

Meeting Notes

August 8, 2008

Working Group VII: Workforce Training and Development

Albany Office Attendees

Adele Ferranti (Co- Convener) – NYSERDA
Carlene Pacholzak (Co-Convener) - NYSDPS
Anthony Joseph (Co-Convener) - NYSDOL
Ruth Horton - NYSERDA
Kim Lenihan - NYSERDA
Vicki Colello - NYSERDA
Ron Kamen – Earth Kind Energy
Molly Daley - NYSDPS
Fouad Dagher – National Grid
David F. Bomke - NYECC
Carol Murphy – ACE NY
Lava Thimmayya - WDINY
Anika Bracero – NYSERDA intern and note taker

NYC Office Attendees

Bridgett Neely – NYC EDC
Rebecca Rabison - AEA
Elizabeth Weiner – CSG
Fairlie Firari - CSG
David Hepinstall – AEA
Eileen Egan-Annechino- Con-Edison

Phone

Allan Page – Dutchess County
Brooke _____
Elizabeth Weis – NYSEG/REG
John Maserjian – Central Hudson
_____ - Con-Ed Solutions
Kelly Bennett – Sterling Planet
Erin _____ – NYS Electric and Gas
Bert Spaeth – Siemens
Valerie Strauss, ACE NY

General Discussion

Adele Ferranti, Carlene Pacholzak and Tony Joseph (Co-Conveners) welcomed the group and laid out the charge for the working group and timeline for the process. By August 15, the group needs to present to Judge Stein an estimation of the timeframe needed by the group to fulfill its work, with a scope of work and task list. Questions were presented for the group, including “what can we expect as a product of this working group?” and “what are the workforce needs that will result from the EEPS, what is the target audience?”

Ground rules were established for the group, including varying the meeting location (between NYC and Albany), providing conference call capability, and providing WebEx (or equivalent) where conditions allow. In addition, groups' members should receive paperwork/reading materials several days prior to any meeting. Carlene mentioned that a "filing cabinet" will be established on the DPS website in which we can place working group documents.

The working group decided not to request a facilitator. Adele Ferranti will facilitate the meetings with the help of Carlene and Tony.

A long discussion ensued covering a range of topics. Salient points:

- It is important to ensure long-term results of energy efficiency improvements. This will require education/awareness on how to use and maintain, in proper working order, new technologies (variable speed drives and programmable thermostats were mentioned several times). We also must ensure that these efforts are sustainable – that they do not go away after the EPS funding goes.
- We must make certain that we do not have competing standards, i.e., certification standards, for EE providers.
- A good start for this group's work is to share all the reports on existing EE efforts of which we are aware, as well as studies, reports on workforce issues, etc. Among reports mentioned:
 - Bert Spaeth (Siemens) mentioned a preliminary assessment that indicated a need for 600,000 workers (nationally?) and that they are working with Cornell to develop curriculum to address energy education needs.
 - Liz Weiner mentioned a report on green jobs for NYC.
 - Adele mentioned the ASES study (internet link was sent to working group).
 - DOE and EPA are doing a workforce assessment for New England states.
 - DOE and LBNL are working on a national assessment of workforce needs.
 - David Hepinstall mentioned a workforce summit that he attended in DC – information will be coming out in about a month from that, and he will distribute to the group.
 - Ruth Horton is going to send a report from the RE Task Force to the group (on workforce issues)
 - Tony Joseph will share NYSDOL work to date regarding the green workforce (as a starting basis).

Fairlie Firari made a great point about not being able to post for “green jobs” on Monster.com, because they do not have the appropriate job categories on the site for posting these jobs. Energy efficiency jobs are not necessarily “glamorous” jobs, so it makes it difficult to recruit. Fairlie also added that it is probably a good idea to define what the jobs are for which we are developing a workforce. There cannot be a one-size-fits-all approach to expanding the talent pool when we need people as energy auditors, air sealers, crew chiefs, site supervisors, various trade installers (especially in the renewables fields), quality inspectors, tech. trainers, project managers, and program directors. Before we can train and educate we need to know what to train and educate on and then decide which educational institutions to reach with ideas for curricula development and career placement. The same holds true when working with influencers like Monster, craigslist, etc., what job categories and in which industries do we need representation.

- The group seemed to agree that apprenticeships, internships, field experience, and other on the job training are very important to the success of this effort.
- Carlene reminded the group that we need to build on the foundation of energy efficiency training efforts already underway in New York. NYSERDA mentioned its networks of energy efficiency training programs in the residential and commercial and industrial sectors and the fact that these programs can be ramped up and expanded to help meet the workforce needs of the EEPS.
- Ron Kamen pointed out that the private sector can be of assistance in this effort. If they want to participate, they should provide accepted training for their employees, and they should provide good warranties for their products. It was mentioned that the inverter manufacturers were forced to first offer 5 year warranties to meet PV program requirements across the US and now they are being pushed by programs to offer 10 year warranties.
- This Workforce Working Group’s programs should not be held to the total resource cost test, since a skilled workforce is needed to ensure the success of all EEPS programs. It is nearly impossible to identify and quantify the costs and benefits of workforce training across the various programs that will be implemented under the EEPS.

Conclusions and Action Items

The group agreed that their work is likely to be comprised of two phases:

- 1) Addressing workforce needs for programs already approved (high efficiency equipment such as HVAC, initiatives implemented under Flex-tech and New Construction, etc.);
- 2) Assessing and ramping up to fill longer-term needs after other programs are approved under the EPS.

Immediate Needs:

- An assessment of energy efficiency education/training programs underway as a foundation to build upon (national and New York State);
- An assessment of the worker pool available to fill those needs (and, if they need training, what type of training);
- Proposed methods for standardization of programs and certification of EE providers – this should include an inventory of existing credentials;
- Identify and evaluate consumer/user education needs;
- Identify needs to ramp up the marketing of existing workforce initiatives and;
- Start to identify job placement needs and opportunities.

Next Meeting

All data and information will be sent to group members in two weeks (by August 22), and we will try to schedule a meeting for the week of August 25th (DPS' NYC office or conference call).

Deliverables

August 15, 2008 – Schedule, Scope and Tasks to judge Stein

August 22, 2008 – All available information sent to Working Group or Placed in DPS “file cabinet”