

Meeting Notes

August 27, 2008

Working Group VII: Workforce Training and Development, Conference Call 2

Attendees

Judge Eleanor Stein, DPS
Charles Cohen, Siemens
Bert Spaeth, Siemens
Adele Ferranti (Co- Convener) – NYSERDA
Carlene Pacholzak (Co-Convener) - NYSDPS
Kim Lenihan, NYSERDA
Vicki Colello, NYSERDA
Anika Bracero, NYSERDA
Fouad Dagher – National Grid
David F. Bomke - NYECC
Lava Thimmayya - WDINY
Rebecca Rabison – Workforce Development Institute
Marty Selleck, NYSDOL
Chris Pinheiro, NYSDOL
Melissa Lucas, NEEP
Sara Richards, DASNY
David Hepinstall, AEA
Mike Specter, Central Hudson
[Eileen Egan-Annechino- Con-Edison](#)
Aileen Reilly, NESCAUM

Please note: Information items have been posted in the file cabinet online at DPS. The link is: http://www.dps.state.ny.us/07M0548_Working_groups_phase2.htm

Notes

Judge Stein opened the meeting by discussing the process. She believes we have a good set of resources available for our work, and she hopes that consensus proposals are being developed. All parties will have the opportunity to comment on the group's work scope and schedule. After the comment process, judges will make their recommendations to the Commission. It is anticipated that recommendations will be made related to workforce components be added to the EPS. She hopes that we will look hard at our proposed schedule, and make sure that it is realistic.

NYSERDA intends to submit a 90-day workforce training proposal, and is hoping to get input and recommendations from the members of this working group to include in the proposal. Input from and consensus of the working group will be a goal as we go through this process.

Carlene mentioned that other working group members also will be submitting additional 90-day proposals.

Adele Ferranti discussed the scope, tasks and schedule for the working group and emphasized that she would like input from this group for NYSERDA's proposal.

A question was asked about if NYSERDA's proposal would be about "NYSERDA training." Adele made the point that NYSERDA does not implement its own "training programs." NYSERDA funds a variety of training programs addressing workforce needs in both EE and RE. These programs are implemented by community colleges, BOCES, IBEWs, organizations such as AEA, and other entities. NYSERDA also supports tuition reimbursement for NYSERDA sponsored EE training as well as other EE training programs. The programs that are funded through NYSERDA typically meet some type of third-party approval/accreditation, such as BPI and other third-party accreditation/credentialing organizations. Courses and trainings vary from one hour to, one day, to one-week, to semesters and one-year certificate programs (in the case of RE training). Classes are available to help prepare practitioners for certification, continuing education, etc. NYSERDA's workforce development program is a market-driven training initiative. NYSERDA funded training model has been used by other states and its training programs have served utility training needs in the past.

Judge Stein noted that it was her understanding that the proposal being developed by NYSERDA would be for funding to support training for all EE program administrators.

More information is needed for this group to better assess the type and amount of training that will be needed. It is difficult to plan when we do not know what programs will be approved by the Commission. It would be more appropriate in terms of planning to look at the 90-day filings, see what is ultimately approved by the Commission, and then to determine what is required. However, at this time, it seems logical to submit a proposal for what we know/expect and plan for additional changes/expansion in the future.

The question keeps coming up of whether or not the Commission will require program administrators to use service providers with some kind of quality assurance – whether it is certification of installers, required attendance at courses put on by accredited trainers using approved curriculum, etc. The strategy we devise is tied to whatever standards we determine are going to be required, and what criteria are set forth. It was mentioned that we will find out what kind of standards will be required after we view the 90-day filings.

If we can see how many programs will require certification of practitioners, training, etc., it will help us determine what workforce training will be needed.

Discussion returned to the working group work scope. Carlene mentioned that Task 1 was the current priority, and that Task 2 will have to wait until after the 90-day filings – we don't know what will be proposed and funded.

BPI is interested in convening groups to determine what new certifications might be needed as a result of the EPS. Someone proposed that we lay out placeholders such as skill areas that will be needed until we know what programs will be approved.

Marty from DOL said that there are certain occupations that they know will have needs, no matter what the filings are, and they are working on skill set lists that cut across several sectors.

Judge Stein asked the Co-Conveners to send her an email on the question, “what does staff expect in regard to what comes out of the 90-day filings – what requirements might be expected for workforce needs out of the 90-day filings?”

In regard to Task 2 of the WG scope, DOL reported that the first phase of the database is completed. They will do a gap analysis to see what they have and what is needed, broken out by geography and sector.

For Task 3 of the scope of work, Judge Stein stressed the importance of coming up with specific recommendations. Group members discussed how to come up with recommendations and a budget – should it be done program by program, company by company, or will there be a pot of funds to be divided? We will need a base level of funding to get things going immediately for the fast track programs.

Eileen from Con Ed mentioned that they have a placeholder in their 60-day filing for training. Con Ed will determine what standard its contractors must meet. Workforce runs across all programs in their filing, and continuous training is necessary. Not just technical training, training in doing the paperwork, selling the program, etc.

Central Hudson and National Grid also have training built into their budgets, but also would cooperate with other entities to do other training as needed.

Adele mentioned two issues that we as a group must address: 1) the need to make sure that we educate end users about proper O&M of equipment/installations, and 2) the need to figure out a good way to market training to potential installers/service providers.

Were other sources of funding identified? NYSERDA mentioned that NYS DOL may be able to provide cofunding with NYSERDA’s 90-day proposal.

Judge Stein said that she anticipates questions from the Commission on paying for workforce training.

Dave Bomke emphasized that in order to get long-term results from EE improvements, we need to train installers, educate on O&M, assure continuing education, etc.

Carlene asked that any comments on the workplan be sent to her.

The working group will meet Wednesday, September 3 at 10 a.m. by conference call. NYSERDA will provide the call-in information.