

# King County Green Jobs Strategy

Goal 1: Partner regionally to grow green jobs through climate initiatives

Our Mission

Goal 4: Support greening the county workforce

Goal 2: Facilitate a green jobs pipeline for frontline communities

Goal 3: Invest in Local High Demand Sectors



King County



# Our Mission


Connect frontline communities to living wage employment opportunities to build a skilled and diverse workforce across the career spectrum



What is  
a Green  
Job?

Frontline  
Communities



An aerial photograph of a city waterfront, likely Seattle, showing a mix of urban buildings and a large body of water. A large, semi-transparent red circle is overlaid on the center of the image, containing white text. The background shows a dense urban area with various buildings, including a prominent white building with a blue roof in the foreground. The water is blue, and a small boat is visible in the distance. A Ferris wheel is also visible in the upper right corner of the background.

## How do we define Green Jobs?

- **"Generates an income to support King County household while providing a benefit to the environment"**
- **Defined based on local demand**
- **Living wage positions providing environmental benefits in high-demand industry sectors**



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What is  
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An aerial photograph of a city waterfront, showing a dense urban area with various buildings and a large body of water. A large, semi-transparent red circle is overlaid on the right side of the image, containing white text. The text is centered within the circle and reads: "How do we define Frontline Communities?" followed by two bullet points. The first bullet point is in white text, and the second is in black text. The background image shows a mix of residential and commercial buildings, a parking lot, and a boat on the water.

## How do we define Frontline Communities?

- Those who experience the effects of climate change first and worst, often historically marginalized communities
- Middle Skill workers and youth



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# Goal 1: Growing Green Jobs Regionally

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.

**Priority Action:  
High Quality  
Workforce  
Partnerships**

**Priority Action:  
Regional  
Coalition for  
Green Jobs**



# Climate Action & Market Transformation

Integrate equitable workforce development, including apprenticeship opportunities, into climate-priority actions pursued by King County departments, including the newly founded Climate Office

**23-24  
Metrics**



# Energize as a model

King County will develop:

- Complete resources and tools for county departments to integrate equitable workforce development into select King County climate priorities by June 2023
- Complete and document scalable model of high quality workforce development for ENERGIZE by December 2024.





# Climate Action & Market Transformation

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# Leading for Regional Growth and Investment

Convene a Green Jobs Coalition with key collaborators to shape and fund regional priorities in growing green jobs within frontline communities

**23-24  
Metrics**



# Covening P3 partnerships across the career spectrum

King County is collaborating with the City of Seattle and The Port of Seattle to:

- Hire a FUSE Executive Fellow in Feb 2023 to research and develop a collaboration framework for the regional coalition.
- Coalition launch with partners, priorities & funding plan by December 2024.





# Leading for Regional Growth and Investment

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**23-24  
Metrics**





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## Goal 2: Turning Climate Crisis into Climate Opportunity

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.

Priority Action:  
Climate  
Workforce  
Development  
Fund

Priority Action:  
Outreach  
Events &  
Campaigns



# Climate Workforce Partnerships

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

**23-24  
Metrics**



# Building Trust and Partnership

An aerial photograph of a waterfront city, likely Seattle, showing buildings, a parking lot, and a large ship docked at a pier. The image is partially obscured by a large, semi-transparent red circle on the left side, which serves as a background for the text.

King County will:

- Complete grant design and outreach plan for climate workforce development fund by December 2023.
- 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 by December 2024,



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# Cultivating Relationships in Frontline Communities

Creating community based employment events, initiatives and campaigns to highlight the green economy and introduce green career ladder options to frontline communities.

**23-24  
Metrics**



# Investing in Youth Outreach & Career Exposure

King County will:

- Create eight quarterly community-based employment events, initiatives, or campaigns to highlight regionally specific high growth green career industries to frontline communities by December 2024.





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## Goal 3: Investing in Local High Growth 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.

**Priority  
Action:  
Industry  
Outreach**

**Priority  
Action:  
Targeted  
Funding Plan**



# Investing Locally

Grow business outreach and partnerships in high-demand jobs in construction, manufacturing, professional services, and transportation industry sectors

**23-24  
Metrics**



# Investing Locally

**Conduct business roundtable across all four industry sectors by December 2024, including:**

- **Transportation** (electrical vehicle maintenance and repair, public transit support, freight trucking)
- **Construction** (residential and commercial building, plumbing and HVAC, electrical or solar installation)
- **Manufacturing** (semiconductor manufacturing, working with industrial machinery)
- **Professional Services** (computer and tech-related services, geophysical surveying, project management, environmental consulting)



# Investing Locally

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**Priority  
Action:  
Industry  
Outreach**

**Priority  
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Targeted  
Funding Plan**



# Leverage IRA & BIL

Develop and implement a funding plan for high-road workforce development focused grants from the Bipartisan Infrastructure Law and the Inflation Reduction Act based on identified local green industry sectors

**23-24  
Metrics**



# Identifying Opportunities

King County will:

- Convene an interdepartmental group of county staff and community members to identify project funding priorities and specific funding opportunities by June 2023.
- Apply for federal, state, and local funding opportunities for high-road workforce partnerships in identified industry sectors by December 2024.



