

Introduction

The **Better Buildings Workforce Accelerator (BBWA)** is a DOE initiative seeking to raise the level of building science and energy efficiency knowledge in the nation’s building-related workforce. Through the BBWA, DOE engages industry partners in activities that build interest and awareness, streamline pathways, and improve skills for green building careers.

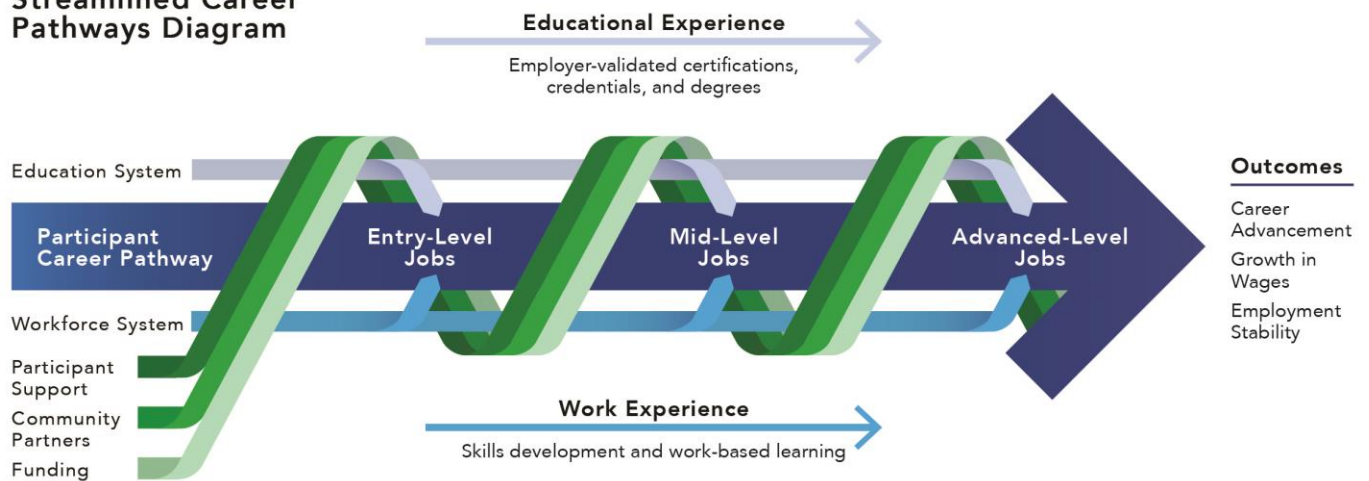
This fact sheet presents the most valuable insights and resources from a November 2022 BBWA convening of workforce experts around the topic of Streamlining Career Pathways. The Workshop presented ways to support green building trainers and employers in understanding, developing, and communicating about career pathways to their trainees and to fellow workforce stakeholders.

Streamlining Building Efficiency Career Pathways

Recruitment and training receive significant attention in workforce development. But equally important is ensuring that trainees and workers have and are aware of a clear pathway both into and through their careers.

A **streamlined career pathway** is a *clear sequence of employer-validated education, credentials, and experience that allow workers to obtain employment and advance to jobs with progressively more responsibility and fair compensation.*

Streamlined Career Pathways Diagram



If all of these elements are not present, career pathways may be fragmented or unclear. When learners and workers don’t understand what their options and next steps are to progress, it can lead to low morale, disengagement, and lost productivity.

While some careers that support green and energy-efficient buildings exist as standalone pathways, many are embedded within existing trades and professions. Therefore, developing new or streamlining existing pathways may require coordination with not only employers, but other

stakeholders that provide complimentary or transferable skills training and education.

Key Takeaways:

► Develop & Engage With a Career Pathway Ecosystem

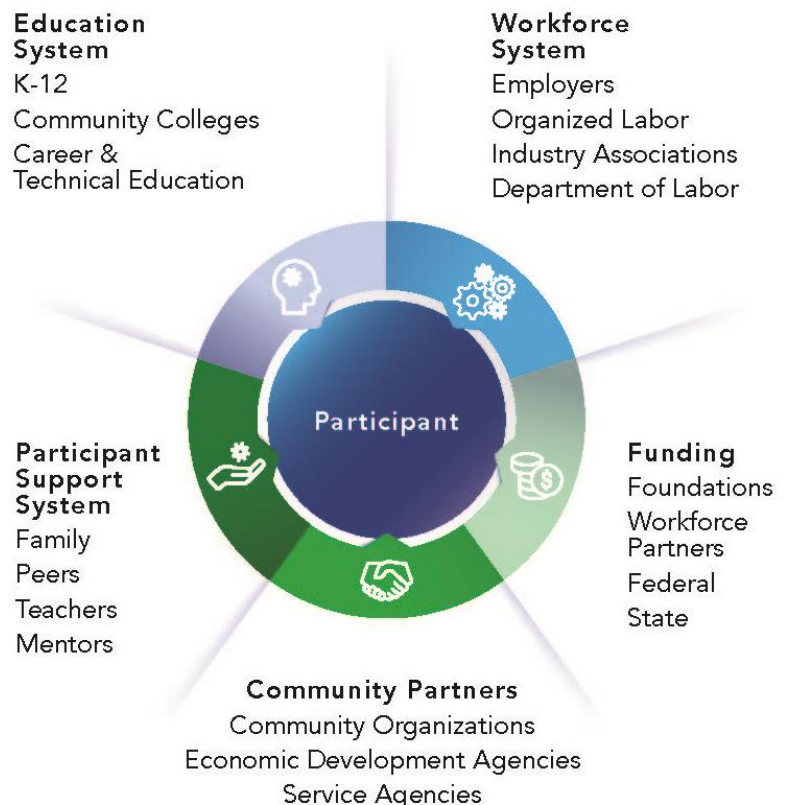
Creating meaningful career pathways requires an ecosystem of interconnected partners to support learners and workers as they prepare for and progress through their careers. The graphic to the right describes types of ecosystem partners that are included in the graphic on the previous page.

