



BILT - 5 PSE&G's Clean Energy Jobs Program

Clean Energy Jobs Program



PSE&G's Clean Energy Jobs Program

Approach and Partnerships

Program Objectives

Generate economic opportunities with the focus on unemployed, under-employed, low/middle-income New Jersey residents. Create and expand opportunities for diverse suppliers in delivery of EE programs. Engage in ongoing collaboration with the newly created NJ Council on Green Economy.

Recruitment

- Collaborate with NJ Department of Labor and community organizations to **recruit candidates and host information sessions**
- Development of **wrap-around support services** framework

Training

- Continued collaboration with vendors on **training needs and development of pipeline for highest demand positions**
- Facilitating courses to provide necessary **skills to obtain jobs**

Community Partnership

- Vendor targets for quantity and variety **of jobs in Clean Energy sector**
- Expanding organizations to assist in certification of Small Business Disability Veteran (SDV)

PSE&G's Clean Energy Jobs Program



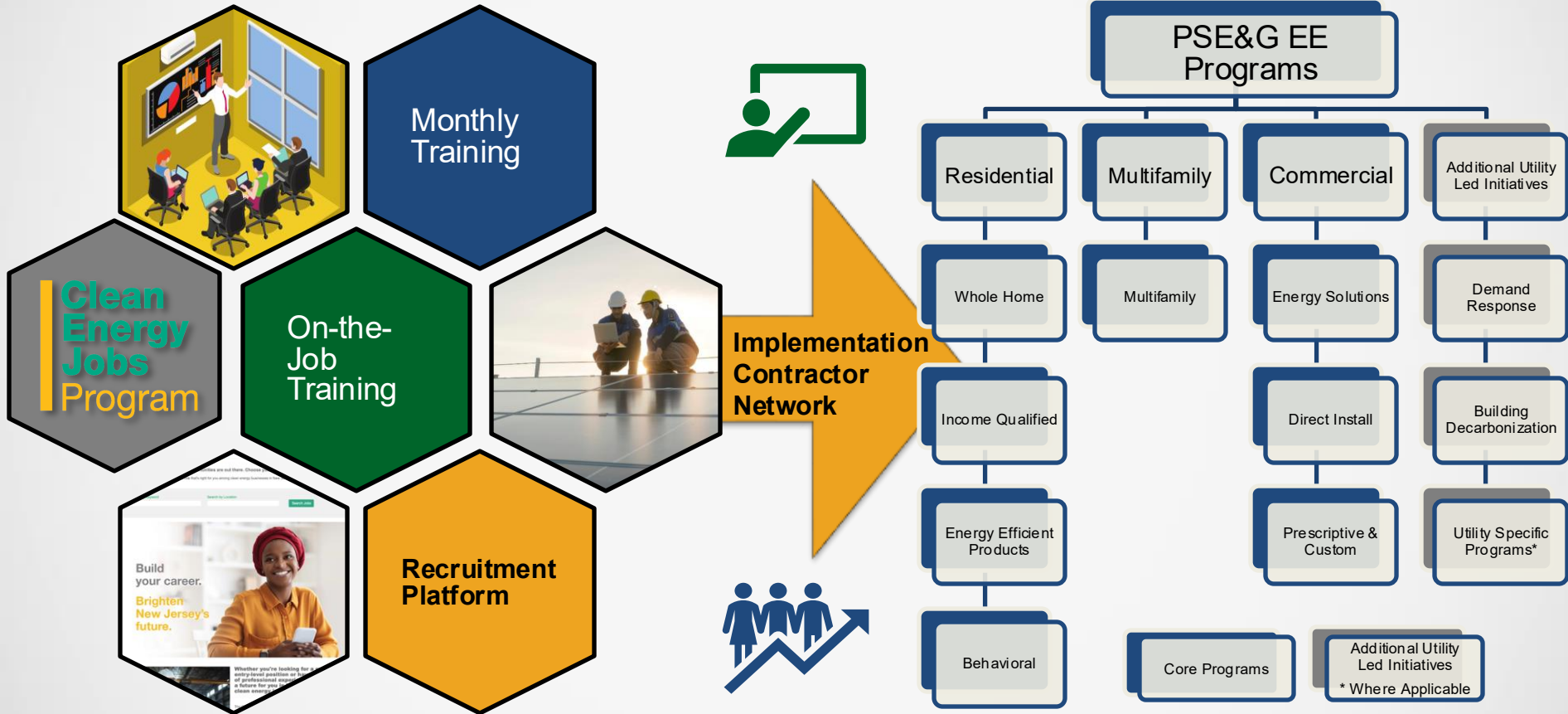
Approach and Partnerships

PSE&G implemented a steering committee with the NJ Department of Labor, community advocates and representatives from our strategic hiring / recruiting partners to drive program success.

