

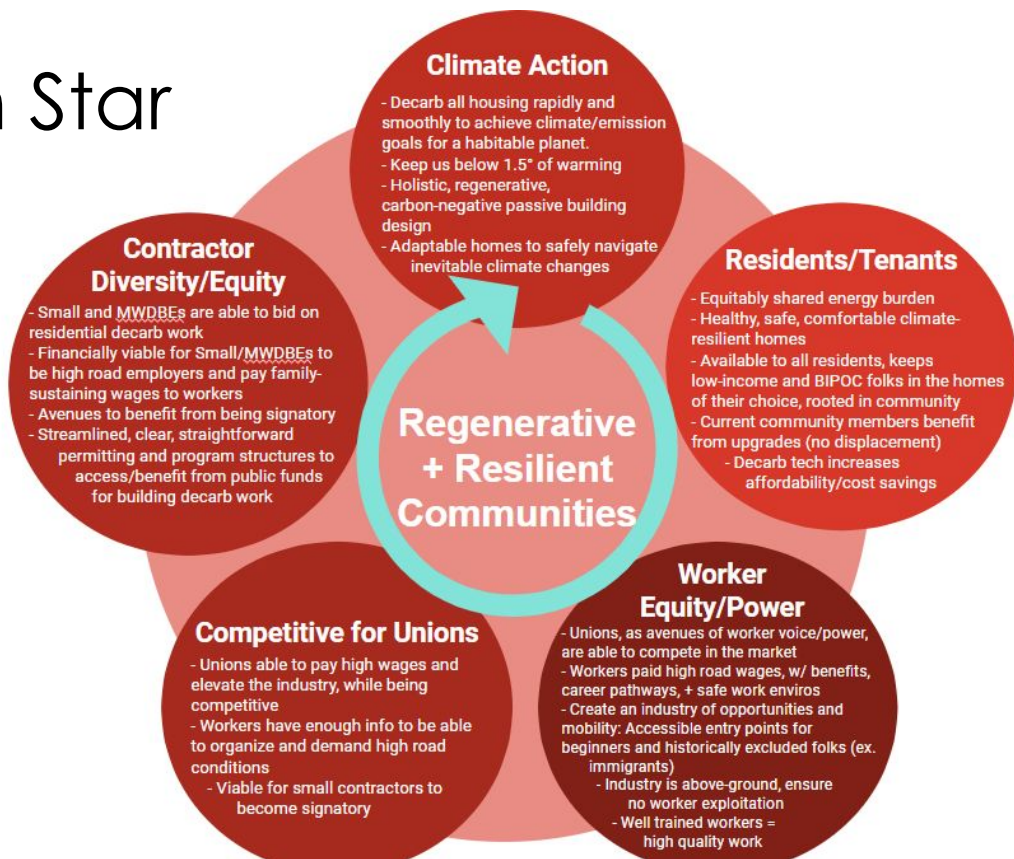
# Job Quality in Residential Building Decarbonization

*Bay Area High Road Training Partnership*

May 24, 2023



# North Star



We are collectively striving to achieve rapid and equitable decarbonization **with no tragic tradeoffs.**

# Partnership Vision

A residential building decarbonization industry that supports quality jobs, engages a qualified workforce, and provides stable career pathways for disadvantaged workers while simultaneously reducing greenhouse gas emissions and building more resilient communities.







The diagram features a large grey arrow pointing from left to right. Inside the arrow's tail on the left is a grey box titled 'LOW ROAD APPROACH' containing three bullet points. Inside the arrow's head on the right is a grey box titled 'OUTCOMES:' containing five bullet points. The background is orange with a red rectangle in the top left corner.