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# Goal 4: Green Career Pathways & Skills Building

King County will develop green career pathways across identified county departments while providing opportunities for the county workforce to obtain energy conservation credentials.

Priority Action:  
Green Career  
Pathways and  
Recruitment

Priority Action:  
Green Skills  
Development  
Fund



# Working with County Departments for Climate Focused Pathways

Pilot County career pathways promoting recruitment from frontline communities. Working with HR and operations staff within county agencies to develop clear and accessible entry level career pathways from a climate-informed lens.

**23-24  
Metrics**

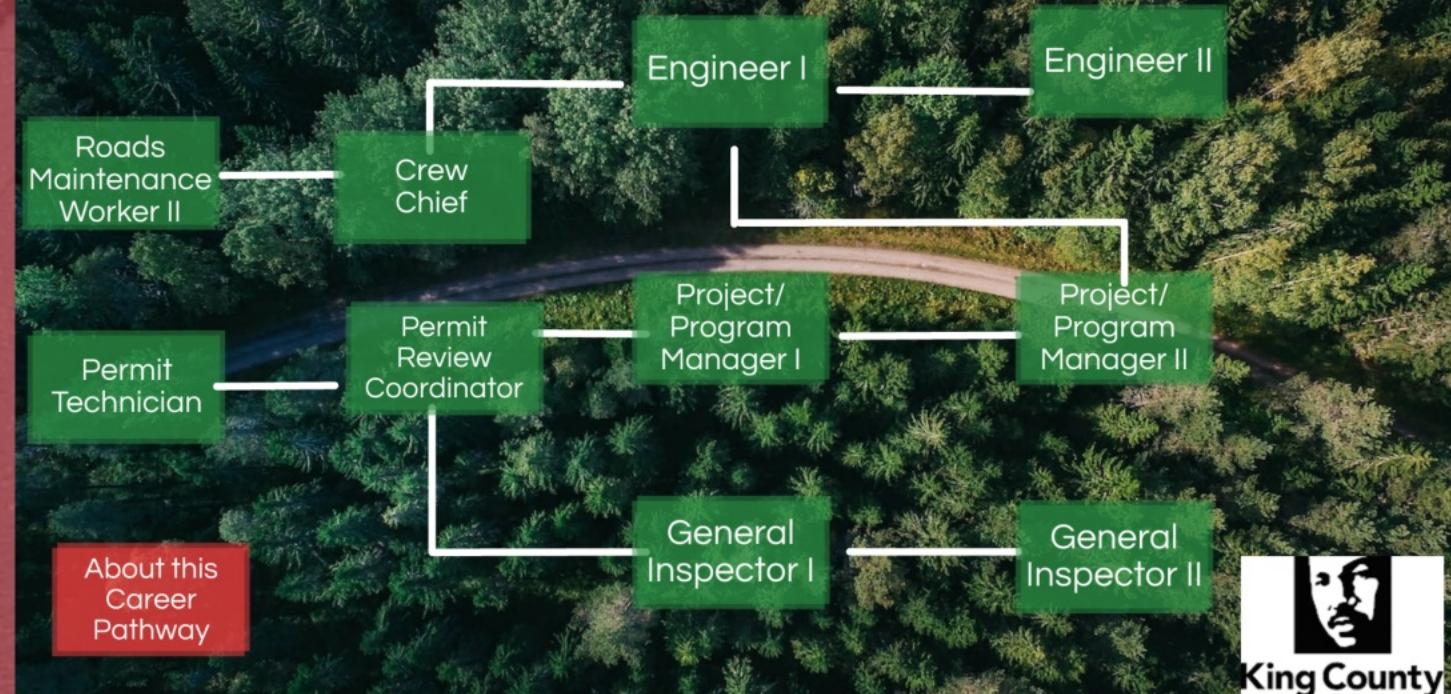


# Career Pathways DNRP, DES, DLS and Metro

King County will:

- Establish green career pathways for recruitment within frontline communities by December 2023
- Complete 4 specialized recruitment events and/or social media campaigns highlighting green career pathways within participating departments by December 2024

## Department of Local Services Green Career Pathway- 2022





# Working with County Departments for Climate Focused Pathways

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Priority Action:  
Green Career Pathways and Recruitment

Priority Action:  
Green Skills Development Fund



# Green Skills Development Fund

Piloting a training initiative for King County employees (within Metro, DNRP, DES or DLS) to access certifications and training at local community colleges through a partnership with the Dept of Human Resources Learning and Development Team.