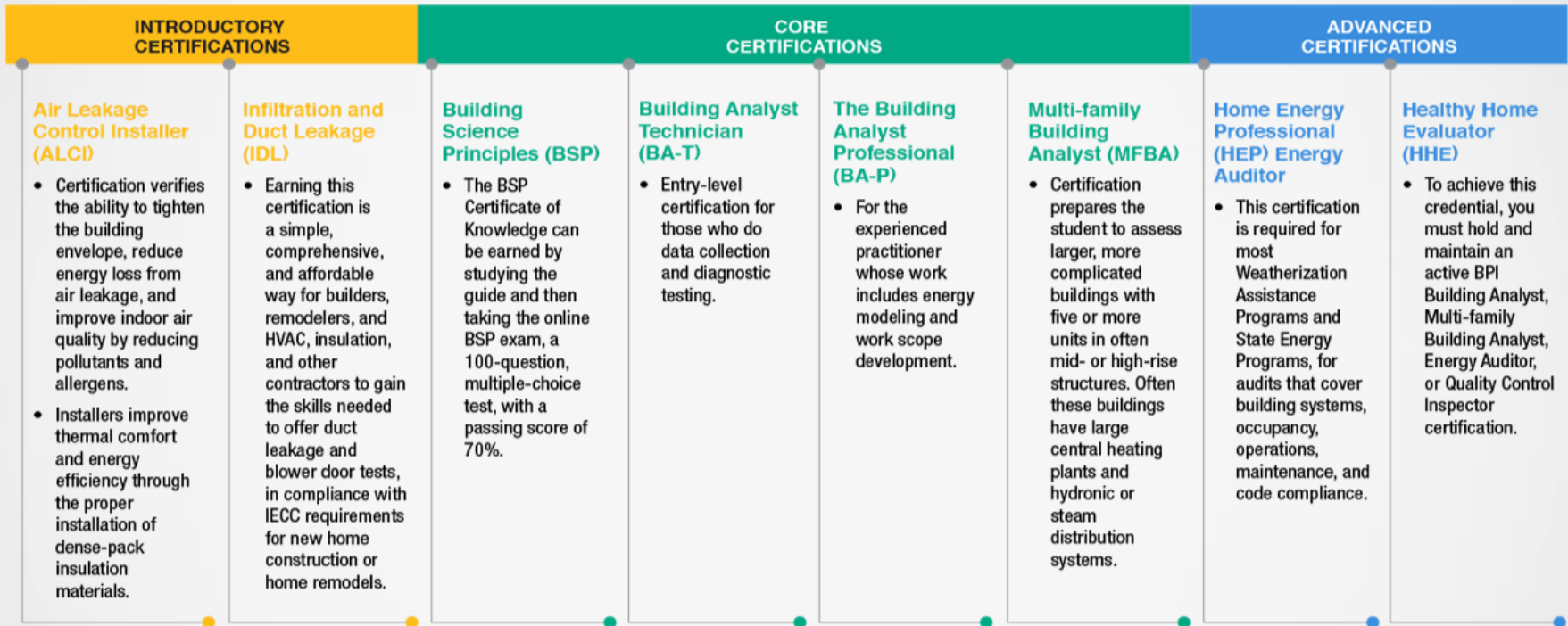




Supporting Core Programs



Monthly Training



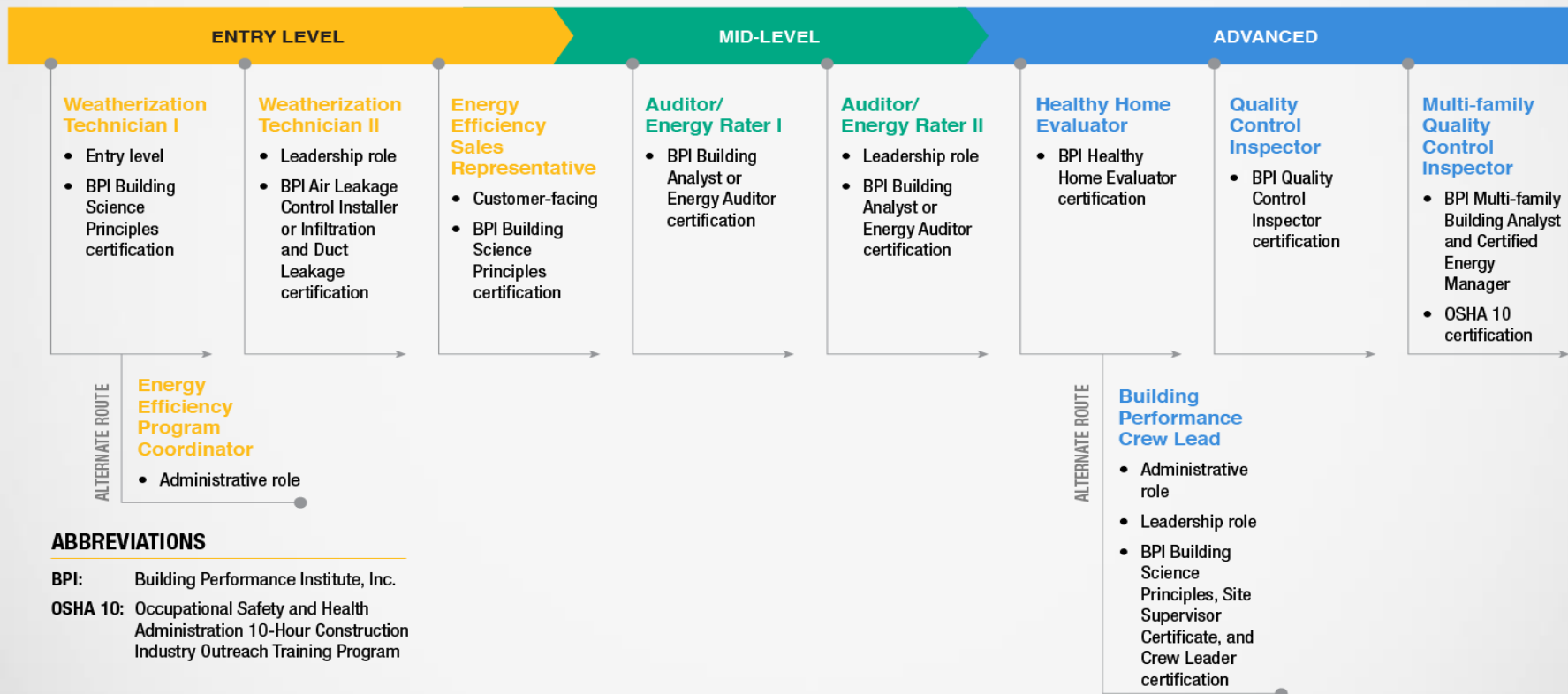
ABBREVIATIONS

- BPI:** Building Performance Institute, Inc.
- HVAC:** Heating, ventilation, and air conditioning
- IECC:** International Energy Conservation Code



Monthly Training

Potential Career Pathway, including the training and certifications required for each position.



ABBREVIATIONS

- BPI:** Building Performance Institute, Inc.
- OSHA 10:** Occupational Safety and Health Administration 10-Hour Construction Industry Outreach Training Program



On-the-Job Training



The PSE&G Clean Energy Jobs program has identified that educational opportunities in Clean Energy are necessary for individuals from underserved and overburdened communities as a pathway to gainful employment.

The On-the-Job Training program was developed to provide these communities with a training opportunity and an access point to a growing industry.

The design of the program also helps job seekers address gaps between the skillsets needed by candidates for Clean Energy jobs.

- Multi-disciplinary curriculum: BPI Certifications, Interpersonal Skills Training, Guest SME Lecturers; Specific On-the-Job training
- Funding: Technology, Transportation Stipend and Education/Training
- Hourly Salary (above federal minimum wage)
- Roles: HVAC Technician, Weatherization Technician, Administrative Assistant
- Mentorship and Supportive Services
- Regular check-ins with candidates and training location (Subcontractors/Trade Allies)
- Progress tracked to ensure successful placement upon graduation
- 8 cohorts completed with 131 graduates





