Exhibit ES.1. Conceptual Framework

1. CLIMATE POLICIES

EXAMPLES:

- RENEWABLES PORTFOLIO STANDARD
- IOU EE INCENTIVE PROGRAMS
- EV INFRASTRUCTURE AND REBATES
- CAP-AND-TRADE PROGRAM

2. POLICY MECHANISMS THAT AFFECT LABOR DEMAND

EXAMPLES:

- PUBLIC INVESTMENT
- MANDATES
- PUBLIC ENTERPRISES
- INCENTIVES
- PRICING POLICIES
- PROCUREMENT

3. IMPACT OF POLICIES ON NUMBER OF JOBS, JOB QUALITY, AND JOB ACCESS

EXAMPLES:

- CONSTRUCTION
- MANUFACTURING
- TRANSPORTATION
- UTILITIES

HIGH-ROAD APPROACH

DEMAND-SIDE LEVERS FOR CLIMATE AGENCIES:

- Skilled workforce standards
- Wage standards
- Community workforce agreements
- Procurement for the public good
- Targeted/local hire mechanisms

SUPPLY-SIDE STRATEGIES FOR EDUCATION AND TRAINING INSTITUTIONS:

- Pre-apprenticeship and pipeline training
- Industry training partnerships
- Curricula upgrades in post-secondary institutions

JUST TRANSISTION:

- Planned industrial phase-out
- Displaced worker supports
- Community economic development
- Displaced worker assistance

OUTCOMES:

- SKILL NEEDS ARE MET
- QUALITY WORKMANSHIP AND SAFETY ARE THE NORM
- JOB QUALITY IS IMPROVED
- ACCESS FOR WORKERS FROM DACS INTO QUALITY JOBS IS BROADENED
- DISPLACED WORKERS MAINTAIN THEIR LIVELIHOOD
- COMMUNITIES DIVERSIFY THEIR ECONOMIES

LOW ROAD APPROACH

- No labor standards
- Little to no training; minimal training unconnected to jobs
- No advanced planning for displaced workers

OUTCOMES:

LABOR DEMAND MANAGED

LABOR SUPPLY MANAGED

TRANSITION MANAGED

- Low-wage job trends permeate low-carbon economy
- Recruitment & retention of skilled workers is low
- Problems of low quality workmanship and safety persist, undermining market adoption
- Disadvantaged workers have limited access to career training and middle-class jobs
- Workers lose jobs and income

