

# Help Needed: Equity-Focused Workforce Development Workshop

Mary Shoemaker  
Senior Research Analyst  
American Council for an Energy Efficient Economy  
February 19, 2021





The American Council for an Energy-Efficient Economy is a nonprofit 501(c)(3) founded in 1980. We act as a catalyst to advance energy efficiency policies, programs, technologies, investments, & behaviors.

Our research explores economic impacts, financing options, behavior changes, program design, and utility planning, as well as US national, state, & local policy.

Our work is made possible by foundation funding, contracts, government grants, and conference revenue.

[aceee.org](http://aceee.org) @ACEEEdc

**ACEEE::**  
American Council for an Energy-Efficient Economy

# Diversity in the Energy Efficiency Workforce

- The EE workforce is less diverse than the national workforce:
  - 50% fewer Black workers
  - 90% fewer women
  - 20% fewer Hispanic workers
- Ethnic and racial diversity decrease moving up the career ladder.
- Unemployment due to COVID-19 is higher for Black workers.



# How can utilities and EE program administrators diversify the EE workforce? (1/2)

- Engage underrepresented groups with training and internship programs.
- Focus on supplier diversity and inclusive procurement.
- Forge partnerships with state agencies and skills training providers.
- Co-deliver training for EE and RE technologies



# How can utilities and EE program administrators diversify the EE workforce? (2/2)

- Increase the pipeline of workers by offering training for both contracting firms and students.
- Keep programs small.
- Offer wages.
- Collect data & evaluate program performance.



# Resources

Report link: [www.aceee.org/research-report/u2010](http://www.aceee.org/research-report/u2010)

For additional inquiries, contact Mary Shoemaker:  
[mshoemaker@aceee.org](mailto:mshoemaker@aceee.org)



# Today's Facilitators



**Delmar Gillus**  
Elevate Energy



**Taylor Searcy**  
DNV GL



**Charlie Espedido**  
Environmental  
Leadership  
Program

# Breakout Groups

# Full Group Discussion

1. Insights about the **current state of representation** in the EE workforce for the given demographic?
2. Major **recruitment challenges & barriers**?
3. Major **opportunities or innovations**?
4. Any particularly **surprising insights**?



2021  
MIDWEST  
ENERGY  
SOLUTIONS  
CONFERENCE



American Council for an Energy-Efficient Economy