

Workforce working group VII

Meeting notes 9/10/08

Judge Rudy Stegelmoeller
Bert Spaeth, Siemens
Adele Ferranti (Co- Convener) – NYSERDA
Carlene Pacholzak (Co-Convener) - NYSDPS
Tony Joseph, (Co-Convener), DOL
Chris Pinheiro, DOL
Ruth Horton, NYSERDA
Kim Lenihan, NYSERDA
Vicki Colello, NYSERDA
Anika Bracero, NYSERDA
Fouad Dagher – National Grid

David F. Bomke - NYECC
David Hepinstall, AEA
Mike Specter, Central Hudson
Eileen Egan-Annechino- Con-Edison
Valerie Strauss, ACE NY
Carol Murphy, ACE NY
Fairlie Ferrari, CSG
Allen Page, Dutchess County
John Maserjian – CHGE
Mike Bobker, CUNY
Jody Smith, DASNY

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

The main agenda item for this meeting was for the working group to review and provide comments to NYSERDA's "straw" 90-day proposal to DPS on workforce development to meet the needs of the EEPA.

Judge Stegelmoeller offered the following comments about the 90-day proposal: How does this proposal relate to spending funds that may or may not be included in the program applications? Adele pointed out that it is hard to discern information on training from the parties' fast-track proposals -- we need more information from the utilities on this.

Rudy said to be sure to link existing NYSERDA training programs to what is proposed -- how do we best build a case for this proposal? Why are we using ratepayer funds to do workforce training?

Proposal must make a clear link to EE programs and a tangible link to the programs that DPS approves. We should point out: 1) bottlenecks (such as not having enough trained workforce people) that might impede EEPS progress; 2) programs can look good on paper, but how do they get implemented w/o the trained workforce to do them; 3) programs can be made better with workforce training.

In the June 23 Order, the Commission is trying to get to objective, quantifiable information -- the more WFD can be tied directly to making the 60- and 90-day programs effective, the more likely it is that the proposal will be approved.

Eileen commented that we need to develop the context for the proposal – training vs. workforce development. Adele asked Eileen if there is a difference between what is laid out in our proposal outline vs. what the utilities are planning as part of their Program Marketing and Trade Ally component of their program proposals. Eileen said yes, NYSERDA is proposing Workforce Development, in contrast to the utilities training people about their

programs, filling out paperwork, customer relations, etc. The group did not see any potential duplication between what was in the utilities' 60-day filings, and what is proposed for workforce development by NYSERDA. The group agreed that it appeared that NYSERDA and the utilities are on complementary paths in terms of training. John from Central Hudson mentioned that we need to bring in more potential HVAC contractors.

The group also thought that NYSERDA should work with the evaluation advisory group to figure out if there is a connection between training/certification and better performance from EE measures.

Expansion of Current Training

_____ Tony – recognize market resources, what are gaps that need funding.

- Fouad – reach to other businesses/organizations for their current training: ex. Siemens, Johnson Controls
- John – need for local options (travel costs, loss of wages)
- Carlene – continuing education courses for existing workforce
- Eileen – suggests focus on online/distance learning
- Alan – the state limits the number of credits obtained from online courses that can be applied towards certifications that require CEUs

Internships and Apprenticeships

- Internships/Apprenticeships as opposed to wage subsidy pilot program?
 - Be aware of terminology
 - In order to have employers bear the cost of on the job training (critical component of bridging idle/emergent workforce), we must offer incentives/compensation
 - Footnote: detail on proposal what will be lost if we do not provide incentive/subsidy
 - Marketplace working in some areas but incentives will make it work faster
 - Adele: any loss in performance will affect success of 15x15

Consider prioritizing elements of proposals with weighted benefits

Career Pathways

- Tony – DOL has substantial role in WFD
 - Renewable energy, including energy efficiency, has been identified as critical area
 - DOL will invest /align / redirect resources to EE
 - DOL as department to leverage what is being done through EEPS
 - DOL has identified a range of jobs/levels of positions needed
 - Governor's supports finding Pathways out of Poverty

Career Development and Professional Training

- Alan – thought NYSERDA used to have CEU program (Pat Courtney) Note: After the meeting, NYSERDA learned that this was funded under the US DOE’s Rebuild America Program.
 - Participant program that provided interaction with other professionals
- Mike – many groups do professional development events: leverage, create a one-stop
- NYSERDA will provide training information through website - Appendix C: Customer Outreach
- DOL – create Green Job area of Training Database

New Initiatives

- Provides opportunity to work with other agencies/governor taskforce to prepare annual solicitations (TEP) and open solicitations for partnerships with other state agencies and Federal DOL (collaborative requirement)
 - Other agencies could match efforts of the EEPS – leverage/redirect resources

Marketing

- Marketing Budget Allocation is about 10% of proposal

Other comments

1. How will we establish an improved cost/benefit ratio? Or should workforce development and training have to have a TRC?
 - Precedent in California (behavioral rating), several quantifiable measures could be done with additional time
 - NEEP has done studies regarding training effectiveness; National Grid has also done similar evaluations,
2. Should recommendation of Working Group be: Through EEPS funding or as separate pot of money?
 - Should this be tied to mw hours? Perhaps propose as % for “enablement”/incentive necessary to achieve goal.
 - Michael - this does have quantifiable benefits, savings are attributable (Texas A&M, Mayor’s steering committee)
 - BPI – concern: available data is limited.
 - David: we must confirm this has quantifiable expected savings to rate payers, “draw a line in the sand!”

Labor market assessment through DOL – still working on staffing patterns to align components (mid-September deadline)

Next meeting is Wednesday, September 17, 10 a.m. via conference call.