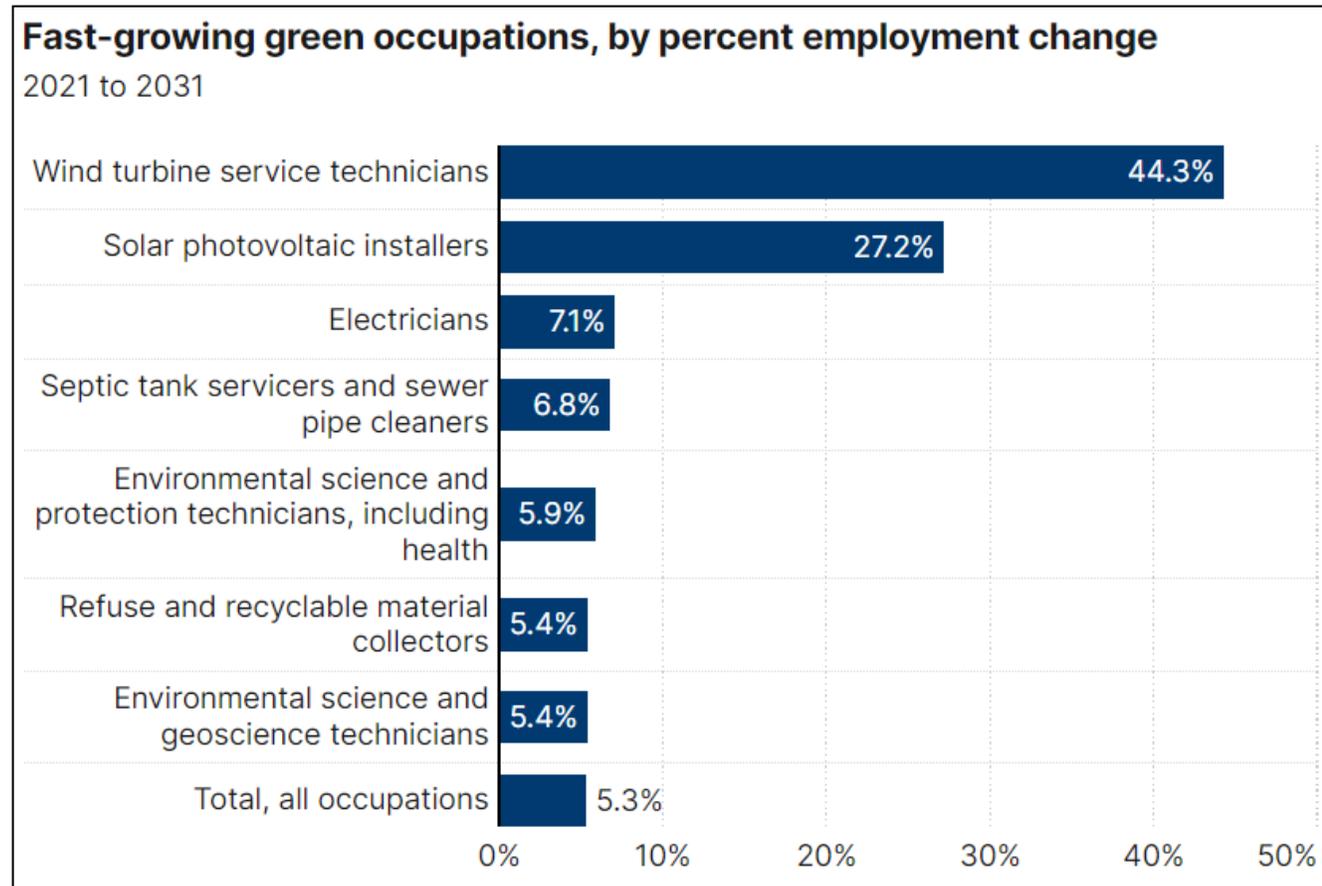
State agencies may be a resource for all grantees. In addition, there may be similar local, territorial, or tribal government organizations and subject matter experts.



