Clean Energy Technology

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Clean Energy Technology Workforce Advisory Committee (CETWAC)

Created by the legislature in 2023 following passage of the Climate Ready Communities legislation (HB 1176) RCW 28C.18.210-216.

- Advise policymakers on efforts to support the expansion of clean energy technology sectors and jobs;
- Prioritize the transition of the existing skilled workforce to new industry sectors and provide training opportunities where needed to address gaps.

CETWAC Membership

Co-Chairs - Todd Mitchell **Perry England**

Clean Tech Alliance

Impact Washington

Center of Excellence in Clean Energy, Centralia College

Puget Sound Energy

King County

City of Seattle

Technology Alliance

Avista Corporation

Washington Pipe Trades

Pacific Education Institute

Washington Building Trades

BlueGreen Alliance

Washington Student Achievement Council

State Board for Community and Technical Colleges

Clean Energy Transition Institute

Washington Dept. of Labor & Industries

Washington Round Table

Washington State University

Washington Public Utilities Association

Workforce Central

Office of Financial Management

Employment Security Department

Washington Department of Commerce

Major challenges

Cancellation of billions of dollars in federal funding

Permitting delays slow commencement of work.

Insufficient wrap-around services like childcare, and transportation.

Lack of awareness of clean energy careers and connection to training providers, and employers.

Data Gathering Challenges

1. No universally accepted definition of clean energy job.
2. No NAICS codes specifically for clean energy industries
3. No standard occupation codes (SOC) for clean energy jobs
4. No data on age, gender or racial makeup of our clean energy workforce
5. No information gathered on benefits paid to clean energy workers.
6. No data on what benefits are most important to clean energy workers

CETWAC Accomplishments

Transition to Retirement Feasibility Study was completed for workers whose jobs may be impacted by state climate policies.

Demographics of clean energy workforce, employment projections and most in-demand jobs and skills.

Survey of employer and employees yielded information regarding benefits and perceived job readiness in clean energy jobs.

1. Career and technical education (CTE) programs are powerful tools to introduce high school and college students to clean energy careers.
2. Colleges adapt to industry changes.
3. 307,000 students enrolled in our CTC system 55% of whom identify as students of color – the largest, most accessible system of public higher education in Washington.
4. There are over 850 certificate, degree and apprenticeship-related programs that support clean energy and related fields.

Findings of the CETWAC report

Demand for clean energy workers continues to grow, expecting a 3% growth rate thru 2032 (46,386 jobs)

- Aerospace sector expecting a 4% increase
- Residential construction and mining careers expecting a 2.95% and 2.35% increase
- The need for electrical workers will remain strong, over 3.3%

Demographics of Clean Energy Workforce

Gender:

State Average: 52% male

Clean Energy Careers: 65% - 89%

Age: 66% between 25 and 54

23% over 55

25% or more in maritime, fuels, & electricity

Race & Ethnicity:

Black & African American – 6%

Hispanic or Latino 8-26%

Asian – 15%

White – 73-88%

Education: 19-38% college or associates degree

Survey of clean energy employers

Employers:

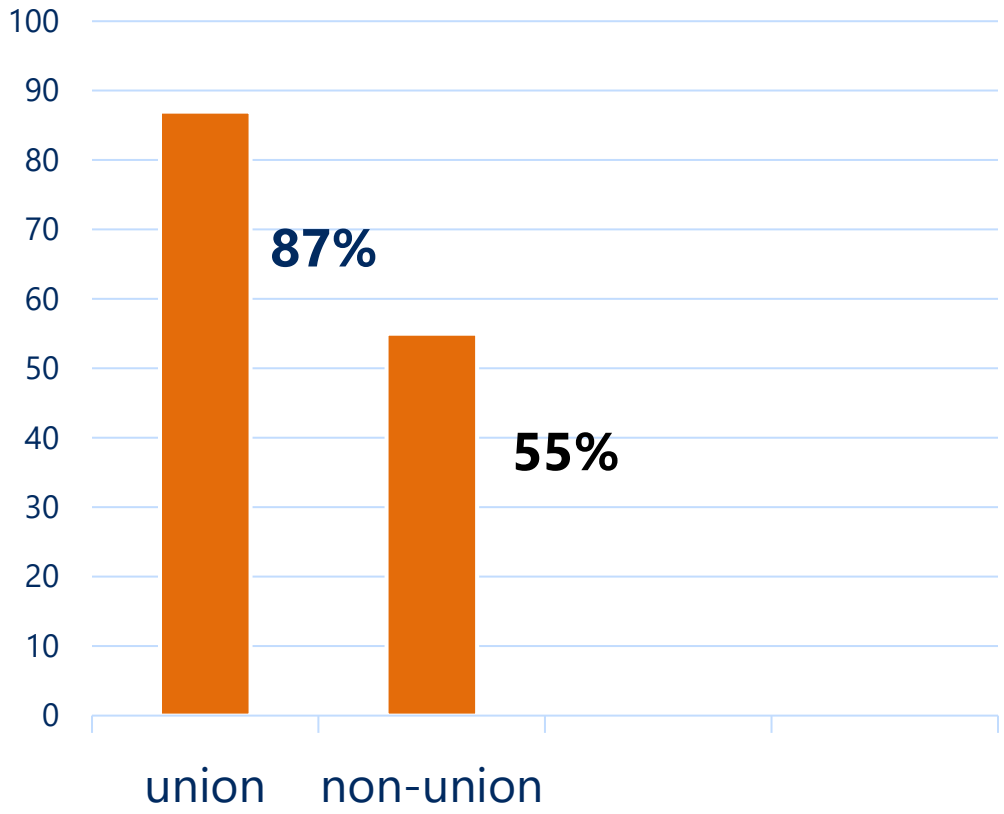
1. 89% had openings in the last month.

2. 46% had difficulty finding qualified candidates.

3. 60% were unaware of state workforce system resources.

4. 52% are interested in partnering with training providers to address workforce needs.

Perception of readiness for career



Union Building Trades findings

Nearly 10,000 out of work

1,700 of those are apprentices

8,000 on waiting list to enter apprenticeships

Apprenticeship utilization requirements create job placement for apprentices

Recommendations

Strengthen registered apprenticeships and CTE for clean energy.

Expand employment opportunities by supporting clean energy capital project acceleration.

Advance equity in clean energy workforce development for underrepresented groups.