

OUR GOAL: 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.

Our Strategy	Our Tactics	Our Intended Results
<p>ACTION</p> <p>Integrate equitable high-road workforce development, including apprenticeship opportunities, into climate-priority actions pursued by King County departments, including the newly founded Climate Office</p> <p>RESOURCES</p> <ul style="list-style-type: none"> • Staff time from the Green Jobs Program Manager and Climate Action Team • Resources from the climate workforce development fund to financially support high-road workforce development partners supporting job opportunities for frontline communities 	<p>WHAT WE WILL DO</p> <p>In collaboration with participating departments, the Green Jobs Program Manager will convene an interdepartmental workgroup to develop resources and tools for county departments to integrate equitable workforce development into select King County climate priorities and design high-road workforce development collaborations for identified high-growth industry sectors by June 2023</p> <p>The Green Jobs Program Manager will work in collaboration with King County staff in the department of Local Services and Climate Office and community partners to fund and implement the high road workforce development component of ENERGIZE pilot to create a scalable model of high-road workforce development connected to clean energy deployment by December 2024</p>	<p>County departments will have a clear framework for structuring climate-focused high-road workforce development projects, leading to increased partnerships and initiatives supporting living wage employment in frontline communities</p> <p>King County climate initiatives will integrate scalable workforce development partnerships designed to provide frontline communities with living wage employment opportunities</p>
<p>ACTION</p> <p>Convene a Green Jobs Coalition with key collaborators to shape and fund regional priorities in growing green jobs for frontline communities</p> <p>RESOURCES</p> <ul style="list-style-type: none"> • FT FUSE Fellow to develop regional partnership framework and liaison with partners • Staff time from the Green Jobs Program Manager • Financial and logistical support from regional partners 	<p>WHAT WE WILL DO</p> <p>The Green Jobs Program Manager will work with regional partners to hire and supervise FT mid-career FUSE fellow to develop a regional coalition with identified partners by December 2023 for coalition launch in 2024</p> <p>The regional coalition will develop strategic priorities and a funding plan to increase living wage jobs in green industry sectors for frontline communities in December 2024.</p>	<p>A regional public-private coalition composed of local government, employers, training and education providers, union partners, and community-based organizations will collaborate to build high-performing workforce development partnerships utilizing federal, state, and local resource networks</p>

OUR GOAL: 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.

Our Strategy	Our Tactics	Our Intended Results
<p>ACTION</p> <p>Pilot climate workforce development fund to catalyze employment partnerships focused on identified industry sectors and connecting frontline communities to industry-recognized training credentials and on-ramps to employment</p> <p>RESOURCES</p> <ul style="list-style-type: none"> Funding from Climate Workforce Development Fund Staff Time from Green Jobs Program Manager Participation of local partners and stakeholders 	<p>WHAT WE WILL DO</p> <p>King County will complete pilot grant design and outreach plan for climate workforce development fund by December 2023.</p> <p>By December 2024, King County will work with a cohort of external stakeholders to fund workforce partnerships across identified sectors for frontline communities and explore long term collaboration options</p>	<p>King County will have developed a network of partners with demonstrated effectiveness in creating high-road workforce partnerships in the region and act as a convener and capacity amplifier for partners to continue to build accessible on-ramps to living wage green jobs within frontline communities</p>
<p>ACTION</p> <p>Develop events and promotional campaigns geared toward middle-skill workers and youth (18-24) job seekers to highlight green industry sectors</p> <p>RESOURCES</p> <ul style="list-style-type: none"> Staff time from Green Skills and Pathways Coordinator full-time position Youth Climate Outreach funding to support partnerships with educational institutions 	<p>WHAT WE WILL DO</p> <p>Facilitation of two annual Green Talent Jam events to jumpstart engagement with employers and job seekers in key industry sectors and highlight green careers to frontline communities by December 2024</p> <p>Completion of no less than eight youth-centric career social media campaigns and events in partnership with King County departments and local partners including youth to connect youth and middle-skill workers from frontline communities to green career pathways and highlight high-growth industries by December 2024</p>	<p>King County will identify and implement best practices in engaging middle-skill workers and youth for recruitment into green careers in construction, manufacturing, transportation, and professional services.</p>

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<p>ACTION</p> <p>Launch NextGen Climate Internship Program to create an equitable pipeline for historically underrepresented students to cultivate leadership skills with a climate policy implementation focus</p> <p>RESOURCES</p> <ul style="list-style-type: none"> • Staff time from Green Jobs Program Manager • Funding for the NextGen Climate Internship program 	<p>WHAT WE WILL DO</p> <p>Green Jobs team collaborate with organizations serving frontline communities and participating county departments to recruit and host two additional yearlong cohorts of NextGen Climate interns for SCAP implementation projects and professional development through December 2024</p> <p>The Green Jobs team will adapt NextGen Climate into a financially sustainable service model to provide King County departments additional capacity for climate projects and interns a high-quality climate-focused mentorship and skills development experience by December 2024</p>	<p>Interns develop a strong background in climate policy implementation and project management skills, as evidenced by pre- and post-program surveys, and leave internships prepared for climate-informed careers within local government or the private sector</p> <p>NextGen Climate cohorts significantly contribute to achieving SCAP goals through added capacity, as evidenced by supervisor pre- and post-program surveys</p>

OUR GOAL: INVEST IN LOCAL HIGH-DEMAND INDUSTRY SECTORS.

