

Attachment I

Synopses of Example State Workforce Development Programs and Related Legislation

Example State Programs / Activities

Iowa

Workforce Training and Economic Development Fund

In May 2007, Governor Culver signed into law H.F. 918 and its companion, H.F. 927. H.F. 918 established the Office of Energy Independence (OEI) and the Iowa Power Fund (IPF), and H.F. 927 appropriated \$100 million over four years from the state's general fund to the OEI to finance the IPF. Of that amount, \$2.5 million is to be allocated each year (\$10 million total) to the Iowa Department of Economic Development for deposit into the Workforce Training and Economic Development Fund, which can be used by Iowa's community colleges for a variety of existing job training and career and technical education programs, career academies, and workforce development programs related to clean energy.

H.F. 927 can be viewed at: <http://coolice.legis.state.ia.us/Cool-ICE/default.asp?Category=billinfo&Service=Billbook&frame=1&GA=82&hbill=HF927>

New Jobs Training Program

The Iowa New Jobs Training Program (NJTP) was created in the early 1980s, when an agricultural crisis hit the state and policymakers recognized the need to broaden and diversify the base of the state's economy. It was designed as an economic development incentive to stimulate job creation in businesses bringing new money into the state. The NJTP provides funding to support the cost of training new employees in new business startups or the expansion of existing firms, using a unique financing mechanism. The program authorizes Iowa's 15 community colleges to issue bonds for up to 10 years on behalf of a business that is creating jobs. The proceeds of the bond sale support the training required for the new jobs and related program administrative expenses. The bonds are paid off by diverting to the college 1.5 or 3 percent of the increased payroll tax revenues resulting from the creation of jobs. Local property tax receipts resulting from new capital investment made to support the new jobs can also be encumbered for up to 10 years through the use of tax increment financing (TIF), although TIF is seldom used anymore. The program currently has a revenue-neutral impact on the state budget because the colleges are retiring bonds at a rate equal to the issuance of new bonds. When the bonds are retired, the payroll taxes revert to the general fund.

More information about the Iowa NJTP can be found at: <http://iwcc.cc.ia.us/ewd/260e.asp>.

Example of New Jobs Training Program

Iowa Central Community College used NJTP to support five start-up biofuel plants. The companies sought skilled and experienced workers, preferably with two-year degrees; the community college issued bonds to support training programs for the new jobs. The following table shows projected jobs and wages at the start-ups, as well as training funds leveraged and invested by NJTP.

Year	Company	Jobs	Average Wage /Hr.	Total Bond Issue	Training
2005	Vera Sun	42	\$14.00	\$285,000	\$190,323
2005	Corn LP	31	\$14.00	\$285,000	\$190,323
2006	Western Iowa Energy	26	\$15.50	\$205,000	\$132,307
2006	US Bio Energy	47	\$16.24	\$405,000	\$259,362
2007	Tate & Lyle	84	\$24.00	\$1,115,000	\$690,366

Source: Greener Pathways: Jobs and Workforce Development in the Clean Energy Economy. Available at: <http://www.cows.org/pdf/rp-greenerpathways.pdf>.

New Mexico

Governor Bill Richardson on January 22, 2009 released details of his newly created Green Jobs Cabinet. The new cabinet has been directed by the Governor to enhance clean energy and clean technology economic development and job creation.

“I have signed an executive order directing key state agencies--from education to workforce development, and from economic development to energy--to form a "Green Jobs Cabinet,” said Governor Richardson. “The Green Jobs Cabinet will develop an aggressive clean energy strategy, so our state attracts clean technology companies and educates, trains, and prepares the clean energy workforce of the future.”

The press release that accompanies the executive order can be found at: <http://www.governor.state.nm.us/press.php?id=1042>.

New York

On February 25, 2008, the New York State Energy Research and Development Authority (NYSERDA) announced two major initiatives to help strengthen the evolving renewable energy arena in New York State through workforce development.

New York State is initiating a \$6-million clean energy workforce training initiative. NYSERDA will invest more than \$4 million in a range of clean energy sectors from PV, to small wind, to biogas energy systems. An additional \$2 million is included in the Governor's Executive Budget targeted at developing the solar workforce through programs at community colleges across New York State. These efforts will help develop a workforce which can design, install and maintain renewable energy systems and ensure successful implementation and promotion of these technologies in New York State.

