CETWAC – January 8, 2026 Announcements

Important Webinar:

- Projected electricity needs and transmission pathways in the Western United States for next 10 years.
  - **February 4,** 2026 webinar at 1:00 p.m.

Funding for Registered Apprenticeships:

- Department of Labor announced availability of $145M in funding to support performance-based Registered Apprenticeship expansion. https://www.dol.gov/newsroom/releases/eta/eta20260106

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%

Positive Findings - continued

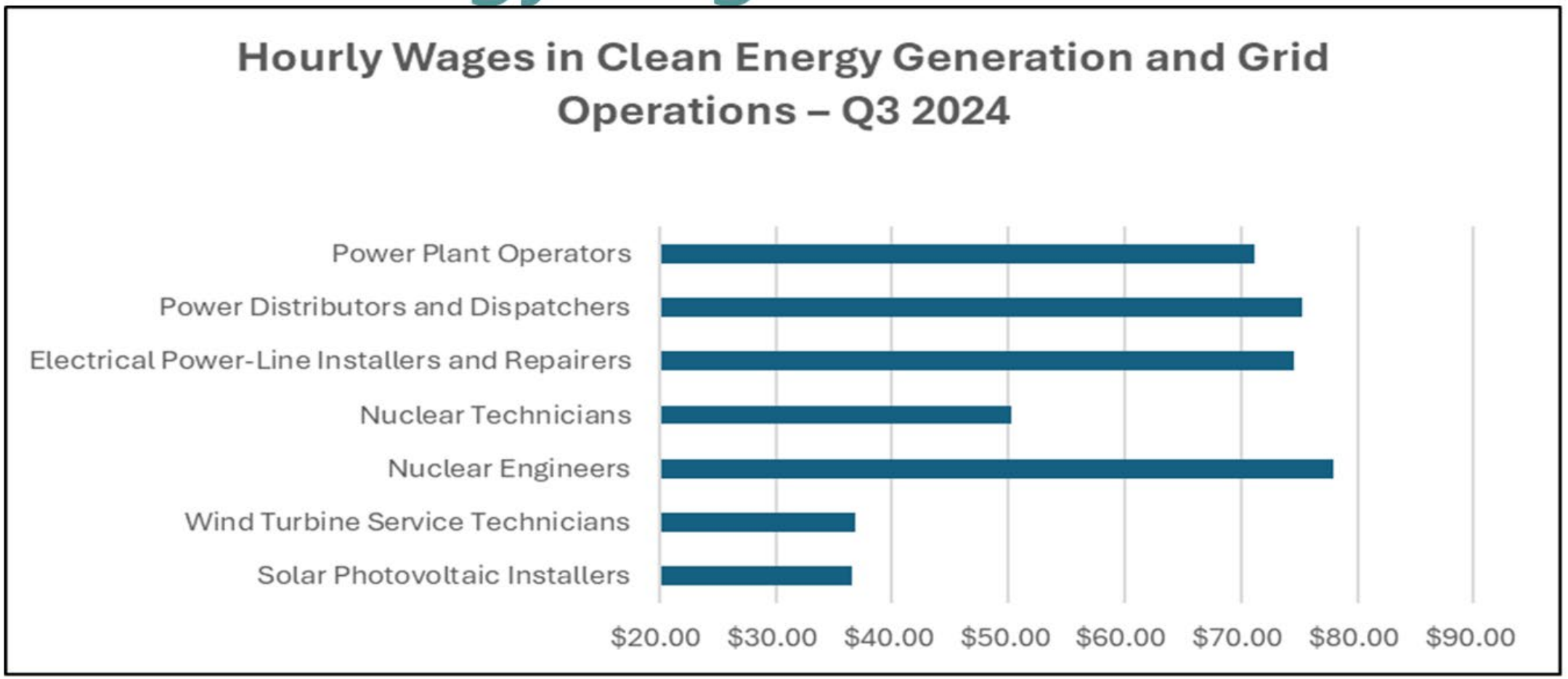
Career and technical education (CTE) programs are powerful tools to introduce high school and college students to clean energy careers.

307,000 students in our CTC system - 55% of whom identify as students of color – making it the largest, most accessible system of public higher education in Washington.

There are over 850 certificate, degree and registered apprenticeship-related programs that support clean energy and related fields.

Our registered apprenticeship system prepares workers for jobs in their fields, and workers are confident of their abilities.

Clean energy wages in WA



Major challenges

Cancellation of billions of dollars in federal funding

Permitting delays impact workforce

Insufficient wrap-around services like childcare, and transportation.

