

California Workforce Development Board (CWDB)

CWDB is uniquely positioned to facilitate relevant high-road job training and transition partnerships, with a focus on quality jobs and broader access to them, as well as related policy development and implementation.

Equity: Continue to focus programmatic and policy work directly on building economic opportunity and mobility for those who have been marginalized, disadvantaged, and/or denied opportunity.

The California Workforce Development Board (CWDB) commits to the following three objectives in order to help further the development of a robust and equitable zero-emission vehicle (ZEV) industry in California. The italicized text is directly from the ZEV Market Development Strategy, whereas the underlined text is intended to provide a clearer and more ZEV-specific statement of the CWDB's purpose.

(1) *Program Development and Administration – Build a High Road Workforce Development Infrastructure for the ZEV Industry in California.*

(2) *Policy and Program Alignment – Maximize Economic Equity Benefits of Public Investments in ZEVs.*

(3) *Local Guidance – Inform the Local Workforce System about Supporting ZEV Market Development.*

1) Program Development and Administration – Build a High Road Workforce Development Infrastructure for the ZEV Industry in California.

Key Actions, Dates, and Collaborators:

Background: the CWDB will meet this objective through its High Road Training Partnerships (H RTP) initiative primarily, and its High Road Construction Careers (HRCC) initiative¹ to a lesser extent. These initiatives advance a field of practice in workforce development that simultaneously addresses urgent questions of income inequality and mobility, economic competitiveness, and climate change through regional, industry specific skills-building infrastructures designed to advance economically and environmentally resilient communities across the state. The regional, industry-based, worker-focused partnerships build a skills infrastructure for California's "high road employers." These employers compete based on quality of product and service

¹ Please visit the CWDB's website for more information about the [High Road Training Partnerships \(H RTP\)](#) and [High Road Construction Careers \(HRCC\)](#) initiatives. Because the HRCC initiative employs a multi-craft approach to construction sector training and job placement and focuses on serving workers at a very early stage of career development, it will likely play a smaller role in meeting the CWDB's ZEV Strategy objectives compared to the H RTP initiative.

achieved through innovation and investment in human capital, thus ensuring workers have agency, voice, and are able to share in economic prosperity by securing family-supporting employment. For both initiatives, the CWDB plays the role of funder, convener, and promoter of regional, industry sector-based training partnerships that deliver equity, sustainability, and job quality.

This section is under development and will be updated before the end of Q1 2022. The CWDB expects the 2022 work plan to include many of the same actions carried out in this section in 2021, namely: providing grant funding, technical assistance, and peer-to-peer support to industry-based training partnerships that help the State meet its ZEV and ZEV-related targets; and promoting the H RTP model in public forums (e.g., webinars, conferences, workshops, etc.). For more information about H RTP projects relevant to the ZEV Strategy, please visit <https://cwdb.ca.gov/highroadprojectprofiles/>.²

- Progress: Ongoing. The CWDB continues to provide ongoing grant funding, technical assistance, and peer-to-peer support to industry-based training partnerships.

2) Policy and Program Alignment – Maximize Economic Equity Benefits of Public Investments in ZEVs and ZEV-related industries.

Key Actions, Dates, and Collaborators:

Background: the CWDB will meet this objective through its High Road Climate Agency Partnership (HRCAP) initiative,³ in which the CWDB provides guidance, recommendations, and technical assistance to state agencies committed to advancing economic equity through policies and public investments in zero-emission vehicles and infrastructure. To that end, the CWDB promotes measures that address job access for priority communities directly (e.g., targeted hire goals and recruitment planning requirements), as well as measures to improve the quality of jobs created or supported by public investment (e.g., wage and benefit standards and worker safety training requirements) so that more high-quality jobs are available in the first place.⁴

2a) Assist the California Public Utilities Commission (CPUC) in ensuring transportation electrification (TE) programs and policies deliver equitable labor market outcomes (e.g., high-quality job creation and greater access to high-quality jobs and/or training for priority populations). This will likely involve the following work:

- Review of TE program applications filed by regulated electric utilities
 - Progress: Completed.

² The current portfolio of ZEV-related H RTP projects are in the following industries: public transit; heavy-duty vehicle manufacturing; warehousing and distribution; freight transport and logistics; electric utilities; energy storage and microgrids; and the building and construction trades.

³ The HRCAP initiative covers all climate change “sectors,” including, but not limited to, transportation.

⁴ For more information about job quality and job access measures and examples of their usage in ZEV and other transportation sustainability programs, please refer to [“Putting California on the High Road: A Jobs and Climate Action Plan for 2030”](#) (see Introduction and Chapters 2, 3, and 7 in particular).

- Support implementation of CPUC-approved TE programs with technical assistance, as needed/requested
 - Progress: Ongoing.
- Development of a long-term TE Framework
 - Progress: Provided feedback in the development.
- Key collaborators: CWDB (Statewide Partnerships Team/Policy, Legislation, & Research Branch) and CPUC (Energy Division, other divisions/units as appropriate). May also engage electric utilities, labor unions, CWDB's H RTP grantees, the Disadvantaged Communities Advisory Group, or others as appropriate.

