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AEG Northeast Green Jobs Challenge

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Mission:

The Massachusetts Clean Energy Center's mission is to accelerate the clean energy and climate solution innovation that is critical to meeting the Commonwealth's climate goals, advancing Massachusetts' position as an international climate leader while growing the state's clean energy economy.

How we approach our work:



Innovation

MassCEC supports innovation to develop new solutions to unmet challenges, and reduce cost and increase performance of existing solutions.



Workforce Development

MassCEC ensures we have a diverse and equitable workforce that is trained and ready to take part in the growing clean energy industry.



Market Development

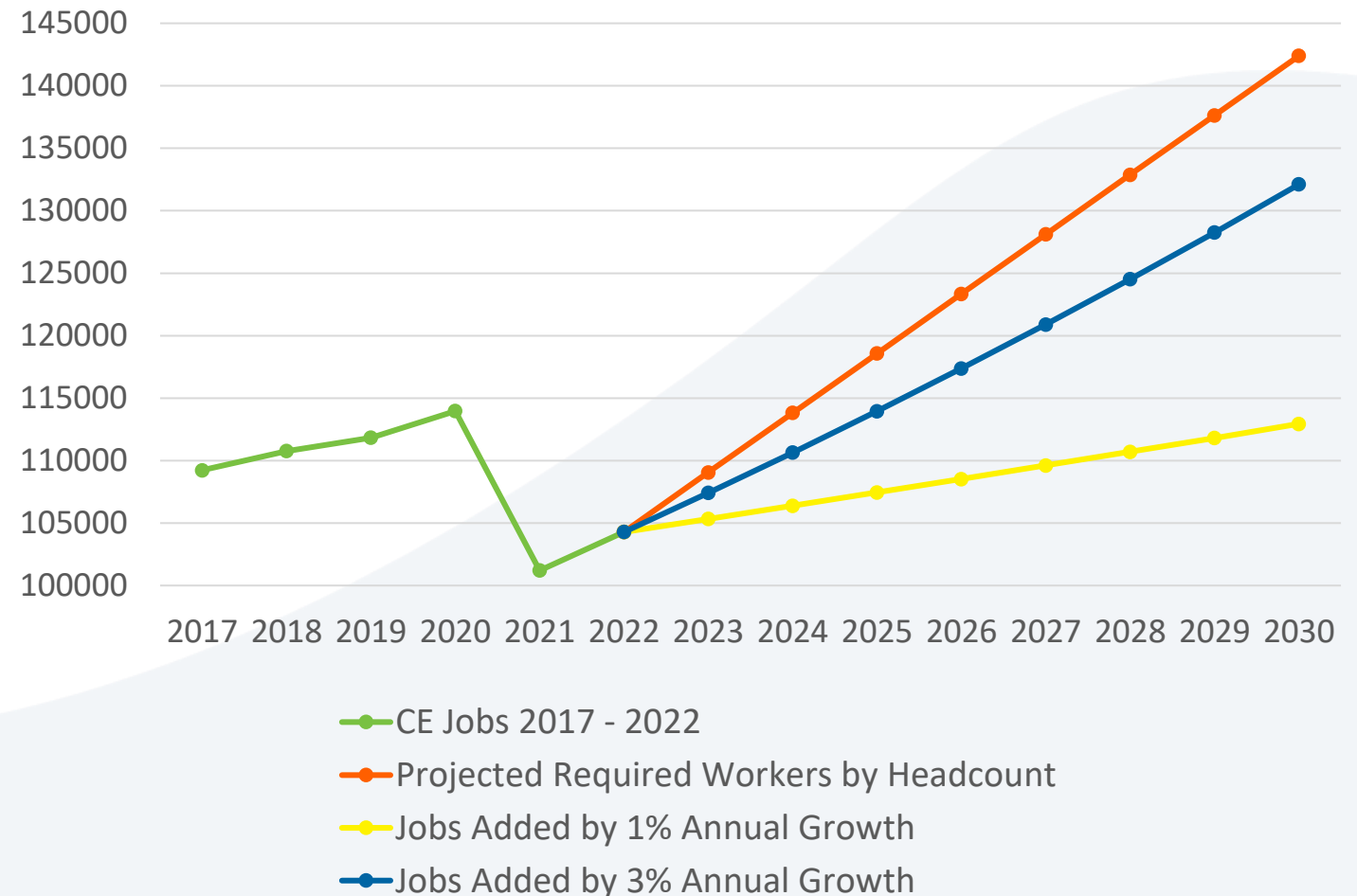
MassCEC de-risks commercially ready technologies paving the way for broad adoption, filling gaps unmet by the private sector.

Massachusetts must add over 29,000 FTE clean energy workers by 2030, requiring close to 40,000 additional workers to contribute to the effort.

Why is this challenging?

