



THE FUTURE OF PENNSYLVANIA'S CLEAN ENERGY WORKFORCE From Discussion to Action

NASEO Energy Policy Outlook Conference
February 8, 2023

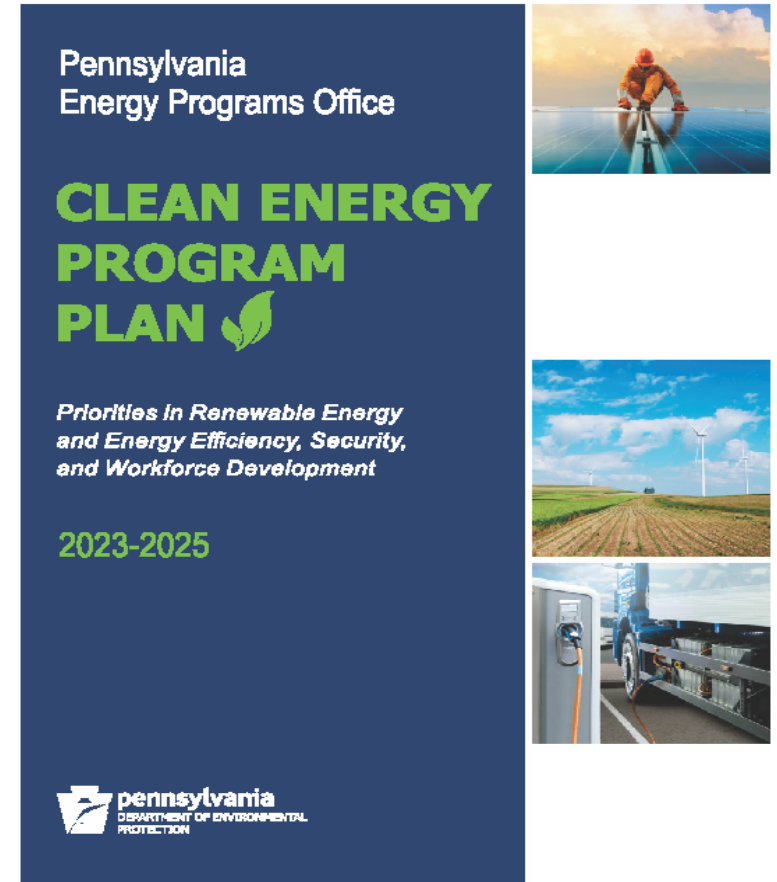
Josh Shapiro, Governor

Richard Negrin, Acting Secretary

DEP Energy Programs Office

DEP Energy Programs Office:

- Primary office responsible for implementing clean energy programs in Pennsylvania.
- Supports renewable energy, energy efficiency and conservation, climate change mitigation and adaptation, alternative transportation, energy assurance.
- Provides associated education, outreach, and technical support.
- Works with broad range of partners to implement, coordinate, and facilitate clean energy programs



Identifying New Workforce Development Needs

EPO convened stakeholders in 2018 for input on how to improve energy efficiency programming for the agricultural and industrial/manufacturing sectors.

Key finding:

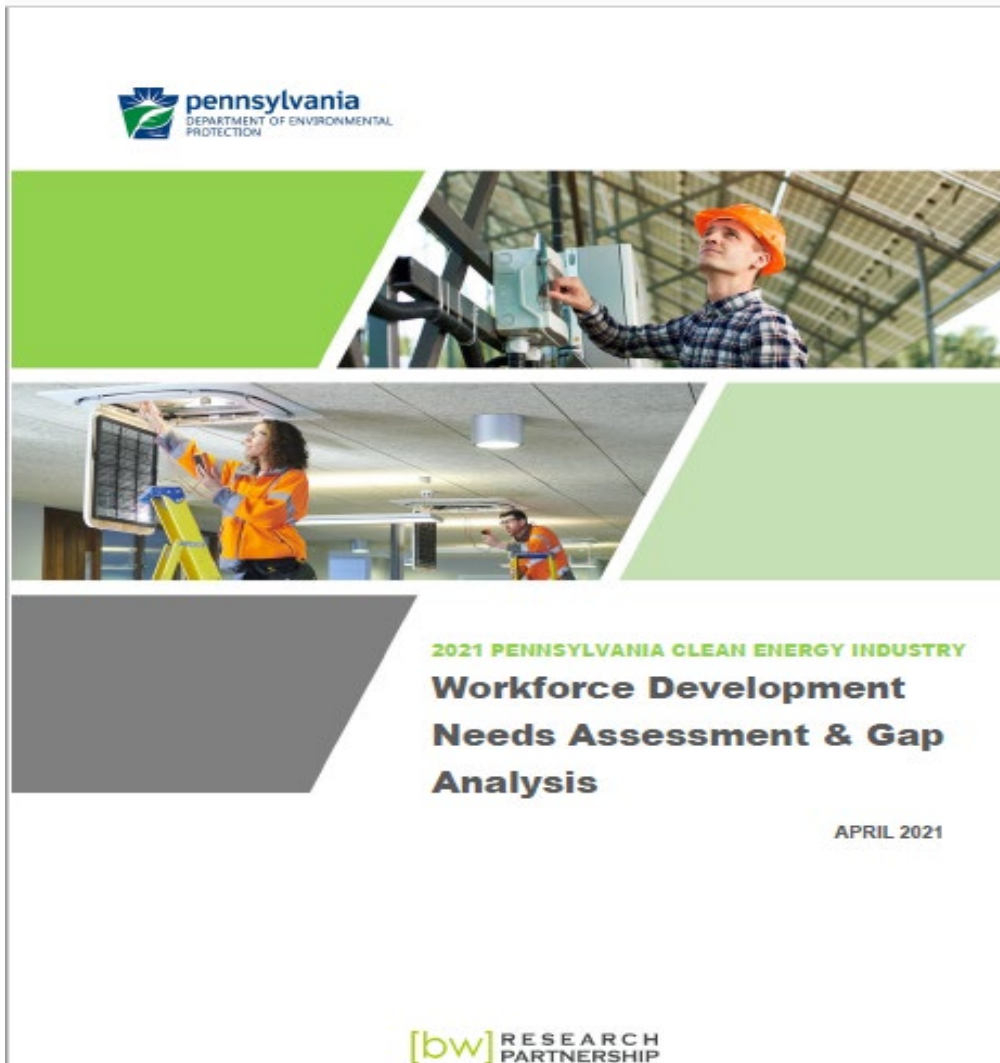
EPO should support more training of workers in energy efficiency, pollution prevention and water conservation

