



June 2, 2021

Members of the Energy Efficiency Advisory Council,

As Boston scales demand for the decarbonization of buildings with policies like a proposed building emissions performance standard, we recognize the need for a larger skilled workforce. We also want to ensure that a fair share of the necessary jobs go to contractors from communities that have historically been underrepresented in the construction industry. The PAs are taking some strides in that direction in this plan, but the details don't seem to be fully fleshed out yet.

It's encouraging to see the level of funding devoted to workforce development in this plan. However, in this draft we're not seeing enough new or expanded efforts to warrant that level of funding. Since we know that budgeted workforce development funds weren't fully spent in previous years, we hope that the next draft will more fully outline the uses of these funds.

Similarly, some of the diversity efforts mentioned in the plan are good in theory, but it's unclear how they will be implemented. Are the PAs clear on their ability to set supplier diversity goals? Words like "strive to" indicate some hesitancy. And how effective will voluntary diversity training be? Can it be required of participating contractors?

The Clean Energy Pathways internship program seems like a great way to draw more workers into HVAC, weatherization, and building operations. But we do have concern that the internships will target workers with at least one language other than English, which may skew participation away from non-immigrant people of color. Language inclusion is necessary in general to help the programs serve hard-to-reach populations, but we don't want this opportunity closed to other underrepresented communities.

Lastly, the online contractor network outlined in the plan will be a good addition to the programs, and a great resource for Boston's upcoming resource hub to point to. Ideally, such a network would also include a jobs board to promote opportunities and allow contractors in need of new workers to more easily find them.

We look forward to the next draft of this plan with a more fully developed workforce development strategy, which will help us all to meet our goals.

Reverend Mariama White-Hammond, Chief
Cabinet of Environment, Energy and Open Space

CITY of BOSTON