

Clean Economy Sector Profile

*One of Five Priority Sectors for the South
Central Coast under California Jobs First*



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Key Findings

1. **The Clean Economy sector represents a high-priority investment opportunity for the South Central Coast (SCC) region.** With nearly 22,500 jobs and an average wage 32% above the regional economy-wide average, the industry is core to achieving climate goals, while also providing high-paying workforce opportunities, and supporting emerging technologies. The sector is also growing and evolving, with Industry employers anticipating continued employment growth over both the next 12 months and the next three years.
2. **Changing skills and automation are likely to impact priority occupations broadly across the Clean Economy sector.** All priority occupations are moderately to highly affected by automation, with many employers reporting considerable skill changes for key occupations. Community colleges and other training providers must continue to strengthen industry partnerships to adequately respond to evolving skill sets and occupational demand. Ongoing curriculum updates, employer feedback loops, and incumbent-worker upskilling will be crucial to maintaining Clean Economy worker readiness.
3. **Community colleges can play a key role in supporting job readiness for Clean Economy occupations.** Employer interest in apprenticeships, internships, bootcamps, and job readiness programs is very high, but only about half of surveyed employers report partnering with community colleges. This suggests an opportunity to better connect employer demand for training models to community college-led workforce pathways.
4. **Core trades, including Carpenters, Electricians, Plumbers, Pipefitters, Steamfitters, and HVAC/R workers, should anchor the region's workforce strategy and community college prioritization.** These occupations have large employment bases, strong regional demand, and direct relevance to building decarbonization, which is central to the region's largest Clean Economy industry, Energy Efficiency. They also offer strong advancement potential, making them accessible pathways into higher-wage Clean Economy careers. Prioritizing occupations that are both high-demand and mobility-enhancing represents one of the region's most immediate workforce development opportunities.

Introduction

This Clean Economy Report is part of a larger series that explores “Bet” and “Accelerate” sectors in the SCC region, which includes San Luis Obispo, Santa Barbara, Ventura, and Northern Los Angeles Counties. Under California Jobs First, which presents a comprehensive approach to advancing the state's economy, Clean Economy is both a “Bet” and “Accelerate” sector due to its projected growth and strategic importance to the region's innovation ecosystem. This designation signals state-level commitment to expanding Clean Economy industries and workforce pipelines.

This report explores opportunities and challenges in the SCC's Clean Economy sector. However, some data limitations exist as North American Industry Classification System (NAICS) codes lack granularity and may not accurately reflect emerging industries in renewable energy, energy efficiency, and transmission, distribution, and storage. A full list of NAICS codes included in the Clean Economy definition is available in Appendix A.

Sector Landscape

The Clean Economy is both a “Bet” and an “Accelerate” sector in the SCC region, reflecting its dual role as an area of active investment and innovation and as a source of projected employment growth. Local assets, such as the Diablo Canyon nuclear power plant, coupled with expanding federal-level demand for nuclear power, are likely to continue to drive nuclear workforce growth, although nuclear fusion represents a more long-term growth prospect given uncertainty regarding the development timeline of the technology. The region's coastline also provides opportunities to support offshore wind and offshore oil and gas decommissioning, while California's 2025 Energy Code standards will boost demand for heat pumps, energy efficiency, and building-electrification skills across HVAC, construction, and building-systems work.

While growth is expected, challenges may still constrain growth. Many clean energy technologies face permitting and regulatory hurdles that influence funding, policy support, deployment, and public perception. Large-scale clean energy deployment requires investment in grid infrastructure and storage, which shape market readiness. Additionally, while the clean energy transition is a priority for the region, the timing and scale of growth depends on macro-level factors that create uncertainty in workforce demand.

The South Central Coast has nearly 22,500 Clean Economy jobs as of 2025, with an average wage higher than the region's overall average. The average Clean Economy wage in the SCC is \$92,324, 32% higher than the region's economy-wide average of \$70,054. The concentration of Clean Economy workers in the region is consistent with the greater national makeup of Clean Economy workers.¹ The region is home to Clean Economy employers such as BayWa r.e., Air Control Systems, Dudek, PG&E, and Central Coast Community Energy (3CE), just to name a few.

