

# “green jobs”: a workforce system framework for action

|              |   |  |   |  |  |   |   |                                 |                          |         |                              |  |                             |
|--------------|---|--|---|--|--|---|---|---------------------------------|--------------------------|---------|------------------------------|--|-----------------------------|
| FOUNDATIONAL | Policy Drivers/<br>Interests                        | Economic Recovery<br>& Job Creation  | Legislation/<br>Funding   | Economic<br>Competitiveness  | Energy Independence,<br>Efficiency & Security  | Save the Planet   | Eco-Equity  |                                 |                          |         |                              |  |                             |
|              | Transforming<br>Industrial Sectors<br>& Occupations | Energy Generation/Efficiency/Security  |   |  |  | Environmental Protection  |   |                                 |                          |         |                              |  |                             |
|              |   | Renewable/<br>Green Energy<br>(wind, solar, geo, biomass)  | Sustainable<br>Manufacturing  | Construction/<br>Skilled Trades  | Transportation   | Government<br>Oversight   | Water<br>Management   | Materials & Waste<br>Management |                          |         |                              |  |                             |
|              | Skill Changers                                      | New Technologies   |   |  | New Processes  |   | New Materials   |                                 |                          |         |                              |  |                             |
|              | ROLES   | Align Policies<br>& Programs/<br>Inclusive<br>Investments/<br>Service Delivery<br>Strategies                     | Education &<br>Training Models  |  |  | Strategic<br>Partnerships for<br>Workforce Solutions  |   |                                 | Workforce<br>Information |         |                              | Knowledge<br>Sharing/<br>Networking/<br>Communications | Research/<br>Accountability |
|              |   |  | Apprenticeship  | Youth<br>Pipeline  | Community<br>Colleges  | Industry  | Labor   | Education<br>at all Levels      | Federal<br>Partners      | CBO/FBO | Labor Market<br>Intelligence |  |                             |
| OPERATIONAL  | ACTIONS   | 1. Program resources<br>focused on re-skilling/<br>re-employing in green<br>jobs                                 | 1. Map “green” education<br>pathways leading to<br>portable and industry<br>recognized credentials –<br>short term/ long term | 1. Engage/convene<br>strategic partners  | 1. Collaborate to develop<br>& leverage new and<br>existing data/information<br>sources      | 1. Develop new “green”<br>learning opportunities<br>for workforce system<br>staff at all levels             | 1. Research &<br>evaluation   |                                 |                          |         |                              |  |                             |
|              |   | 2. Program participants<br>have access to “green<br>skills” & “green jobs”                                       | 2. Identify and leverage<br>existing education &<br>training resources/<br>investments  | 2. Align “green” strategies<br>with regional economic<br>recovery and growth<br>strategies | 2. Project new jobs, chang-<br>ing jobs, occupational<br>definitions & new skill<br>needs    | 2. Fully leverage the<br>communication,<br>knowledge sharing,<br>& e-learning capacity of<br>Workforce3 One | 2. Performance<br>reporting/<br>benchmarking  |                                 |                          |         |                              |  |                             |
|              |   | 3. Build on & leverage<br>existing sector initia-<br>tives & green work-<br>force solutions                      | 3. Educate & train to<br>industry standards/<br>credentials   | 3. Define workforce<br>challenges  | 3. Refine/develop<br>competency models, as-<br>sessment tools, & career<br>ladders/ lattices | 3. Build & nurture a<br>“green jobs” community<br>of practice   | 3. Comprehensive<br>system for training<br>grantees/sub-grant-<br>ees and monitoring<br>compliance at all<br>levels |                                 |                          |         |                              |  |                             |
|              |   | 4. Program policy &<br>direction & strategic<br>investments reflect<br>focus on “green”                          | 4. Build capacity of<br>community colleges  | 4. Develop innovative<br>workforce solutions   | 4. Adapt and refine<br>career guidance tools   | 4. Leverage conferences<br>& other communication<br>forums to network &<br>share knowledge                  | 4. Competitive<br>procurement for<br>contracts & grants   |                                 |                          |         |                              |  |                             |
|              |   | 5. One-Stop staff have<br>knowledge about<br>“green jobs” & service<br>delivery strategies<br>have “green” focus | 5. Refine/develop “green”<br>apprenticeship models  | 5. Asset map to share/<br>leverage knowledge,<br>products, and<br>resources                | 5. Collaborate to<br>disseminate   | 5. Promote peer to peer<br>& mentorship learning<br>opportunities and pro-<br>fessional development         | 5. Transparency of<br>grant and contract<br>making to public.   |                                 |                          |         |                              |  |                             |
|              |   |  | 6. Prepare workers for<br>emerging industry<br>occupations  | 6. Collaborate!<br>Collaborate!<br>Collaborate!  |  |   |   |                                 |                          |         |                              |  |                             |