

Just Transition Employment and Retraining Working Group Resources

Updated March 3, 2025



The resources below reflect the Just Transition Working Group's principles and are intended to complement the group's efforts of supporting the implementation of green workforce initiatives.

Grants and Funding Available in 2025

- **IRA Tax Credits for Registered Apprenticeships**
 - This site provides an iterative list of the prevailing wage and apprenticeship provisions of the Inflation Reduction Act.
- **State Digital Equity Capacity Grant Program**
 - Will make funds available to begin implementation of State and U.S. Territory Digital Equity Plans developed pursuant to the State Digital Equity Planning Grant Program.
- **Department of Labor Grants & Funding Opportunities**
 - The Employment and Training Administration provides a database of current funding opportunities as well as information on how to apply.
- **Maryland Energy Administration (MEA)**
 - **Commercial, Industrial & Agricultural Grant Program:** Eligible grant recipients are owners of Maryland-based commercial, industrial, data centers, non-profits, farms and other agricultural entities. Both new construction and existing facilities may be considered for grants to defray the cost of improvements resulting in energy performance that exceeds current codes or standards.
 - **Jane E. Lawton Loan Program:** MEA offers the Fiscal Year 2025 Jane E. Lawton Conservation Loan Program to Maryland Nonprofit Organizations, Local Governments, Maryland Businesses, and State Agencies for the implementation of cost-effective energy efficiency and conservation improvements for existing or to-be-constructed facilities.
 - **Maryland Smart Energy Communities Grant Program:** The Maryland Smart Energy Communities (MSEC) FY25 programs are designed to support local governments, state agencies, non-profit organizations, educational institutions, and communities as they engage in sustainable, long-term, clean energy policies and projects that lead to reduced energy usage and greenhouse gas emissions, increased cost savings, and robust clean energy and economic development.

- **Energy Efficiency Equity Program:** The EEE Program is offered to non profit organizations and local government entities and is designed to support energy efficiency projects and related activities that benefit Maryland residents experiencing low and moderate income. Grants are awarded for energy efficiency projects that generate significant reductions in energy usage and pass on the benefits to income qualifying residents.
- **Decarbonizing Public Schools Program:** The overall intent of the Decarbonizing Public Schools Program is to prepare school districts, to expand their capacity to manage energy data and to reduce energy use and greenhouse gas emissions while designing for future high-performance schools.
- **OPEN Energy Program:** MEA welcomes proposals for energy projects and initiatives outside of the agency's suite of established technology to foster innovation and create opportunities for efforts that are not eligible for MEA's sector-specific energy programs offered in a given fiscal year. The OPEN Energy Innovation Program is designed to support forward thinking energy projects that drive greenhouse gas reductions, equity in energy projects and energy affordability.
- **Maryland Offshore Wind Supply Chain Investment Program:** Provides grant funding on a non-competitive basis to support new or existing businesses entering the offshore wind supply chain in Maryland.
- **Maryland Offshore Wind Workforce Training & Education Program:** Provides grant funding on a competitive basis to support new or existing workforce training centers and academic institutions expand their capabilities to support the State's offshore wind workforce training and education efforts.

Tools and Resources

Federal

- **EPA's Guidelines for Workforce Planning Analysis**
 - Grantees of the EPA's Climate Pollution Reduction Grant for Planning are required to include a Workforce Planning Analysis in their Comprehensive Climate Action Plan. This PDF from the EPA provides guidance on a variety of activities that can fulfill this requirement.
- **DOL American Job Centers**
 - **American Job Center Finder**
 - The American Job Centers network connects the nearly 2,300 job centers nationwide to help workers and employers alike search for training and job opportunities. With the American Job Center Finder, you can find a job center near you that fits your needs.
- **Bureau of Labor Statistics Occupational Outlook Handbook**
 - The BLS Handbook is an interactive tool that provides guidance on career and job selection. It includes details on pay, training opportunities, education requirements, and more.

- **State Labor Market Information Offices**
 - This site from the U.S. Bureau of Labor Statistics links each state's point of contact for information on the labor market.
- **DOE Map a Career in Clean Energy**
 - The Department of Energy provides unique job maps for a variety of clean energy careers considering levels of professional experience and one's desired focus area.
- **DOE Better Buildings Initiative Workforce Accelerator**
 - The Department of Energy's Better Buildings Accelerators are collaborative networks that allow for the sharing of new strategies and practices in clean energy deployment. For both the public and private sectors, the Accelerators convene people to raise building science knowledge in the national building-related workforce.
- **DOL Youth Programs and Services**
 - For those looking for youth-centered employment services, the Department of Labor provides multiple spaces for collaboration and opportunity sharing.
- **Guide to State and Local Workforce Data**
 - The Employment and Training Administration at the Department of Labor provides links to comprehensive employment and economic data from public and private sources, and information on how to use that data.
- **Joint Office of Energy and Transportation: Workforce Development Resources**
 - Joint Office resource that provides links to additional workforce development resources.
- **DOT Grant Application Checklist for a Strong Transportation Workforce and Labor Plan**
 - DOT resource that provides a list of core components of a strong job quality and workforce plan. A checklist is provided of additional criteria that may indicate the strength of a job quality and workforce plan and/or grant program.
- **US Energy and Employment Report**
 - **Public data**
 - **State level report**
 - US DOE report that evaluated the status and trends of employment in the US energy sector in 2022. Covered industries included motor vehicles, energy efficiency, fuels, transmission, distribution and storage, and electric power generation.
- **US Climate Alliance Framework and Resource Guide (August 2022)**
 - USCA and BlueGreen Alliance report that provides guiding principles and intended outcomes, strategies for achieving equity, existing in-state legislative actions, and additional state strategies to achieve an equitable and just transition.
- **Guidance on Supportive Services for Child Care and Long-term Care**
 - Guide from the U.S. Department of Labor that details how key stakeholders in workforce development can invest in supportive care services to assist their

workers and promote job equity, including best practices and example strategies.