NYSERDA is also seeking to establish a Wind Energy Research and Testing Center in New York. Still in the preliminary stages of discussion and planning, the center would catalyze and support research for example, in advanced materials, power electronics, turbine design, wind forecasting, and environmental impact assessment. The proposed center would also provide resources to test new products and help provide a highly skilled workforce to meet the needs of this growing industry.

To view the press release announcement, visit:

http://www.neec.org/news_room/news_releases_viewer.asp?id=115. For more information about this and other New York State initiatives, see: <http://www.powernaturally.org/>.

North Carolina

North Carolina Green Business Fund

H.B. 1473, signed on July 31, 2007, establishes the NC Green Business Fund for grants to private businesses with less than 100 employees, nonprofit organizations, local governments, and state agencies to help grow a green economy in the state. The bill specifies that workforce development is one of the activities eligible to receive funding. The fund focuses on the priority areas of the biofuels industry, the green buildings industry, and clean technology and renewable energy products and businesses. The North Carolina Board of Science and Technology, a division of the North Carolina Department of Commerce, administers the Green Business Fund. In the 2008 awards cycle, no grants were given to organizations specifically engaged in workforce development. The deadline for 2009 applications is March 30, 2009.

H.B. 1473 can be accessed at:

<http://www.ncleg.net/gascripts/BillLookUp/BillLookUp.pl?Session=2007&BillID=H1473>. More information about the NC Green Business Fund, including applications for grants, requests for grant proposals, eligibility criteria and other guidelines are available at the Board of Science and Technology's Web site at: <http://www.ncscienceandtechnology.com/gbf/index.htm>.

Oregon

Sustainable Oregon Workforce Initiative

Oregon has created the Sustainable Oregon Workforce Initiative in order to help transform its workforce education and training system to keep pace with economic changes including globalization, an aging workforce, advancing technology, shifting worker attitudes, and a significant loss of family wage jobs. To accomplish these goals, the state has identified three strategies:

- Strengthen employer consortia and industry-led training to produce highly skilled and innovative workers who are able to earn a family wage and benefits.
- Prepare an agile and innovative workforce able to continuously adapt to technology changes.
- Build a flexible, demand-driven workforce education and training system that is outcome-based, customer-focused, accessible, adequately funded and grounded in public-private partnerships.

To accomplish these goals, the Oregon Workforce Investment Board has invested in three targeted public-private partnerships, one of which focuses on clean energy. The clean energy partnership was established in early 2007, when the state of Oregon, via the Governor's Strategic Training Fund, contracted the Business Alliance for Sustainable Energy (BASE) to implement the Sustainable Oregon Workforce Initiative (SOW). BASE is a consortium of sustainable energy companies and stakeholders and is a project of 3EStrategies, an Oregon not-for-profit corporation. The goal of SOW is to accelerate development of the sustainable energy industry in Oregon by coordinating and enhancing clean energy workforce development programs across the state.

In 2007, SOW performed a gap analysis identifying existing clean energy workforce training programs and the top clean energy industry workforce needs. This report, "An Analysis of Clean Energy Workforce Needs and Programs in Oregon," includes a compilation of information gathered from clean energy companies and workforce education and training providers, an identification of the top near-term needs of clean energy employers, and a set of recommendations and next steps. Some of the recommendations included:

- Strengthening the workforce system’s ability to address short-term needs of clean energy industry by building capacity of key university, community college, and union training programs.
- Implementing measures to build efficiency, resiliency, and sustainability in the clean energy workforce training system, such as identifying long-term sustainable funding, and supporting apprenticeship, training, and mentoring programs.
- Adding sustainability elements into core curricula for conventional academic and technical programs.
- Tracking employment and wage information for the clean energy industry.

The report can be found at:

http://www.worksourceoregon.org/index.php/component/docman/doc_details/734-analysis-of-clean-energy-workforce-needs-and-programs-in-oregon.