Identifying New Workforce Development Needs

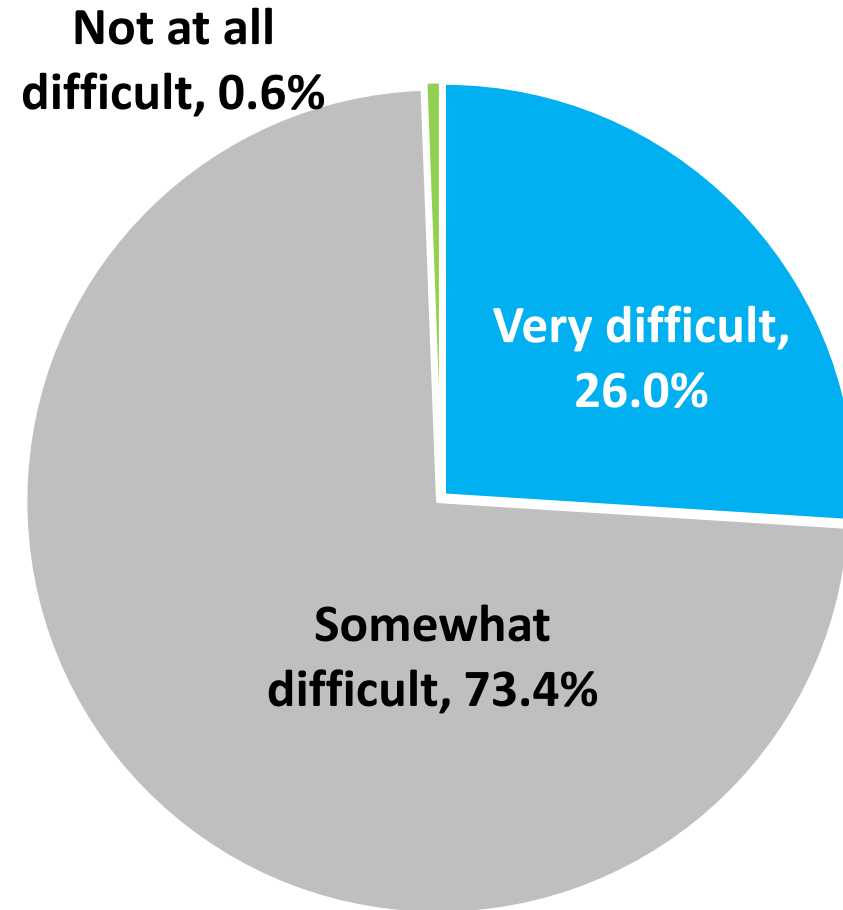
- Previous/Current EPO support for workforce training for the *existing* workforce
 - Building Operator Certification Training
 - Building Retuning Training
 - Building Energy Codes Training
- Growth in Clean Energy Sector indicates need for *new entrants* into the workforce
 - IIJA – Infrastructure Investment and Jobs Act
 - IRA – Inflation Reduction Act

2021 Clean Energy Employment Gap Analysis

- Purpose: identify the educational and training needs of Pennsylvanians to fully benefit from the expansion of a clean energy economy.
- High-growth occupations prior to the pandemic will likely remain in demand in the coming years



Clean Energy Sector Overall Hiring Difficulty



Gap Analysis Recommendations

Educators, training programs, unions, companies, and government programs need to work together to fulfill growing employment demands:

1. Facilitate on-the-job training opportunities and hands-on industry experience for workers.
2. Support curriculum sharing and procurement.
3. Create a pipeline for displaced workers to transition into the clean energy workforce.
4. Promote manufacturer-specific certifications for clean energy technologies.