King County will focus County resources on workforce partnerships in existing high-growth sectors based on a regional definition of green jobs centered on creating opportunities for frontline communities now and in the future.

Our Strategy	Our Tactics	Our Intended Results
<p>ACTION</p> <p>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 identified local green industry sectors</p> <p>RESOURCES</p> <ul style="list-style-type: none"> Green Jobs Program Manager and FT FUSE fellow staff time An interdepartmental group of county staff and community members to shape funding priorities Resources allocated to hiring grant writers and project consultants 	<p>WHAT WE WILL DO</p> <p>Convene an interdepartmental group of county staff and community members to identify project funding priorities and specific funding opportunities from federal and state sources connected to the Inflation Reduction Act and the Bipartisan Infrastructure Bill across identified high-growth sectors by June 2023</p> <p>Implement findings from interdepartmental and community partner workgroups to apply for federal, state, and local funding opportunities for high-road workforce partnerships in identified industry sectors by December 2024</p>	<p>King County will have the resource infrastructure in place for workforce development partnerships in local high-growth sectors</p>
<p>ACTION</p> <p>Grow business outreach and intersectoral partnerships in high-growth industry sectors of construction, manufacturing, professional services</p> <p>RESOURCES</p> <ul style="list-style-type: none"> Staff time from coalition partners, including King County and Green Jobs Program Manager 	<p>WHAT WE WILL DO</p> <p>In collaboration with regional partners, county climate and economic development staff, convene meetings of representatives from industry and labor groups across identified high-growth sectors to advise and collaborate workforce partnerships and engagement campaigns by December 2024.</p>	<p>King County will actively involve and update industry sector and labor partners in the development and implementation of high-road workforce partnerships as a part of the regional green jobs coalition</p>

OUR GOAL: 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.

Our Strategy	Our Tactics	Our Intended Results
<p>ACTION</p> <p>Pilot Green Skills Development Fund to increase energy and resource conservation credentials of the County workforce.</p> <p>RESOURCES</p> <ul style="list-style-type: none"> Staff time of Green Skills Development and Pathways Coordinator and Green Jobs Program Manager Funds to support training costs 	<p>WHAT WE WILL DO</p> <p>The Green Job team will collaborate with labor partners and Department of Human Resources Learning and Development team to design and structure the Green Skills Development Fund for King County employees to access sustainability-focused certifications and training at local community colleges by December 2023</p> <p>The Green Jobs team will pilot Green Skill Development Fund for participating county departments contributing to the climate cost share budget to provide at least 50 employees with access to short-term training and credentials in sustainability-related fields by December 2024.</p>	<p>King County will have a knowledge framework for increasing employee energy conservation credentials and have information to form the next steps in allocating resources for continued employee credentialing</p>
<p>ACTION</p> <p>Develop and comprehensibly deploy training resources for King County capital project managers to integrate economic and skills training initiatives into capital projects</p> <p>RESOURCES</p> <ul style="list-style-type: none"> The Green Jobs Program Manager will partner with the Green Building team and the capital project training team to create resources and materials to be distributed to the county workforce 	<p>WHAT WE WILL DO</p> <p>Green Jobs Program Manager and county staff will develop a comprehensive resource guide (to be shared during orientation and ongoing training sessions) for KC capital project managers to increase ESJ building credit understanding and documented usage in capital projects by June 2023</p> <p>Green Jobs Program Manager will partner with the capital project training team and Green Building team to create training materials and resources focused on community partnerships, apprenticeship, and pre-apprenticeship aligned the ESJ building credits frameworks for capital project managers in multiple formats by December 2024</p>	<p>Increased and varied training resources will improve the skills of the county workforce and promote improved understanding and usage of ESJ credit for capital projects increasing economic and career skills opportunities for frontline communities connected to capital projects</p>

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<p>ACTION</p> <p>Pilot County career pathways promoting recruitment from frontline communities.</p> <p>RESOURCES</p> <ul style="list-style-type: none"> • Staff time of Green Jobs Program Manager and Green Skills development and Pathways Coordinator position • Green Career pathways development guide provided to departments in quarter 1 of 2023 • Youth climate outreach funding to support recruitment events 	<p>WHAT WE WILL DO</p> <p>Participating County departments will identify positions for green career pathways for recruitment within frontline communities by December 2023</p> <p>The green jobs team will collaborate with departments to plan and complete no less than four total specialized recruitment events and/or social media campaigns highlighting green career pathways within participating departments by December 2024</p>	<p>Participating county departments produce plans for green career pathways aligning and supporting existing department recruitment while contributing to highlighting green careers in frontline communities</p> <p>Participating King County departments will receive support in integrating a climate and sustainability lens into recruitment efforts within frontline communities.</p> <p>Participating King County departments will develop tangible relationships with frontline communities and the organizations that serve them through the recruitment lens</p>