

Green Jobs

US Department of Labor
Employment and Training Administration
October 2010

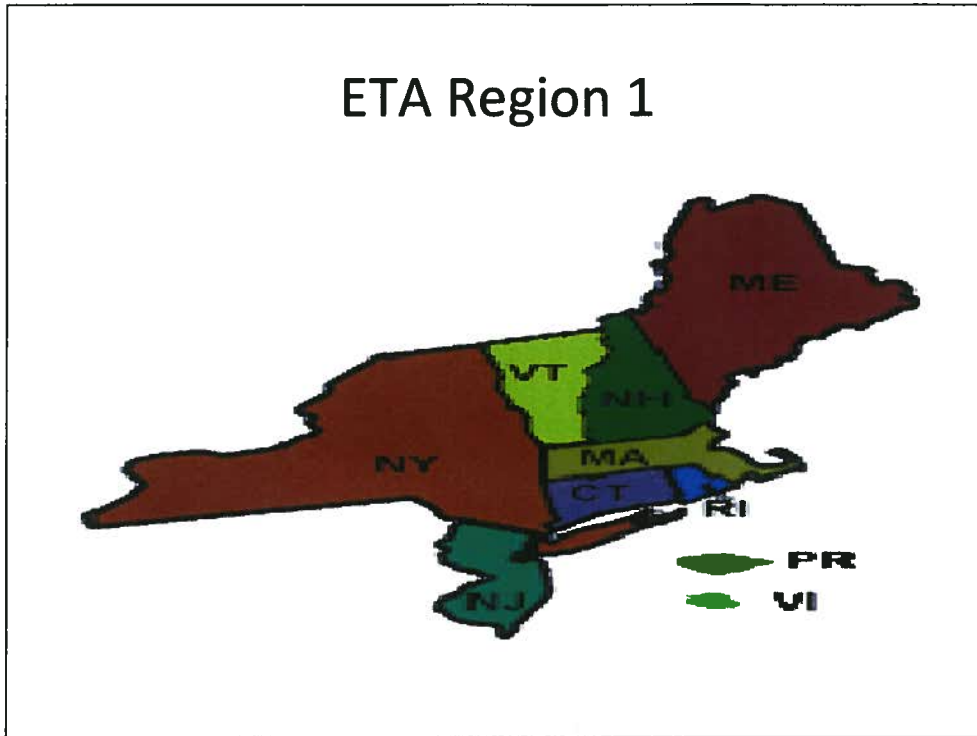


Employment and Training Administration

To contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems.

- Unlike most labor agencies, that are involved in “enforcement activities” (ie, OSHA, Wage & Hour), ETA is primarily a grant-making agency
- Our work involves helping employers connect to skilled workers and helping workers connect to jobs or the resources they need to connect to jobs
- We do this by investing in grants made to states – these grants are made to states based on a formula that takes into a number of factors including unemployment and poverty rates.
- These investments are generally granted to state labor agencies (like the RI Dept of Labor and Training).
- Some funds support programs at the state level (including the unemployment insurance program and some training programs)
- And some of these funds are sent by the states to local workforce investment areas – in ME there are 4 LWIA
- And these funds support programs including One-Stop Career centers as well as job training programs administered at the local level
- In addition to the state and local funds, we also make funds available through a competitive grants process. Primarily to organizations that provide training in a wide variety of industries, including training related to green jobs.

ETA Region 1



- The New England States, NY, NJ, PR, and VI

Green Jobs Misconceptions

Green Jobs are...

- New
- Abundant
- Easy to get

What are “Green Jobs”?

- No standard definition
- Most are not new jobs, but **traditional jobs** with a “green” focus

A Better Question: Which Green Jobs Are Likely to Have Job Openings?

- **Energy** sectors have high growth potential



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In general, a green job has had to do with protecting ecosystems and wildlife, minimizing or reducing waste and pollution, or Reducing energy usage and lowering carbon emissions.

From moderate skilled workers in manufacturing and construction, to facilities managers or technicians with associates degrees, to PhDs in research and development of new green technologies.

From a guidance perspective, it is important to focus on jobs with high growth potential

Green jobs cross many industries and occupational titles
Traditional jobs – many with a “green layer” of skills and knowledge

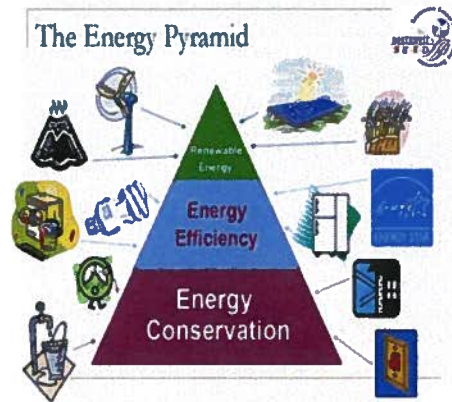
Sectors of Green

Energy Efficiency/ Conservation

- Residential Weatherization
- Commercial and Industrial Retrofits

Renewable/Sustainable Energy

- Renewable: Solar, Wind, Biomass, Biofuel, Geothermal
- Sustainable: Hydrogen, Nuclear, Co-Generation



EE is not just putting on a sweater and turning off the lights. It's about weatherizing homes, doing energy audits on businesses and investing in more efficient equipment and lighting, it's about creating systems to track energy usage, it's about manufacturing EE appliances.

