About this series

California’s Jobs and Climate Action Plan for 2030 provides concrete recommendations that can be applied in other states and the nation to ensure that workers are supported as policies to meet stringent greenhouse gas emissions reductions are implemented. It is premised on the value of a high-road economy, in which businesses pay the wages and benefits necessary to attract and retain skilled workers, who in turn perform high-quality work.

The Action Plan identifies specific complementary labor policies that can be incorporated into climate policies to generate family-supporting jobs and career pathways for disadvantaged workers. It then shows how training investments can deliver the skills required to perform these high-quality jobs and broaden access for all workers. It also provides recommendations on the transition for workers in declining industries to comparable livelihoods if jobs are lost.

Briefs in this series summarize the recommendations for some of the critical climate sectors addressed in the Action Plan: electricity generation, energy efficiency, electric vehicle manufacturing and charging infrastructure, public transit and infill development, trucking, and waste.

Role of transportation in climate action

The transportation sector is the state’s largest source of greenhouse gas emissions, accounting for about 40% of the statewide total and 28% of the national total. The great majority of those emissions, 70%, are the result of passenger travel, primarily in private cars. To meet its target of reducing transportation emissions by 31% by 2030, California will need to greatly increase the number of low- and zero-emission vehicles on the road as well as lower the carbon intensity of transportation fuels. Key strategies to these ends include fuel efficiency mandates, incentives that lower the purchase price of low- and zero-emission vehicles, and public and ratepayer investment in electric vehicle charging infrastructure. (Other strategies include reducing vehicle miles traveled through expansion of public transit and denser urban development; these are discussed in Policy Brief #4: Public Transit and Infill Development.)
Ensuring that renewable electric vehicle manufacturing and charging infrastructure creates family-supporting jobs in middle-class careers

Investment in new manufacturing of low- and zero-emission vehicles has recently grown tremendously. For the first time in decades, there has been significant job growth in car, bus, and truck manufacturing in California. State mandates for zero-emission transit and other public fleet vehicles, incentives for private vehicle purchases, and investments in clean fuel infrastructure, especially electric vehicle charging stations, have driven this resurgence of jobs in vehicle manufacturing.

Clean-vehicle manufacturing has created good jobs and inclusive hiring practices in electric bus and rail production procured by public agencies, including specific commitments by some employers to hire disadvantaged workers and make significant investments in their training. Public procurement which has included intentional incentives to promote superior labor practices has led to private bus and rail commitments to training, targeted hiring, acceptance of unionization, and good wage and benefit packages. However, absent policy leverage through procurement, these practices have not spread throughout the private clean vehicle manufacturing sector. The next few years, in which ZEV technologies remain dependent on both public procurement and rebates that incentivize private purchase of clean vehicles present an important window for developing high-road ZEV employment practices.

Adoption of zero-emission vehicles requires investment in clean fuel stations, particularly the construction of electric vehicle charging stations. In 2020 California passed legislation mandating that EV charging stations be installed by electricians certified by the Electric Vehicle Infrastructure Training Program, which delivers the skills needed to ensure safe and proper installations. It also provides a pipeline for disadvantaged workers into the electrical trade because it is aligned with and largely carried out by registered apprenticeship programs, the gold standard in training for the skilled construction trades.

Case study: Procurement for the Public Good

To comply with a California Air Resources Board mandate, transit agencies in the state must transition their fleets—an aggregate of about 10,000 buses—to ZEV buses by 2040. To help in the transition, the state provides financial incentives for clean-bus purchases. This offers the opportunity to encourage "procurement for the public good", as successfully implemented in the following example.

In order to maximize the economic development benefits of this investment, the Los Angeles Metropolitan Transportation Authority has adopted permanent "U.S. Employment Plan" policies, which include procurement language that provides bidders an opportunity to present their plans for job creation, training investments, job quality, and job access. In LA Metro's solicitation in 2016 for the procurement of new zero-emission buses, bidders' proposed job benefits were considered along with cost, quality, and other factors in awarding the contract.

The winning bidder, BYD, which has a manufacturing facility in Lancaster in northern L.A. County, committed to a target of recruiting, hiring, and training 40% of its workers from disadvantaged groups, including veterans and formerly incarcerated individuals. The procurement agreement creates a pathway into a high-road manufacturing industry for job-seekers who have faced barriers to stable, family-sustaining jobs.
Key recommendations for electric vehicle manufacturing and charging infrastructure

### Job Quality Policies: to ensure family-supporting jobs

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<th>Clean Vehicle Manufacturing</th>
<th>Use responsible procurement policies for public procurement of buses and other fleet vehicles purchased by state and local governments and public agencies.</th>
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<tr>
<td>Cleaner Fuels Infrastructure</td>
<td>Adopt the requirement that electric vehicle charging stations be installed by EVITP-certified electricians across all investments in electric vehicle charging stations.</td>
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<td>Apply labor and skills standards for programs that fund the upgrade, retrofit, or construction of other alternative fuel distribution infrastructure.</td>
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<td>All Sustainable Transportation Subsectors</td>
<td>Use job impact metrics to measure the impact of climate policies on job numbers, job quality, and job access.</td>
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### Workforce Training Strategies: to prepare current and future workers and provide needed skills to employers

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<th>EV Manufacturing and Charging Infrastructure</th>
<th>Support high-road industry training partnerships, including registered apprenticeship programs where they exist, for low-carbon vehicle manufacturing, lower-carbon vehicle repair, and alternative fuel infrastructure installation.</th>
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<td>Track training program outcomes for graduation, attainment of industry-recognized credentials, job placement, retention, wages, and wage progression.</td>
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The report “Putting California on the High Road: A Jobs and Climate Action Plan for 2030” offers a vision and plan for integrating economic and workforce development into major climate policies and programs to help achieve California’s major climate goals: achieving 2030 greenhouse gas emission reduction targets and transitioning to a carbon neutral economy by 2045. It was prepared by the UC Berkeley Labor Center and lead author Carol Zabin, and was submitted by the California Workforce Development Board to the state legislature in September 2020.

View the full report along with briefs in this series at: https://laborcenter.berkeley.edu/putting-california-on-the-high-road-a-jobs-and-climate-action-plan-for-2030/.