

ZEV Market Development Action Plan
Employment Training Panel FY2022-2023

ETP provides funding reimbursement to offset the job skills training costs for employers and for unemployed workers seeking full-time employment. ETP is funded by a special tax on California employers and differs from other workforce development organizations whose emphasis is on pre-employment training. ETP fulfills its mission by reimbursing the cost of employer-driven training for incumbent workers and funding the type of training needed by unemployed workers to re-enter the workforce. Overall, the ETP program helps to ensure that California businesses will have the skilled workers they need to remain competitive.

Inclusive of its partnership with the California Energy Commission under the Clean Transportation Program (formerly Alternative and Renewable Fuel Vehicle Transportation Program), ETP has funded over \$16.7M(1) in job skills training in clean transportation technologies including ZEV manufacturing companies, transit and apprenticeship workers directly reducing vehicle emissions in California. Through this training California workers and their employers have been able to innovate and deploy ZEV technologies into communities impacted by high vehicle emissions and address the workforce development needs of employers across the industry sector to ensure that California remains the leader in clean vehicle technology.

ETP is developing partnerships supporting local and statewide business recruitment strategies for manufacturers of vehicles, vehicles components and infrastructure. It has also broadened its support into rare earth mining and manufacturing, lithium development, port and truck electrification in California. ETP is building partnerships to serve technological innovation and employer driven job skills and to support workforce development efforts in economically disadvantaged communities.

For the 2021/2022 Fiscal Year, ETP was allocated \$65M (\$55.5M in contract value) in general fund dollars through SB129 to expand its program in high demand sectors and for ETP to align and operate programs with the community college system. These programs included:

- **Expansion Funds** (\$42.5M Contract Value) included program flexibilities to support job creation and upskill training with high road private-for-profit employers as well as Public entities, and nonprofit organizations that have elected an alternate method of financing its liability for unemployment insurance compensation. Contracts approved under this program included ZEV technology and transit fleet projects with the California Labor Federation which would not have been eligible under ETP core program provisions.
- **California Community College Funds** (\$13M Contract Value) included contracting capacity to align and operate programs with the community college system, in partnership with the California Community Colleges Strong Workforce program. ETP funded projects with community colleges, including El Camino, Kern and Santa Clarita Community College Districts which included ZEV

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training for fleet and transit agencies as well as ZEV related engineering and manufacturing.

Partnerships with GO-Biz are being leveraged to introduce and improve ZEV related job skills and increase compensation and retention of California manufacturers as well as advanced technology companies innovating the ZEV marketplace. New partnership and support opportunities will be developed with the Community Economic Resilience Fund Program (GO-Biz and LWDA), California Alternative Energy and Advanced Transportation Financing Authority (GO-Biz and California State Treasurers Office) and IDEAL ZEV Workforce Pilot (CEC) among others. ETP is also expanding partnership with the CalOES to address workforce training needs tied to climate impact mitigation (fire and drought) which tie in ZEV infrastructure and battery storage to infrastructure needs of communities planning to address or recovering from natural disaster.

At the same time ETP will continue working with workforce partners, including the CWDB, the California Community Colleges including UpSkill California(2), and the California Labor Federation AFL-CIO, ETP can expand and sustain efforts to bring training and employment opportunities to traditionally underserved Californians.

Equity: Prioritize contract development and engagement efforts toward investments and programs that serve communities of concern, including High Unemployment Areas and workforce populations that face barriers to full-time employment and career opportunities. To the extent possible ETP will support high wage and secure jobs aligned with the goals and objectives of the Labor and Workforce Development Agency.

The Employment Training Panel (ETP) commits to the following objectives in order to help further the development of a robust and equitable zero-emission vehicle (ZEV) industry in California:

1. **Training.** Ensure California-based companies and public agencies can easily train current and future employees on ZEV related technologies.

Key collaborators: GO-Biz, California Community Colleges, all stakeholders.

Key results & actions:

- a. ETP Strategic Plan FY2022/2023. Recommend the continued inclusion of the ZEV technologies, focused toward manufacturing of vehicles and infrastructure, as a priority within ETP's annual and three year Strategic Plans focused on expediting application and contract development activities. This ensures access to funding for employers needing workers trained in ZEV technologies and for underserved workforce populations.
- b. Project Development. ETP will develop ETP Contracts for ZEV employers referred by Go-Biz, CEC, CARB and CCCCCO.

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- ETP and GO-Biz will designate as Critical Proposals projects featuring job creation, high levels of economic and equity impact to stimulate job creation and additional investment.
 - ETP will partner with the California Labor Federation AFL-CIO Workforce Economic Development Program and California Community Colleges to expand ZEV training opportunities to employers and eligible transit fleets, including Electric Vehicle Infrastructure Training Program, ZEV fleet technology training, Apprenticeship, Pre-Apprenticeship and Journey Worker training models as well as other career pathway programs.
 - ETP will work closely with LWDA, CWDB, CARB and CEC to explore funding opportunities and program development aligned with High Road Training Partnerships and WIOA grant funding opportunities.
 - ETP will partner California State University, Long Beach, Center for International Trade and Transportation to explore and develop funding opportunities for employers engaged and employing workers in the Sustainable Freight Foundations Pilot.
- c. Alternative Funding Opportunities. Expand engagement opportunities to leverage or obtain alternative funding based upon the ETP contracting model; this will ensure that grant and alternative funded programs have access to performance based contracting and are aligned with ZEV workforce objectives. ETP will support related activities for business engagement including presentation and event sponsorship to generate inclusion of grant or alternatively funded training contracting opportunities for ETP and aligned partners.
- d. Website. Create a ZEV webpage on the ETP website, highlighting program criteria and ZEV projects funded by ETP by September 1, 2022. ETP will also include ZEV-focused website content in linkages to other aligned agencies.
- e. Equity. Prioritize Economic and Workforce Development partnership toward High Unemployment Areas and increase the training of traditionally underserved workforce populations.

1 | \$16.7M ETP funded training includes Clean Transportation Program IA agreements \$13.5M and a conservative estimate of core program training for ZEV manufacturers (calculated at \$3.185M since FY2015/16). The specific dollar amount of IBEW apprenticeship agreements with Electric Vehicle Infrastructure Training Program (EVITP), EV Charging and Permitting wasn't included in this figure.

2 | Upskill California is a collaboration of California Community Colleges and College Districts that contract with ETP. ETP provides additional technical assistance to support engagement and outreach to expand the number of colleges contracting with ETP and the number of industry sectors served by these colleges.