Weatherization and retrofits are the largest areas of jobs; in RE and sustainable energies, jobs will fall under a variety of different types of energy.

Similar basic types of jobs can be found in both sectors (e.g. skilled labor), but the mix of jobs, skill/knowledge sets, certification needs, and employers targeted may vary.

Renewable energy includes solar, wind, biomass, geothermal, hydrogen, and then the "sustainable" energy sources which are nuclear and co-generation (combined heat and power). While nuclear has its own set of environmental issues with what to do with nuclear waste, we currently get about 19% of our energy from nuclear – in NJ (for example) that's as high as 50%-- and because it doesn't emit carbon, it is seen as part of the solution.

Energy Efficiency Means Buildings

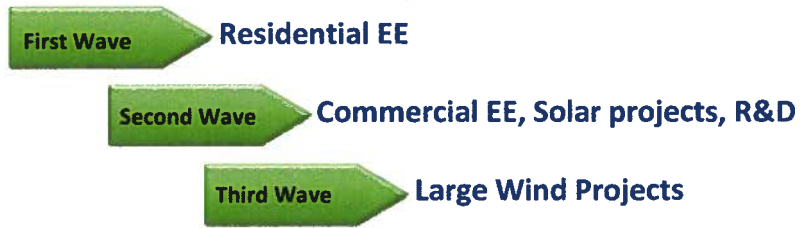
TYPES OF WORK

- Systems – heating, plumbing, electrical, lighting
- Auditing
- Insulating (air sealing)

TYPES OF BUILDINGS

- Commercial
- Institutional
- Multi-Family Residential
- Non-Multi-Family Residential

When Will The Jobs Be Here?



What Are the Actual Jobs?




Job Type	Description	Requirements	Approx. Wage
Auditor	Lead Home Energy Audit, often double as crew chief	Specific Experience Required-Certification Preferred (BPI/HERS)	\$20-25 plus benefits
Installer	Air sealing and Insulation Installation	General experience preferred	\$15 – 18 plus benefits
HVAC	Heating system repairs and replacements	HVAC Certification	\$18-30 plus benefits
Support	Customer Service and Sales Office Support and Administration	Same as general workforce depending on position	

What Skills and Credentials are Important for Green Jobs

- Because green jobs are traditional jobs, employers care first about **traditional job skills** (electrician, insulator, carpenter, engineer)
- A **green credential** is sometimes, but not always, required
- **Multiple competing green credentials exist** – reflects the state of standards-setting in EE and RE industries.
- Employers and, increasingly, government agencies, set standards for credentials, which can **vary from region to region**.



Green Certifications

	Certification	Agency	Notes
	Building Performance Institute (BPI)	same	Several different types and levels Preferred in auditing field Leading candidate for standard certification
	Leadership in Energy and Environmental Design (LEED)	United States Green Building Council (USGBC)	More related to commercial construction Required in certain City developments (green zoning)
	Home Energy Rater (HERS Rater)	Residential Energy Services Network (RESNET)	Ally/competitor to BPI Professional organization with a developed rating system

Helping Jobseekers Find High Quality Green Job Training

**Step 1: Understand Local Labor
Market Demand**

KEY QUESTIONS

- What green jobs are available now?
- Which jobs do employers and energy policy officials expect to grow most & when?
- Which credentials are sought by employers and government funders
- Are there opportunities to provide custom pre-employment training for local employers?

INFORMATION SOURCES

- Labor Market Information Data (limited)
- Employer surveys
- Discussions with employers and government officials

Purple slide – Where to find the green slide info

Helping Jobseekers Find High Quality Green Job Training
Step 2: Ask Questions of Training & Education Providers

State policymakers, job counselors, and jobseekers should ask key questions of providers:

Program Quality & Labor Market Relevance

- What job(s) will training prepare students to fill? What credential is offered?
- Is there evidence of demand for these jobs? For the credential?
- Does the program have formal partnerships with employers to improve or guarantee placement after training?
- Will this course be sufficient to qualify participants for jobs? Does it prepare workers for a career ladder? Is it connected to higher level training, if applicable?
- What is the employment rate of those who complete the course? Are they working in this field?
- Does the credential align with existing or planned credential requirements imposed by government funding agencies?