## **LOW ROAD APPROACH**

- No labor standards
- Little to no training; minimal training unconnected to jobs
- No advanced planning for displaced workers

### **OUTCOMES:**

- Low-wage job trends permeate low-carbon economy
- Recruitment & retention of skilled workers is low
- Problems of low quality workmanship and safety persist, undermining market adoption
- Disadvantaged workers have limited access to career training and middle-class jobs
- Workers lose jobs and income

# HIGH-ROAD APPROACH

## DEMAND-SIDE LEVERS FOR CLIMATE AGENCIES:

- Skilled workforce standards
- Wage standards
- Community workforce agreements
- Procurement for the public good
- Targeted/local hire mechanisms

## SUPPLY-SIDE STRATEGIES FOR EDUCATION AND TRAINING INSTITUTIONS:

- Pre-apprenticeship and pipeline training
- Industry training partnerships
- Curricula upgrades in post-secondary institutions

## JUST TRANSITION:

- Planned industrial phase-out
- Displaced worker supports
- Community economic development
- Displaced worker assistance

LABOR DEMAND MANAGED

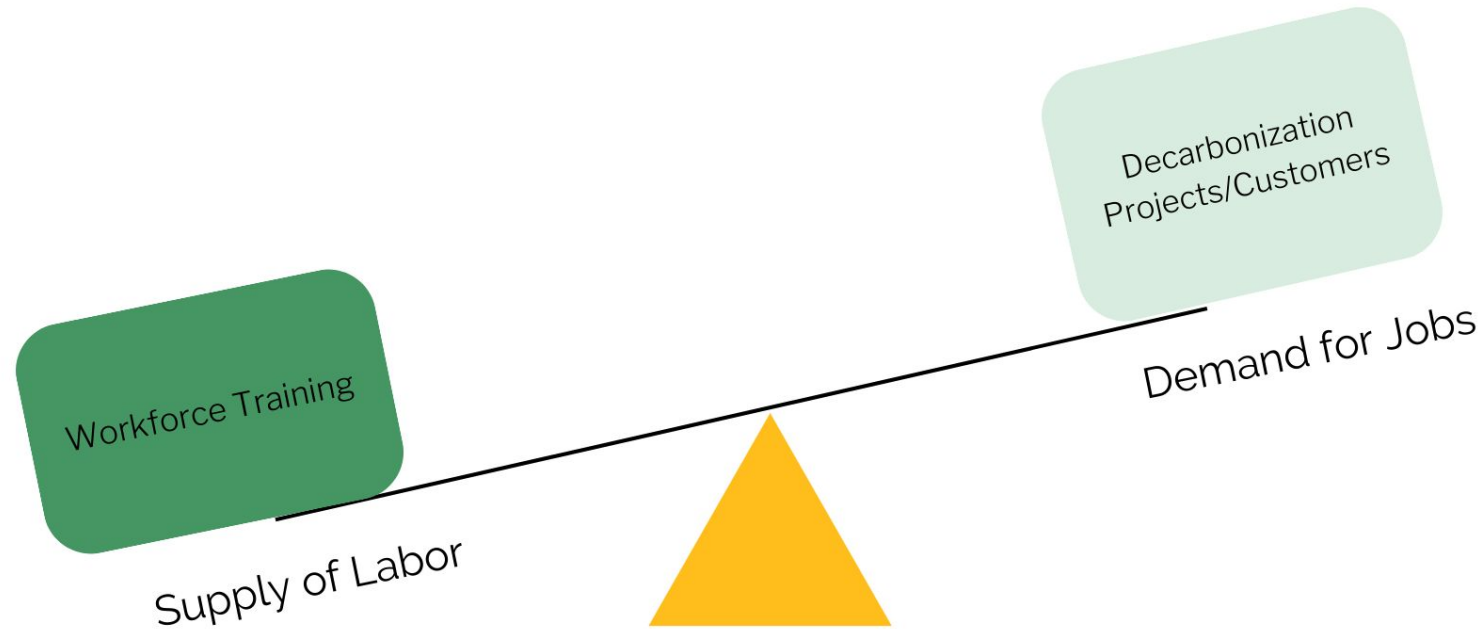
LABOR SUPPLY MANAGED

TRANSITION MANAGED

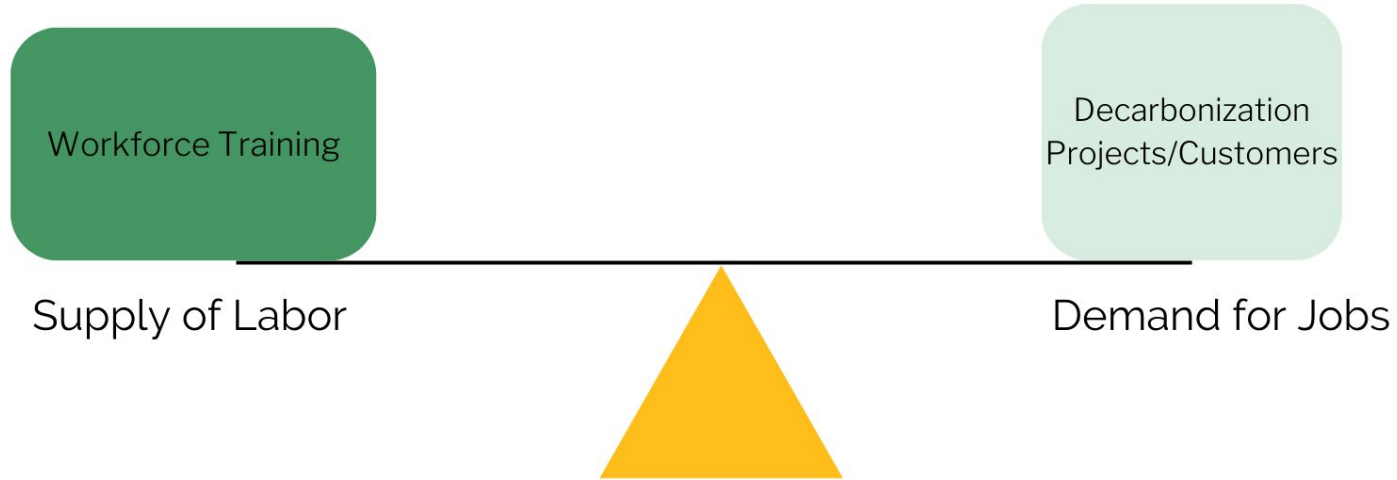
## OUTCOMES:

- SKILL NEEDS ARE MET
- QUALITY WORKMANSHIP AND SAFETY ARE THE NORM
- JOB QUALITY IS IMPROVED
- ACCESS FOR WORKERS FROM DACS INTO QUALITY JOBS IS BROADENED
- DISPLACED WORKERS MAINTAIN THEIR LIVELIHOOD
- COMMUNITIES DIVERSIFY THEIR ECONOMIES

# Workforce Considerations: Balancing Supply and Demand of Labor



# Workforce Considerations: Balancing Supply and Demand of Labor



# Demand High Quality and Equitably Accessible Jobs





# Partnership Principles

*These are the shared principles that guide how we will approach our partnership work.*

1. We believe that **dialogue with union partners and non-union residential contractors** is critical to understand current market dynamics, key opportunities, and barriers to systematically design and implement high road solutions,
2. We are committed to build capacity and increase access to the high road residential decarbonization market for **small, BIPOC, and women-owned residential contractors** and equip them with the tools needed to become high road employers,
3. We are committed to increasing equitable access to quality training and high road employment for **BIPOC, women, and other disadvantaged job seekers and workers**, and facilitate connections with residential contractors who can offer high road opportunities,
4. We aim to raise the floor of the industry by **advocating for high road labor standards** in publicly-funded residential decarb programs, complemented by efforts to help employers meet these standards, and
5. We aim to **increase the participation of high road, union contractors** in the residential decarbonization retrofit market.

# Policy Design & Levers to further Job Quality and Access

1. Set a floor - Labor Standards
2. Elevate the ceiling - Incentives
3. Create pathways to help employers meet standards - Supportive Programmatic Elements

# Thank you!

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