

U.S. EPA CLIMATE POLLUTION REDUCTION GRANT

Comprehensive Climate Action Plan (CCAP) Workforce Requirements and Approach

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Built Environment & Energy Advisory Committee (BEEAC)
Agenda Item #5

April 17, 2025



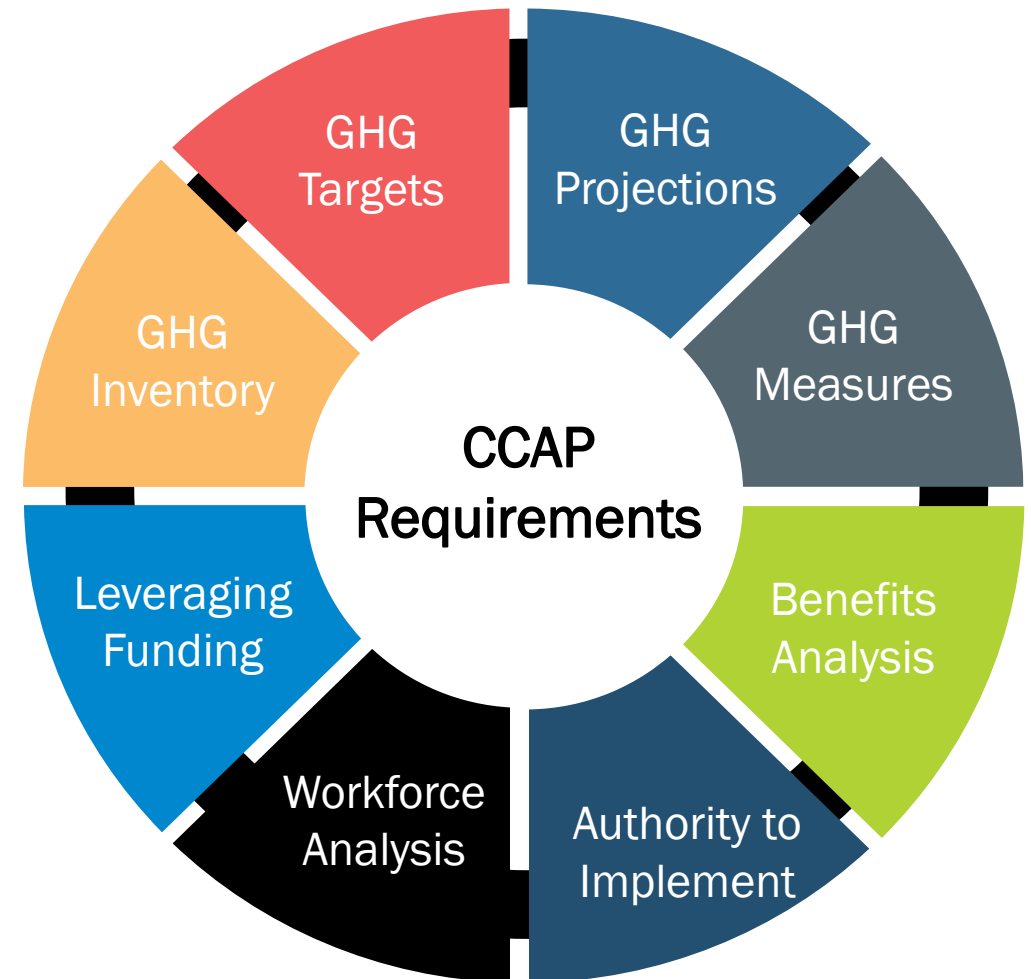
Metropolitan Washington
Council of Governments

Agenda

- Overview of CCAP Requirements and Workforce Planning Requirements
- Approach to Workforce Planning Analysis
- Questions/Feedback
- Next Steps

Overview of CCAP Requirements

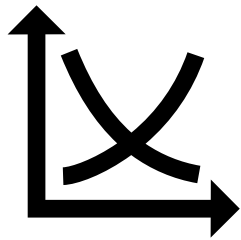
- Due December 1, 2025
- Requires technical, outreach, engagement, and communications workstreams
- COG is focused on aligning with EPA guidance and requirements, but also updating GHG analyses and integrating new planning information for the region



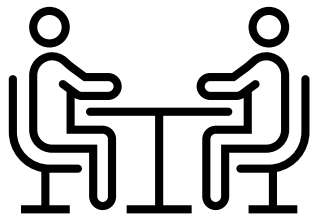
Current GHG reduction measures list

Buildings and Clean Energy	Accelerate the deployment of energy efficiency solutions and decarbonization of residential, institutional, municipal, and commercial buildings.
Buildings and Clean Energy	Accelerate the deployment of clean and renewable energy.
Buildings and Clean Energy	Study, plan for, and deploy district energy and microgrid opportunities.
Buildings and Clean Energy	<i>Address data centers (in progress)</i>
Transportation	Provide and promote new and expanded opportunities to reduce VMT through public transportation, non-motorized travel, micromobility, shared travel options, and development.
Transportation	Accelerate the deployment of low-emission transportation, fuels, and vehicles
Transportation	Accelerate the deployment of off-road/non-road electric equipment.
Waste	Reduce GHG emissions from waste and wastewater treatment.
Land Use	Accelerate the expansion of the regional tree canopy and reduce tree canopy loss.

