# Clean Energy Technology Workforce Advisory Committee

# CETWAC

# May 21, 2026

# A Review

1. CETWAC Formation and Organization
2. Challenges
3. Work completed
4. Policy achievements - ROI
5. The task ahead

# Stages of Workforce Development

**Preparation**

- Apprenticeships, Career & technical education
- Internships, Job shadow, Running Start, Postsecondary education
- Have a workforce development system

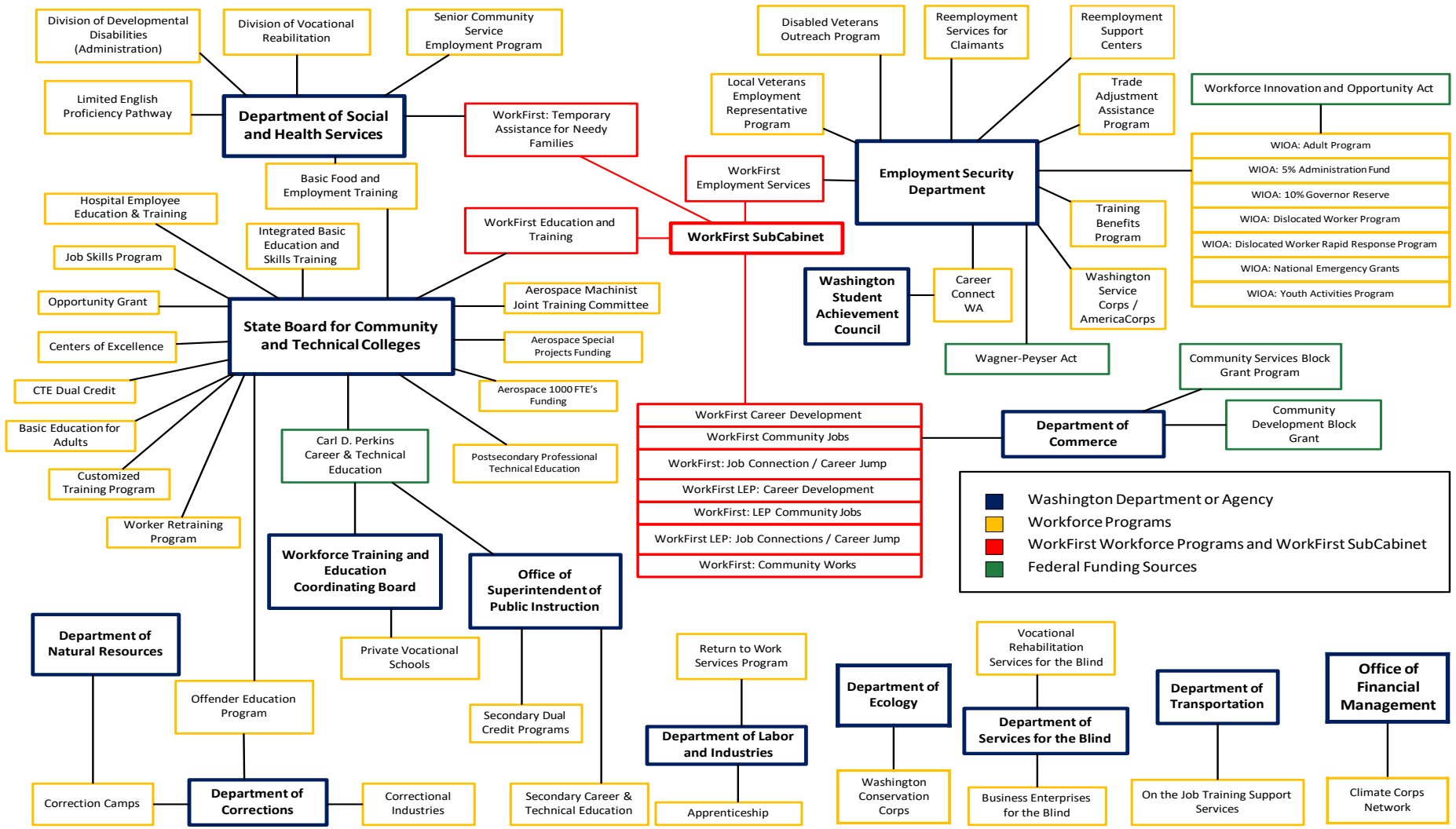
**Connection to Opportunity**

- Connecting prospective workers to employers
- Industry associations
- Coordinating Boards and organizations
- Community programs
- Regional Workforce Boards

**Careers**

- Job quality
- Safety
- Childcare
- Wages
- Benefits

# Washington's Workforce Development Programs by State Agency




Not Included: Academic-oriented programs at two and four-year colleges and universities, Non-technical education in the K-12 system, Early learning programs, Federally funded programs that do not rely on the state government as a conduit, such as Job Corps, Privately funded employer provided training

# First meeting September 2023

The Clean Energy Technology Workforce Advisory Committee, CETWAC grew to **100+members.**

The Advisory Committee members decided early to meet **7 times per year** and for **90 minutes.**

Advisory Committee members discussed forming **subcommittees** for deeper work on discrete topics in between our meetings. The **Advisory Committee decided not to advance that idea**, preferring the regular cadence of our meetings.

In recognition of the climate impacts of in person meetings, the Advisory Committee met in person only one time during the **19 meetings** held since 2023. All other meetings were held via Zoom.

