



CMC

Workforce Perspective

October 17, 2025

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# Agenda

- Safety Message
- Introduction to CMC
- Educational Video
- Utility Workforce Development Program
- Challenges and Barriers
- Opportunities for Improvement
- Vision of the Future
- Questions and Answers

# Safety Message



## AUTUMN RAKING: SAFETY TIPS

As the weather cools down, you might have some extra chores around the yard. Be sure to consider these tips before you start raking.

				
<b>WARM UP</b>	<b>USE PROPER TOOLS</b>	<b>MAKE IT A WORK OUT</b>	<b>SWITCH IT UP</b>	<b>PACE YOURSELF</b>
<p>Warming up with a few gentle stretching exercises and a short walk around the block could save you pain tomorrow. This will also help you enjoy the beautiful autumn scenery!</p>	<p>Before you buy gardening equipment, test it out in the store. Find tools that are the appropriate height and weight. This will prevent you from hunching over and injuring your lower back.</p>	<p>Don't make your back do all of the work! Instead, bend your knees and lift with your legs. Stand as straight as you can with your knees bent and your feet hip-width apart. Avoid twisting to prevent back injury.</p>	<p>People tend to favor one hand or side of their body when they're raking. To avoid using the same muscles, try switching sides every few minutes to avoid muscle fatigue.</p>	<p>Ease into autumn clean up and take regular breaks every 15-20 minutes. Frequent breaks give you time to relax, rejuvenate and enjoy the autumn weather.</p>

# Who We Are



Founded in 1977 by Doris Iklé, continues to be woman owned and operated

35+ Utility and Government Clients, operations in 8 states

Mission Driven and Customer Focused

400+ Employees, 200+ BPI certifications

Proven Processes and Deep Technical Expertise throughout all market segments

45,000 Energy Audits and 25,000 QA Inspections Annually

Decades of successful program design, outreach, customer engagement and delivery

1,200 GWh Saved for C&I Customers



**Are you heating  
and cooling your  
neighborhood?**



# Utility Workforce Development Program

## Clean Energy Jobs Program Sponsored by PSE&G

- PSE&G has partnered with the state Department of Labor & Workforce Development to create the Clean Energy Jobs Program.
- Job opportunities for New Jersey residents are available through a diverse network of companies in fields like customer service, construction, information technology, and more!

Source: <https://nj.pseg.com/saveenergyandmoney/energysavingpage/cleanenergyjobsprogram>

## CMC's participation

- To date CMC has hired 15+ associates through this Program.
- Provides great benefits as PSE&G provided candidates that have been provided foundational knowledge.
- CMC provides on the job training.
- Candidates perform Weatherization and Program Support.
- At the end of the 16-week program CMC typically hires candidates.

# Challenges and Barriers

## Challenges

- Growing Labor Demands
- Aging workforce
- Low Career Visibility
- Non-Competitive Pay
- Negative trade perceptions
- Physical Nature of Work

## Barriers

- Cost of training
- Low awareness of Energy Efficiency Industry
- Transportation needs
- Background/License checks

# Opportunities for Improvement

- Partner with schools & communities
- Promote green careers
- Show career growth
- Highlight community impact



- Create earn-while-you-learn programs
- Partner with nonprofits for recruitment
- Offer pre-employment paths with interviews
- Subsidize training and certifications

- Partner with schools & communities
- Promote green careers
- Show career growth
- Highlight community impact

- Clear career ladders
- Ongoing training & mentorship
- Competitive, year-round pay
- Safety & wellness focus
- Reward strong performance
- 360° feedback (Success Coach)

# Vision of the Future

*Creating meaningful pathways today will power the energy efficiency workforce of tomorrow.*

## Collaboration

- Contractors & Employers
- Utilities & Program Sponsors
- Regulators & Workforce Boards

## Attracting & Retention

- Awareness
- Education

## Training

- New Skillsets
- Subsidized

## Future Technologies

- Artificial Intelligence
- Internet of Things
- Smart Home

*Together, we can make energy efficiency a visible, valued, and rewarding career path.*

# Questions and Answers

# Q&A