



THURSTON  
CLIMATE  
MITIGATION  
COLLABORATIVE

## MEMORANDUM

**TO:** Thurston Climate Mitigation Collaborative Community Advisory Workgroup  
**FROM:** Tom Crawford, CAW Member  
**DATE:** January 21, 2025  
**SUBJECT:** Workforce Development and the TCMP

### Requested Action

There are three requested actions associated with this item:

1. Discuss the role of workers in achieving the goals of the Thurston Climate Mitigation Plan (TCMP) and the education, training, organizing and other just transition work necessary to ensure that workers are available, well supported, and fairly treated. This discussion will be led by CAW Member Tom Crawford, with the help of the President of the Thurston-Lewis-Mason Central Labor Council; others invited but not yet confirmed are Michael Cade of the Thurston Economic Development Council (EDC), and a representative of the Pacific Mountain Workforce Development Council.
2. Seek a majority vote of CAW members to formally request a briefing or discussion on this same topic be scheduled for a future TCMC Executive Committee (EC) meeting.
3. Request a future CAW meeting agenda item to review materials for this potential future EC meeting agenda item (should action 2 above be successful) and seek consensus on those materials.

### Purpose of this Action

This action will achieve the following:

- Increase the awareness of the CAW about labor and workforce needs and concerns, that must be addressed for the successful implementation of the TCMP;
- List some major workforce development elements needed for TCMP implementation, including suggested agencies to work on each element.
- Recommend a similar briefing and discussion at a future TCMC Executive Committee meeting.

## Background

Achieving strategies and actions within the TCMP, especially those related to buildings, will require trained workers (remodelers, electricians, etc.), which in turn will require training, apprenticeship, and just transition programs, along with policies that ensure they earn a decent wage with safe working conditions. An example follows:

- Home construction and remodeling workers will be needed to build and retrofit homes for greater energy efficiency. In addition to increasing the number of available workers locally through recruitment and training, it will be important for them to be knowledgeable about how to ensure their construction and remodeling projects achieve the goal of reduced energy usage and reduced GHG emissions.
  - This may require training and apprenticeship programs that include a focus on energy efficiency in home design and remodeling. It may also be necessary to retrain into these jobs, some workers who have previously worked in fossil-fuel related jobs or industries. It will be important to ensure local low-income community members can fill these jobs.
  - It may also be important to support these workers' need for a just wage and decent working conditions by adopting policies that protect and support workers, for example, by establishing wage and other labor standards for climate projects.

The need for trained and well paid workers relates to virtually every strategy and action in Section 5.2 of the TCMP (Buildings and Energy), as well as several actions in Section 5.3, Transportation and Land Use (for example middle-density housing, eco-districts and ADUs).

## Engagement Questions

Questions to be considered in this discussion among CAW members and guest speakers:

- What do we know about the number of additional workers that will be needed to implement the actions identified in Sections 5.2 and 5.3 of the TCMP? How can we gather additional information to understand the scope of the need?
- What is the current capacity of local unions, the Pacific Mountain Workforce Development Council, the EDC, or other local organizations to recruit and train these workers? What additional capacity or programs are needed? Are there additional organizations working in this area, and if so, who are they?
- What is the role of local government (through leadership, policy development and/or funding) in ensuring a well-trained, well-paid workforce required to achieve the goals of the TCMP?
- What innovative models have other communities in the US developed to meet their climate action labor needs while providing jobs for low-income individuals and families and just transition for those displaced from jobs in fossil fuel industries?

- Considering the CAW roles and responsibilities (Appendix) within the TCMC, what role do you see the CAW playing in the progress on this topic?

### Attachments

Three articles from the American Council for an Energy-Efficient Economy:

- “How Philadelphia Is Preparing Its Workforce to Deliver Home Energy Upgrades”
- “ACEEE Workforce Development Resources”
- “Strengthening Local Economies through Green Workforce Initiatives”

## Appendix – CAW Roles and Responsibilities

**Members:** Up to 15 interested community members representing a variety of perspectives on climate mitigation actions. Members are appointed by the Staff Team for three-year terms or on a rolling basis to fill vacancies. The Staff Team will develop a document detailing the process for recruiting and appointing members of the CAW. This guidance document will be posted on the Collaborative website and reviewed annually for potential updates by the Staff Team and Executive Committee.

**Role:** The Community Advisory Workgroup (CAW) meets regularly to provide community perspectives and input on climate mitigation progress and priorities to the Jurisdiction Parties, Staff Team, and Executive Committee.

### **Responsibilities:**

- Reviews and provides feedback on climate mitigation actions led by Jurisdiction Parties (can make recommendations to individual jurisdictions on climate implementation priorities)
- A rotating representative attends Executive Committee meetings
- Identifies comments or perspectives for the group facilitator to report out to the Executive Committee and Staff Team
- Requests agenda items for consideration at future CAW meetings
- Reviews the annual report.
- Other tasks as requested by the Executive Committee or Staff Team