

Workshop 2: How can we make sure there are enough trained contractors / workers to meet the demand for home electrification in Contra Costa?

Adam Klaus, Head of Operations, QuitCarbon, SF

We are electrification planners, helping homeowners accelerate electrification. We act as friend and therapist during the process; provide analysis and recommend paths of action; review contractors' proposals. Increasingly, our clients are contractors, not just homeowners: We connect these two groups.

- Homeowners benefit from connecting with our carefully vetted pool of contractors.
- Contractors benefit because we lighten their usual heavy burden of sales and marketing.

There's way too much waste in the current process. We need aggregation of demand and jobs, which leads in the end to greater job security.

Ultimately we need to be working on a community scale. Neighbors can come together and contract for decarbonization projects as a group, rather than as individual clients.

Chiara Arellano, High Roads Initiative Manager, Rising Sun Center for Opportunity, Oakland

Rising Sun advocates for that majority of residential construction workers who are both non-union *and* residents of impacted communities. We focus on correcting historical inequities—gender and racial disparities—via pre-apprenticeship programs.

- One of our programs, Opportunity Build, is an industry-certified construction training program which provides a path for BIPOC workers to union apprenticeship in the skilled trades.
- Governments are responsible for accelerating home electrification by establishing and enforcing values like fair labor practices and standards.
- These not only benefit workers but ensure greater appliance efficiency, greater overall energy efficiency, and greater equity.

From the larger discussion:

- What's a good green job? For starters, workers shouldn't have to choose between these two descriptions.
- All jobs have a climate impact. Tailors and cobblers do green jobs!
- Childcare stipends are an absolutely essential benefit, just like medical coverage, paid vacation time, etc.

- What about quick cohort training to get BIPOC and reentry folks into employment as soon as possible? Actually, short-term training is undesirable. The low-road approach doesn't produce quality workers. We don't need a race to the bottom, like in the solar industry situation.
- Employers should sign union-neutrality agreements as a condition of their contracts.
- There are 12,000 graduating seniors in Solano County facing bleak job prospects (to identify just one of many regional examples). How can legislators address this? Work with them!
- Contra Costa mayors meet monthly to discuss their challenges and priorities, but haven't been discussing labor or environmental issues. Come join them!
- We need to apply labor standards to existing training programs to assure that they are *good* apprenticeship programs.
- The goal is to increase union density, and to diversify the trades.

Next Steps:

We need to keep the conversation going with strategic partnerships. How will we build them?