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

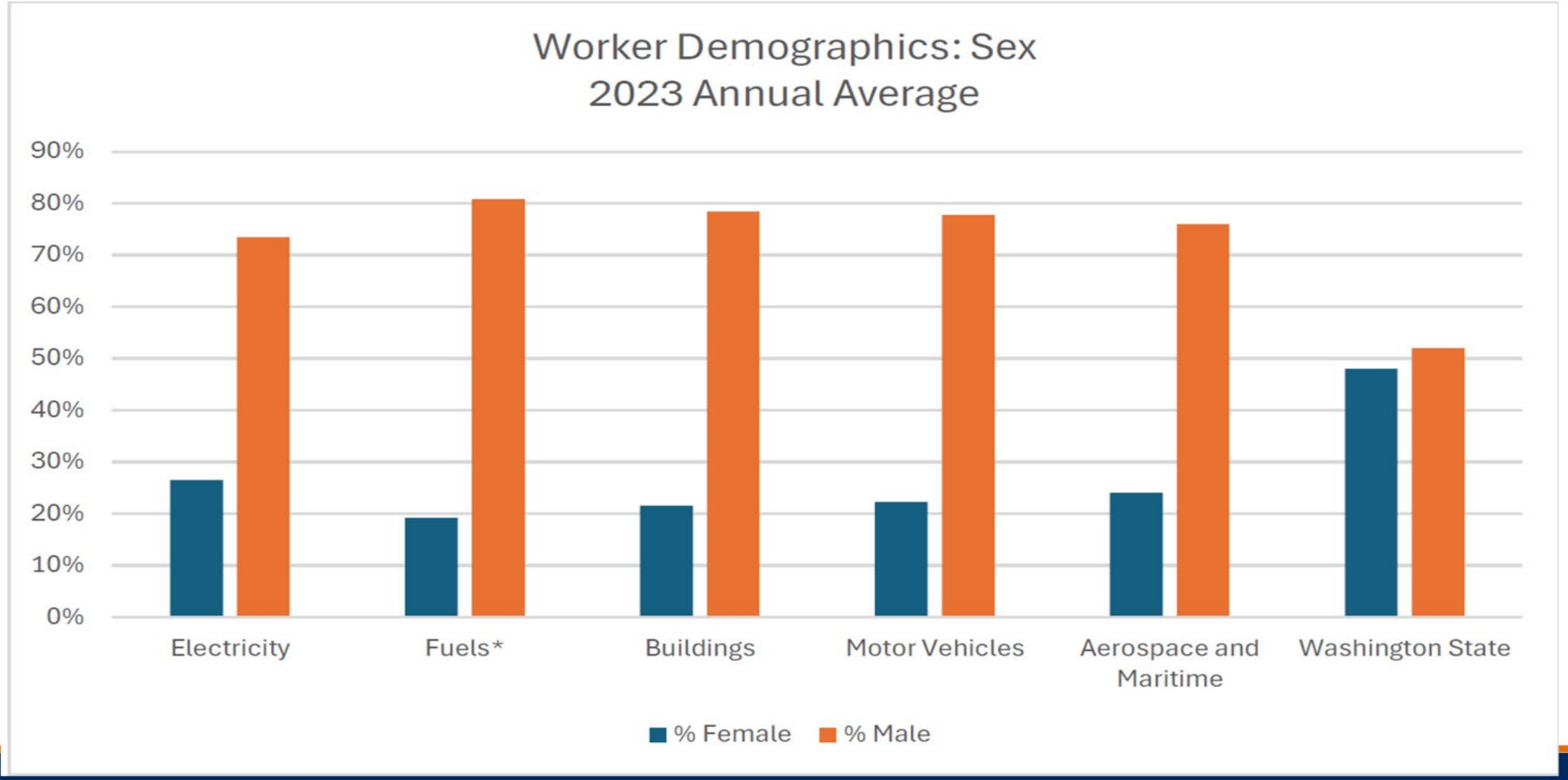
Data Gathering Challenges

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

Transition to Retirement Feasibility Study

Modeled after Trade Adjustment Assistance federal programs:

- Federal Worker Specific programs have been around since 1962
- Allowed an opportunity to more accurately predict program costs
- Likely about 300 workers impacted – depending on legislative determination of what “close to retirement” means as well as the benefits to be protected (health benefits, retirement, etc.)


Worker Demographics: Sex
2023 Annual Average
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Electricity
Fuels*
Buildings
Motor Vehicles
Aerospace and Maritime
Washington State
% Female
% Male

Demographics of the energy workforce in Washington

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 willing to partner with training providers to address workforce needs.

Key Findings of the 2025 report

Key Findings

Clean energy jobs are expected to remain in high demand despite rollbacks of federal incentives.

Delays in project development and limited access to low-cost financing are slowing clean energy infrastructure and job creation.

The clean energy workforce remains disproportionately white and male, leaving critical talent pools untapped.

Apprenticeship programs and Community and Technical Colleges are critical to meeting clean energy workforce needs.

Strengthen Registered Apprenticeships and Career and Technical Education (CTE) for Clean Energy

- Leverage existing training programs and institutions to scale proven models and promote equitable access to training across regions and populations.
- Clean energy technology education and training programs and registered apprenticeships need ongoing, flexible funding to grow.
- Resume a pilot grant program to assist clean energy apprentices and pre-apprentices to increase completion rates, including wraparound and other support services.
- Market opportunities in clean energy through a coordinated strategy, leveraging existing platforms such as Career Bridge and the PNW Center of Excellence for Clean Energy.
- Expand on-the-job training through public/private partnerships to address the growing demand and skillsets required for work in the clean energy sector.

Expand Employment Opportunities Through Supporting Clean Energy Capital Project Acceleration

Demonstrate the benefits of clean energy workforce opportunities in the community to support efforts that accelerate clean energy capital projects, including:

- Continuing work to accelerate clean energy permitting.
- Easing access to low cost private-sector financing.
- Expanding access to capital through public-purpose financing such as the Washington State Green Bank.

Advance Equity in Clean Energy Workforce Development for Under-Represented Groups

- Investigate opportunities to provide subsidized childcare for clean energy workers, students, and registered apprentices.
- Explore ways to incentivize employers to employ and retain individuals from disadvantaged populations. This may include providing education and training opportunities and support for on-the-job training, registered apprenticeships, and other CTE opportunities.
- Support existing organizations and programs providing support services, including education, training and registered apprenticeship wrap-around services to underrepresented groups.