



BUILDING
PERFORMANCE
ASSOCIATION

BPA MEMBER SURVEY

Results for Workforce Development Related Questions

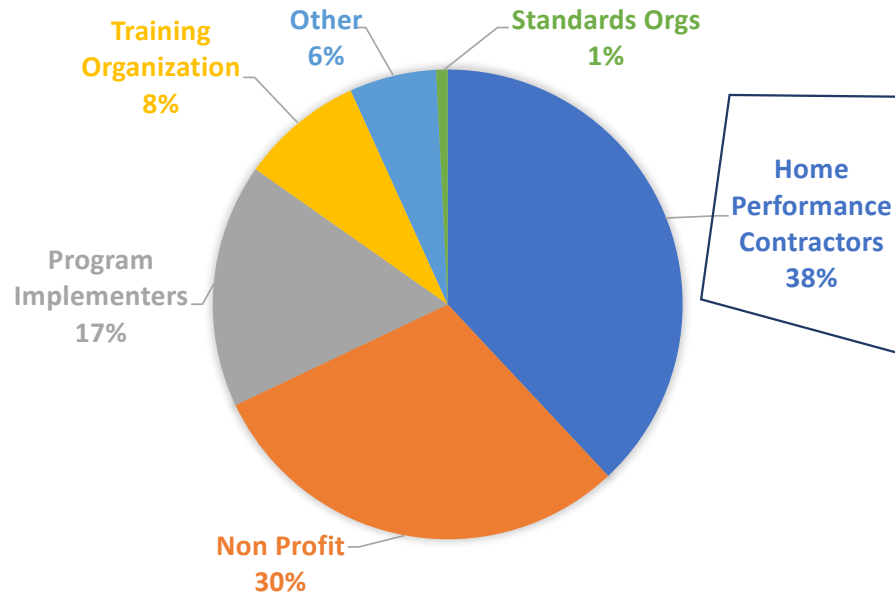
ABOUT THE 2020 BPA MEMBER SURVEY

- Issued ~10,000 industry stakeholders, starting Nov. 18th through Dec. 13th
- Promoted via targeted emails, website pop-ups, and other BPA media (newsletter, blogs, presentations, etc.)

