

**Overarching Strategy: Prioritize Groups Underrepresented in the Sector Workforce** - Increase representation of people in the clean energy industry who are currently underrepresented in the industry. Particularly those who identify as Women, BIPOC, LGBTQ+, or experience barriers to employment such as justice system involvement, or veterans reentering the workforce after military service.

**1. Workforce Preparation and Preapprenticeship** - Invest in existing efforts such as BOLI recognized preapprenticeship training programs that develop and strengthen fundamental skills that support people with accessing and succeeding in registered apprenticeship programs.

**2. Youth/Early Phase Career Development: Career Exposure** - Invest in the next generation of the clean energy workforce by broadening the understanding of what a clean energy related job is, while increasing awareness of, and exposure to, clean energy related careers at the middle and high school levels. (For structured career pathways, focus on recruitment, not expansion of training)

**3. Incumbent Worker Training** - Prioritize people over technology by identifying, securing, and mobilizing resources for upskilling and retention of the existing workforce to meet the need for lead, supervisory, and/or managerial staff with certifications.

**4. Apprenticeship** - Promote career pathways that combine work-based experience with training and education, in a way that shortens the amount of time it takes for a person to earn an income in a job along a clean energy related career pathway. Including working with smaller employers to open access to the model.

**5. Career Transitions, Networking, and Reskilling** - Develop and promote pathways of training for adults to enter clean energy related work that acknowledges and builds upon their existing skills and experience through a mix of school curriculum, career fairs, job shadows, and career exposure opportunities.

**6. Youth/Early Phase Career Development: Paid, Short Term Work Experience** - Invest in the next generation of the clean energy workforce by intentionally creating opportunities for people aged 16 to 24 to develop clean energy relevant work experience.

**7. Critical Occupations: Beyond the Headliners** - Develop a strategy for training and workforce development efforts focused on critical occupations in support of the clean energy transition such as financial services, customer service, equipment and supply purchasing, project management, administrative and clerical positions while also raising awareness of the importance of these roles in making the transition possible.

**8. Accessible Onramps to Household-Sustaining Jobs with Pathways to Advancement** - Develop strategies to bridge the gap between “entry level qualifications” with the qualifications and experience of those seeking entry level work to create equitably accessible onramps to in demand career pathways. Including, but not limited to workforce preparation resources such as English language and math fundamentals, matchmaking services between employers and new hires (OJT program), prioritizing entry level positions (shop helper etc.) for individuals with interest, but not a lot of experience.

**9. Mentorship: Systematize Industry Knowledge** - Create and promote opportunities for mentorship in the clean energy workforce.