Industry Landscape

The Clean Economy sector is classified into seven industries:

- **Clean Fuels** research and development.
- **Clean Technology Manufacturing**, including electric components supporting electrification and battery manufacturing.
- **Energy Efficiency and Construction**, including the design, production, and installation of energy-efficient building materials and appliances.

¹ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

- **Environmental Services and Circular Economy**, including remediation and waste services.
- **Professional Services** supporting decarbonization and electrification.
- **Renewable Electricity Generation**, including solar, wind, nuclear, geothermal, hydroelectric, and biomass.
- **Transmission, Distribution, and Storage (TDS)**, including grid infrastructure and smart grids.

Energy Efficiency workers make up about one-third (33%) of the SCC Clean Economy workforce, primarily engaging in building decarbonization and energy efficiency activities. The next-largest Clean Economy industry is Professional Services, representing 31% of the Clean Economy workforce, while Clean Tech Manufacturing accounts for 15%, and the remaining sectors make up the remaining 21%.²

Transmission, Distribution, and Storage workers earn the highest salaries in the region's Clean Economy, at over \$141,600 annually. Renewable Generation and Professional Services workers also earn high wages, at over \$134,800 and almost \$116,700, respectively.³ While these sectors offer the greatest earnings opportunities, they have experienced a decline in job growth over the last five years, most significantly in Renewable Energy Generation. These declines are likely exacerbated by federal policy changes, including the One Big Beautiful Bill Act, which included the accelerated phaseout of wind and solar tax credits, tighter eligibility requirements for clean energy incentives, and new restrictions related to foreign entities and supply-chain eligibility.⁴ Continuing investment and regional focus on these three high-paying sectors will be paramount to maintaining high-wage Clean Economy opportunities.

Clean Fuels, Environmental Services and Circular Economy, and Energy Efficiency have exhibited the highest rates of job growth over the last five years. The Clean Fuels industry led growth at 29%, followed by Environmental Services and Circular Economy (11%) and Energy Efficiency (4%). Wages in these industries exceed the economy-wide average, ranging from approximately \$71,300 in Energy Efficiency to over \$85,000 in Clean Fuels and Environmental Services and Circular Economy.⁵ Together, these trends indicate that historical job growth has been concentrated in industries that offer comparatively strong wages relative to the broader regional economy.

Demand Expectations

Clean Economy employers predict growth. Over half (58%) of surveyed employers predict headcount growth within the next 12 months, with 29% anticipating an increase of 10% or higher. Expectations are even stronger over the three-year time frame, with nearly two-thirds (64%) of employers predicting headcount growth, and almost four in ten (38%) anticipating growth over 10%.

According to stakeholder interviews, several factors are expected to drive regional job growth over the next few years. For example, Morro Bay offshore wind activity is expected to fuel demand for turbine

² JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

³ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

⁴ Sam Kamyans et al., "'One Big Beautiful Bill Act' Brings Big Changes to Green Energy Tax Credits," *Kirkland & Ellis*, August 6, 2025, <https://www.kirkland.com/publications/kirkland-alert/2025/08/one-big-beautiful-bill-act-brings-big-changes-to-green-energy-tax-credits>.

⁵ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

maintenance and transmission jobs, while distributed energy resources and virtual power plants are expected to fuel demand for electrical technicians. Additionally, the aging of early solar installations is expected to spur demand for panel maintenance and recycling technicians. Petroleum well remediation also represents an opportunity to transition workers exiting the fossil fuel industry. In addition, nuclear fusion represents a potential longer-term opportunity that may initially fuel demand for construction and trades workers, followed by demand for engineers, manufacturing technicians, and plant operators.

Occupational Findings

Carpenters; Electricians; and Plumbers, Pipefitters, and Steamfitters constitute a large portion of the regional Clean Economy workforce and thus constitute core workforce development priorities. As of the third quarter of 2025, the Clean Economy in the SCC employed over 5,750 Carpenters, nearly 2,950 Electricians, and over 2,100 Plumbers, Pipefitters, and Steamfitters.⁶ These occupations all participate in building decarbonization and energy efficiency work and define regional priorities in workforce development. Other high-employment occupations include HVAC/R Mechanics and Installers, Heavy and Tractor-Trailer Truck Drivers, Civil Engineers, and Operating Engineers.

