

California Workforce Development Board (CWDB)

CWD is uniquely positioned to facilitate relevant high-road job training and transition partnerships, with a focus on quality jobs and broader access to them, as well as related policy development and implementation.

Equity: Continue to focus programmatic and policy work directly on building economic opportunity and mobility for those who have been marginalized, disadvantaged, and/or denied opportunity.

CWDB ZEV MARKET DEVELOPMENT OBJECTIVES

Program Development and Administration: Build a high road workforce development infrastructure for the ZEV industry in California.

Direct Pillar Connection: Workforce

Indirect Pillar Connection: Vehicles, Infrastructure

Policy and Program Alignment: Maximize economic equity benefits of public investments in ZEVs.

Direct Pillar Connection: Workforce

Indirect Pillar Connection: Vehicles, Infrastructure

Local Guidance: Inform the local workforce system about supporting ZEV market development.

Direct Pillar Connection: Workforce

Indirect Pillar Connection: Vehicles, Infrastructure

CWDB PROGRESS TO DATE

- 1) **Program Development and Administration.** Build a high road workforce development infrastructure for the ZEV industry in California.

Key Collaborators: CWDB Field Branch, High Road Training Partnerships (H RTP) project leads, UC Berkeley and UCLA Labor Centers.

Key Results & Actions:

- a. **Invest in and Support Training Partnerships:** Invest in, and provide field support to, H RTP projects that support State of California ZEV mandates and goals. Equity will be addressed in various ways by H RTP projects based on their industry- and region-specific assessment of interests, needs, opportunities, and challenges.
 - *Ongoing – funding disbursed in April 2021 with grant terms through March 2023. Highlights for relevant H RTP projects will be developed in Q1 2022.*
 - i. *Example: first 2 cohorts completed a newly-registered, joint labor-management apprenticeship program in*

manufacturing in fall 2021 (Industrial Manufacturing Technician program, sponsored by SMART Local 105 & BYD).

b. Promote High Road Training Partnerships (H RTP) projects and model.

Host a virtual summit in 2021 to provide a forum for H RTP projects to showcase their work and accomplishments to policymakers and public agencies, workforce development and educational institutions, CBOs, and others. Equity embedded throughout, with each H RTP project determining what equity means in their industry and region.

- *Completed – CWDB's High Road Summit held in April 2021 (see Break-out Session 4); video recording available on [CWDB's H RTP webpage](#).*
- *Additional Actions Completed – CWDB staff presented on transportation-sector H RTP projects and high road model of workforce development (including how projects are delivering equity) at multiple clean transportation conferences in the second half of 2021 (EV Noire's Southern California town hall; EV Noire & Forth's national conference; California Transit Association annual conference; and Los Angeles Cleantech Incubator Transportation Electrification Partnership summit).*

c. Increase the capacity and impact of H RTP projects and program.

Invest in the professional development of, and peer-to-peer knowledge sharing among, H RTP projects by organizing Communities of Practice and developing H RTP toolkits for existing and potential training partnerships.

- *Completed – CWDB and UC Berkeley Labor Center organized two Community of Practice sessions in 2021 for existing H RTP projects, with the first focused on best practices for addressing job quality via state policy (July 2021) and the second one focused on understanding labor-management training funds (December 2021).*
- *Launch of the H RTP Learning Lab and production of an H RTP Toolkit (expected in summer and winter 2021, respectively) will take longer than planned.*

2) Policy and Program Alignment. Maximize economic equity benefits of public investments in ZEVs.

Key Collaborators: CWDB Policy, Legislation, & Research Branch, CPUC Energy Division, and CARB Climate Investments Branch.

Key Results & Actions:

- a. Integrate high road strategies across utility transportation electrification (TE) programs:** Assist the CPUC in finalizing the equity section of their Transportation Electrification Framework (TEF) to address employment and workforce development in order to ensure that electric utility

ratepayer investments in EV charging infrastructure result in high-quality jobs and greater access to them for priority communities. And second, assist the CPUC in integrating job quality and job access measures in at least one specific TE program.