Recruitment Platform

Job Suppliers

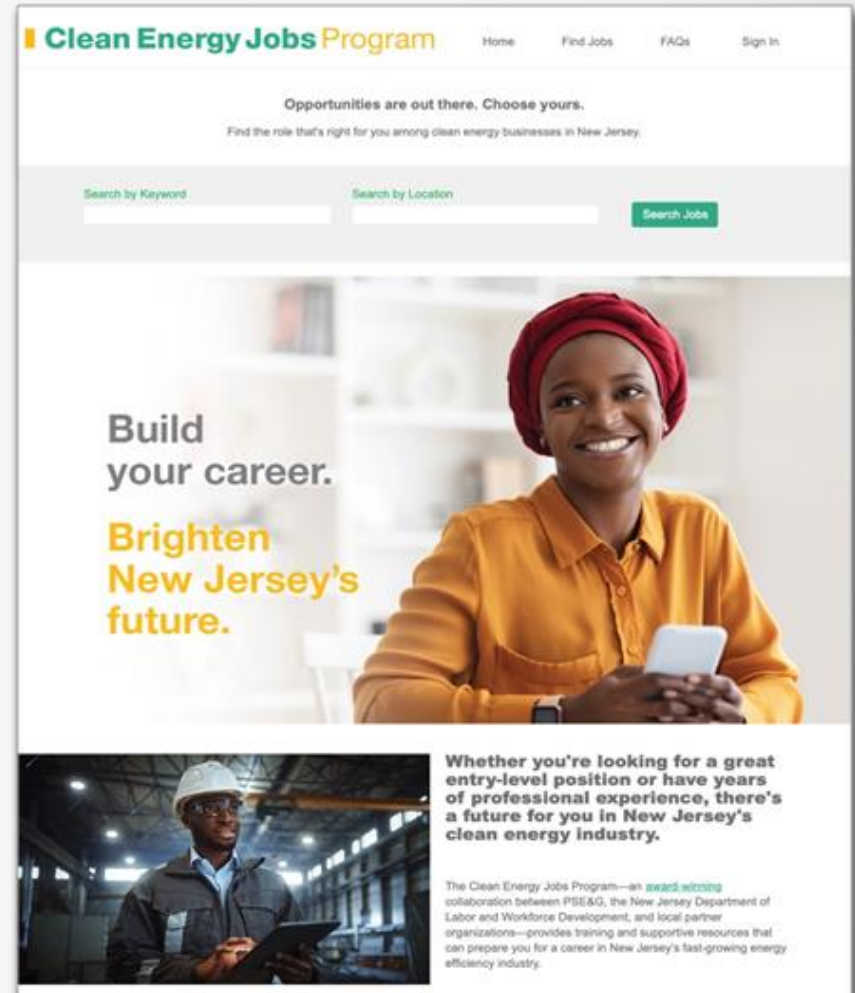
- Create job descriptions
- Review candidates
- Provide updates
- Report hires

Clean Energy Jobs Program



Community Partners

- Refer Job Seekers
- Coach candidates
- Provide wraparound support
- Outreach



Program Impact



Clean Energy Jobs Program

"The Clean Energy Jobs Program is an innovative approach that will help close the skills gap and provide career opportunities to residents of underserved communities. Equity is one of our guiding principles, and we want all New Jersey communities to share in the benefits of the clean energy transformation." — PSE&G President Kim Hanemann

- 4,100+ people hired in full-time, long-term jobs
- 131 graduates of the PSE&G-sponsored On-the-Job Training Program who have completed paid, hands-on, job-specific training in preparation for full-time placements
- 1,000+ clean energy employees trained and upskilled to build long-term careers and a pathway to mid- and senior-level positions
- 40+ partnerships with implementation contractors, training providers and community organizations
- Steering Committee members statewide, reflecting broad input from vendors, trainers, and community groups
- 200+ outreach events across New Jersey
- National award-winning workforce development initiative



Clean Energy Jobs Program

Lessons Learned

- Identify the right recruiting & training partners
- Reduce barriers to entry through community organizations who implement wraparound support services
- Recruit agile program team leads that seek out and act on stakeholder feedback
- Create a dynamic training curriculum to adapt to the evolving EE landscape
- Perform competitive wage analysis, for OJT initiatives
- Partner with hiring managers/implementation contractors to ensure alignment with program goals, and support program goals by including WFD KPI's in contracts

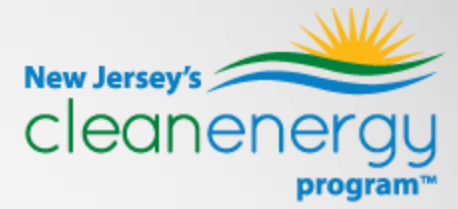
Opportunities for Statewide WFD Growth

- Identify entry pathways for post-academic job seekers, i.e., apprenticeship programs
- Identify recruiting pathways for candidates with green skills, entry level Energy Efficiency opportunities require skills beyond those learned from other industries
- Support the development of training organizations to mitigate the states existing resources
- Form a statewide centralized hub of resources for training and/or wraparound services



THANK YOU!

Jamar Tyndale
Manager PSEG Clean Energy Jobs Program
PSE&G



Appendix



What is BPI?

- BPI offers certifications, standards, and programs. BPI helps you develop your professional proficiencies and shape, or nurture, your career. BPI is the source for certified contractors working on home energy efficiency, comfort, durability, health, and safety.
- Individuals that have been trained, tested, and certified to BPI's nationally recognized standards use the house-as-a-system approach to improve the performance of existing homes – an approach proven to reduce homeowner annual utility bills by as much as 20% or more.



SM

What Certifications does the BPI offer?

- Building Science Principals
- Building Analyst Technician
- Building Analyst Professional
- Infiltration & Duct Leakage
- Air Leakage Control Installer
- Heating Professional
- Multi-Family Building Analyst
- Energy Auditor
- Quality Control Inspector
- Healthy Home Evaluator

Who Gets BPI Certifications?

- Building scientists
- Building trainers
- Energy auditors
- Green building professionals
- Home contractors
- HVAC specialists
- Weatherization (WAP) contractors