

Digest of Green Reports and Studies

Title	<i>Green Collar Workers and Other Mythical Creatures</i>
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Summary	<p>“Green” is a continuous rather than a dichotomous variable. It is inappropriate to label entire industries or specific industries as “green.” Workers in the same industry, the same occupation and even within the same firm will vary in the environmental-friendliness and energy-efficiency of their detailed work activities. Indeed, one specific worker may be engaged in “green” activities one day and conventional (nongreen) activities the next. Moreover, the green work activities they perform will not necessarily require new knowledge, skills and abilities. Before racing to establish education and training programs to produce green collar workers, we need to: agree up an operational definition; avoid excessive exuberance in forecasting employment demand; carefully examine how (or even IF) new technology and materials will impact the requisite KSAs; and develop a measured and scalable response.</p>
Key Findings	Requests for nose counts of green collar workers are premature since there is no widely agreed upon operational definition.
Recommendations	The report offers an outcomes-based approach for identifying green collar workers that can be used to evaluate competing proposals for training grants under Title X
Definition of “Green”	NET reduction in energy consumption and NET reduction in toxic emissions, particularly of CO ₂ for each new position added to a firm or for legacy workers retrained with Title X dollars
Methodology	Conceptual – offers a bubble chart display to depict critical variables to enhance conceptual understanding of green impacts when planners prepare grant applications under Title X and decision makers evaluate them.
Data Sources Cited	O*NET, NAICS, SOC
Report Geography	any
Green Occupations Cited	Raises questions about “green” occupations being any different than nongreen. What, for example, would make one plumber green and another nongreen. The greenness of an occupation may well be imbedded in the materials used (e.g., certified lumber from a well-managed old growth forest) or the software (e.g., to integrate rooftop solar panels with household HVAC system) rather than in the skills required to install or use them.
Green Industries Cited	Construction, Automobile and Aircraft Manufacturing, Petroleum and Chemical Manufacturing, Alternative Energy/Biofuels, Agriculture
Keywords	Knowledge, skills and abilities, detailed work assignments
Legislation Cited	Title X of the Energy Independence and Security Act
Bibliography (Y/N)	Yes
Reviewer Name/Org	Richard Froeschle, Texas Workforce Commission

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