Analyze and Address Barriers for Underserved Communities

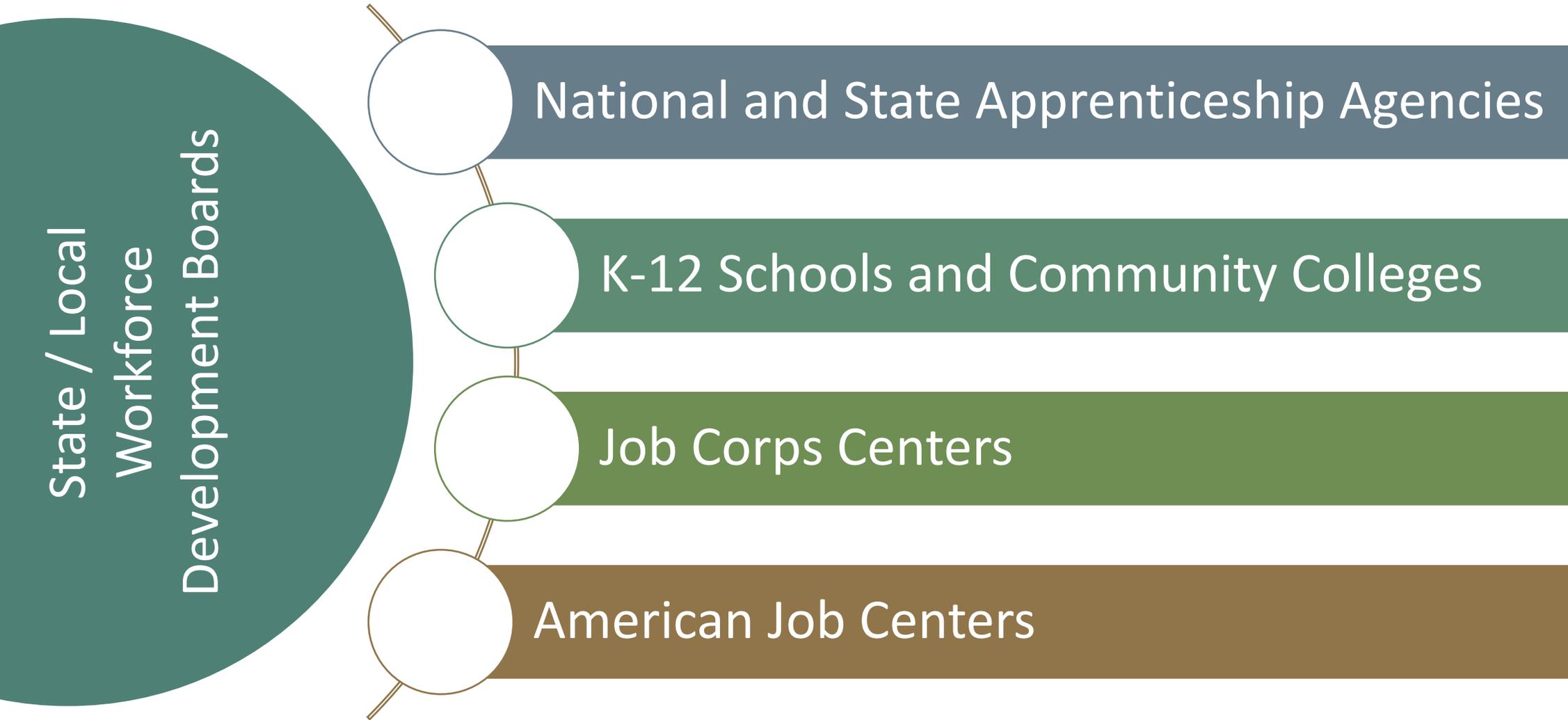
Step 1: Forecast Labor and Skills Impacts

- Share information on priority GHG pollution reduction measures with Workforce Agencies and Labor Market Information (LMI) offices.
- Work with LMI offices to project and evaluate the impact of GHG pollution reduction measures on:
 - Industries, occupations, and regions that will experience increased labor-force demand.
 - Industries, occupations, and regions that will experience job loss.
- Disaggregate results whenever possible.



Source: [Brookings analysis of BLS Employment Projections data](#)

