



CTTF Workforce

Recommendations



The BlueGreen Alliance unifies labor unions and environmental organizations into a powerful force to fight climate change, protect the health of people and the environment, stand against economic and racial inequality, and create and maintain good-paying, union jobs in communities across the country.



Opportunity

- According to **an analysis** commissioned by the BlueGreen Alliance from the Political Economy Research Institute (PERI) at the University of Massachusetts Amherst, the Inflation Reduction Act's 100+ climate, energy, and environmental investments will create more than **9 million good jobs over the next decade—an average of nearly 1 million jobs each year**. Roughly two-thirds of direct job creation is expected to take place in the **construction and manufacturing sectors, representing 453,000 jobs and 230,000 jobs annually respectively**.



• Challenges and Opportunities

- **Challenge:** starting new industry-oriented educational programs anticipating industry needs is risky and expensive for higher education institutions, which are already stretched fiscally.
- **Challenge:** Legacy companies that have been working with much of the same equipment and processes for years are transitioning to wholly new equipment and processes. **Skilling up new workers or re-training existing workers is a significant challenge and expense.**
- **Challenge:** The state must provide resources to comprehensively study the types of jobs in clean energy tech manufacturing, agree on occupational definitions, and how many need to be filled in the coming years.
- **The occupations that will experience the largest increases in construction are laborers, operating engineers, electrical power-line installers and repairers, and carpenters.**
- **The jobs that will see the largest increases in the manufacturing sector are assemblers and fabricators and electrical, electronic, and electromechanical assemblers.**
- **Forty-eight specific occupations are likely to experience significant increases in demand through the direct jobs channel resulting from investments.**
- **Within this backdrop, Women and people of color are significantly underrepresented in occupations created by these investments that are likely to face labor shortages.**



Recommendations

Collaboration

supporting existing venues, like the Oregon Clean Energy **Workforce Coalition and workforce boards**, to convene and facilitate clean tech manufacturing-specific partnerships among employers, organized labor, public agencies, community colleges, universities, workforce boards, K-12, and community-based organizations to systematically collaborate on meeting workforce training needs

Coordination

Public agencies (ex. DEQ, ODOE, ODOT, etc) should create an inter-agency coordination committee to collaborate specifically with Workforce development board and Bureau of labor and Industries

Better equip and fund our public workforce system (Workforce Boards) and Apprenticeship Training Division (BOLI) to help employers, labor, CBOs to navigate existing training programs, regulations, and provide technical assistance

Creation of a High Road Training Partnership Initiative



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Scalability

- Encourage the utilization of registered apprenticeship programs as the gold standard for scalable and impactful approaches to train workers in construction and manufacturing
- Support and encourage new registered apprenticeship in advanced manufacturing, with good monitoring to ensure good progress, completion, and graduation rates.
- Support and fund strong performing, self-sustaining pre-apprenticeship programs as a vehicle to support inclusive pathways into apprenticeship programs.
- Encourage High Road Training Partnerships and Incumbent training program
- Support the development of novel and innovative workforce-development education models at higher education institutions:
- Create a summer institute for K-12 educators



Good Jobs

- Ensure clear goals for training, retaining, hiring, and promoting underrepresented communities, such as women, people of color.
- Encourage and embed labor standards in state policies and clean tech incentives and procurement
- Encourage the statewide adoption of the Portland-Metro Quality Jobs Framework and DOL's Good Jobs Principles in our public workforce system as high road job standards.



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