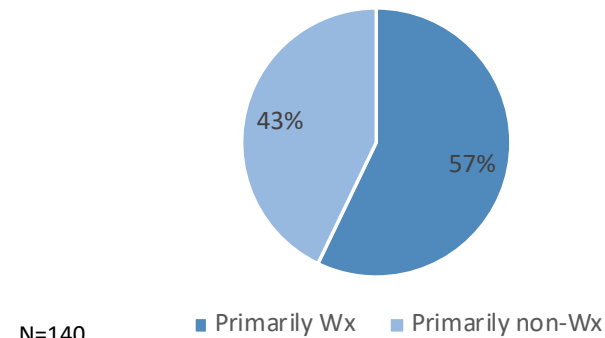
415 Respondents

- 60% Owners
- 32% non-owners

ORGANIZATION TYPES



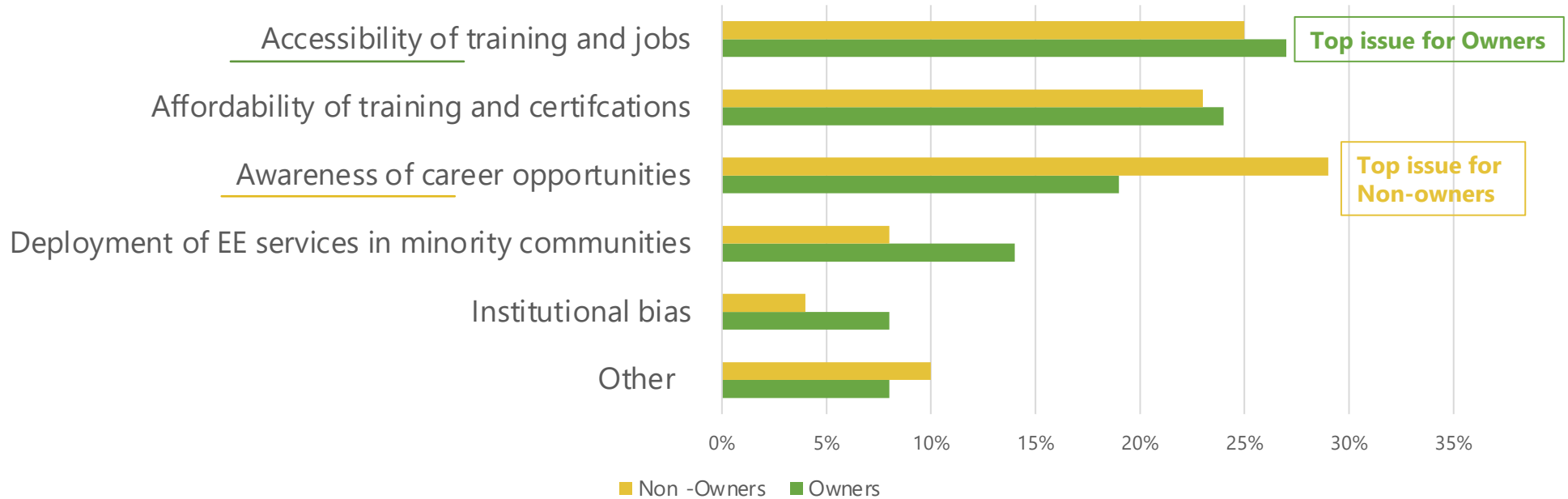
Home Performance Contractor Types



N=415

WHAT ARE OUR BIGGEST CHALLENGES IN GROWING OUR BUILDING PERFORMANCE INDUSTRY?

Industry Growth Challenges



HIRING/FINDING A JOB ISSUES

When hiring, what are the top 2 problems?

#1: Lack of experience and industry knowledge (49%)

#2 (tied): Small applicant pool (33.6%) & Insufficient technical skills (33.6%)

Other issues cited:

- Company is in a rural area with limited job skills
- Economic limitations; not enough business to support full time employees
- Work ethics/some people want an easy job

N=128

Top 2 methods for job searches:

#1: Word of mouth (50%)

#2 Use of job sites like Indeed, Monster, CareerBuilder, etc. (42%)

N=224

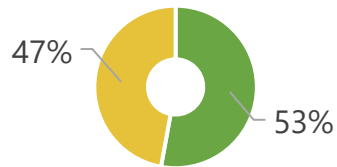
TRAINING NEEDS AND METHODS

Top 2 reasons for training staff:

#1: Training is necessary to keep staff up to date on technical skills (70%)

#2: Can't find workers that already have the skills/knowledge needed to do the job (60%)

