

OSSIA/OSEEF's Theory of Change (Approved on April 28,2023)

Problems (The Why)

Solar and storage need to dramatically scale up equitably to address the climate crisis, community resiliency, and shift the momentum from dependency on the fossil fuel industry

Nonrenewables remain the primary energy source for our society leading to:

- OSSIA/OSEEF facing opponents with significantly more resources
- Lawmakers and the public who may not know the challenges and barriers facing the deployment of solar and storage
- The upfront costs of solar and storage remain challenging for low and moderate-income electricity consumers

Past and present policies, processes, and societal beliefs created:

- Systemic barriers that limit under-advantaged and/or under-represented communities* from entering the trades, including solar and storage installation
- Policy and regulatory barriers to a rapid and solar and storage expansion
- Impacts and benefits of the solar and storage industry and solar workforce development are not equally distributed between rural and urban areas
- A power imbalance that reduced the ability to influence decision-makers around alternatives to nonrenewable energy and community resiliency, particularly under-advantaged communities* (i.e. includes communities of color, Tribal governments and indigenous communities, environmental justice communities, community-based groups, rural communities, people with disabilities, tribal & indigenous communities, and small businesses).

Strategies (The How)

1. **Partner with OSSIA members and OSEEF partners** to:

- a. Create and hold ethical standards of practice
- b. Provide quality and inclusive workforce trainings and programs
- c. Increase the cultural diversity of the solar and storage workforce and OSSIA membership
- d. Increase representation from under-advantaged members to include more solar and storage industry types/sectors
- e. Increase influence with decision-makers, particularly by and for under-advantaged groups

Collaborate with other stakeholders, elected officials, Tribal Governments and indigenous representatives, and state agencies to:

2. **Develop, advocate, and enact policies and rules** to:

- a. Accelerate the benefits, access, and integration of solar energy and storage by maintaining current markets and supporting the growth of a diverse solar and storage industry
- b. Improve practices and policies which create barriers to solar and storage, especially those that disproportionately impact solar access by under-advantaged communities (that includes trade licensing, net metering policies, incentives, siting, permitting, and codes)

3. **Build Oregon's varied solar workforce** to:

- a. Create safe, respectful, and fair workplaces
- b. Ensure the industry represents the local/state population, especially those who are under-advantaged
- c. Build capacity and skills of under-advantaged workers who can rapidly deploy safe and reliable energy and storage from distributed generation to utility-scale projects

Impacts (The Results)

1. Policymakers, regulators, and the public are fully educated and ready to take action about the values of, threats to, and opportunities for solar and storage
2. Stakeholders are educated about solar challenges and barriers and are empowered to actively collaborate to increase access to solar and storage
3. Local Jurisdictions and Communities proactively support increasing access to solar and storage
4. OSSIA and OSEEF are influential and well-respected organization by policymakers, stakeholders, and communities
5. Oregon has a stable and supportive regulatory environment
6. Partnerships and outreach are strong, collaborative, and inclusive
7. Training is high-quality, well-publicized, accessible, ethical, and supportive, achieves industry standards, and is well coordinated with pre-apprenticeship programs and the solar and storage industry
8. Pre-apprenticeship and apprenticeship programs produce high-quality workers that actively fulfill the solar and storage industry's labor needs
9. Solar and storage workforce and business owners equitably represent communities
10. The workforce of tomorrow is knowledgeable and excited about solar storage
11. OSSIA members have the resources they need to thrive in the Oregon solar and storage market. OSSIA membership is diverse, engaged, and thriving.

OSSIA's vision

Provide universal access to solar energy while contributing to a sustainable community.

OSEEF's vision

Solar energy in Oregon without barriers.

OSSIA's mission

to make solar energy a significant energy source and expand markets by strengthening the industry and developing a skilled and stable workforce.

OSEEF's mission

to bring together a diverse coalition to educate the public about the potential of solar, support current and future solar workers, remove regulatory barriers to solar adoption, and increase access to the benefits of solar for everyone.