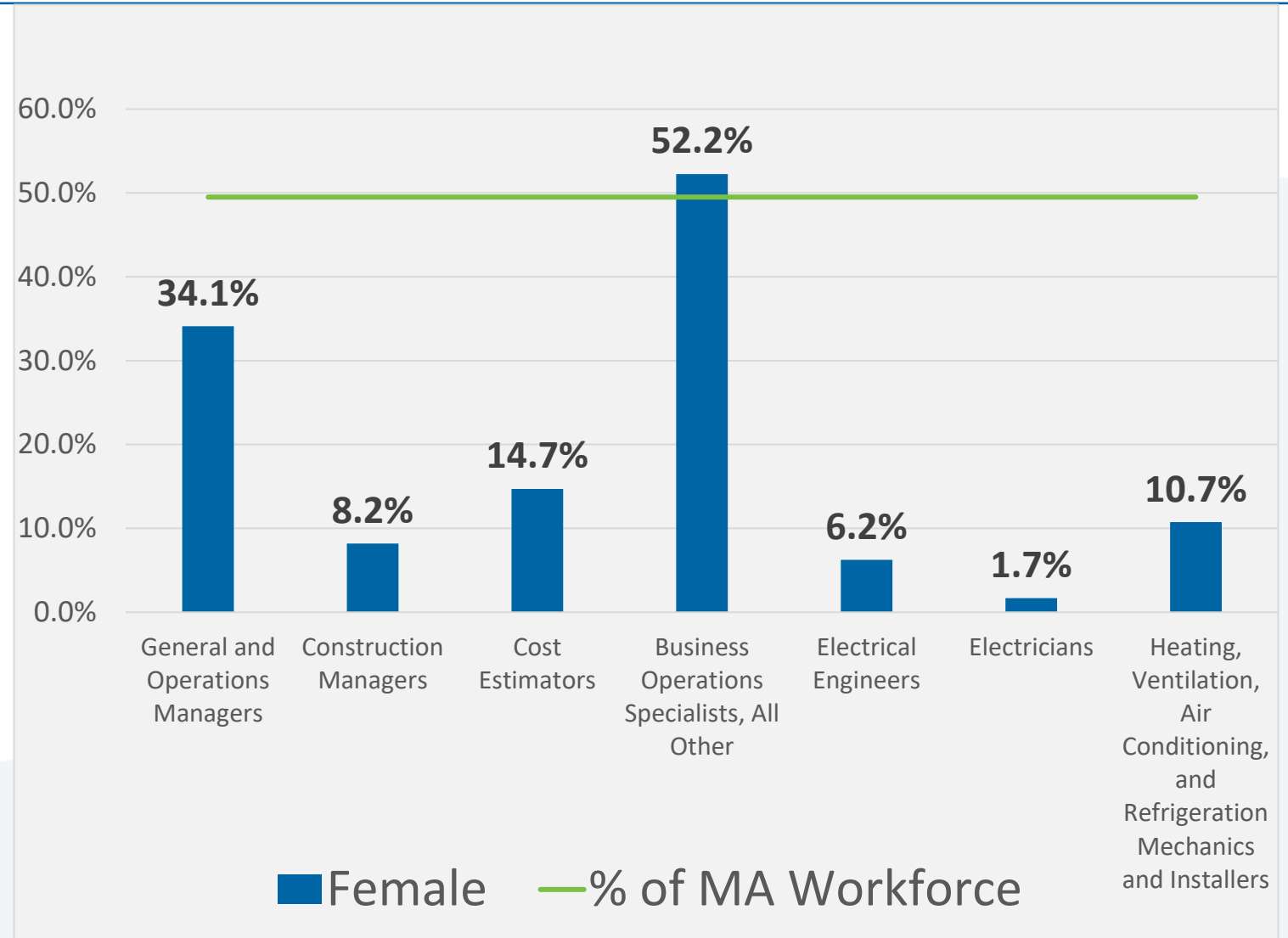
- Must add new workers at twice the rate compared to recent growth
- Tight labor market (low unemployment / reduced labor force participation rate)
- In 2022, 88% of Clean Energy employers already reported difficulty finding workers
- **Lack of diversity in the Clean Energy Workforce**

Needed Clean Energy Job Growth By Headcount



Diversity Challenges in the Clean Energy Workforce

- One in three current clean energy workers in Massachusetts are people of color. Still, representation in many of the highest-paying positions is not equitable.
- Women account for 51% of Massachusetts' overall workforce but represent just 31% of Clean Energy workers.



Lack of Inclusive Exposure, Hiring, and Advancement Practices Constrain the Clean Energy Workforce

- ✓ Almost half of all female, Black/ African American, and Hispanic/ Latino/a/x Clean Energy survey respondents pointed to the **lack of basic information about energy careers early in education as a top barrier to entry into their careers.**
- ✓ 67% of Clean Energy employers surveyed said that they always or often used word of mouth for hiring, compared to 28% and 24% that indicated that they always or often utilized training providers and MassHire services, respectively.
- ✓ More than 50% of Hispanic and Black respondents **identified “overcoming prejudice or bias in the workplace” as a barrier to entry.** This challenge persists at elevated rates when it comes to advancement.
- ✓ **Male respondents were 75% more likely to cite “opportunity for advancement” as a factor they liked about their job than female respondents.**

Collective Action is Needed!

➤ MassCEC's Equity Workforce Programs

- Pair climate-critical training for underrepresented populations and support programs for minority and women-owned businesses. For FY23, the program is on track to award over \$18M to programs focused on reducing barriers.


➤ Opportunities to address these challenges

- Training providers and support organizations are valuable sources of information about barriers and methods to overcoming these barriers.
- Employers can identify all the relevant barriers to access, how these barriers impact workers, which ones they can change, and which ones they can collaborate with partners to address.

➤ Cost of Inaction

- Falling severely short on the number of workers needed to meet our climate goals
- Perpetuating a pattern in which the economic opportunities of the clean energy transition are not accessible to all



A photograph of two workers, a man and a woman, wearing blue hard hats and high-visibility orange safety jackets. They are kneeling on a construction site, looking at a tablet computer together. The woman is holding the tablet, and the man is pointing at the screen. In the background, there are blurred construction materials and structures. The text is overlaid on the image in a bold, italicized font.

"To achieve the Northeast's demand for workers in Greentech industries, a critical obstacle to collectively overcome in 12 months is lack of inclusive exposure, hiring, and advancement practices."