April 27, 2022

mass save

EEAC Workforce Development Updates

WE ARE MASS SAVE®:

BERKSHIRE GAS An AVANGRID Company

Cape Light Compact

EVERSOURCE

Liberty

nationalgrid

Unitil

Workforce Development

WFD Equity Targets

Contractor-Industry Trainings

New WFD Offerings

MassCEC Workforce Grants

WFD Overview

2022-2024 PAs Workforce Development Strategies:

- Recruiting and training diverse new entrants
- Increasing coordination with public vocational/technical high schools
- Engaging with workforce development, education, and industry stakeholders
- Continuing to upskill existing workforce
- Continuing to partner with the MassCEC on workforce development initiatives

2022-2024 Workforce Development Equity Targets

Supplier Diversity

Minority/Women Business Enterprises (M/WBE) EM&V Study

- Public RFP
- Scope is in development
- Vendor research is ongoing
- Timeline has been extended to 2023

Track and Report Annually on the Number of M/WBEs

- Direct contracts and spend between PAs and vendors
- Total number and spend of all direct contracts

Workshops and Direct Targeted Outreach

- Two workshops in Q3/Q4 2022 to provide education on PA programs; will target advertising to likely M/WBE contractors
- Direct targeted outreach to Massachusetts-certified M/WBEs

Clean Energy Pathways

Clean Energy Pathways

The program aims to:

- Increase diversity in the energy efficiency workforce
- Increase access to opportunities for individuals historically underrepresented in the industry, including:
  - Women
  - People of color
  - People who speak English as a second language
- Create a sustainable pipeline of qualified professionals for the high-demand career fields of weatherization and HVAC
- Place 120 Recruits in the Energy Efficiency Workforce

CEP Cohort 1- Updates

- Two interns in Weatherization Pathway
- Three interns in HVAC Pathway
- Three full time roles
- CEP program concludes in June
- Job placement support
- Virtual program completion ceremony

CEP Learnings & Resolution

2021 Learnings	2022 Program Enhancements
Compensation: $17/Hr salary	Increased starting salary to $20/Hr
Duration: 9-month internship	Shifted internship to 3 months
Additional Support: Business Partners – Bandwidth & Business Development	Mentorship Development
Professional Development: Bi-weekly Professional Development sessions	64 hrs Professional Development
Technical Focus: Weatherization Pathway	Increased exposure to weatherization prior to start of internship
HR Support: Retention	ICF - HR Coordinator

CEP – Q1

- Redesigned Lead Vendor Roles
  - Program Manager
  - Partnership Coordinator
  - Training Partner, Professional Development, and Mentorship Coordinator
  - Financial and Administrative Coordinator
  - Content Development Coordinator
  - Human Resources and Intern Relations Coordinator
  - Vendor Network Coordinator

- Research
  - HVAC Training Agencies
  - CBO Workforce Training Agencies

- Separate Pathways
  - HVAC Specialist - Cohort 2
  - Weatherization Specialist - Cohort 3

CEP – Q2

- Select Program Partners
  - 5 HVAC Training Partners
  - 5-10 Business Partners

- Environmental Justice Communities
  - Boston (Mattapan, Dorchester & Roxbury)
  - Fall River
  - Lawrence
  - Springfield
  - Worcester*

- Recruit and select 20+ interns

*New participant

Contractor Industry Trainings

Contractor Industry Trainings

Current WFD Programs/Trainings	Q1 Activities
Building Operator Certification (BOC)	-Old Habits Die Hard: Reinventing Your IEQ Strategy -Benchmarking Simplified: Using Tools & Techniques to Meet Energy Performance Standards -BOC 1004 – HVAC Controls -BOC 1005 – Indoor Environmental Quality -BOC 1006 – Common Opportunities for Low-Cost Operations Improvement
Codes and Standards Training	-Residential Trainings (7x) -Residential Webinars (3x) -Commercial Webinars (3x)
Massachusetts Energy Efficiency Partnership (MAEEP)	-Introduction to Heat Pumps and VRF (2x)
Passive House	-PHIUS Prescriptive Program Workshop -PH 102 with various architectural firms (4x)
Residential Coordinated Delivery (RCD)	-16 individuals completed Wx Crew Member Training -17 individuals completed Wx Crew Chief Training -14 individuals completed Duct Sealing Training

Contractor Industry Trainings, cont.