CPRG Workforce Planning Analysis Requirements

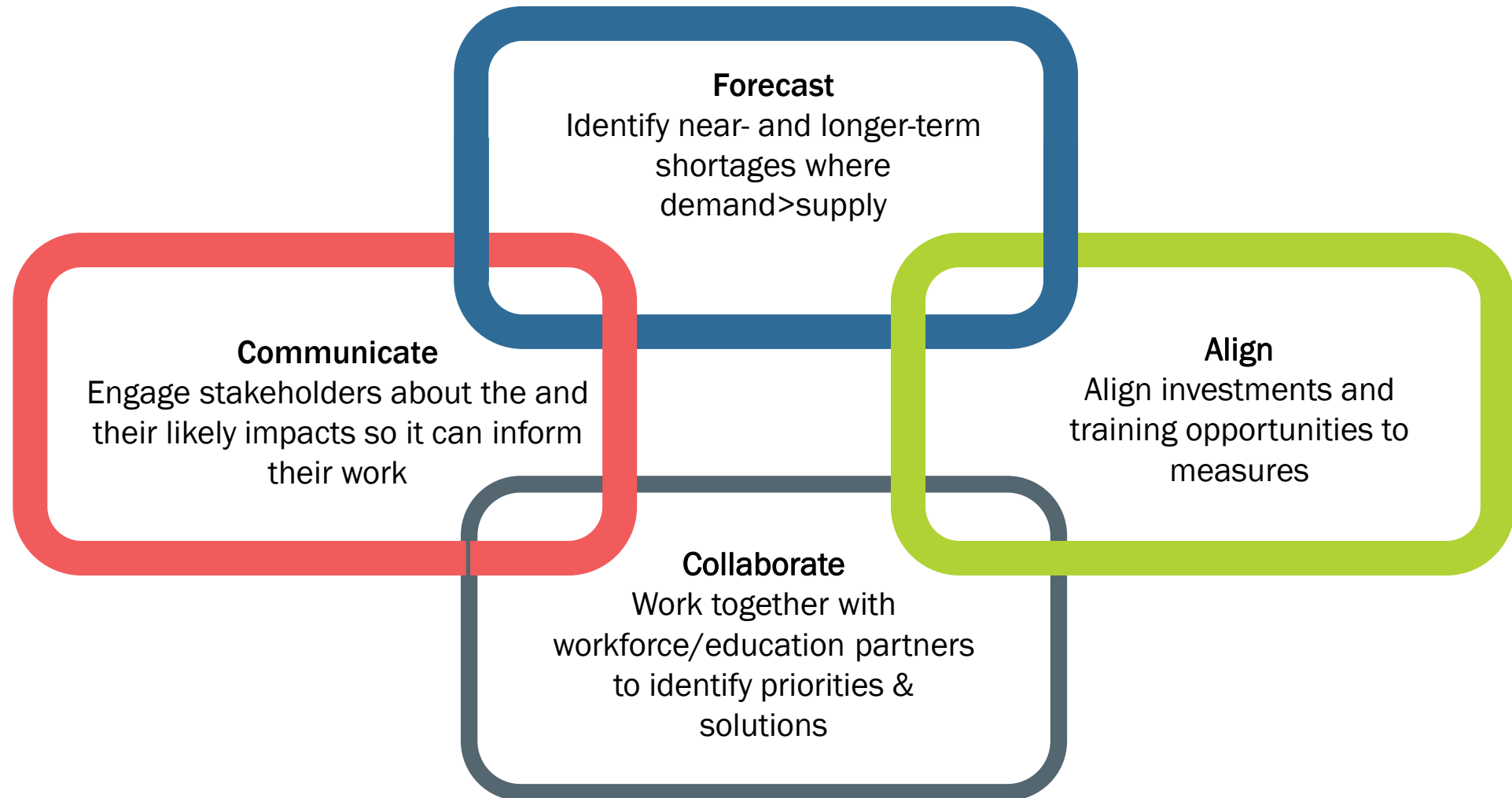


Conduct an analysis of anticipated workforce shortages that could prevent them from achieving the goals described in the CCAP