Step 2: Identify and Develop Workforce System Partners



Step 2: Identify Stakeholder Partners



**Labor
Organizations**



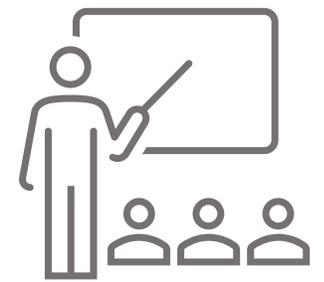
Employers



**Youth Serving
Organizations**



CBOs



**Training
Providers**

Step 3: Build Quality Jobs into Project Planning

Demand Side Project Planning Job Quality Levers

Project Labor Agreement / Community Workforce Agreements

Registered Apprenticeship Utilization Requirements

Local and Economic Hiring Objectives

Workplace Health and Safety Plans

Workforce DEIA Plans

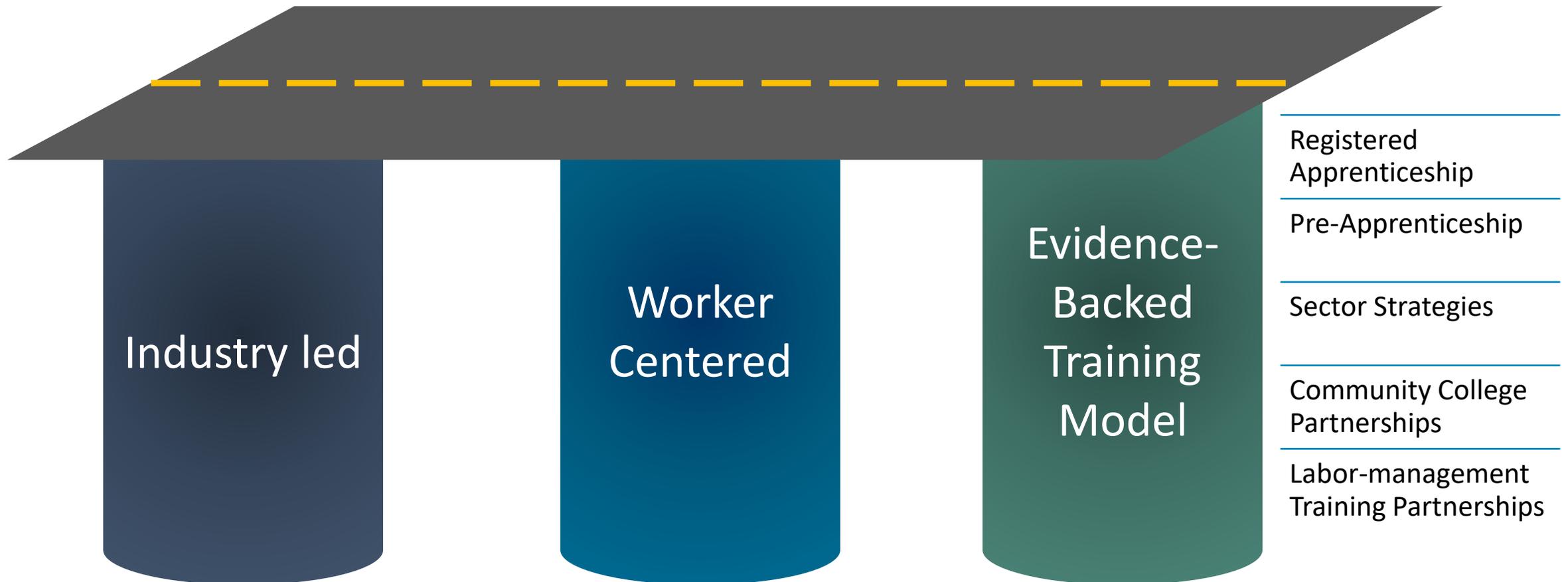
Prevailing Wage Requirements

Healthcare, Retirement, and Leave Benefits

Labor Peace and Union Neutrality Commitments

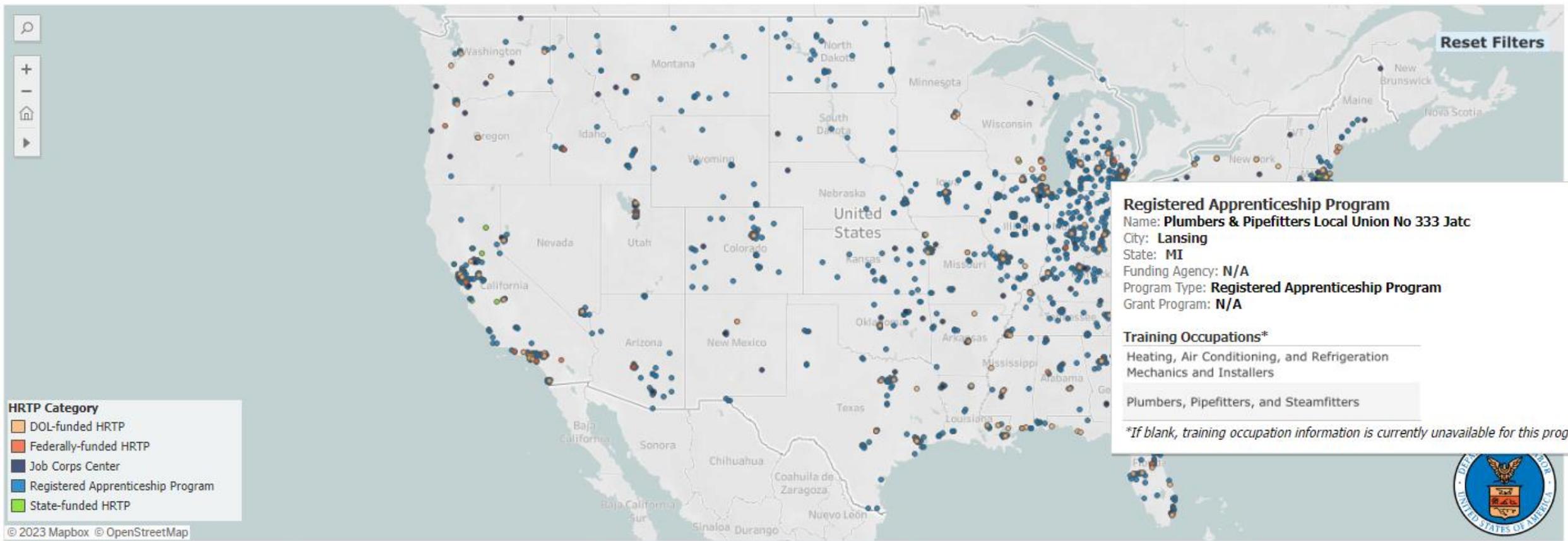
Step 4: Build High Road Training into Project Planning