► The Role of Diversity, Equity, Inclusion, and Access (DEIA)

To ensure that participants – especially those from disadvantaged communities – are able to successfully access and advance through their career pathways, all partners within the ecosystem must assess and address DEIA barriers. More information on approaches can be found in the BBWA DEI fact sheet in the resources section of this document.

► Work-Based Learning as a Model

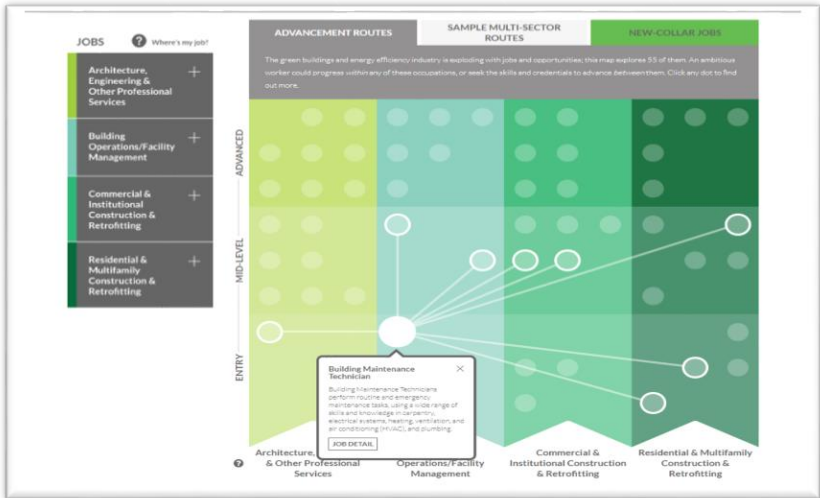
Work-based learning (WBL) is a training approach that illustrates a streamlined approach to supporting career pathways for trainees and workers. WBL combines paid on-the-job learning with formal classroom or online instruction that is aligned closely with employer needs. Apprenticeships are one type of model based on WBL, which lay out clear expectations for advancement in responsibility and compensation over the course of a career.



What can you do to streamline career pathways for your workforce?

1. Leverage industry partnerships to engage employers in the design and delivery of training.
2. Develop training environments that offer opportunities for self-paced and contextualized learning.
3. Invest resources in the development of supportive/wrap-around and job placement services.
4. Develop and use accessible assessments to provide credit for prior learning and work experience.
5. Align policies and programs to support equity and access to advancement opportunities.

Table 1. Resources to Understand, Develop, and Communicate Clear Career Pathways

Resource Name	Description
General Career Pathways Research and Toolkits	
Advancing Career and Technical Education in State and Local Career Pathways Systems	A guide developed by Jobs for the Future (JFF) to support state and local efforts to create comprehensive Career Pathways systems that include CTE, industry, education, workforce, and economic development partners. Includes case studies.
Building Registered Apprenticeship Programs: A Quick-Start Toolkit	A toolkit from the U.S. Department of Labor that addresses each step in developing training and career pathways through the apprenticeship approach.
Diversity, Equity, and Inclusion Factsheet	Resource guide developed by the BBWA to support green building trainers and employers in reaching, onboarding, and retaining a diverse workforce.
JFF's Program Design Framework for Diversity, Equity, Inclusion, and Accessibility	A framework from JFF that “offers a set of actionable program design considerations that respond to existing systemic barriers and challenges.”
Green Buildings Career Map	<p>Interactive career mapping tool for green building occupations nationally, developed by the Interstate Renewable Energy Council (IREC). The map highlights 55 jobs and over 300 advancement routes, including “new-collar” occupations that focus more on a candidate’s skills during the hiring process than on their level of education. Similar interactive careers maps are available for the solar, HVAC, wind, and advanced manufacturing industries.</p> 
Examples of Career Pathway Resources for Construction and Clean Energy Industries	
Career Pathways Dictionary	A framework for college and career readiness and success for State of Illinois residents.
Career Pathways Construction	Career Pathway model developed by the Missouri Economic Research and Information Center.
Career Pathways to Quality Jobs in Construction, Hospitality, and Healthcare	Report developed for the City of Boston that describes their career pathway model and defines quality jobs.
Minnesota State CareerWise	Tool for career exploration, skill assessments, and career planning. Includes career pathways for Construction and Maintenance and Operations.
Tracks to Trades: A Resource Guide to Pursuing a Career in Construction	Career Pathway and Apprenticeship model developed for trades programs in Chicago.

For more information and resources, visit the [Better Buildings Workforce Development portal](#).

Published February 2023 | DOE/EE-2681