



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.

The screenshot shows the cover page of a report. At the top left is a blue header with a white 'U' logo. At the top right is a blue navigation bar with a magnifying glass icon and the text 'MENU'. Below the header, the word 'PROJECT' is centered in small letters. The main title 'Who Has Access to Good Clean-Energy Jobs?' is prominently displayed in bold black text. Below the title, there are three paragraphs of text. The first paragraph discusses the passage of the 2021 Bipartisan Infrastructure Law (BIL) and the 2022 Inflation Reduction Act (IRA), noting billions of federal dollars flowing into clean energy. The second paragraph explains that this funding will create new jobs, but local data on job quality and access is limited. The third paragraph states that the report examines job quality in three sectors (energy efficiency, renewable energy, and green construction) and assesses how well people of color and women are positioned to take advantage of these opportunities.

PROJECT

Who Has Access to Good Clean-Energy Jobs?

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.

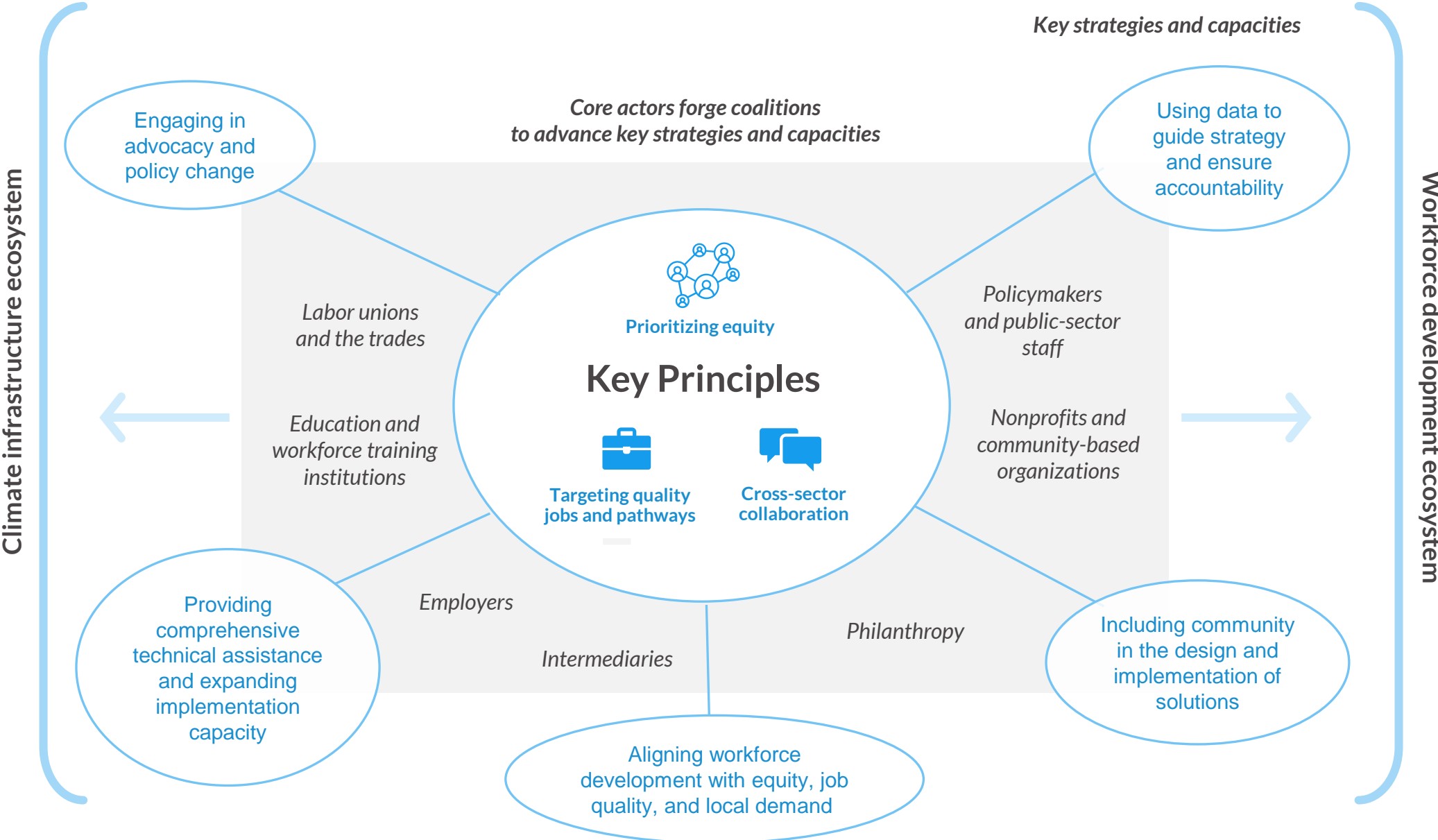
Feedback

Key Takeaways

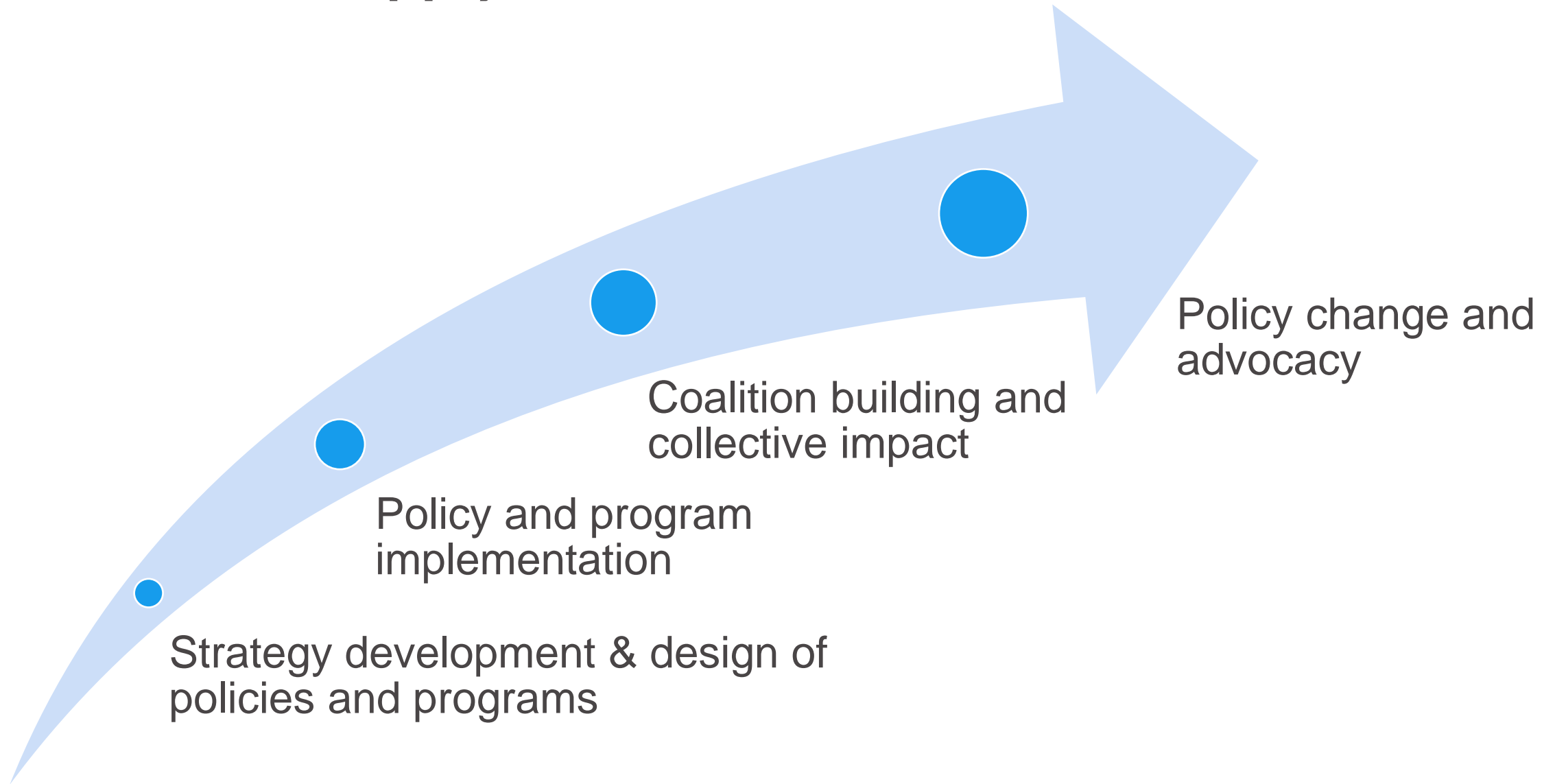
- **Jobs in energy efficiency are the most challenging for women and people of color to access.**
- **Nationally and in almost all eight cities, women** are underrepresented in the potential workforce and in both high and medium quality jobs in all three sectors.
- **Black workers generally have inequitable 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



How to Use & Apply this Framework



Principles

Prioritizing Equity

Targeting quality jobs and pathways

Fostering cross-sector collaboration

Core Actors

Policymakers and public sector agencies

Nonprofits and community-based organizations

Education and workforce training institutions

Public and private employers

Labor unions

Intermediaries

Philanthropies

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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