- *Completed/Ongoing – the CPUC's final decision on near-term transportation electrification investments includes a requirement that investor-owned utilities explain how proposed projects incorporate job quality and job access measures as well as support for high road workforce development programs/projects ([D. 21-07-028](#), see pages 33-34 of Section 4.3.1, "Equity & Environmental Justice Requirements for Near-Term Priority Program Proposals"). Ongoing aspects of this work may include: 1) assisting the CPUC review project applications from the electric utilities to ensure alignment with new high road employment and training requirements and 2) assisting the CPUC draft language for a comprehensive/ long-term TEF.*
- *Ongoing – the CWDB will continue working with the CPUC Energy Division on specific TE programs once applications are filed.*

b. Integrate high road strategies across state clean transportation programs:

Promote specific measures to increase access to high-quality jobs for priority communities in the Fourth Triennial California Climate Investments (CCI) Investment Plan, which includes ZEV incentive and other transportation sustainability programs.

- *Completed/Ongoing – assisted CARB in developing employment- and training-related recommendations for the [Fourth Triennial CCI Investment Plan](#) (see Recommendation 3: "Direct funding towards high-quality jobs and high road workforce development."); this action will be considered complete once the CCI Investment Plan is submitted to the Legislature, which is expected in January 2022.*
- *Additional Actions Completed – provided input and feedback to CARB and CEC on their proposed workforce development investments (e.g., IDEAL ZEV Workforce Pilot); work with CARB will continue into 2022, starting with a deeper look at light-duty vehicle incentive programs.*
- *Additional Actions Ongoing – the CWDB began taking actions to support Lithium Valley development (e.g., advising CEC on workforce research needs, presenting on CWDB funding opportunities to the Lithium Valley Commission, etc.); work will continue and expand significantly in 2022.*

Lessons Learned – It's too early to tell: the benefits and challenges of enacting job quality, job access, and high road workforce development measures/requirements in utility TE and in state clean transportation programs will be possible to glean once projects are awarded funding and implemented. Some lessons may surface earlier, such as during the

application stage when state agencies (e.g., CPUC and CARB) will have to review and assess how applicants intend to deliver high road employment and training outcomes. The same is true for Lithium Valley development: discussions with a diverse set of stakeholders has been positive to date, but the real work will begin if and when high road measures (e.g., labor standards on public funding and new HRTPs) are adopted and implemented.

3) Local Guidance. Inform the local workforce system about supporting ZEV market development.

Key Collaborators: CWDB Policy, Legislation, & Research and Field Branches, the CPUC, CEC, and CARB.

Key Results & Actions:

- a. **H RTP Summit.** Recruit the local workforce boards to engage in CWDB-sponsored H RTP summit in order to identify opportunities to support expansion of H RTP projects in ZEV-related sectors.
 - *Completed – the H RTP Summit was well-attended, including by local workforce boards who learned about H RTP projects in clean transportation. Follow-up work is being planned to engage the local boards in identifying opportunities to support project expansion.*
- b. **State Strategic Plan.** Update the California Unified Strategic Workforce Development Plan to emphasize deeper strategic partnerships with agencies and initiatives aimed at building a high road ZEV industry and market across the state.
 - *Ongoing – the 2-year modification process of the State Plan (as required under federal law) is just beginning and will be ready for inter-agency discussion in January 2022.*
- c. **Info Notice/Policy Brief.** Develop and disseminate at least 1 information notice or policy brief to the local workforce boards by the end of 2021.
 - *Ongoing – the CWDB has begun presenting to all local workforce boards on engaging in major state environmental policies and programs but has not yet introduced the ZEV Market Development Strategy due to other priorities and interests among the local boards such as the Just Transition Roadmap and Community Economic Resilience Fund.*

Lessons Learned – local workforce boards with existing ZEV-related industry clusters (e.g., in the LA and Bay Area regions) will have an easier time engaging in this effort due to the feasibility of job placement opportunities and because those local workforce areas tend to have greater existing resources/capacity with which to engage in new initiatives that do not provide additional funding.