



# Workforce Development in Transportation Electrification

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# What is workforce development?

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Educating, training and supporting the workforce needed to complete a goal or objective, usually through a combination of policies and programs.

Addressing systemic opportunity gaps and skills gaps for populations who have been disproportionately impacted.

Creating jobs with fair pay, adequate benefits, safe working conditions, the right to organize, etc.

# Good Jobs Principles

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1. Recruitment and hiring
2. Benefits
3. Diversity, equity, inclusion and accessibility (DEIA)
4. Empowerment and Representation
5. Job security and working conditions
6. Organizational culture
7. Pay
8. Skills and career advancement

# Workforce safety

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Applies to all medium- and heavy-duty fleets:

- Training for mechanics (and annual re-trainings)
- Personal protection equipment for mechanics
- Infrastructure upgrades to mechanic shops
- Annual safety training for drivers & first responders

Specific to protecting drivers at transit agencies:

- Adjusted accident protocols
- Reconstructed routes/schedules

OPTION:

Require that states only give funding (grants, loans, tax incentives, etc.) to fleet managers who have provided these, or incorporates the cost of training, equipment and infrastructure upgrades into their funding proposal

# Labor standards

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- Registered Apprenticeship Programs and pre-apprenticeship programs
- Prevailing wage and Apprentice Utilization Requirements for charging infrastructure projects to receive government funding
- Project Labor Agreements or Community Workforce Agreements for all bulk installations of EV charging infrastructure AND the construction and operations of any EV manufacturing/battery recycling plants
- Incumbent workforce training to train existing manufacturing employees on new technologies (to minimize worker displacement)
- Employees provide adequate compensation to drivers for charging time (and pay them overtime)

# Creating jobs

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## Expand domestic manufacturing and battery recycling

- Fund/support site development for new plants
- Leverage federal funds (48C Advanced Manufacturing Tax Credit and Domestic Manufacturing Conversion Grants Program)

## Procurement requirements

- Attach critical mineral, battery component and domestic assembly requirements to any vehicles purchased with government funds
- Purchase EVSE only from manufacturers who are Buy America compliant
- Use domestically-manufactured construction materials for infrastructure

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THANK YOU!

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