



U.S. DEPARTMENT OF
ENERGY

Office of
Energy Jobs

Clean Energy Workforce Development

Betony Jones | Director, Office of Energy Jobs

June 6, 2024





Office of Energy Jobs Mission

- DOE's [Office of Energy Jobs](#) was established to lead efforts in the energy sector to create more union jobs that pay family-sustaining wages, with health care, retirement benefits, and worker protections and to ensure all workers have access to high-quality energy jobs.
- The Office of Energy Jobs works collaboratively across the U.S. Department of Energy (DOE) and with other federal agencies and regulatory bodies to ensure the successful transition to a zero-emissions economy while creating meaningful job opportunities for all Americans.

DOE Priorities

- Clean Energy Deployment and Emissions Reductions
- **Quality Job Creation, Including the Opportunity for Family-Sustaining Union Jobs**
- Justice and Equity
- Domestic Manufacturing and Supply Chains
- Private Sector Uptake of Clean Energy Technologies



"I agreed to serve as Secretary of Energy in this administration because I am absolutely obsessed with creating good-paying, union jobs... And I am absolutely convinced that clean energy will be the most powerful engine for job creation this century." - United Brotherhood of Carpenters and Joiners Executive Secretary-Treasurer Meeting, Oct. 2021

The most recent U.S. Energy and Employment Report (USEER) found that, in 2022, jobs in clean energy were **40%** of all energy jobs and increased by more than **114,000 (+3.9%)**.

Full EVs: +26.8%
(+28k jobs)

Fuel cell
vehicles: +25.2%
(+4k jobs)

Plug-in hybrid
EVs: +10.0% (+6k
jobs)

Battery storage:
+4.6% (+3k jobs)

Pumped storage
hydro +5.5%
(+400 jobs)

Wind: +4.5%
(+5k jobs)

Solar: +3.7%
(+12k jobs)

Geothermal
+5.0% (+1k jobs)

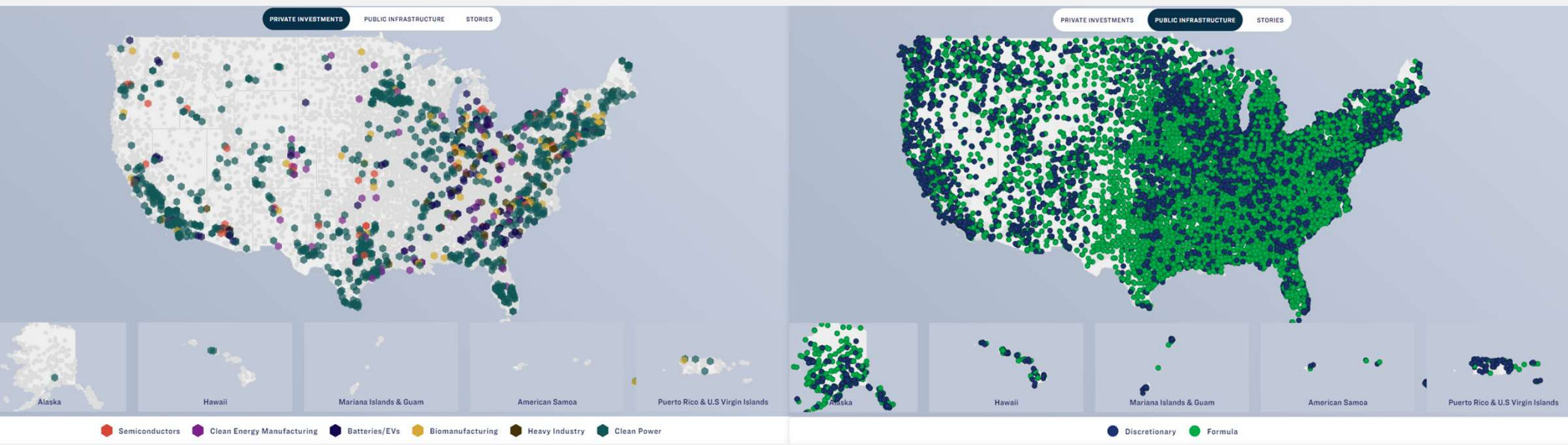
**most projects funded under the Investing in America agenda were still in the design and planning phases, so these numbers do not reflect the full job creation of these investments.*

