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?

- **Clean energy training**: 31%
- **Construction/safety training**: 18.5%
- **Basic employability/soft skills training**: 15.5%
- **Construction/safety training**: 18.5%
- **Job placement services**: 13.1%
- **Other support or wraparound services (e.g. childcare)**: 10.1%
- **Assist individuals with obtaining high school diplomas/GED**: 4.8%
- **Literacy and basic math skills training**: 7.1%
Top Employability Skills Lacking in Learners/Workers

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

Top Five Employer Engagement Strategies

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

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