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.

CEEE CERTIFIED

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

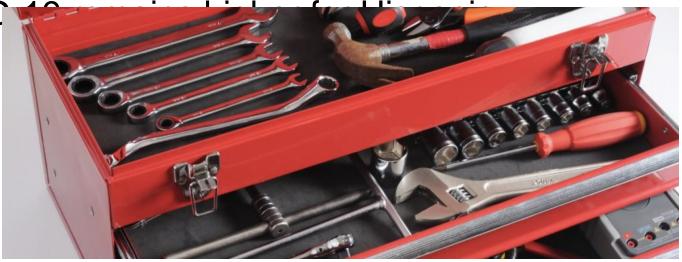
Our work is made possible by foundation funding, contracts, government grants, and conference revenue.

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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 and Black workers.





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

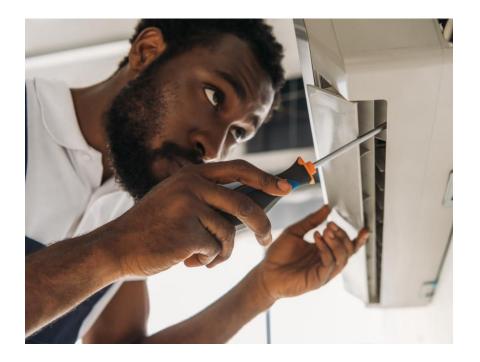
- Engage underrepresented groups with training and internship programs.
- Focus on supplier diversity and inclusive procurement.
- Forge partnerships with state agencies and skills training providers.
- Co-deliver training for EE and RE technologies





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: <u>mshoemaker@aceee.org</u>



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?



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