Unprecedented Funding for Clean Energy

- Bipartisan Infrastructure Law (BIL), 2021: DOE received \$62 billion over a 5-year period.
- Inflation Reduction Act (IRA), 2022: Most comprehensive climate and clean energy investment (\$370 billion) in American history.
 - To receive enhanced – 5x greater – tax credits, projects must pay prevailing wages and offer apprenticeship opportunities.
 - IRA is projected to create more than **1.5 million additional jobs** over the next decade (EFI) and **75% of them won't require a 4-year or advanced degree** (Georgetown).

Investing in America

- Private companies have announced **\$866** Billion so far in commitments to invest in 21st century industries.
- The federal government has announced **\$537** billion in U.S. public infrastructure and clean energy investments.



Need to grow the energy workforce

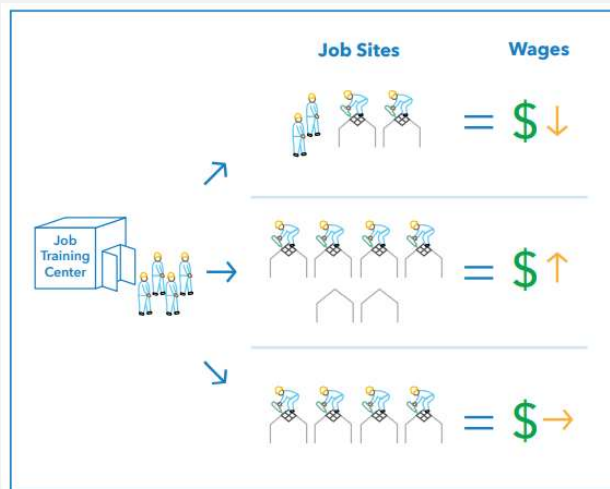
- To successfully implement federal energy-related funding
 - Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA) funding prompted DOE to create a Community Benefits Plan (CBP) structure to ensure funds are being delivered equitably.
- To meet Biden Administration's Clean Energy Goals
 - 100% Clean Electricity by 2035
 - Net-zero economy by 2050

Energy Workforce Development Best Practices

1. Adopt Labor and Targeted Hire Standards

- Skill Standards
- Responsible Contractor Criteria
- Prevailing Wage/Wage Standards
- Apprenticeship Requirements