2b) Assist the California Air Resources Board (CARB) in aligning Low Carbon Transportation Program investments with high road principles (equity, climate, and jobs) and ensuring programs deliver equitable labor market outcomes (e.g., high-quality job creation and greater access to high-quality jobs and/or training for priority populations). This will likely involve the following work:

- Expand upon existing and develop new program guidelines or grant and solicitation materials, to include standards or requirements regarding high-quality employment and job training, particularly for priority populations
 - Progress: Ongoing. The CWDB will be recruiting for a position to help assist in this capacity in 2023.
- Review of program/project applications, where applicable
 - Progress: Ongoing.
- Support implementation of CARB-awarded projects as needed/requested
 - Progress: Ongoing.
- Key collaborators: CWDB (Statewide Partnerships Team/Policy, Legislation, & Research Branch) and CARB (Mobile Source Control Division and other MSCD branches/units as appropriate). May also engage CARB's Clean Transportation Program and related work group participants, CWDB's H RTP grantees, the Disadvantaged Communities Advisory Group, or others as appropriate.

2c) Assist the California Energy Commission (CEC) and Lithium Valley Commission (LVC) in promoting and executing a high road approach to economic and workforce development associated with the development of geothermal power and co-located lithium recovery efforts in the Salton Sea region, to ensure high-quality job creation, employment and associated workforce development of local area residents, and sustainable community development. This will likely involve the following work:

- Provide input for and/or participate in Lithium Valley Commission workshops pertaining to economic and workforce development
 - Progress: Completed/ongoing. CWDB staff participated in and facilitated a workforce development workshop in February 2022.
- Provide input for and review Lithium Valley Commission report (due to the Legislature by October 1, 2022)

- Progress: Completed. CWDB staff provided comments around workforce development.
- Participate in CEC proceedings for funding programs, community outreach activities, and inter-agency efforts supporting the development of geothermal power plants, lithium recovery facilities, and related manufacturing opportunities
 - Progress: Ongoing.
- Assist local public agencies, community-based organizations, and/or labor unions in the development and execution of Community Benefits Agreements (and/or similar enforceable accords) to ensure quality, accessible job creation associated with state funding/financing
 - Progress: Ongoing.
- Provide input to locally-based task forces working on economic and workforce development to help improve existing and/or develop new education and training programs, identify and develop state policies to address challenges/gaps, etc.
 - Progress: Ongoing.
- Provide input to locally-based task forces working on infrastructure development to help ensure transportation, broadband, energy, water, and other essential services meet community as well as industry needs
 - Progress: Ongoing.
- Key collaborators: CWDB (Statewide Partnerships and Research & Evaluation Teams/Policy, Legislation, & Research Branch; Field Branch), CEC (Commissioner Douglas and Chair Hochschild's offices and other offices/units as appropriate), Lithium Valley Commission, local Building Trades Councils (BTCs covering Imperial, Riverside, and San Diego counties), and local workforce investment boards (WIBs covering Imperial, Riverside, and San Diego Counties). May also engage the Disadvantaged Communities Advisory Group, or others as appropriate.

3) Local Guidance – Inform the Local Workforce System about Supporting ZEV Market Development.

Key Actions, Dates, and Collaborators:

Background: the CWDB is responsible for the oversight and continuous improvement of the workforce system in California, of which 45 Local Areas – each with its own local workforce investment or development board (Local Boards) – are a part. Accordingly, the CWDB develops a state strategic plan every four years (modifications are made every 2 years) that serves as the framework for the development of public policy, fiscal investment, and operation of the state workforce and education system. In addition, the CWDB issues directives, information notices, and policy briefs as needed to help guide or inform the activities and objectives of local workforce boards.

3a) Present the ZEV Market Development Strategy to, and discuss ways to engage or support ZEV-related industries with, local/regional workforce development professionals.

- 45-minutes presentation and Q&A/discussion scheduled at February 2022 Regional Exchange (2/15/2022)
 - Progress: Completed. CWDB and GO-Biz staff presented on the ZEV market development strategy which resulted in follow-up conversations with several Local Boards.
- Key collaborators: CWDB (Statewide Partnerships Team/Policy, Legislation, and Research Branch), GO-Biz, and Employment Development Department

3b) Review local area and regional planning unit strategic plans to identify workforce boards with existing or future plans to focus on meeting the needs of ZEV-related industries.

- Will initiate review by prioritizing local workforce boards located where ZEV industry clusters exist (Los Angeles and Inland Empire, Bay Area and Sacramento, and southern San Joaquin Valley)
 - Progress: Completed. CWDB staff conducted a survey and Dun & Bradstreet analysis and reviewed Local Board plans and utilized information gathered to conduct outreach to the Local Boards.
- Key collaborators: CWDB (Statewide Partnerships Team/Policy, Legislation, and Research Branch)

3c) Develop and implement a plan for facilitating peer-to-peer knowledge-sharing among local workforce boards to coordinate and improve/enhance workforce services provided to ZEV-related businesses, workers, and job-seekers interested in entering associated industries.

- Will aim to organize a knowledge-sharing session in March 2022, depending on interest and commitment from local boards identified from action 3b
 - Progress: Completed. CWDB staff met with several Local Boards, including Solano County Workforce Development Board to discuss needs and identify areas of support needed.
- Key collaborators: CWDB (Statewide Partnerships Team/Policy, Legislation, and Research Branch) and select local workforce boards