Emerging roles may also warrant more targeted workforce development efforts as the region's Clean Economy evolves. Near-term demand is expected to grow for Electrical Technicians as utilities and contractors respond to grid modernization needs, while Energy Auditors and Solar Panel Maintenance Technicians will play a growing role in supporting building decarbonization, energy efficiency, and maintenance of aging solar installations. Other roles are tied to more specialized or longer-term opportunities, including Environmental Remediation Technicians, who support petroleum well decommissioning; Wind Turbine Technicians connected to the region's offshore wind potential; and Nuclear Technicians aligned with future opportunities in the nuclear fusion industry.

Job Advancement

Nearly three-quarters (72%) of priority Clean Economy occupations offer high wages or strong advancement potential, underscoring the role these jobs can play in supporting economic mobility. Twenty-five occupations were selected as priority Clean Economy occupations due to their importance to Clean Economy activities, high employment levels, and relevance to the region (see full occupation list in Appendix A).

Ten of these occupations offer high wages at entry and are not included in job advancement metrics because they are considered top-tier roles.⁷ Among the remaining occupations, eight have high

⁶ JobsEQ. U.S. Bureau of Labor Statistics. Occupational Employment and Wage Statistics, 2025Q3.

⁷ These occupations include Electrical and Electronics Repairers, Powerhouse, Substation, and Relay; Industrial Production Managers; Industrial Engineers; Computer Numerically Controlled Tool Operators and Programmers; Market Research Analysts and Marketing Specialists; Civil Engineers; Mechanical Engineers; Electrical Engineers; Line Installers and Repairers.

advancement potential, meaning they are especially well positioned to help workers advance their careers and increase their earnings.⁸ These include:

- Architectural and Civil Drafters;
- Carpenters;
- Chemical Technicians;
- Civil Engineering Technologists and Technicians;
- Electricians;
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers;
- Plumbers, Pipefitters, and Steamfitters;
- Solar Photovoltaic Installers.

Automation

All priority Clean Economy occupations are expected to be moderately to highly affected by automation. Eighteen of the priority occupations are moderately automatable, while the remaining seven are highly automatable.⁹ These seven occupations include:

- Architectural and Civil Drafters;
- Chemical Equipment Operators and Tenders;
- Computer Numerically Controlled Tool Operators and Programmers;
- Industrial Machinery Mechanics;
- Operating Engineers; and Other Construction Equipment Operators;
- Refuse and Recyclable Material Collectors;
- Welders, Cutters, Solderers, and Brazers.

As automation changes the tasks, tools, and skill requirements associated with these occupations, training programs will need to maintain close partnerships with employers to ensure workers are prepared for evolving industry needs and potential shifts in demand.

Skills

Most employers report considerable changes in the skills and abilities required for Clean Economy workers due to evolving technologies, market conditions, or expectations.¹⁰ The occupations with the

⁸ BW Research. Job Advancement Index, 2026. The Job Advancement Index classifies occupations into three categories based on workers' potential to advance to higher-paying job opportunities. These high advancement potential occupations are classified as Category 1 occupations that are most likely to provide higher-paying job opportunities. See Appendix D for more details.

⁹ BW Research. Job Automation Index, 2026. The Job Automation Index classifies occupations into three levels based on the proportion of skills and tasks that can be automated within a particular occupation. These highly automatable occupations are classified as Level 3 occupations that are most likely to experience automation and AI-related employment effects. See Appendix D for more details.

¹⁰ Since survey responses were limited, these findings should be interpreted directionally rather than as strict quantitative findings.

most acute changes in skills, or at least two-thirds of employers reporting considerable skill changes, include:

- Architectural and Civil Drafters;
- Chemical Equipment Operators and Tenders;
- Civil Engineers;
- Computer Numerically Controlled Operators and Programmers;
- Hazardous Materials Removal Workers;
- Heavy and Tractor-Trailer Truck Drivers;
- Industrial Machinery Mechanics;
- Operating Engineers;
- Plumbers, Pipefitters, and Steamfitters;
- Refuse and Recyclable Material Collectors.

