Help Needed: Equity-Focused Workforce Development Workshop

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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.

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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 remains higher for Hispanic and 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

For additional inquiries, contact Mary Shoemaker: mshoemaker@aceee.org
Today’s Facilitators

Delmar Gillus
Elevate Energy

Taylor Searcy
DNV GL

Charlie Espedido
Environmental Leadership Program
Breakout Groups
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**?