

Green Collar Jobs Council

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DONALD VIAL CENTER
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in the **green**
ECONOMY



Proposed Jobs Program Elements for CA Carbon Reduction Investments

Job Growth

1. Performance Goals & Data Tracking for Jobs
2. Contractor Standards & Worker Skill Certifications
3. Employment for Disadvantaged Communities
4. Training Investments, Performance Goals & Data Tracking
5. Compliance
6. Program Evaluation

Job Loss

7. Transition Assistance for Adversely-Impacted Workers



Performance Goals & Data Tracking for Jobs

Issue

- Investments influence demand for labor but jobs goals and metrics are not always identified.

Recommendation

- Investments should set goals for and track:
 - Quantity of jobs created
 - Quality of jobs (wages, benefits, career paths)
 - Access to jobs (demographic & geographic distribution of workers)



Contractor Standards & Worker Skill Certifications

Issue

- Investments will create many jobs in the construction sector and require high quality work to achieve energy and climate goals.

Recommendation

- Investments and leveraged funds should include:
 - Standards for participating contractors
 - Minimum training and skill standards for workers
 - Leverage state-certified apprenticeship programs



Employment for Disadvantaged Communities

Issue

- Investments do not consistently include goals and mechanisms for training and employing disadvantaged workers.

Recommendation

- Investments should:
 - Encourage local/targeted hire through pre-apprenticeship programs directly linked to registered apprenticeship
 - Be subject to PLAs with local/targeted hire goals where they currently exist



Training Investments, Performance Goals & Data Tracking

Issue

- Investments regulated by clean energy agencies sometimes include workforce training but do not always provide guidance or performance requirements.

Recommendation

- Investments should align with CA's other workforce investments and guidelines:
 - Include WIB in policy and implementation to assure alignment with strategic plan
 - Leverage state-certified apprenticeship and follow AB 554
 - Include job placement and other performance tracking



Compliance

Issue

- Enforcement of labor laws is necessary to maximize jobs benefits of investments.

Recommendation

- Investments should include funding for:
 - The Department of Industrial Relations Compliance Monitoring Unit or other mechanisms to ensure compliance with the public works section of the CA Labor Code and other employment law
 - Code authorities to update recruitment, training, and certification of building system inspectors



Program Evaluation

Issue

- Evaluation is critical to insure accountability and improve program performance.

Recommendation

- Investments should require evaluations to assess goals and metrics related to:
 - Quantity of jobs created
 - Quality of jobs (wages, benefits, career paths)
 - Access to jobs (demographic & geographic distribution of workers)
 - Training outcomes



Assistance for Adversely-Impacted Workers

Issue

- Some workers in carbon-intensive industries may risk job loss from transition to clean energy.

Recommendation

- State should have explicit policies to assist impacted workers, including transition assistance to new work and bridges to retirement for older workers.



Proposed GCJC Meeting Plan

Meeting Date	Implementation Discussion Topic
September 17, 2013	Jobs and Workforce Data Tracking & Reporting (Prop 39)
November 13, 2013	Employment for Disadvantaged Communities
January 16, 2014	Contractor Standards & Worker Skill Certifications
March 12, 2014	Training Investments, Performance Goals & Data Tracking
May 14, 2014	Compliance
TBD 2014	Program Evaluation
TBD 2014	Assistance for Adversely-Impacted Workers