As with automation, occupations experiencing considerable skill changes require workforce development organizations and trainers to maintain close connections with employers and ensure that curriculum and training pathways reflect industry needs.

Stakeholders in executive interviews highlighted specific technical skills gaps for workers in the Clean Economy. Building decarbonization is reportedly increasing demand for workers with electrification expertise, particularly heat pump installation, as California's 2025 Energy Code Standards take effect. This transition also requires stronger home energy advising skills, including knowledge of energy-efficient technologies, rebates, and incentives.

In clean transportation, employers highlighted the growing importance of fleet electrification expertise, including data analytics and basic proficiency in physics. Other emerging needs are more specialized, including solar panel maintenance and recycling, hands-on electrical troubleshooting, and climate-smart agriculture planning.

Training Landscape

Surveyed Clean Economy employers reported strong interest in training programs to strengthen workforce pipelines. Nearly all employers expressed interest in apprenticeship programs, with 97% indicating they were very or somewhat interested and more than half (57%) reporting they were very interested. Interest was also high for internship programs at 94%, and for technical bootcamps and job readiness programs, each at 93%.

About half (53%) of respondents reported partnering with community colleges to recruit, hire, and train workers. Partnership rates are higher for community colleges than unions, workforce development boards, and nonprofits or community organizations; however, they lag four-year colleges, with a partnership rate of 66%, and high school, technical, or vocational schools at 58%.

Findings suggest that employers are receptive to training partnerships, but that opportunities remain to better align high-interest training models with existing education and workforce relationships.

Community colleges are already an important partner for many Clean Economy employers, positioning them to play a larger role in expanding apprenticeships, internships, bootcamps, and job readiness programs that respond directly to employer needs.

Training Inventory

The South Central Coast offers 185 Clean Economy training programs.¹¹ Of these, 130, or 70% are offered by community colleges. Training opportunities are distributed throughout the regions, with some county-specific concentration. Los Angeles County offers the most training opportunities, with 62 programs, followed by Ventura County, with 56 and Santa Barbara County, with 46. San Luis Obispo County trails with 21 training programs.

Available training opportunities include pre-engineering pathways, with electrical, mechanical, and civil focuses, that build the math, physics, and problem-solving foundations needed for the region's largest and most important Clean Economy occupations. While community colleges generally do not offer bachelor's degrees in these fields, they play an essential role in building the engineering pipeline by providing STEM foundations and engineering fundamentals, which are essential for transfer paths. Additionally, welding, HVAC, and CNC machining programs support technician-level roles in building electrification and clean-tech manufacturing.

Several priority occupations expected to experience significant skill changes are already supported by strong regional community college training capacity. Welders, Cutters, Solderers, and Brazers have the largest community college program footprint, with 21 programs across the region. Architectural and Civil Drafters and Mechanical Engineering occupations each have 15 programs, while HVAC/R Mechanics and Installers have 13. These occupations are also expected to undergo significant skill change, underscoring the importance of maintaining alignment between existing training programs and evolving industry needs. Architectural and Civil Drafters and HVAC/R Mechanics and Installers also have high advancement potential, suggesting they can serve as important entry points into higher-paying career pathways.

Seven priority occupations remain underserved despite strong career advancement potential.

Chemical Equipment Operators and Tenders; Civil Engineering Technicians; Hazardous Materials Removal Workers; Line Installers and Repairers; Operating Engineers; and Plumbers, Pipefitters, and Steamfitters have no identified community college training programs in the region, while Solar Installers have only two. Most of these occupations are expected to experience changing skill requirements, underscoring the need for more accessible local training opportunities that prepare new workers and support upskilling for incumbent workers. With the exception of Line Installers and Repairers, which is already a high-wage occupation, each also offers moderate or high advancement potential, further strengthening the case for expanded pathways into these careers.

¹¹ Training inventory reflects major public institutions and a sample of private and union programs and does not constitute a comprehensive list of all providers in the region.