# Climate Ready Communities

**Evaluate the workforce impacts of Washington's climate policies:**

- Labor market trends, projected workforce demand, and restructuring of jobs and adjusted skillsets
- Wage and benefits range of jobs within the clean energy technology sector, as well as demographics
- Inventory of skill needs and how training of existing workforce can fill needs
- Identify additional workforce development needs
- Key challenges

# The Tasks:

- Partnered with CETWAC members in obtaining over **$40M** in grant funding creating 150 jobs, adding a $2.2M pre-apprenticeship program
- Supported **6 recognized tribes** in solicitation of grants
- Built partnership with the **PNW Timber Tech Hub** to apply for grant dollars for workforce training and development for cleaner energy building materials and addressing wildfire risk
- Prepared first ever CETWAC report with **recommendations to the legislature** with respect to workforce impacts of permitting delays
- Conducted a **Transition to Retirement Feasibility Study** for near retirement workers impacted by the state's climate policies
- Hosted CETWAC meetings
- Wrote and distributed monthly newsletters with clean energy technology and workforce news
- Coordinated with Commerce regarding alignment of the state's workforce strategic plan, (TAP) and the work of CETWAC with the grant being sought by Ecology and Commerce regarding climate pollution reduction

# The Tasks Continued:

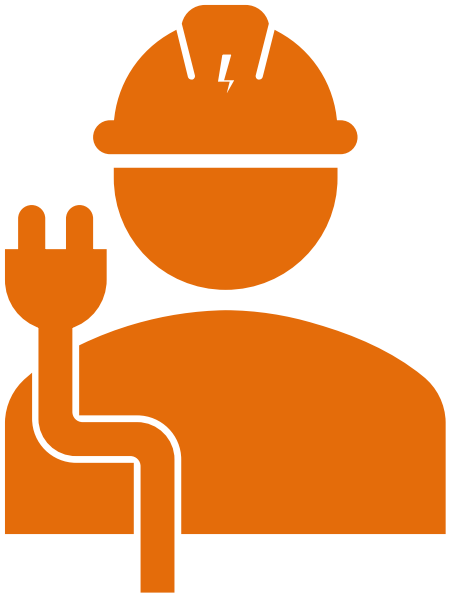
- Participated in the national Clean Energy Workforce Development activities at regional and national level Participated in the US Climate Alliance supporting clean energy workforce development
- Shared information with Washington Workforce Association District Offices regarding clean energy careers, training and education options
- Work with ESD  on methodology, and schedule of first ever disaggregated demographic data for Washington's energy workforce
- Conduct research studies & surveys
- Climate Commitment Act reporting
- Publish monthly newsletters
- Coordinate with state and federal partners, educational institutions, business and labor groups
- Supported the application of the Snoqualmie tribe in their grant application for the Climate Pollution Reduction Grant from EPA.
- Supported the UCUT tribes in their grant application for an EPA grant.

* Cancellation of billions in federal grant dollars as well as policy shifts
* Lack of data

# ESD and Workforce Board researchers displayed excellence!

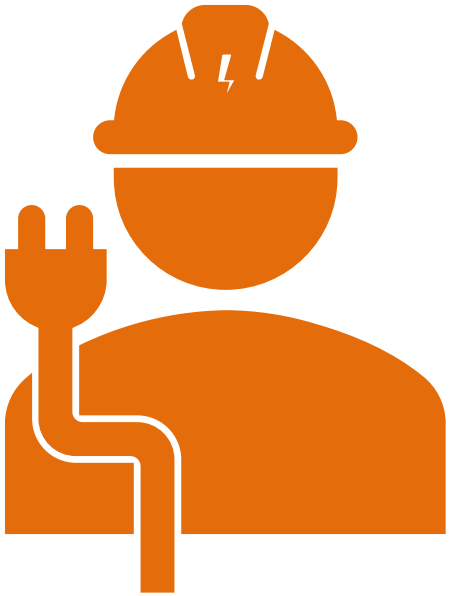
# Recommendations to legislature

- Address permitting delays
- Fortify the electrical grid
- Focus on job quality: Project Labor Agreements, Prevailing Wage Agreements, Apprenticeship utilization, etc
- Mobilize public/private partnerships e.g. Green Banks
- Recognize that childcare is a job training obstacle and find solutions for those in education and training programs
- Provide technical assistance to Washingtonians applying for federal grants
- Prioritize helping those with barriers to clean energy careers, (women, minorities, those living in overburdened communities)



# Recommendations to legislature

- ☑ Address permitting delays **6355, 2418, 1960**
- ☑ Fortify the electrical grid **2251, 5445, 6076**
- ☑ Focus on job quality: Project Labor Agreements, Prevailing Wage Agreements, Apprenticeship utilization, etc. **2492, 2251**
- ☑ Mobilize public/private partnerships e.g. Green Banks **6003**
- ☑ Recognize that childcare is a job training obstacle and find solutions for those in education and training programs **5167**
- ☑ Provide technical assistance to Washingtonians applying for federal grants **1870** ('24) **5167**
- ☑ Prioritize helping those with barriers to clean energy careers, (women, minorities, those living in overburdened communities) **5167**



# For every $1 to WTB the state received $2,400

$582,000 in FY 2024

$649,000 in FY 2025

$378,000 in FY 2026

$1.6 Million

$40M minus budget $1.6M = $38.4M divided by $1.6M = 24

For each dollar we brought into Washington, the state received a

**$2,400% ROI**

shutterstock.com · 2657514665

# The task ahead…