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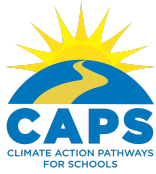
## The Future of Work Is Green

*New data reveals that in the next 30 years, more than four million new green jobs will be created in California, requiring unprecedented training and upskilling initiatives to support the transition to a sustainable economy.*

August 29, 2023 — Today: Climate Action Pathways for Schools (CAPS), an innovative California-based nonprofit, is announcing the release of a new report analyzing the growing need for training and education for green jobs talent to support the rapidly expanding green economy. CAPS partnered with global consulting firm Accenture to assess the skills and competencies that will be in the greatest demand as California's economy transitions to meet its ambitious climate goals. **The report finds that over the next 30 years, more than four million new green jobs will be created, demanding a swift deployment of workforce training initiatives.**

While California boasts the highest number of people employed in the green jobs sector, with over 800,000 people working in green jobs, the state is expected to experience a talent shortage unless we quickly lay the groundwork to train and prepare the future workforce. The report finds that demand for skills and expertise will be highest across six professional areas: clean energy and buildings, transportation, sustainable food systems, water conservation and use, sustainable governance, and waste management. Closing this skills gap is essential to meet the increasing need for people who can contribute to the climate agenda and drive the transformation towards a greener economy. In many cases, green jobs offer better-paying opportunities than non-green jobs. Green jobs requiring a high school diploma typically pay 15% more than non-green jobs, and 14% more across those requiring a bachelor's degree.

K–12 schools are crucial partners in preparing the next generation with the knowledge and expertise needed for these sustainable careers. The report finds that school districts are “uniquely positioned to align historic investments in the green economy with the state's goals for decarbonization, climate resilience, environmental justice, and educational equity.” It calls for thoughtfully designed career education pathways and inclusive skill building initiatives to provide increased access to green job opportunities for K–12 students in historically underrepresented communities. Schools will play a pivotal role in ensuring students from historically marginalized communities have access to the skills, opportunities, and networks to seize these high-paying, high-skilled jobs. The need for equitable access to training and resources underscores the importance of workforce development organizations and industry partners partnering with K–12 schools on these efforts.



*We provide our students with educational opportunities that prepare them to reach their highest potential and make meaningful contributions to their communities. One of the clearest paths to that goal is the growing green economy, which offers stable, high-quality jobs, facilitates the shift toward sustainability, and results in more resilient communities. We must prepare school communities with the programs, networks, and training initiatives to ensure our students can seize this pivotal opportunity. ~ Cindy Brown, Director of Pathways, Porterville Unified School District*

CAPS is actively engaged in this endeavor. CAPS is focused on providing students in under-resourced school communities with green skills and pathways to green careers, preparing the emerging workforce with tools and opportunities to impact California's climate agenda and the world's climate crisis at large.

*We find ourselves at a critical moment where historic investments for climate action and workforce development are being made at both the national and state levels. The combination of these investments, the ongoing innovation in clean energy, and legislative action will collectively fuel an increased focus on climate action in California. ~ Kirk Anne Taylor, Executive Director, Climate Action Pathways for Schools*

California is leading the nation in commitments to addressing the climate crisis through investments in infrastructure, sustainability policies, and the acceleration of public-private partnerships. In recent years, the US Federal Government has made similar bold commitments with legislative acts such as the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, investing trillions of dollars into preparing our workforce for the green transition.

The journey toward adequately responding to this unprecedented green job demand has just begun. Finding ways to train and mobilize a green workforce while ensuring equitable access for all Californians will require a collaborative effort among the education community, industry, government agencies, and policymakers. Meeting this impending surge will ensure a prosperous and sustainable future, and position the US and California as leaders in creating a workforce that can fight climate change.

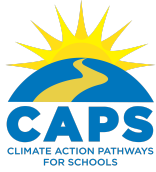
### **About Climate Action Pathways for Schools**

Climate Action Pathways for Schools (CAPS) is a nonprofit organization that partners with under-resourced schools to prepare students for green careers, advance climate literacy, and reduce school operating costs and greenhouse gas emissions. CAPS provides project-based learning programs to prepare students for green jobs and high-skill career pathways by helping them develop and execute projects that mitigate climate change, resulting in more equitable, sustainable, and resilient schools and communities.

CAPS works alongside school communities to create a healthy, resilient, and equitable

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future. CAPS collaborates with school districts facing the impacts of climate change. Its paid, work-based learning programs support students in tackling climate change within their local communities. Additionally, these programs equip students with technical skills, preparing them for college and future careers in the burgeoning green economy. CAPS is committed to inclusivity and building a staff and leadership team that reflects the diverse communities across California. CAPS operates programs that uplift the lived experiences of environmental justice communities.

Learn more at <https://www.climateactionpathways.org/future-of-work-is-green>