Community College Prioritization

The following occupations represent the highest-priority occupations for community college development:

- **Carpenters;**
- **Electricians;**
- **HVAC Technicians;**
- **Plumbers, Pipefitters, and Steamfitters.**

These occupations have high demand, employing over 1,500 workers in the region; high advancement potential; require less than a four-year degree for entry; and are central to the Clean Economy.

Medium-priority occupations include:

- **Operating Engineers;**
- **Heavy and Tractor-Trailer Truck Drivers.**

These occupations have moderate to high demand of more than 700 workers in the region, moderate advancement potential, require less than a four-year degree at entry, and support multiple Clean Economy industries.

Emerging occupations for community colleges include:

- **Electrical Technicians;**
- **Energy Auditors;**
- **Environmental Remediation Technicians;**
- **Solar Panel and Recycling Maintenance Technicians.**

These occupations were cited by stakeholders as emerging short to medium-term hiring needs and require less than a four-year degree for entry.

Key Constraints to Workforce Development

While the region is well-positioned to support Clean Economy growth, several constraints may limit the impact of workforce development efforts. Permitting hurdles, regulatory uncertainty, and funding challenges affect project timelines, shaping when and how employers hire and train workers. Uncertain development paths for emerging industries such as offshore wind and nuclear also make it harder for education and training providers to plan new curricula. At the same time, aging infrastructure and decommissioning work are creating demand for specialized remediation skills, even as regional training pathways remain limited. These challenges are compounded by rapid skill changes in building electrification, grid modernization, and emerging technologies, underscoring the need for stronger employer-educator feedback loops and greater awareness of Clean Economy career pathways.

Recommendations

The Clean Economy sector offers strong opportunities to support regional and statewide goals related to decarbonization, electrification, sustainability, and grid and climate resilience, while advancing the core mission of California's community colleges: to advance economic growth through accessible workforce training and career education.

Regional recommendations to facilitate workforce opportunities in the Clean Economy include:

- **Coordinate Clean Economy advisory structures to share insights, reduce duplication of effort, and align training with sector-specific needs.** Stakeholders reported duplication of training efforts across the region, creating confusion among employers, training providers, and prospective workers. A more coordinated advisory structure could help partners share labor market insights, identify common training priorities, and clarify which institutions are best positioned to serve different Clean Economy subsectors.
- **Align curriculum development timelines for emerging technologies to prepare for evolving skills needs.** This is particularly relevant for longer-term opportunities such as nuclear and offshore wind, where uncertain development timelines make it difficult to determine when to launch new programs. Earlier coordination among employers, educators, and industry partners can help identify transferable skills, sequence training investments, and prepare scalable curriculum models as these sectors mature.
- **Develop shared employer engagement strategies for utilities and other Clean Economy employers to streamline outreach and expand work-based learning.** Shared engagement strategies can streamline outreach, facilitate communication of employers' hiring and skill needs, and support the expansion of apprenticeships, internships, and other work-based learning opportunities.
- **Expand access for nontraditional learners through wraparound supports and targeted outreach to strengthen participation in Clean Economy career pathways.** Many Clean Economy occupations offer strong wages and advancement potential, but jobseekers may face barriers related to cost, scheduling, transportation, childcare, and/or limited awareness of available pathways. Targeted outreach, flexible program design, and supportive services can help broaden participation and connect more residents to emerging Clean Economy opportunities.

In addition to the region-wide recommendations, there are various opportunities for community colleges specifically to best support Clean Economy workforce growth:

- **Continue to scale the most high-value programs, especially in the trades.** Community colleges can build on existing program strengths in HVAC, pre-engineering, and advanced manufacturing to support occupations with strong employer demand, changing skill requirements, and advancement potential. Expanding capacity in these areas can help meet near-term workforce needs while strengthening pathways into higher-wage Clean Economy careers.

- **Close skills gaps through work-based learning.** Internships, short-term credentials, pre-apprenticeships, and job readiness programs can help address cross-cutting foundational and technical skill gaps across Clean Economy industries. These models are especially valuable when co-designed by employers and tied to clear hiring needs, workplace expectations, and opportunities for continued advancement.
- **Facilitate the regional advisory structure to deepen alignment across regions.** Community colleges can strengthen and scale advisory structures, employer engagement, and regional coordination to keep programs aligned with evolving Clean Economy needs. Sustained feedback loops with employers can help colleges update curricula, avoid duplicative efforts, and respond more quickly to changes in technology, project timelines, and occupational demand.