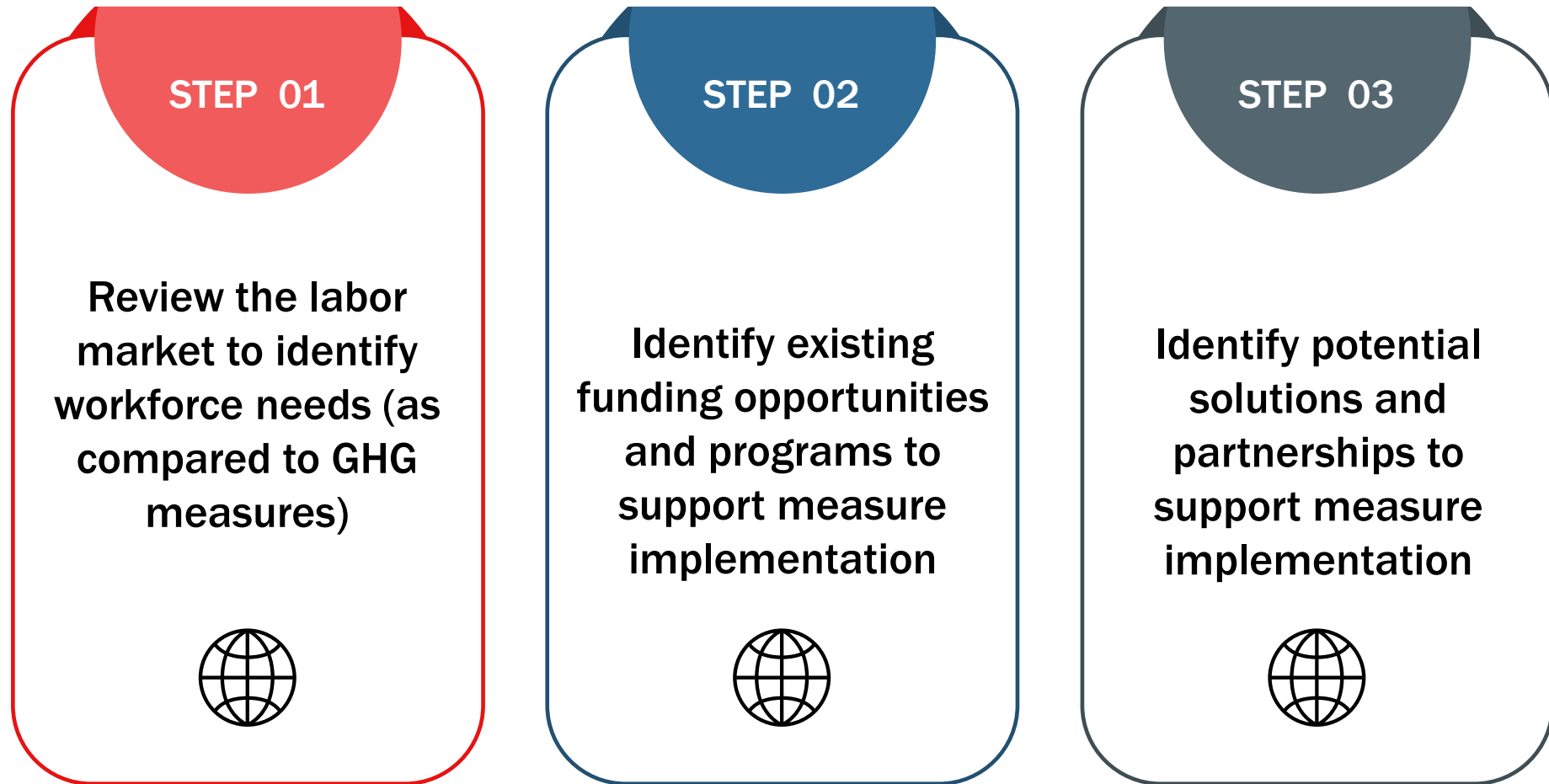


Identify potential solutions and partners at the state, regional, and/or local level that are equipped to help address those challenges.

CPRG Workforce Planning Analysis Goals



Approach to Workforce Planning Analysis



Engage with stakeholders, understand underserved community needs

Department of Labor Good Jobs Principles

- **Recruitment and Hiring:** Applicants are recruited and hired fairly and assessed on their skills that are applicable to the job.
- **Benefits:** All employees should be provided with economic and health-related benefits.
- **Empowerment and Representation:** Unions can be established without concern of reprisal.
- **Job Security and Working Conditions:** Workplace environments are safe, accessible for all, and a place where harassment is not tolerated. Workers have job security and dependable hours.
- **Organizational Culture:** All employees are valued in the workplace and provided opportunities to contribute to their teams.
- **Pay:** Workers are paid a living wage that is fair and grows in tandem with increases in expertise and experience.
- **Skills and Career Advancement:** There are opportunities to get promoted or attain other higher-level opportunities.

Questions

- What programs do you know of today that would align with the CCAP measures?
- What data or resources would you recommend we consider as part of the workforce analysis?
- What partners or organizations do you suggest we work with?

Midcourse Review Survey Question

Do you currently promote or provide any of the following workforce development initiatives?

- a. Vocational/career education
- b. Skills training
- c. Career transition training
- d. Apprenticeship programs
- e. Other (open response)
- f. Share links and/or names of any workforce development initiatives (open response)

Next Steps

- Share information on any workforce programs you are aware of
- Share documents, data, or other information related to workforce trends or issues in your jurisdiction
- Complete the midcourse evaluation survey
- COG and ICF will begin the workforce analysis and conduct supporting outreach and engagement