Expanding Equitable Access to Green Jobs: A Framework for Collaborative Action

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Background
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▪ **Overview of the Shared Prosperity Partnership**
  ▪ Collaboration between the Kresge Foundation, the Brookings Institution, the Urban Institute, and Living Cities
  ▪ Leverages the innovative work of local leaders across the United States to build a more inclusive and sustainable economy

▪ **Advancing Knowledge: Two Projects**
  ▪ [Who has access to Good Clean-Energy Jobs?](#) By Molly Scott, Judah Axelrod and Hailey D'Elia
  ▪ Equitable Access to Quality Climate Infrastructure Jobs: A Framework for Collaborative Action (Forthcoming) By Shayne Spaulding, Joseph Schilling, Madeleine Sirois, Amanda Briggs, and Jincy Wilson
Background: IIJA and IRA

- Infrastructure Investment and Jobs Act (IIJA) also known as Bipartisan Infrastructure Bill (BIL) was signed into law in 2021 and provides an estimated investment of $1.2 trillion into US infrastructure sector.

- Inflation Reduction Act (IRA) was signed into law in 2022 with an estimated funding of $400 billion focused on reducing carbon emissions over the next decade.
The Opportunity

- Federal climate infrastructure investments
- Focus on climate, equity and job quality
- Projected retirements
- Limited explicit funding for workforce development
- Lack of knowledge about what jobs being created, exactly how many, and whether of high quality
Who Has Access to Clean Energy Jobs?
Communities need to plan for equity

- Many BIL- and IRA-funded programs require local communities to put together plans to ensure equity in workforce development and access to good jobs
- There is little data on which jobs we’re talking about and their quality
- And little existing data to help local communities identify where their equity challenges might lie
New resource to help communities understand clean energy jobs and equity

- **Who Has Access to Good Clean-Energy Jobs?**
- Quality of jobs in three clean energy sectors
- Pathways to entry
- Close-up on equity challenges nationally, and in 8 example cities.

With the passage of the 2021 Bipartisan Infrastructure Law (BIL) and the 2022 Inflation Reduction Act (IRA), billions of federal dollars are flowing into communities across the US to invest in clean energy.

This funding will help create new jobs in clean energy, and many communities are working to ensure these jobs are high quality and accessible to people of color and women. However, local data related to the quality of clean-energy jobs and who has access to them is limited.

To help local leaders create the good jobs and equity plans required by many BIL- and IRA-funded programs, we examine the quality of jobs in three clean-energy sectors—energy efficiency, renewable-energy generation, and green construction. We then assess how well people of color and women are positioned to take advantage of these opportunities nationally and in eight select cities.
Key Takeaways

- Jobs in energy efficiency are the most challenging for women and people of color to access.

- Nationally and in almost all eight cities, women are underrepresented in the potential workforce and in both high and medium quality jobs in all three sectors.

- Black workers generally have inequitable access to clean energy jobs, particularly high and medium quality ones. They fare better in cities like Memphis and Minneapolis.

- Compared to Black workers, the national outlook for Latine workers is more positive.

- Solutions to equity challenges will need to be customized depending on the specific jobs, and the population in question.
The Framework
Key principles, core actors, and essential strategies and capacities

Prioritizing equity

Targeting quality jobs and pathways

Cross-sector collaboration

Cross-sector collaboration

Engaging in advocacy and policy change

Using data to guide strategy and ensure accountability

Providing comprehensive technical assistance and expanding implementation capacity

Including community in the design and implementation of solutions

Aligning workforce development with equity, job quality, and local demand

Core actors forge coalitions to advance key strategies and capacities

Key Principles

Labor unions and the trades

Education and workforce training institutions

Employers

Intermediaries

Philanthropy

Policymakers and public-sector staff

Nonprofits and community-based organizations

Climate infrastructure ecosystem

Workforce development ecosystem
How to Use & Apply this Framework

1. Strategy development & design of policies and programs
2. Policy and program implementation
3. Coalition building and collective impact
4. Policy change and advocacy

FRAMEWORK & ANALYSIS
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<thead>
<tr>
<th>Principles</th>
<th>Core Actors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prioritizing Equity</td>
<td>Policymakers and public sector agencies</td>
</tr>
<tr>
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<td>Nonprofits and community-based organizations</td>
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<tr>
<td>Fostering cross-sector collaboration</td>
<td>Education and workforce training institutions</td>
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<tr>
<td></td>
<td>Public and private employers</td>
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<tr>
<td></td>
<td>Labor unions</td>
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<tr>
<td></td>
<td>Intermediaries</td>
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<td>Philanthropies</td>
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</tbody>
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Strategies and Capacities

- Using data to guide strategy and ensure accountability
- Involving community in the design and implementation of solutions
- Aligning workforce development with equity, job quality, and local demand
- Providing comprehensive technical assistance and expanding implementation capacity
- Engaging in advocacy and policy change
Insights and Ideas for Policy & Program Action

▪ Recalibrating Climate Infrastructure Policies, Programs & Grants
  ▪ Elevate job quality and equity
  ▪ Strategically coordinate resources to maximize benefits and scale
  ▪ Develop shared systems of accountability

▪ Building Collaborative Capacity
  ▪ Enhance technical assistance, capacity building and opportunities for peer learning
  ▪ Support community engagement
  ▪ Expand intermediary capacity
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