Workforce Response Team

Workforce Response Teams (WRT) are resource teams for businesses and workers that come together to help their customers solve business challenges or proactively work with groups of workers or businesses in key industries to address workforce development and training needs. Oregon is divided into 15 workforce regions, each of which has formed a WRT to respond to the needs of businesses and workers. The regional WRT core team consists of representatives from the Employment Department, Community College, Title 1-B Provider, one or more local economic development organizations, the Oregon Economic and Community Development Department Regional Development Officer, and other representatives as determined by the region to be necessary. Additional team members from business, labor, higher education, industry associations, or other local economic development organizations can be added as appropriate to the core WRT to perform the function of awarding grants to eligible businesses.

WRTs utilize data and statewide policies to determine the strategic focus of their regional training funds; develop strategies to work with multiple employers in a sector and/or cluster to maximize regional and statewide impacts; and solve challenges that businesses face when retaining their workforce or expanding their businesses. Clean energy workforce development programs are one focus of the WRTs. WRTs receive financial support for incumbent worker training and consortia building from the state’s Employer Workforce Training Fund, which was created by executive order of the governor in 2003, and which draws on Workforce Investment Act statewide activities funds and rapid response funds.

More information about the Sustainable Oregon Workforce Initiative and Workforce Response Teams can be found on the WorkSource Oregon Web site at: <http://www.worksourceoregon.org/>.

Vermont

Vermont Sustainable Jobs Fund

The Vermont Legislature created the Vermont Sustainable Jobs Fund (VSJF) in 1995 to build markets for sustainable development and increase the demand for and supply of sustainable products. Since 1997, the Fund has made grants of over \$2.7 million to 150 recipients and provided technical assistance and business coaching to many others. Grants have ranged in size from \$500 to \$98,000. Technical assistance has included (1) raising and leveraging additional project funds, (2) building strategic alliances with key stakeholders, (3) providing business assistance to early-stage entrepreneurs, (4) acting as a fiscal agent for other nonprofits, (5) developing education materials and resources for other organizations, and (6) providing strategic direction advice to growth stage companies. From 1997 to 2007, VSJF grants benefited over 8,800 businesses and created or retained at least 800 jobs. Because of limited funding and staff capacity, VSJF typically focuses on two or three of the market sectors identified by the legislature at any one time. Current efforts are focused on biofuels, renewable energy, forestry, and agriculture.

More information on the Vermont Sustainable Jobs Fund can be found at:
<http://www.vsjf.org/>

Washington

Renewable Energy Apprenticeship

Washington included a provision in its 2006 Renewable Portfolio Standard that provides additional renewable energy credits for utilities offering apprenticeship programs to train new workers in the renewable energy field.

Washington's RPS legislation is available at:
<http://www.secstate.wa.gov/elections/initiatives/text/I937.pdf>

Example State Legislation

Colorado

Green Jobs Legislation (HB 1025)

HB 1025, signed by Governor Ritter on March 18, 2008, tasks the Governor's Energy Office with developing renewable energy curricula in collaboration with the Department of Higher Education to serve the workforce needs of the renewable energy industry. It specifies that such collaboration may include research institutions, state colleges, community colleges, and trade organizations, and provides that, in developing new curricula, these institutions may partner with organizations that currently have curricula and training programs on renewable energy.

HB 1025 can be viewed at:

http://www.leg.state.co.us/CLICS/CLICS2008A/csl.nsf/fsbillcont3/7DCA9D63A44957D08725737F00732CD3?Open&file=1025_enr.pdf.

Kentucky

Energy Technology Career Track Program

H.B. 2, signed by the governor on April 24, 2008, requires that state-owned or -leased buildings meet high-performance building standards. The bill also mandates that the Department for Workforce Investment establish an energy technology career track program. The purpose of the program is to provide grants to school districts to develop and implement an energy technology engineering career track across middle and high schools within the district. Program components may include career exploration and counseling, strategies to increase the rigor of instruction in pertinent core content areas, strategies to link core content to an energy technology career focus, professional development for teachers, and cooperative learning opportunities with industry and postsecondary institutions. Development of the program is contingent on the availability of funds.

H.B. 2 can be accessed at: <http://www.lrc.ky.gov/RECORD/08RS/HB2.htm>.

