



BILT-5 Utility EE Workforce Development

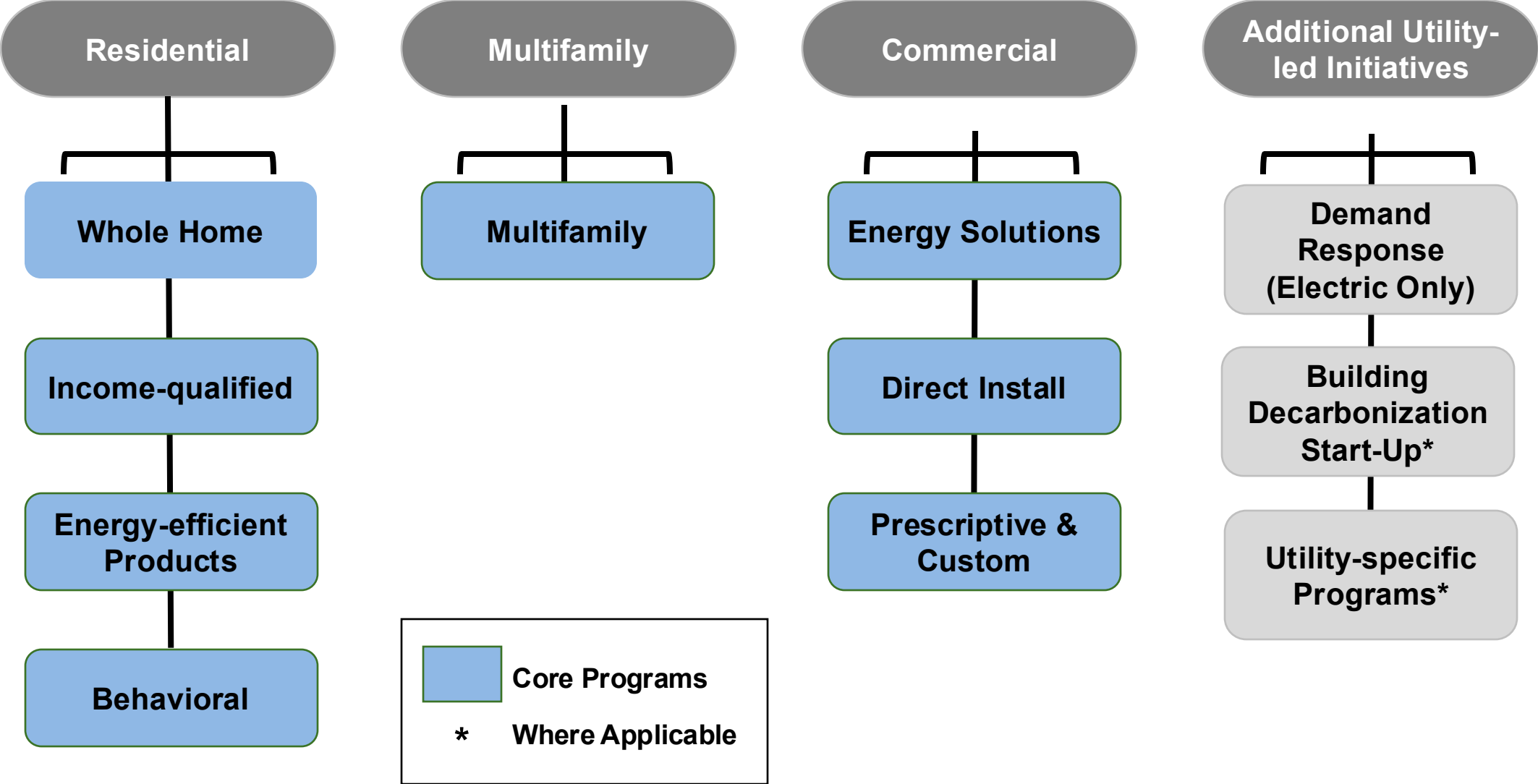


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EE Background

- The Clean Energy Act of 2018 requires utilities to reduce the energy use in their territory by 2.0% for electricity and 0.75% for gas within 5 years of implementation.
- Utilities were approved for the Triennium 1 programs in 2020 & 2021.
- BPU approved Utilities' Triennium 2 programs on October 30, 2024.
- Coordination of Energy Efficiency programs by the utilities is in response to BPU requirements set forth in the 1st and 2nd triennium EE Framework Orders.
 - Included within these Framework Orders is guidance for utilities to implement Workforce Development Programs.

