



What are Green Jobs?

King County is locally defining green jobs based on the needs of our region. King County defines green jobs as living wage positions providing environmental benefits (such as clean energy deployment) in high-demand industry sectors of construction, manufacturing, transportation, and professional services.

EXECUTIVE SUMMARY

Workforce development is about building meaningful relationships, specifically those leading to employment. The United States is entering a moment of historic investment in addressing climate change through clean energy investments from the Inflation Reduction Act and Bipartisan Infrastructure Law, offering possibilities for climate-connected workforce development. Through productive relationships between employers, training providers, community-based organizations, schools, labor partners and local governments, there is an opportunity to ensure clean energy deployment brings good jobs to communities affected by climate change in King County. The goal of the Green Jobs Strategy is to connect frontline communities to living wage employment opportunities to build a skilled and diverse workforce across the green career spectrum.

The King County Green Jobs Strategy emphasizes integrating workforce development into current County climate initiatives and collaborating with regional partners to grow green jobs through sectors essential to clean energy deployment. The Strategy outlines the recipe for high-road workforce partnerships based on building trusted relationships with job seekers, connecting to partners providing skills training and industry-recognized credentials, and clear employment on-ramps developed with employers and labor partners. The County will utilize its resource network to promote and meaningfully connect local workers to living wage positions by developing high quality workforce partnerships aimed at diversifying and adding climate informed skills building into existing sectors like construction, transportation, manufacturing, and professional services while preparing for the clean energy future.

The County developed the Green Jobs Strategy through qualitative listening sessions and focus groups with critical communities and partners, and quantitative data from a community-wide survey of residents and local job seekers. The collective feedback was vital to developing priority actions around the Strategy's goals and identifying key areas of interest for partnership over the next two years. In 2025 the County will be reassessing the Strategy in alignment with the five-year assessment and update of the County's Strategic Climate Action Plan and will work in collaboration with partners across sectors and the region to refine the Strategy and scale up program models and partnerships with demonstrated impact.

The goals of the Strategy include:

-  **Partner regionally to grow green jobs through climate initiatives.** King County will integrate scalable high-road workforce development into clean energy deployment and County climate initiatives while collaborating with partners to invest in resource networks to increase green jobs regionally.
-  **Facilitate a green jobs pipeline for frontline communities.** King County will materially support organizations committed to building accessible on-ramps to living wage green careers within frontline communities and lead specialized promotion of green industry sectors catered to frontline communities.
-  **Invest in local high-demand industry sectors.** King County will focus County resources and partnerships on existing high-growth sectors based on a regional definition of green jobs centered on creating opportunities for frontline communities now and in the future.
-  **Support greening the County workforce.** King County will develop green career pathways across identified County departments while providing opportunities for the County workforce to obtain energy conservation credentials.



GOALS/PERFORMANCE MEASURES GRID

Below is a matrix outlining each of the ten Green Jobs priority actions and their intersection with King County’s outlined goals.

Performance Actions

Integration with Green Jobs Goals

		Partner regionally to grow green jobs through climate initiatives	Facilitate a Green Jobs Pipeline for frontline communities	Invest in local high-demand industry sectors	Support greening the County workforce
1	Integrate equitable high-road workforce development into climate priorities pursued by King County departments, including the newly founded Climate Office	●	●	●	●
2	Convene a Green Jobs Coalition to shape and fund regional priorities in growing green jobs for frontline communities through public private partnerships with key collaborators	●	●	●	
3	Pilot climate workforce development fund to jump start employment partnerships for frontline communities in high-demand industries		●	●	
4	Develop events and promotional campaigns geared toward middle-skill workers and youth (18-24) job seekers to highlight green industry sectors		●	●	●
5	Develop and implement a funding plan for high-road workforce development-focused grants from the Bipartisan Infrastructure Bill and the Inflation Reduction Act based on local high-growth sectors	●	●	●	
6	Grow business outreach and partnerships in high-demand jobs in construction, manufacturing, professional services, and transportation industry sectors	●	●	●	
7	Pilot County career pathways promoting recruitment from frontline communities		●		●
8	Pilot Green Skills Development Fund to increase energy and resource conservation credentials of the County workforce				●
9	Launch NextGen Climate Internship Program to create an equitable pipeline for historically underrepresented students to cultivate leadership skills with a climate policy implementation focus		●		●
10	Develop and comprehensively deploy training resources for King County capital project managers to integrate economic and skills training initiatives into capital projects	●	●		●