Maryland

Maryland Strategic Energy Investment Fund

H.B. 368, approved by the governor on April 24, 2008, established the Maryland Strategic Energy Investment Fund in the Maryland Energy Administration. At least 46 percent of the funds must be spent on energy efficiency and conservation programs, including grants to training funds and other organizations supporting job training for deployment of energy efficiency and energy conservation technology and equipment.

H.B. 368 can be viewed at:

<http://mlis.state.md.us/2008rs/bills/hb/hb0368e.pdf>.

Massachusetts

Green Jobs Act

The Green Jobs Act (H.B. 5018), signed into law on September 12, 2008, created the Massachusetts Clean Energy Technology Center and provided for \$43 million in funding to support the emerging green economy in Massachusetts (recently reduced to \$33 million¹³). Operating under the Executive Office of

¹³ In November 2008 Massachusetts lawmakers, faced with an estimated \$1.4 billion budget deficit, opted to cut \$10 million in funding for the Massachusetts Clean Technology Center. It is not yet clear how the cuts will affect the center's budget. More information on the budget cuts is available at:

Energy and Environmental Affairs (EOEEA), the center will work to create clean energy jobs; promote research and workforce training in clean energy technology in the state's public colleges and universities; support the expansion of existing clean energy companies; and foster collaboration between industry, state government, research universities, and the financial sector to advance clean energy technology in Massachusetts.

The center will oversee the newly created Massachusetts Alternative and Clean Energy Investment Trust Fund, which will provide grants to state educational institutions to develop clean energy curricula. The Green Jobs Act authorizes the Secretary of EOEEA to spend \$1 million in FY09 for a workforce training and development program, targeting public colleges and universities, vocational-technical schools, and community-based organizations. By February 1, 2009, the EOEEA must complete an investigation of the clean energy sector of Massachusetts' economy. The study must include an examination of the future workforce needs of the clean energy sector and the growth rate of related in-state jobs and businesses.

H.B. 5018 can be viewed at:

<http://www.mass.gov/legis/bills/house/185/ht05pdf/ht05018.pdf>.

Michigan

Centers of Energy Excellence Program

S.B. 1380, approved on July 8, 2008, allows the Michigan Strategic Fund—which was created by public act in 1984 and granted broad authority to promote economic development and create jobs—to create and operate an energy excellence program to promote energy sectors in the state. The legislation authorizes the Strategic Fund to spend up to \$45 million on the Centers of Energy Excellence program, which will support alternative energy through accelerating research, workforce development, and commercialization.

S.B. 1380 can be accessed at:

<http://www.legislature.mi.gov/documents/2007-2008/publicact/pdf/2008-PA-0175.pdf>

Minnesota

Green Jobs Task Force

S.F. 3096, signed on May 23, 2008, created the Minnesota Green Jobs Task Force to advise and assist the governor and legislature regarding activities to transform the state's economy and to develop a statewide action plan. The legislation specifies that the task force is to be made-up of legislators, state agency representatives, and representatives of the utility industry, financial institutions, environmental organizations, and a local economic development authority. Its duties are to analyze labor force needs relative to the green economy, including educational, training, and retraining needs. The task force will submit a report to the governor by January 15, 2009 that presents a statewide action plan to optimize the growth of the green economy in the state. The plan will include draft legislation and a budget request and may include administrative actions of government entities, collaborative actions, and actions of individuals and individual organizations. Related to green jobs, the analysis must include an analysis of the labor force needs including educational, training, and retraining needs and an inventory of the current labor and business assets available to respond to green labor force needs.

S.F. 3096 can be accessed at:

<https://www.revisor.leg.state.mn.us/bin/bldbill.php?bill=S3096.3.html&session=1s85>.

<http://sanfrancisco.bizjournals.com/sanfrancisco/othercities/boston/stories/2008/11/24/focus13.html?b=1227502800%5E1736440&brthrs=1>.

Ohio

Edison Technology Centers

Ohio S.B. 221, approved by the governor on May 1, 2008, provides funding for the Edison Technology Center program—a public-private partnership—to create an advanced energy manufacturing center. The new center will foster the exchange of information and expertise related to advanced energy, assist with the design of advanced energy projects, develop workforce training programs for advanced energy projects, and encourage investment in advanced energy manufacturing technologies and sustainable manufacturing operations.

S.B. 221 is available at: http://www.legislature.state.oh.us/bills.cfm?ID=127_SB_221.

