

**CONTACT:**

Ian Kim, Ella Baker Center for Human Rights  
ian@ellabakercenter.org, 415.596.9796 (m)

Carla Din, Apollo Alliance  
din@apolloalliance.org, 510-336-3311 (w)

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*In this document, the California Apollo Alliance and Ella Baker Center provide some guidance on a possible Green Jobs Bill for the state. We understand that this is a work in progress, so these are not final recommendations, but rather ideas for discussion.*

**California leads the nation in solutions to the climate crisis and other environmental problems. To name a few, the Global Warming Solutions Act (AB32), the Million Solar Roofs Initiative (SB1), and the Low Carbon Fuels Fund (AB118) will have large, lasting impacts on the economy of the state.**

**These initiatives will lead to a huge demand for a skilled and trained workforce. Educating and training students and workers must be a priority for California's high schools, vocational training programs and higher educational institutions. This must be done in conjunction with industry, labor unions, community groups, regional organizations, and other entities. Furthermore, the growth of the green economy presents a golden opportunity to provide "green pathways out of poverty", thus addressing both pollution and poverty at the same time.**

#### **A) BIG PICTURE THOUGHTS AND PRINCIPLES**

1. **Link green job creation with job training.** It is critical for green workforce development to be demand-driven. It would be tragic to train thousands of people for jobs that don't or won't exist. It would be equally tragic for California's major environmental initiatives to fail for lack of a qualified, trained workforce. Existing policy commitments — such as AB32, AB118, SB1, and the CPUC's energy efficiency program — create the potential for many new green-collar jobs and should be linked with strong workforce development programs.
2. **Support – and plan for – AB32 implementation.** AB32 (Global Warming Solutions Act) has huge, long-term implications for California's economy. If done right, AB32 implementation will
  - a. Drive the *growth of new industries* that will expand the workforce and require new skills and training; and
  - b. Lead to the *retooling of existing industries*, thus requiring many current workers to upgrade their skills.

It may be helpful to point out that AB32 has specific language referring to inclusion of disadvantaged communities.

"38565. The state board shall ensure that the greenhouse gas emission reduction rules, regulations, programs, mechanisms, and incentives under its jurisdiction, where applicable and to the extent feasible, direct public and private investment toward the most disadvantaged communities in California and provide an opportunity for small businesses, schools, affordable housing associations, and other community institutions to participate in and benefit from statewide efforts to reduce greenhouse gas emissions."

3. **Build green pathways out of poverty.** The explosive growth of the green economy presents an historic, golden opportunity to provide meaningful careers for people from poorer communities. "Green-collar jobs" are quality, manual-labor jobs in green industries that are available to entry-level job seekers. With training in basic life skills, math, and literacy, young adults with barriers to employment can achieve self-sufficiency and gain access to vocational training, higher learning, and lifelong career paths.

Job and career opportunity is a powerful antidote to the problems associated with poverty – hunger, crime, mass incarceration, substance abuse, family dissolution and torn social fabric. Green Jobs Corps programs connect the work that most needs to be done with the people who most need the work.

4. **Think regionally.** Support regional planning and labor market research, support regional workforce, education, and economic development. As the California EDGE Campaign points out: "California is not one economy but a set of economic regions. The economic assets and liabilities, and therefore the economic and workforce development needs, of these communities vary widely across the state. Nationally, there is growing recognition of the importance of aligning economic and workforce development strategies and resources with the needs of regional economies."

We suggest giving preference to California's regions that have a) high concentrations of youth living below the federal poverty line facing multiple barriers to employment; b) high potential to reduce both greenhouse gas emissions and local air pollution; and c) great potential to boost local economies and provide high quality jobs through Clean Tech development to reduce greenhouse gas emissions and conventional air pollutants.

5. **Start with good planning and research. Integrate and coordinate existing programs and assets.** The workforce development system in California is highly fragmented and uncoordinated. There are major opportunities to align existing programs and monies so that they are mutually reinforcing instead of artificially divided. Provide the resources for data collection, well-coordinated regional planning and an inventory of existing resources to determine how to align existing programs and create seamless connections for career ladders.

## **B) KEY COMPONENTS TO FUND**

We propose "**Clean Energy Workforce Partnerships**" with the following components.

