Job Quality in Residential Building Decarbonization

Bay Area High Road Training Partnership May 24, 2023

North Star

Contractor Diversity/Equity

 Small and MWDBEs are able to bid on residential decarb work
 Financially viable for Small/MWDBEs to be high road employers and pay familysustaining wages to workers
 Avenues to benefit from being signatory
 Streamlined, clear, straightforward
 permitting and program structures to access/benefit from public funds
 for building decarb work

Climate Action

Decarb all housing rapidly and smoothly to achieve climate/emission goals for a habitable planet.
Keep us below 1.5° of warming
Holistic, regenerative, carbon-negative passive building design
Adaptable homes to safely navigate inevitable climate changes

Regenerative + Resilient Communities

Residents/Tenants

 Equitably shared energy burden
 Healthy, safe, comfortable climateresilient homes
 Available to all residents, keeps
 low-income and BIPOC folks in the homes
 of their choice, rooted in community
 - Current community members benefit
 from upgrades (no displacement)
 - Decarb tech increases
 affordability/cost savings

Worker Equity/Power

Unions, as avenues of worker voice/power, are able to compete in the market
Workers paid high road wages, w/ benefits, career pathways, + safe work enviros
Create an industry of opportunities and mobility: Accessible entry points for beginners and historically excluded folks (ex. immigrants)
Industry is above-ground, ensure no worker exploitation
Well trained workers = high quality work

Competitive for Unions

 Unions able to pay high wages and elevate the industry, while being competitive
 Workers have enough info to be able to organize and demand high road conditions
 Viable for small contractors to become signatory

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.





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 TRANSISTION:

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

OUTCOMES: • SKILL NEEDS ARE MET

LABOR DEMAND MANAGED

LABOR SUPPLY MANAGED

TRANSITION MANAGED

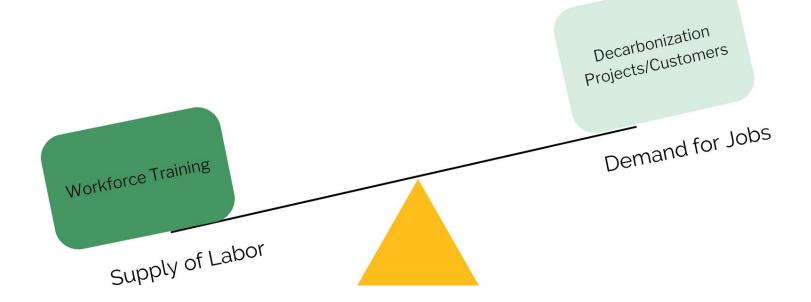
 QUALITY WORKMANSHIP AND SAFETY ARE THE NORM

JOB QUALITY IS IMPROVED

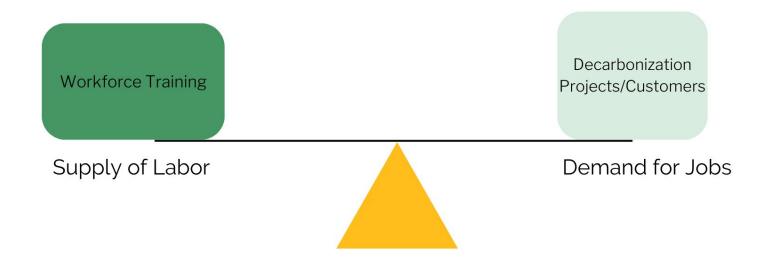
- ACCESS FOR WORKERS FROM DACS INTO QUALITY JOBS IS BROADENED
- DISPLACED WORKERS MAINTAIN THEIR LIVELIHOOD
- COMMUNITIES DIVERSIFY
 THEIR ECONOMIES

Putting California on the High Road: A Jobs and Climate Action Plan for 2030

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,
- 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

Set a floor - Labor Standards

2. Elevate the ceiling - Incentives

 Create pathways to help employers meet standards - Supportive Programmatic Elements

Thank you!

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