Vermont

Green Job Legislation – H.B. 885

H.B. 885, signed by the governor on June 2, 2008, formulates a strategy for environmental technology sector workforce development and training with the goal of developing programs that promote the sector and create a competitive workforce equipped with the needed skills and competencies. Under the legislation, the Commissioner of Labor and the Secretary of Commerce must conduct a green business labor force analysis by February 1, 2009. The bill further directs the Commissioner of Labor to develop a workforce development plan related to the green building, energy efficiency, and renewable energy industries. The plan will address implementation of training programs for the environmental technology sector—defined as businesses and organizations in or related to waste management, natural resource protection and management, energy efficiency or conservation, clean energy (including solar, wind, wave, hydro, geothermal, hydrogen, fuel cells, waste-to-energy, biomass), and any other environmental technology certified by the Secretary of Commerce.

H.B. 885 can be accessed at:

<http://www.leg.state.vt.us/docs/legdoc.cfm?URL=/docs/2008/acts/ACT182.HTM>.

Washington

Green Job Legislation – S.B. 6516

In 2007, the governor issued an executive order, later affirmed by the state legislature in S.B. 6001, creating goals to reduce Washington’s global warming pollution and increase the number of green jobs in the state to 25,000 by 2020. In January 2008, the state legislature passed S.B. 6516, codifying green job strategies for meeting the goal. The legislation:

- Directs the Employment Security Department (ESD), in consultation with other states agencies, to analyze the labor market and projected job growth in green energy sectors, the current and projected recruitment and skill requirement of green industry employers, the wage and benefits ranges of jobs within green energy sectors, and the education and training requirements of entry-level and incumbent workers within those sectors. Based on this research, ESD will propose which industries should be considered high-demand green industries—based on current and projected job creation and their strategic importance to the development of the state’s clean energy economy, and which jobs within those industries should be considered high-wage occupations and occupations that are part of career pathways to the same—based on family-sustaining wage and benefit ranges.
- Directs the Washington State Workforce Training and Education Coordinating Board (SWTECB) to create and pilot Green Industry Skill Panels (GISPs), funds for which will be distributed on a

competitive basis. Like regular Industry Skill Panels (ISPs)¹⁴, the GISPs will be organized around broad partnerships: business representatives from industry sectors related to renewable energy or energy efficiency; labor unions representing workers in those industries, labor affiliates administering joint apprenticeship programs, or labor-management partnership programs that train workers for these industries; employer associations; educational institutions; local workforce investment boards within the regions that the GISPs operate; and other key stakeholders.

- Authorizes the creation of a Green-Collar Job Training Fund for the purpose of training workers for high-wage occupations, or occupations that are part of career pathways to the same in high-demand industries related to clean energy. Funds will be appropriated beginning in 2009, administered by the State Board for Community and Technical Colleges (SBCTC) in consultation with the SWTECB, and informed by the labor market research of the ESD and the GISPs. The SBCTC will distribute grants from the fund on a competitive basis. Applicants eligible to receive these grants may be any organization or a partnership of organizations that has demonstrated expertise in implementing effective education and training programs that meet industry demand, and recruiting and supporting successful completion to targeted populations of workers. Target populations for use of the fund are: low-income adults and youth in families under 200 percent of the federal poverty guidelines or a locally defined self-sufficiency standard; entry-level or incumbent workers in high-demand green industries who are in, or are preparing for, high-wage occupations; or dislocated workers in declining industries who can be re-trained for high-wage occupations in high-demand green industries.

S.B. 6516 can be accessed at: <http://apps.leg.wa.gov/billinfo/summary.aspx?bill=6516&year=2007>.

¹⁴ Industry Skill Panels (ISPs), a program administered by the Washington State Workforce Training and Education Coordinating Board, have become a model for state-supported sectoral workforce development strategy. ISPs are regional partnerships of education, business, labor, and local workforce investment boards tasked with identifying skills gaps within particular industry clusters and developing proactive solutions to benefit multiple employers within industries—not just a single employer, as with the more traditional economic development and business recruitment practice. Targeted employers offer career ladder jobs that drive the state’s regional economies, such as healthcare, manufacturing, aerospace, and energy.