### **1. Pilot Program for Regional Clean Energy Workforce Partnerships:**

Seed broad, multi-sector partnerships, organized by industry sector/cluster. The partnerships should be organized at the regional or sub-regional level. These can engage jointly to

- a. conduct – and then share – ongoing labor market and industry analysis;
- b. plan strategies to meet the recruitment and training needs of the industry;
- c. leverage all available resources, including 100% or more employer matching contributions, philanthropic investment, and federal and state funds.
- d. identify needed city policies and economic development supports to create new jobs.

Clean Energy Workforce Partnerships should involve, where possible, key stakeholders. In addition to employers and/or industry groups, these should include (but not be limited to):

- organized labor (including labor-management training partnerships and union apprenticeship programs),
- community-based organizations,
- local workforce investment boards,
- probation and parole departments,
- boards of education for high and middle schools,
- community colleges and other vocational institutions,
- CSU and/or UC,
- foundations,
- and economic development agencies.

We cannot overemphasize the importance of having all of these stakeholder groups at the table when creating green-collar training partnerships. Each has a vital role to play.

The best candidates for funding would include these elements: 1) broad coalitions that include the stakeholders listed above, 2) 100% matching for grants (in-kind and/or cash), 3) demonstrated history of successful partnership and/or work in industry sector, 4) clear plan for establishment of career ladders -- recruitment and training of new hires, incumbent worker training, and pathways to life-long education and training, 5) demonstration of employment at self-sufficiency for the region and future wage progression; 6) demonstrated ability to serve those with barriers to employment in order to help them become job-ready.

Target populations should include:

- Low-income adults and youth in families under 200% of the federal poverty guidelines or a locally defined self-sufficiency standard;
- Entry-level or incumbent workers in high-demand green industries who are in, or preparing for, high-wage occupation;
- Dislocated workers in declining industries who can be re-trained for high-wage occupations in high-demand green industries;
- Students in high and middle schools, including afterschool and drop-out prevention programs;
- Technical and vocational schools ;
- Youth in county juvenile probation camps;
- Persons in supportive or transitional housing;
- Prisoners receiving job training and certification; and
- People with limited English skills/English as a second language.

Note that we recommend grantees should provide at least 100% matching for grants through this program. Not only does this make each dollar from the state more effective, it also encourages the alignment and coordination of existing resources and infrastructure.

We imagine multi-year grants to build capacity over two- or three-year periods, with grants totaling \$1-3 million each.

As a broad guideline, we estimate that training programs should cost \$6-10,000 per trainee per year, before matching contributions from grantees.

## 2. **"Green Jobs Corps" programs to provide "green pathways out of poverty":**

Significant funding for green job training should specifically target those who need assistance the most and who typically don't have access to employer-funded training.

Clean Energy Workforce Partnerships should be integrally involved in the creation of Green Jobs Corps programs, which need strong connections to all of the stakeholders outlined above. We emphasize the importance of employers and industry representatives, who help create the program based on their needs and commit to hiring people who successfully complete the training. We also emphasize the role labor unions can play in designing curriculum and connecting Green Jobs Corps participants to opportunities in union apprenticeships – and thus union careers.

In addition to vocational skills training, programs should incorporate full “wrap-around” services, including case management, soft skills and job readiness training, literacy and basic skills. Furthermore, the best programs will provide stipends or other support to program participants during training phase; will have formal connections to union apprenticeship programs; and will include an environmental education component so that trained green-collar workers understand the critical importance of their work in supporting environmental sustainability.

## 3. **Labor Market Research:**

Green workforce partnerships will have an urgent need for detailed labor market analysis of targeted green industries. Research should be conducted 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? Where are the gaps that need to be filled to train and get people into high-growth green jobs?

Recently, there have been a few local and sometimes regional attempts at green labor market research. The Economic Strategy Panel of the Labor and Workforce Development Agency is also soon to release a report on green industry that will be instructive. These studies should be evaluated and can form the starting point for creating good standards for research methodology.

## 4. **Green Jobs, Not Jails: Retrofitting State Rehabilitative and Supportive Programs**

There are numerous programs and funding silos established to provide job training or job readiness for probationers, parolees, persons with developmental disabilities or mental health issues, and other groups at-risk of economic disenfranchisement. There are funding sources, and deficits, for after-school programs and interventions to prevent high school dropout. A thorough assessment at the state and regional levels would evaluate: a) whether these programs are preparing workers for the emerging green economy; b) how programs can coordinate their efforts with employers, labor and other partners in workforce development; c) how government can incentivize green employers to hire, retain and train these workers; and d) what the budget and policy barriers are that prevent employment of at-risk youth, probationers, parolees or persons with prior convictions.