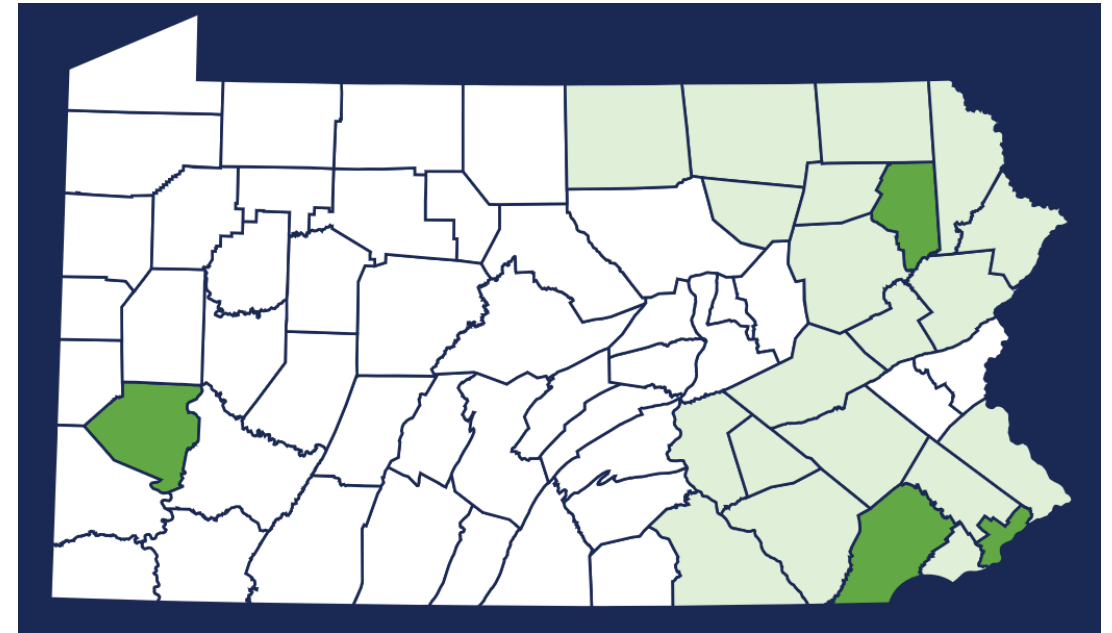
EPO Continuing Efforts

- **2022 PA Energy and Clean Energy Employment Reports**
 - PACEER contains additional information on opportunities for union labor and the manufacturing sector.
- **Joined PA Department of Transportation and PA workforce agencies in a project coordinated by NASEO and Markle Group to:**
 - Deepen coordination between agencies around workforce;
 - Augment workforce recruitment, training, wraparound supports and services by direct spending on training;
 - Embed job quality, inclusion and accountability in infrastructure project implementation.

PA Department of Labor and Industry Grant Program

Launched 2022: Labor and Industry grant program for clean energy workforce development:

- Grantees: Four partnerships in 11 local areas
- \$2 million total awarded
- Projects run 7/2022 - 6/2025



Each Labor and Industry Grant Project:

Engage 25+ employers to:

- Conduct Needs Assessments and write Recruitment Plans
- Connect to the PA CareerLink® workforce system
- Apprenticeship and Training Office
- Career pathway development and implementation

Support the sector in achieving:

- Reduction in skilled openings and expansion of talent pipelines
- Increased skilled worker retention
- Increased representation in applicant and training pools
- Increased incumbent worker training with SkillUp® PA or other methods
- New partnerships with local agencies to support long-term needs

EPO: Looking Ahead

- Responded to the Request for Information on the future U.S. Department of Energy Funding Opportunity Announcements:
 - Bipartisan Infrastructure Law (BIL) section 40503 (the Energy Auditor Training Grant Program)
 - BIL section 40513 (the Career Skills Training Program)
 - Inflation Reduction Act (IRA) section 50123 (the State-Based Home Energy Efficiency Contractor Training Program, or Contractor Training Program)
- Submitted concept paper in response to the Resilient and Efficient Codes Implementation Funding Opportunity Announcement:
 - Address workforce development around building codes careers:
 - Strategic mapping and modifications of programs and curriculum at technical high schools, career and technical centers and community colleges who offer technical programming across Pennsylvania

BIL and IRA Opportunities

- Utilize BIL and IRA programs to help train energy assessors, energy managers, codes officials, home energy efficiency workers
 - BIL Energy Auditor Training Grant Program
 - IRA State-Based Home Energy Efficiency Contractor Training Program
 - BIL SEP – Industrial Energy Assessments
 - BIL Codes Program
- Deploy BIL and IRA programs (RLF, EECBG, Residential Rebate Programs, GHGRF) to utilize trained clean energy workers.
- Prioritize disadvantaged communities and under-represented populations throughout



Thank you!

Kerry Campbell

kcampbell@pa.gov

EPO Workforce Web page: [Workforce Development \(pa.gov\)](#)

DEP Website: www.dep.pa.gov