Helping Jobseekers Find High Quality Green Job Training
**Step 2: Ask Questions of Training
& Education Providers (Cont'd)**

State policymakers, job counselors, and jobseekers should ask key questions of providers:

Training Provider Quality

- Is the provider licensed and accredited in your state? (If not on the ETPL)
- Is the provider accredited or approved by the credential developer to teach the course (Not a requirement for good training, but provides better assurances)
- Does the provider have a history of offering programs that result in high placement rates ?

Here are more questions to ask around training provider quality

Wild West - online

Recommendations for Workforce Professionals

- ✓ Consider stricter standards for funding training providers
- ✓ Require better inventories of existing training programs to address gaps
- ✓ Look for high quality partnerships with employers that include hiring agreements and access to career ladders/lattices.
- ✓ Build tools that provide program funders, counselors, and jobseekers with better information on **demand as it evolves (continuous feedback)**

Key Conclusions

- Green Jobs are traditional Jobs with a green focus – sometimes, but not always, they require a green layer of knowledge and skill
- For the near to mid-term future, much green job creation will be tied to public spending and will be focused in RE and EE sectors.
- New interest in and funding for green training has caused a boom in training development
- Lack of regulation is leading to wide variation in program and provider quality
- Job counselors and job seekers need better information on the connections between training and job availability to make informed choices.

Federal LMI Resources for Green Jobs

- Green Jobs Community of Practice
<http://greenjobs.workforce3one.org/>
- Labor Market Information Improvement Grantee Community (by invitation)
<http://lmii.workforce3one.org/>
- Greening the World of Work: Implications for O*NET SOC and New and Emerging Occupations
<http://www.onetcenter.org/reports/Green.html>
- State LMI Improvement Grants Evaluation
 - ETA is in the final stages of developing the SOW,
 - ETA's Chief Evaluation Officer has reviewed a draft SOW, and
 - ETA is sending the SOW to OMB for final approval before contracting.

LMI Improvement grantees will get together to share their activities to date. It will be similar to a show and tell.

Additional Resources

Additional Resources on Green Jobs:

USDOL Bureau of Labor Statistics Measuring Green Jobs:
www.bls.gov/green/home.htm

Green Job Search: <http://greenjobs.greenjobsearch.org>

For Green Job Seekers: <http://www.onetcenter.org/green.html>

DOL/ETA Website: www.doleta.gov

Recovery Website: www.recovery.gov

Source for workforce information and products:
www.workforce3one.org

Green Jobs Funding

American Recovery and Reinvestment Act (ARRA)

- **Nationwide there were 500 million dollars awarded in Green Jobs grants – types:**
 - State Labor Market Information Improvement Capacity Building
 - State Energy Sector Partnership and Training
 - Pathways out of Poverty
 - Energy Training Partnership
- www.doleta.gov – ETA Program and News
Updates grant fact sheets



Existing grantees to build capacity ie equipment, curricula etc

Grants to states to do green training and job placement

Connecting disadvantage populations with opportunities in green jobs

Grants to non-profits and education to do green training and job placement

Future Green Job Funding

- DOL/ETA's 2010 Budget through the Workforce Investment Act includes 40 million Dollars for Green Innovation Fund Grants
-Funds must be obligated by 06/30/2011
- DOL/ETA's 2011 Budget requests 85 million for the Green Innovation Fund*

* Came out of Senate appropriations at 65 Million

Green Innovation Grants 2010-2011

Access Green Training and Career Pathways including:

- **enhanced pre-apprenticeship and registered apprenticeship programs in green industry sectors and occupations;**
- **targeted sector strategy and partnership efforts;**
- **connecting existing education opportunities in green industry sectors and occupations to green jobs; and,**
- **support for existing partnerships that effectively connect community-based organizations in underserved communities with the workforce investment system to better serve targeted populations through a new focus on career advancement in green industry sectors.**

We plan to use the requested funds to award approximately 25-60 grants and we expects that 8,300 participants will receive training.

Similar to the priorities of 2010

We plan to use the requested funds to award approximately 40-50 grants and we expect that a little over 14,000 participants will receive training.

How to apply

- www.grants.gov

- Solicitation for Grant Applications (SGA)

SGA Tool Kit:

http://www.workforce3one.org/page/grants_toolkit

Typical ETA SGA Components

- Partnering with the workforce system
One-Stop Career Centers – Workforce Investment Boards
- Partnerships
partnerships are already in place
letters of commitment not letters of support
- Performance
getting people trained, getting people jobs, keeping them in jobs

Contact Info

Trevor Capon

Federal Project Officer – Grants Specialist

Region 1 Green Jobs Programs Lead

Office of Special Initiatives and Demonstrations

US DOL/ETA

capon.trevor@dol.gov

617/788-0391

•Credit to Aaron Fichtner, Heldrich Center for Workforce Development and Matthew Bruce , Boston Mayor's Office of Jobs and Community Services for Green Jobs content of these slides