Triennium 2 – Utility Energy Efficiency Programs



New Jersey's Energy Efficiency (EE) Framework...

- NJ's EE program framework has the following primary objectives
 - ...Access to energy efficiency (EE) program for all market segments and for all New Jersey residents
 - Decrease the energy burdens for all ratepayers
 - Ensure that low and moderate income (LMI) communities and overburdened communities (OBCs) share the same level of access to the benefits associated with EE investments as wealthier communities
 - **...actively seek input and recommendations from the EE WFD Working Group established by the Board in the June 2020 Framework Order and through monthly EE stakeholder meetings to develop and enhance this plan in coordination with the other New Jersey utilities**

Workforce Development

- Accelerate Energy Efficiency
- Advance Building Decarbonization
- Advance Demand Response
- Assist Trade Allies who are entering or expanding the service delivery models by...
 - Identify & train individuals who want to break into Energy Efficiency
 - Provide career growth through upskilling individuals who are already employed in the industry
 - Making connections with WFD programs and partners
- *Seek input and recommendations from WFD Working Group (aka BILT) to continue to develop and enhance our plans*

Utility Implementation & Planning

- WFD plan and timelines are continuing to evolve throughout T2.
- Utilities' may support the career development of trade allies committed to serving regional territories and customers
- Most utilities will focus workforce development efforts on "new" employees
- There will be a regional focus on “**training-up**” trade allies and their employees while leveraging existing programs for new employees

Workforce Demand

- Utilities anticipate continued high demand in the following fields/roles:
 - Field Technician / Weatherization Technician
 - Energy Efficiency Specialist
 - Energy Auditor

 - HVAC Installation & Servicing
 - Sales & back-office support
 - Education & Outreach
 - Engineering, Proposal Development, and Data Analysis
- through Triennium II, we anticipate increasing demand to drive
 - Building Decarbonization
 - Demand Response & Grid Solutions
 - Whole Premise (whole building, whole home)
 - Comfort, Affordability, Safety, and Health (CASH)

Joint Utility Workplace Learning Offerings

Existing partnerships in place for residential whole building training

New Entrants Pathway:

- Building Science Principles
- Building Analyst Technician
- Infiltration and Duct Leakage
- OSHA-10/30

Upskilling Pathway:

- Building Analyst Professional
- Multifamily Building Analyst
- Energy Auditor Certification
- Quality Control Inspector Certification

Connect certified participants with our Vendor Network for employment consideration

Looking to expand workplace learning partnerships to sustain and advance careers that align with EE, BD, DR program offerings

Continuing Education Units (Examples)

- HVACR License
- Clean Heat Academy
- EPA Lead Safe Work Practices
- Customer Education
- ACCA Manual J, D, HP, etc.
- Conference(s) that provide CEUs
- Energy Technician Badges
- Online self led training

Open to considering additional initiatives to expand our program in T2 in prep for T3

Business & Industry Barriers

- **Awareness:**
 - Scaling up Energy Efficiency as a business plan
 - Identifying and linking individuals who are interested in joining our industry with our workforce development programs
- **Training Gaps:**
 - Candidates often lack applicable skills. Energy Efficiency employment opportunities require skills that are not always transferable from other industries.
 - Soft skills training gaps.
- **Resource Gaps:**
 - Limited availability of training vendors statewide.
- **Skills Gaps:**
 - Lack of on-the-job training initiatives, apprenticeship, and CEU opportunities make it difficult to place motivated individuals.

Transition to PSE&G