Appendix A: NAICS Industry Definition

Classification	Industry	NAICS	Description
Primary	Renewable Generation	221111	Hydroelectric Power Generation
		221113	Nuclear Electric Power Generation
		221114	Solar Electric Power Generation
		221115	Wind Electric Power Generation
		221116	Geothermal Electric Power Generation
		221117	Biomass Electric Power Generation
	Environmental Services and Circular Economy	562910	Remediation Services
Secondary	Clean Fuels	325193	Ethyl Alcohol Manufacturing
		325199	All Other Basic Organic Chemical Manufacturing
	Energy Efficiency and Construction	236115	New Single-Family Housing Construction (except For-Sale Builders)
		236116	New Multifamily Housing Construction (except For-Sale Builders)
		236117	New Housing For-Sale Builders
		236118	Residential Remodelers
		236210	Industrial Building Construction
		236220	Commercial and Institutional Building Construction
		237990	Other Heavy and Civil Engineering Construction
		238110	Poured Concrete Foundation and Structure Contractors
		238120	Structural Steel and Precast Concrete Contractors
		238130	Framing Contractors
		238140	Masonry Contractors
		238150	Glass and Glazing Contractors
		238170	Siding Contractors
		238190	Other Foundation, Structure, and Building Exterior Contractors
		238220	Plumbing, Heating, and Air-Conditioning Contractors
		238290	Other Building Equipment Contractors
		238310	Drywall and Insulation Contractors
		238320	Painting and Wall Covering Contractors
		238330	Flooring Contractors
		238340	Tile and Terrazzo Contractors
		238350	Finish Carpentry Contractors
		238390	Other Building Finishing Contractors
		238990	All Other Specialty Trade Contractors
		333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing
		423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers
		238160	Roofing Contractors
		238210	Electrical Contractors

Classification	Industry	NAICS	Description
Secondary	Clean Technology Manufacturing	327993	Mineral Wool Manufacturing
		332321	Metal Window and Door Manufacturing
		332410	Power Boiler and Heat Exchanger Manufacturing
		333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing
		333414	Heating Equipment (except Warm Air Furnaces) Manufacturing
		333611	Turbine and Turbine Generator Set Units Manufacturing
		333613	Mechanical Power Transmission Equipment Manufacturing
		333912	Air and Gas Compressor Manufacturing
		333914	Measuring, Dispensing, and Other Pumping Equipment Manufacturing
		333995	Fluid Power Cylinder and Actuator Manufacturing
		333996	Fluid Power Pump and Motor Manufacturing
		334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use
		334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables
		334514	Totalizing Fluid Meter and Counting Device Manufacturing
		334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
		335131	Residential Electric Lighting Fixture Manufacturing
		335132	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing
		335139	Electric Lamp Bulb and Other Lighting Equipment Manufacturing
		335210	Small Electrical Appliance Manufacturing
		335220	Major Household Appliance Manufacturing
		335311	Power, Distribution, and Specialty Transformer Manufacturing
		335312	Motor and Generator Manufacturing
		335910	Battery Manufacturing
		335931	Current-Carrying Wiring Device Manufacturing
		335932	Noncurrent-Carrying Wiring Device Manufacturing
		335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing
		336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing
	Environmental Services and Circular Economy	562111	Solid Waste Collection
		562112	Hazardous Waste Collection
		562211	Hazardous Waste Treatment and Disposal
		562213	Solid Waste Combustors and Incinerators
	Professional Services	811210	Electronic and Precision Equipment Repair and Maintenance
		813312	Environment, Conservation and Wildlife Organizations
		541330	Engineering Services
		541340	Drafting Services
		541350	Building Inspection Services
		541380	Testing Laboratories and Services
		541620	Environmental Consulting Services

