

BPA Energy Efficiency Summit

Summary, Findings, and
Recommendations from NEET
Workgroup 5: Workforce Development

Fundamental Assumptions

- A workforce shortage is imminent that will adversely affect utilities ability to conduct EE programs.
- Utilities, Government, Private Businesses (Microsoft, Property Management Firms, Large Retailers) and other key employers in the region will be competing for talent from the same small labor pool.
- Strategically addressing the workforce shortage at the regional level is more efficient than local initiatives.
- The time to act is at the present moment

Approach

- WG#5 decided to focus its approach on:
 - member expertise,
 - a literature review,
 - actionable items within a 5 year timeframe.

Research Findings

- Workforce Challenges
 - Retirements and Age Structure
 - ~50% of workforce to retire in next five years.
 - Decline in working age cohorts over next 20 years
 - Particular shortage in the skilled trades and engineering programs
 - Employment in EE Refracted Across
 - Trade Allies (A&E, Contractors, Specialized Skills), ESCOs, Government, Manufacturing, Utilities, Private Business (Microsoft, J.C. Penny, Property Management Firms)
 - Disparate job classifications that are difficult to classify and quantify

Example Job Titles

Skilled Labor/Trades

Building Inspectors
Carpenter Helpers
Carpenters
Cement Masons and Concrete Finishers
Construction Equipment Operators
Construction Laborers
Construction Managers
Electricians
Hazardous Materials Remover Workers
HVAC Installers
Industrial Truck Drivers
Insulation Workers
Plumbers, Pipefitters, and Steamfitters
Roofers
Sheet Metal Workers

Government

Commissioners
Public Administration Staff
Economists
Public Counsel
Auditors

Utilities, ESCOs, Private Business

Administration (Budget, Tracking, Reporting)
Analysts
Building Commissioners
Economists
Emerging Technology
Energy Auditors Commercial
Energy Auditors Residential
Energy Management Engineers (Jr. Sr. Supervisory)
Management
Marketing
Outreach
Resource Conservation Managers

Program Managers

Appliances
Commercial & Industrial
Evaluation and Audit
HVAC
Lighting
Low Income Heating Energy Assistance
Pilot and New Program Development
Planning
Research
Residential
Trade Allies
Weatherization

Key Things that Emerged From Research

- **Lack of Strategic Coordination Among EE Workforce Development Players:**
 - Community Based Training Programs
 - Education
 - Organized Labor
 - Private Training Programs
 - State Workforce and Training Boards
 - Utilities
- **Lack of data for EE workforce development:**
 - Skills required
 - Positions needed
 - Pay rates
 - Public Awareness
- **Lack of Funding For Workforce Development Training**
 - Present Economic Downturn
 - State Deficit (WA)

