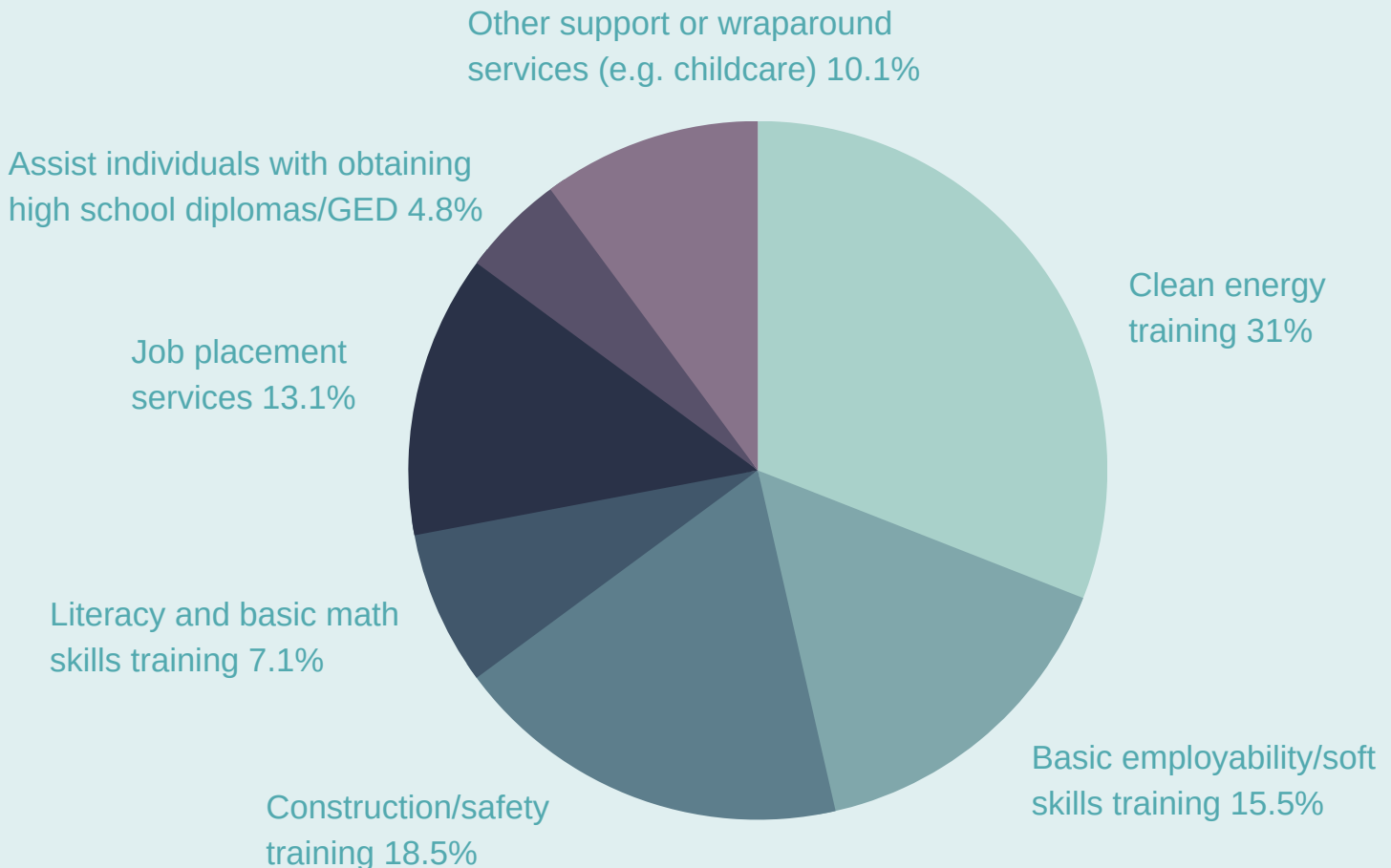




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The National Clean Energy Workforce Alliance develops solutions to help build the diverse, highly-skilled workforce of the future. More than 500 organizations are convening to identify best practices and processes to support a healthy clean energy workforce ecosystem. This report features input from community based organizations (CBOs) supporting clean energy learners and workers across the U.S.

What Services Do Alliance CBOs Provide?



Most effective strategy to meet the needs
of hard-to-employ or disadvantaged job seekers



Mentoring programs

Top Five Employer Engagement Strategies

1. Advisory committees
2. Apprenticeships/internships/other OJT
3. Job fairs
4. Mentorship programs
5. School visits

Top Employability Skills Lacking in Learners/Workers

- Communications (verbal and written)
- Confidence
- Emotional intelligence/resilience
- Management
- Work ethic/punctuality

Top Barriers Encountered With Placing Individuals Into Clean Energy Careers

- Access to curriculum
- Culture at companies/lack of diversity in industry
- Difficult to connect people to opportunities
- Lack of awareness of clean energy careers/career pathways
- Lack of instructors
- Licensing requirements
- Pre-employment testing
- Quality of jobs/salary expectations
- Ratios: Apprentices to journeypersons
- Time to complete training program/conflicting priorities
- Tough working conditions
- Training needed/lack of training and skills
- Transportation
- Variability in the market

Resources CBOs Need to Support Clean Energy Learners and Workers

- Better awareness of clean energy careers
- Connections to employers/other stakeholders
- Connections to K-12 stakeholders
- Curriculum
- Sample agreements and other templates
- Staff: recruitment, policy, career counselors
- Tools to connect employers to job seekers
- Training and certification standards

Learn more at irecusa.org/programs/the-national-clean-energy-workforce-alliance