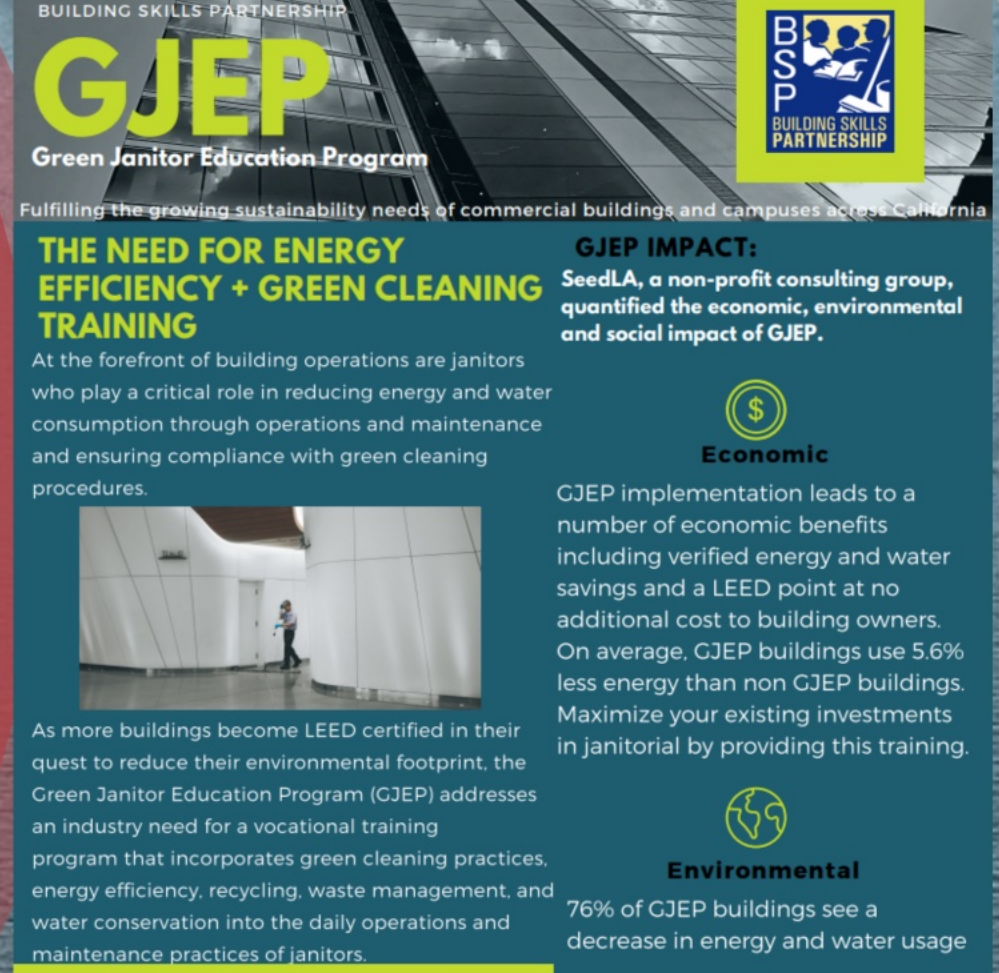
**23-24  
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# Training & Credentials

King County 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 energy conservation fields by December 2024.



**BUILDING SKILLS PARTNERSHIP**  
**GJEP**  
Green Janitor Education Program

**BSP**  
BUILDING SKILLS PARTNERSHIP

Fulfilling the growing sustainability needs of commercial buildings and campuses across California

**THE NEED FOR ENERGY EFFICIENCY + GREEN CLEANING TRAINING**

At the forefront of building operations are janitors who play a critical role in reducing energy and water consumption through operations and maintenance and ensuring compliance with green cleaning procedures.

As more buildings become LEED certified in their quest to reduce their environmental footprint, the Green Janitor Education Program (GJEP) addresses an industry need for a vocational training program that incorporates green cleaning practices, energy efficiency, recycling, waste management, and water conservation into the daily operations and maintenance practices of janitors.

**GJEP IMPACT:**  
SeedLA, a non-profit consulting group, quantified the economic, environmental and social impact of GJEP.

**Economic**

GJEP implementation leads to a number of economic benefits including verified energy and water savings and a LEED point at no additional cost to building owners. On average, GJEP buildings use 5.6% less energy than non GJEP buildings. Maximize your existing investments in janitorial by providing this training.

**Environmental**

76% of GJEP buildings see a decrease in energy and water usage



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