Classification	Industry	NAICS	Description
Secondary	Professional Services	541690	Other Scientific and Technical Consulting Services
		541713	Research and Development in Nanotechnology
		541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)
		423330	Roofing, Siding, and Insulation Material Merchant Wholesalers
		423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers
		423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers
		423690	Other Electronic Parts and Equipment Merchant Wholesalers
		423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers
		423740	Refrigeration Equipment and Supplies Merchant Wholesalers
	Renewable Generation	221118	Other Electric Power Generation
		221330	Steam and Air-Conditioning Supply
	Transmission, Distribution, and Storage (TDS)	221121	Electric Bulk Power Transmission and Control
		221122	Electric Power Distribution
		237130	Power and Communication Line and Related Structures Construction

Appendix B: Priority Occupations

Industry	SOC	Description
Renewable Generation	17-2071	Electrical Engineers
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-9041	Industrial Machinery Mechanics
	51-8013	Power Plant Operators
Environmental Services and Circular Economy	47-4041	Hazardous Materials Removal Workers
	53-3032	Heavy and Tractor-Trailer Truck Drivers
	53-7081	Refuse and Recyclable Material Collectors
Clean Fuels	11-3051	Industrial Production Managers
	19-4031	Chemical Technicians
	51-9011	Chemical Equipment Operators and Tenders
Energy Efficiency and Construction	47-2031	Carpenters
	47-2111	Electricians
	47-2152	Plumbers, Pipefitters, and Steamfitters
	47-2231	Solar Photovoltaic Installers
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Clean Technology Manufacturing	17-2112	Industrial Engineers
	51-4121	Welders, Cutters, Solderers, and Brazers
	51-9160	Computer Numerically Controlled Tool Operators and Programmers
Professional Services	13-1161	Market Research Analysts and Marketing Specialists
	17-2051	Civil Engineers
	17-2141	Mechanical Engineers
	17-3011	Architectural and Civil Drafters
	17-3022	Civil Engineering Technologists and Technicians
Transmission, Distribution, and Storage (TDS)	17-2071	Electrical Engineers
	47-2073	Operating Engineers and Other Construction Equipment Operators
	47-2111	Electricians
	49-9050	Line Installers and Repairers

Appendix C: Clean Economy Employer Survey

Methodology

Method	Online Survey (Email and Panel Respondents)
Universe	30,644 establishments in Santa Barbara, San Luis Obispo, Ventura, and Los Angeles Counties
Number of Respondents	126 total completes by firms in Santa Barbara, San Luis Obispo, Ventura, and Los Angeles Counties
Average Length	Online Survey – 17 minutes
Field Dates	April 15, 2026 through May 11, 2026

Appendix D: Data Sources

Data Element	Data Source
Sector Employment	United States Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025.
Sector Wages	
Occupational Employment	United States Bureau of Labor Statistics, Occupational Employment and Wage Statistics, 2025.
Occupational Wages	
Job Advancement	BW Research. Job Advancement Index, 2026. BW's Job Advancement Index measures workers' potential to advance to higher-paying job opportunities using longitudinal worker advancement data from the U.S. Census Bureau's Current Population Survey (CPS) (2000-2025). Advancement potential is not applicable for occupations already paying high wages. Category 1 occupations are most likely to provide higher-paying job opportunities. Category 2 occupations are somewhat likely to provide higher-paying job opportunities. Category 3 occupations are the least likely to provide higher-paying job opportunities.
Job Automation	BW Research. Job Automation Index, 2026. BW's Job Automation Index measures the proportion of skills and tasks that can be automated within a particular occupation using detailed knowledge, skills, and abilities (KSA) and work activity data from O*NET OnLine, 30.0 Database (2025). Level 1 occupations are the least likely to experience automation and AI-related employment effects. Level 2 occupations are somewhat likely to experience automation and AI-related employment effects. Level 3 occupations are most likely to experience automation and AI-related employment effects.
Employer Demand Expectations	BW Research. Regional Employer Survey, 2026.
Skills Change Expectations	
Employer Partnerships	
Stakeholder Insights	BW Research. Executive Interviews, 2026.
Training Inventory	BW Research. Regional Training Inventory, 2026.