- **Good Jobs Principles**
 - Framework from the U.S. Department of Labor and Department of Commerce on what comprises a good job, including how to implement the principles across sectors.
- **Skills-First Hiring Starter Kit**
 - A guide from the Good Jobs Initiative from the U.S. Departments of Labor and Commerce on how to maintain skills-first strategies for hiring, promotion, and talent management. Intended to further the conversation around job equality by promoting workers based on their skills, rather than college degrees or other indicators.
- **Job Quality Toolkit**
 - Tool created by the U.S. Department of Commerce to aid small- to medium-sized organizations ensure they offer high quality jobs to increase worker satisfaction and engagement, resulting in a more competitive position in the marketplace.
- **Good Jobs in Federal Investments: A Toolkit for Employers, Workers, and Government**
 - Tool from the U.S. Department of Labor that provides further information on their Good Jobs Initiative, outlines the structure of a good job, and offers action items to ensure equity and job quality across the board.
- **Green Workforce Connect**
 - Green Workforce Connect is supported by the U.S. Department of Energy and makes connections between employers, educators, and job seekers, with additional resources on home energy performance careers.
- **Successes and Solutions Center of the Weatherization Assistance Program**
 - The U.S. Department of Energy's WAP Successes & Solutions Center provides a centralized and searchable hub for successful solutions (big and small) that are helping WAP organizations improve processes or outcomes for staff and clients.
- **CareerOneStop**
 - Sponsored by the U.S. Department of Labor Employment and Training Administration, CareerOneStop provides a variety of tools for the job search, including how-tos, career assessments, and unemployment options.
 - **mySkills myFuture**: input a previous job and see careers that utilize a similar skillset
 - **GetMyFuture**: provides introductory information and steps for different goals, including finding work, graduating, and self employment.
- **MyNextMove**
 - MyNextMove provides resources for the job search and allows job seekers to organize their search by key words, industry, or interests.

State

- **Maryland Electric Vehicles and Infrastructure by the Numbers**
 - Developed by the Maryland Zero Emission Electric Vehicle Infrastructure Council (ZEEVIC) as part of the 2024 ZEEVIC Annual Report, By the Numbers highlights key metrics about electric vehicle (EV) adoption, charging infrastructure, and a variety of ongoing efforts that support the transition to zero emission vehicles (ZEVs).
- **Maryland DNR Conservation Careers Guide**
 - DNR resource that provides guidance to Marylanders, particularly students, who are interested in entering a conservation-based career. The resource offers background on what qualifies as a conservation career, provides career spotlights from successful individuals in the field, offers educational and workforce development pathways, and advice on how to apply for jobs in the conservation field.
- **MEA & NASEO Maryland 2021 Clean Energy Industry Report**
 - MEA and NASEO report that details employment and findings across five key sectors of the clean energy economy: Energy Efficiency; Clean Energy Generation; Alternative Transportation; Clean Grid and Storage; and Clean Fuels. Data from 2016 through 2021.
- **Maryland Just Transition Study Update for the 2030 Greenhouse Gas Reduction Act Plan**, by Towson University (October 2021)
 - MDE and RESI (Towson University) report that evaluated the economic dislocations resulting from potential carbon mitigation strategies as part of the State's 2030 Greenhouse Gas Emissions Reduction Act (GGRA) Plan.
- **Maryland Workforce Needs Assessment Report:**
 - Identifies the baseline workforce of fully qualified energy workers, projects the future energy efficiency workforce demand, and provides resources for the Maryland Energy Administration (MEA) to utilize for workforce tracking and development opportunities.
- **The Building Energy Implementation Task Force of 2023**
 - Established due to the Climate Solutions Now Act of 2022 and provided recommendations to the General Assembly and Governor on implementation needs for Maryland's building decarbonization efforts. The Task Force published a report that recommends best practices for buildings, including funding and financing, workforce development, limited income housing support, supporting Building Energy Performance Standards (BEPS), and other building sector initiatives.

Technical Assistance

- **DOL Registered Apprenticeships**
 - The Department of Labor offers a Registered Apprenticeship Program for employers to support career development for their workforce. Employers have the opportunity to create or join a program, while participants gain paid work experience, classroom training, and a nationally-recognized credential.
- **DOE Solar Design and Installation Training**
 - The Department of Energy website provides links to recent training and support programs in the solar field as well as career maps and best practice documents.
- **Workforce GPS**
 - Sponsored by the U.S. Department of Labor Employment and Training Administration, WorkforceGPS provides technical assistance for workforce professionals, educators, and business leaders.
 - **Innovation and Opportunity Network:** Provides resources to enact the Workforce Innovation and Opportunity Act (WIOA)