Current WFD Programs/Trainings	Q2 & Q3 Activities
Building Operator Certification	-It's Electric: The Impact of Electrification on Building Operations -Heat Pumps: Are They the Right Fit for Your Building? -BOC 1013 – Smart Building Fundamentals
Codes and Standards Training	-Energy Code for Existing Buildings -Air Sealing and Insulation Installation -Mechanical; Ventilation
Heat Pump Installer Network	-Air Source Heat Pump Sizing and Design Training -Mini-Split Heat Pump Installation Best Practices Training -Weatherization 101 for HVAC Contractors -Integrated Controls 101
Massachusetts Energy Efficiency Partnership (MAEEP)	-Heat Pumps for Engineers and Energy Auditors -Weatherization and Heat Pumps for Small Businesses
Passive House	-All-Electric Homes Kickoff Series -Making the Switch to All-Electric -PH 101 for Structural Engineers
Residential Coordinated Delivery (RCD)	-Bootcamps for Weatherization Crew Members & Chiefs Ongoing

Trainings Assessment

- PAs analyzing impact of trainings:
  - Number of contractors registering
  - Type of workforce activities contractors sign up for
  - New workers or upskilling
  - Why contractors signed up
  - What participants learned
- PAs to track registration and utilize pre- and post-training surveys

New WFD Offerings

Mass Save Scholarship

$250,000 Annual Funding

Scholarship Goal: Increase access to energy efficiency workforce by alleviating financial hardship

- Trainings
- Certificates

These scholarships will prioritize:

- Diverse individuals in environmental justice communities
- Students in a high school, community college, and or vocational training school programs

Partnership Development

Massachusetts Association of Community Colleges

- 15 Community Colleges
- Focused on
  - EJCs
  - Regions with lower Mass Save program participation rates
  - Workforce Development – Weatherization, HVAC & Smart Building Technology

Career Technical Initiative (CTI) - HVAC

- Integrating Heat Pump Trainings

MassCEC

Workforce Grants

Recommendations to MassCEC

The Climate Act allocated $12 million/year to MassCEC

- PAs recommended that MassCEC focus on:
  - Energy Efficiency Workforce Skill Development Partnership
  - Energy Efficiency Workforce Staff Development Funding Initiative
  - Energy Efficiency Workforce Pathway Development Initiative
  - Workforce development marketing and outreach funding
  - Supplier diversity development
  - Workforce tracking and monitoring

Collaboration with MassCEC

- PAs serve on MassCEC's Clean Energy and Workforce Development Equity Working Group
  - The Working Group informs MassCEC's Workforce Development programs and offers informal, Workforce Development recommendations to MassCEC, including ways to make MassCEC programming align with the Massachusetts Clean Energy Climate Plan (CECP) 2030/2050 goals and equity objectives in the Act Creating A Next-Generation RoadMap.
  - The Working Group includes clean energy workforce community and industry stakeholders who offer a broad range of relevant experiences and expertise, from the public, private and non-profit sectors across Massachusetts.
- Working Group commenced meetings in October 2021
- Most recent meeting held in February 2022

MassCEC's Equity Planning Grants

- $760,000 in funding to assist up to 15 organizations
- Goals include:
  - Further educating organizations serving EJ neighborhoods about climate critical occupations
  - Supporting organizations serving EJ Neighborhoods to develop customized multi-year future training programs that target clean energy occupations
  - Positioning organizations serving EJ Neighborhoods to successfully educate, train and place EJ residents into the clean energy career pipeline
  - Support organizations and training programs to transition Fossil Fuel Workers and Former Fossil Fuel workers to the climate solution industry

MassCEC's M/WBE Support Program

- $4.5 million in total funding
  - MWBE Support Implementation Grants of up to $1,000,000
  - MWBE Support Planning Grants of $50,000
- Goals include:
  - Providing multi-year support to fill gaps in support for minority and women owned businesses in fields critical to state climate goals
  - Supporting existing minority and women owned businesses in gaining expertise in climate critical work and getting access to networks and pipelines of business
  - Fostering the creation of new minority and women owned businesses focused on climate critical business models

WE ARE MASS SAVE®:

BERKSHIRE GAS
An AVANGRID Company

Cape Light Compact

EVERSOURCE

Liberty

nationalgrid

Unitil

Thanks for listening.

WE ARE MASS SAVE®:

BERKSHIRE GAS
An AVANGRID Company

Cape Light Compact

EVERSOURCE

Liberty

nationalgrid

Unitil