High Road Training Programs



Step 4: Build High Road Training into Project Planning

Keyword Search Training Occupation: All Community College Program: (All) Labor Management Partnership: (All) Pre-Apprenticeship: (All) Registered Apprenticeship Program: (All) Sector-Based Program: (All)



- American Samoa
- Guam & Mariana Islands
- Hawaii
- Alaska
- Puerto Rico

Step 5: Plan to Measure Outcomes

- In the status report, CPRG grantees will report on the workforce development progress they have made.
- Grantees can prepare now by considering how they will measure the progress of workforce initiatives, as well as the quality of jobs created, and lost due to GHG pollution reduction projects.
- Grantees may consider how they will collect and report on
 - Project-level labor standards on GHG mitigation initiatives;
 - Demographically disaggregated training data; and,
 - Demographically disaggregated workforce outcomes



In Every Step: Analyze and Address Barriers for Underserved Communities

- Analyze the barriers that underserved communities face in accessing workforce opportunities.
- Develop demand and supply side strategies with your partners for ensuring equitable access to training and employment opportunities in the climate-economy.
- Focus on connecting “nontraditional” and underserved communities to high-quality education and training opportunities that lead to good jobs in infrastructure sectors.

Supportive Services

Pre-apprenticeship Programs

Access and Opportunity Committees

Local and Economic Hiring
Agreements

Community Workforce Plans

Key Takeaways

Don't do it
alone

Invest in
partnerships

Focus on job
quality

Consider
equity

Use the
resource
library

Resource Library

- General
 - [Good Jobs In Federal Investments: A Toolkit for Employers, Workers, and Government](#)
 - [Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce \[Training and Employment Notice\]](#)
 - [Putting California on the High Road: A Jobs and Climate Action Plan for 2030](#)
 - [State Workforce Agencies](#)
 - [State LMI Offices](#)
- Step 1: Forecasting Labor and Skills Impacts
 - [Workforce GPS Guide to State and Local Workforce Data](#)
 - [WorkforceGPS LMI Resource Center](#)
 - [CareerOneStop Toolkit](#)
 - [Using Competency Models for Career Planning and Guidance](#)
 - [Job Skills and Occupational Outlooks – O*NET](#)
 - [Projections Central](#)

Resource Library

- Step 2: Identify and Develop Key Workforce System Stakeholders and Partners
 - [Map of Community Colleges](#)
 - [Workforce Development Boards Finder](#)
 - [American Job Center Finder](#)
 - [High Road Training Programs map](#)
 - [Registered Apprenticeship Partner Finder](#)
 - [National and State Apprenticeship Agencies](#)
 - WIOA Eligible Training Providers ([TrainingProviderResults.gov](#) , [State ETP lists](#))
- Step 3: Build Quality Jobs into Project Planning
 - [Goodjobs.gov](#)
 - [Good Jobs Principles](#)
 - [Increasing Employer and Workforce System Customer Access to Good Jobs](#)
 - [Sample NOFO Language](#)
 - [Job Quality Checklist](#)
 - [Project Labor Agreement Resource Guide](#)