2. Calibrate Training to Real Demand



3. Remove Barriers to Access

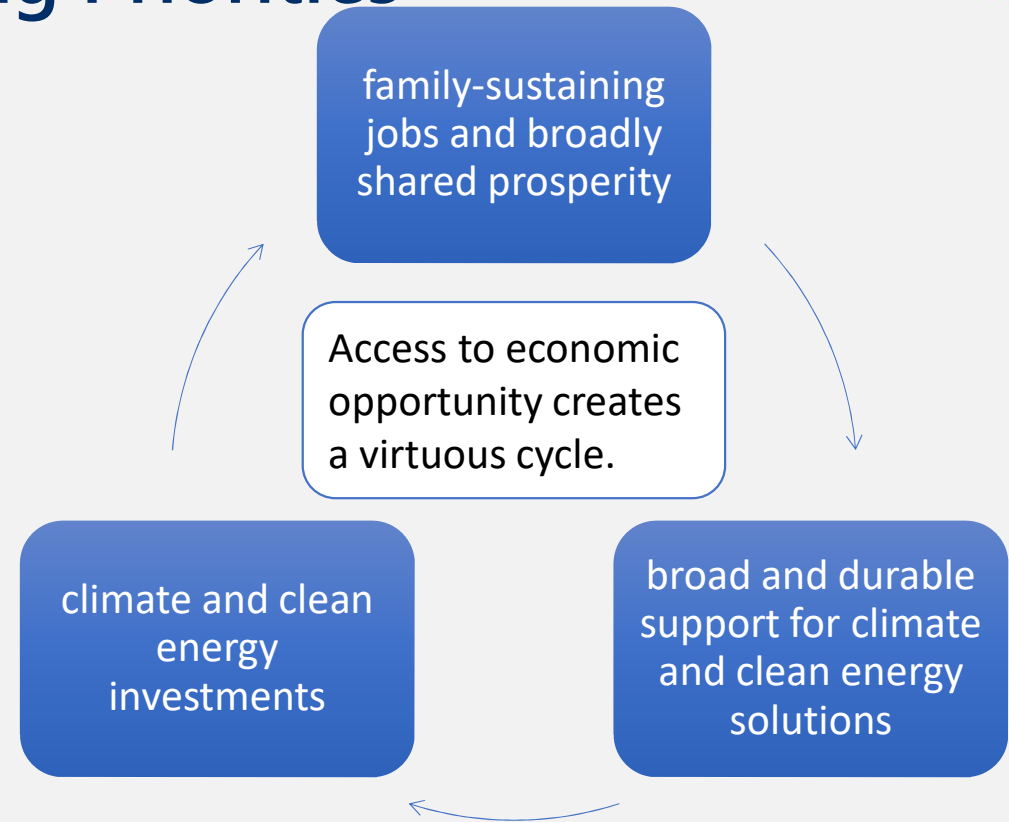


4. Broad Occupational Training & Upskilling

- Train for occupations not tasks or technologies
- Industry-recognized credentials
- Upskilling opportunities and continuing education
- Earn-as-you-learn training opportunities
- Improved long term earnings from training

Energy Workforce Training Priorities

- Investments in energy infrastructure and supply chains create jobs
- Promote training that leads to jobs and improved long term earnings.
- Help workers access and thrive in clean energy careers



Community Benefits Plan Framework



Good Jobs and Skilled Workforce

ACCOUNTABILITY
Collective Bargaining Agreements:
PLAs, CBAs

JOB QUALITY
Above-average wages and benefits for industry and region; Investments in worker education and training; workplace health and safety; Affirmative commitments to support worker organizing and collective bargaining

DIVERSITY, EQUITY, INCLUSION
Partnerships to reduce barriers to career-track training and employment opportunities; commitments to local/targeted hire; Investments in apprenticeship readiness; DEIA plans and programs; opportunities for minority contractors

Energy Justice and Equity

ACCOUNTABILITY
Legally enforceable agreements:
Community Benefits Plans, Good Neighbor Agreements

JUSTICE 40
Detail efforts to mitigate harms and provide tangible, material benefits to disadvantaged communities

Community Benefits Plan (CBP) process

1. Applicant drafts CBP as a required section of proposal for all BIL and IRA funding opportunities.
2. Expert reviewers evaluate and score CBP, weighted at 20% of proposal's score.
3. DOE announces a project is selected.
4. DOE and the project enter the negotiations phase.
 - Voluntary commitments in CBPs become contractual obligations.
 - *a good time for outside groups to engage with the project to support clean energy workforce development.
5. DOE evaluates the recipient's progress on CBP commitments, including as a part of the ongoing Go/No-Go review process.

Critical needs identified by DOE staff to advance job quality and job access in energy:

1. Building systemwide capacity for communities to prepare and connect people to clean energy jobs and to focus on job quality in the jobs being created in their communities.
2. Helping workers access and thrive in clean energy careers
3. Telling the story to grow support for high-quality clean energy jobs

Questions?



U.S. DEPARTMENT OF
ENERGY

Office of
Energy Jobs