

PANEL 13a: Workforce

Decarbonizing U.S. buildings presents a once-in-a-generation opportunity to put millions of Americans to work constructing, manufacturing, and designing the clean energy future. Recruiting, upskilling, and retaining this workforce to deliver decarbonization solutions will require coordination across government, educational institutions, labor organizations, and industry employers. This panel will focus on the barriers and opportunities facing the building decarbonization workforce, with a focus on identifying existing market gaps and promising solutions that successfully fill these gaps. Current workforce challenges include: (1) knowledge, skills, and abilities (KSAs) gaps for work required to execute sustainability projects and efforts, (2) lack of interested and qualified candidates in existing available job opportunities, and (2) lack of awareness of the variety of careers and career pathways available in the building energy and renewable energy industries.

Panel papers will address the following areas of interest:

- Publication of labor analysis, wage analysis, landscape assessment, and/or market analysis exploring the current conditions and context of specific occupations necessary to decarbonize US buildings. Efforts could include review of industry jobs within the context of the Department of Labor and Department of Commerce [Good Jobs Principles](#).
- Identification of the required knowledge, skills and abilities (KSAs) in the context of specific jobs necessary to decarbonize US buildings, including through use of tools like job task analyses, skills standards, and review of existing training and certification programs.
- Identification of worker needs, training needs, and/or business needs to improve rates of increasing awareness of available jobs, pulling prospective workers into training and entry-level careers, and enabling career advancement, particularly for workers from underserved communities.
- Identification of programs and models with demonstrated success recruiting, training, placing, and retaining new and underrepresented workers into building decarbonization jobs that provide real economic opportunity to workers. Papers showcasing models with successful partnerships across labor, industry, and governmental organizations will be preferred.