Resource Library

- Step 4: Build High Road Training into Project Planning
 - [High Road to the Middle Class Map](#)
 - [High-Road Training Partnerships](#)
 - [Registered Apprenticeship Community](#)
 - [Pre-Apprenticeships: Building Strong Apprentices](#)
 - [Sector Strategies: An Overview](#)
 - [College Connections Community](#)
 - [Labor-Management Partnerships](#)
 - [Advancing Equitable Workforce Development For Infrastructure Jobs: A Guide to Selected Federal Resources](#)
 - [Open ETA Funding Opportunities](#)
 - [Blended and Braided Funding](#)
- Step 5: Plan To Measure Outcomes
 - [Good Jobs In Federal Investments: Data and Reporting Appendix](#)
 - [Results4America — Job Quality Playbook](#)
 - [Urban — Measuring Job Quality](#)
 - [Families & Workers Fund — Reimagining Job Quality Measurement](#)

Resource Library

- Analyze and Develop Strategies to Address Barriers to Equity
 - [Good Jobs Initiative Diversity, Equity, Inclusion, and Accessibility Hub](#)
 - [PLAs As Tools For Equity,](#)
 - [Pre-apprenticeship Resources](#)
 - [Clearinghouse for Labor Evaluation and Research \(CLEAR\)](#)
 - [Diversity, Equity, Inclusion, and Accessibility \(DEIA\) in Apprenticeship](#)
 - [Practitioners Guide to Supportive Services](#)

Any links to non-federal websites in this presentation provide additional information that is consistent with the intended purpose of this federal site, but linking to such sites does not constitute an endorsement by the U.S. Department of Labor of the information or organization providing such information. For more information, please visit <https://www.dol.gov/general/disclaim>.

Upcoming Trainings

- **Aug 30, 2-3 PM ET:** Meaningful Engagement - Update and Technical Resources
- **Past Trainings - [CPRG Training, Tools and Technical Resources](#):** Slides, Recordings, and Additional Qs and As not covered in Training Recordings posted here



TECHNICAL ASSISTANCE FORUMS

CLIMATE POLLUTION REDUCTION GRANTS

U.S. Environmental Protection Agency

- Opportunity for peer-to-peer technical assistance, collaboration, and mentoring.
- Sharing of case studies, best practices, and lessons learned
- Forums will focus on key plan elements and sectors
- Facilitated and led by EPA subject matter experts and contractors
- Registrations were sent out to Lead Organizations and are open now

Kickoff Meeting	Frequency	Forum Topic	Topics to Cover
Thursday, Sept 14, 2-3:30 PM ET	Second Thursday of Every Month	Climate Planning Analytics	GHG Inventory, Co-Pollutant Inventory and Future Projections Benefits Analysis, GHG Emission Projections and Target Setting
Monday, Sept 18, 2-3:30 PM ET	Third Monday of Every Month	Climate Planning Process	Climate Planning Basics, Interagency and Stakeholder Coordination, Workforce Development, Leveraging other federal resources
Tuesday, Sept 26, 2-3:30 PM ET	Fourth Tuesday of Every Month	Tribes and Territories	Topics of interest to Tribes and Territories including Tribal and Territory GHG Inventories and GHG reduction measures
Wednesday, Oct 4, 2-3:30 PM ET	First Wednesday of Every Month	Low-Income & Disadvantaged Communities (LIDAC) in States and MSAs	Meaningful Engagement, LIDAC Benefits Analysis
Wednesday, Oct 11, 2-3:30 PM ET	Second Wednesday of Every Month	Electricity Generation Sector	GHG reduction measures, Quantifying sector-based emission reductions
Tuesday, Oct 17, 2-3:30 PM ET	Third Tuesday of Every Month	Industry Sector	GHG reduction measures, Quantifying sector-based emission reductions
Wednesday, Oct 25, 2-3:30 PM ET	Fourth Wednesday of Every Month	Transportation Sector	GHG reduction measures, Quantifying sector-based emission reductions
Thursday, Nov 2, 2-3:30 PM ET	First Thursday of Every Month	Commercial and Residential Buildings Sector	GHG reduction measures, Quantifying sector-based emission reductions
Tuesday, Nov 7, 2-3:30 PM ET	First Tuesday of Every Month	Agriculture/Natural and Working Lands Sector	GHG reduction measures, Quantifying sector-based emission reductions
Monday, Nov 13, 2-3:30 PM ET	Second Monday of Every Month	Waste and Materials Management Sector	GHG reduction measures, Quantifying sector-based emission reductions

Q & A

- Please enter questions via the chat box
- Please keep questions on-topic
- We are not able to answer questions about the implementation grants at this time