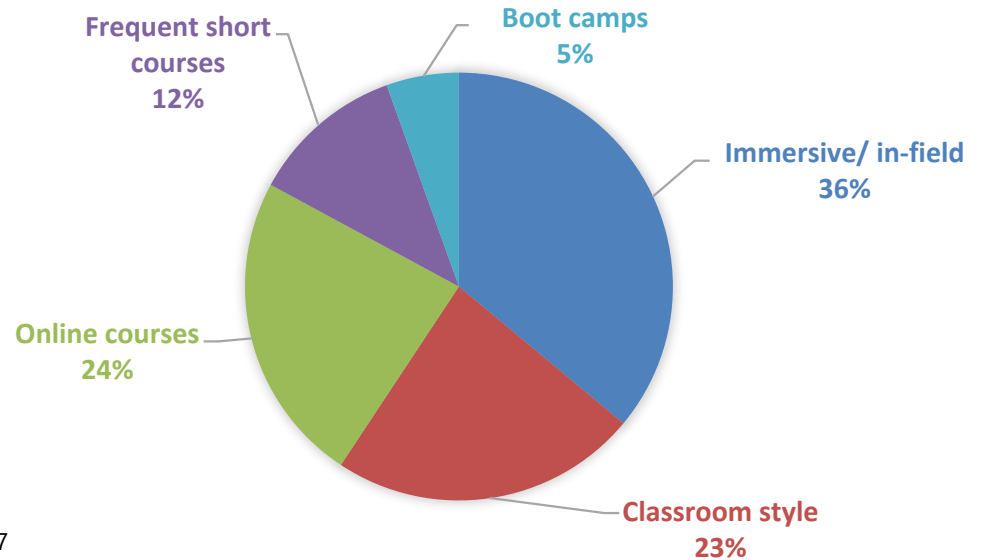
Offers Mentorships or Apprenticeships



■ No ■ Yes

N=104

TOP METHODS OF TRAINING



N=317

Other Methods for Training: Peer networking, conferences, tailored to meet worker's performance needs

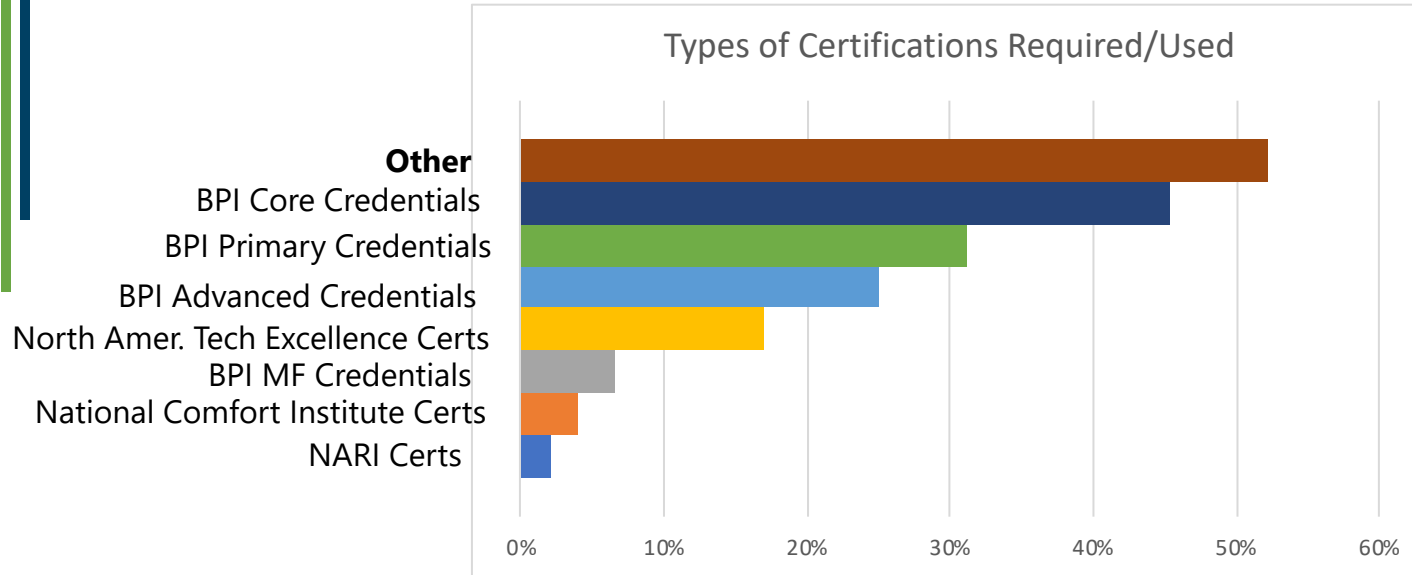
SOURCING TRAINING

How do you source your training?

A variety of methods:

In-house, OJT, industry resources, on-line courses, utility provided, grant provided, internal subject matter experts, regional training organizations, Dept. of Labor subsidized trainers, local technical schools, bi-annual trainings, BPA, union, supplier offered courses, local community college classes, custom – as needed, Weatherization Assistance Program

CERTIFICATIONS



Listings for Other:

ASHRAE, Canadian Certs, Codes, local licensing, IT Credentials, LEED, OSHA, CEM, PE, PHIUS, Home Energy Score, ICC Certs, IREC, Wx Certifications, PhD, ACCA 5, IGSHPA, Inspector/Assessor Credentials, None



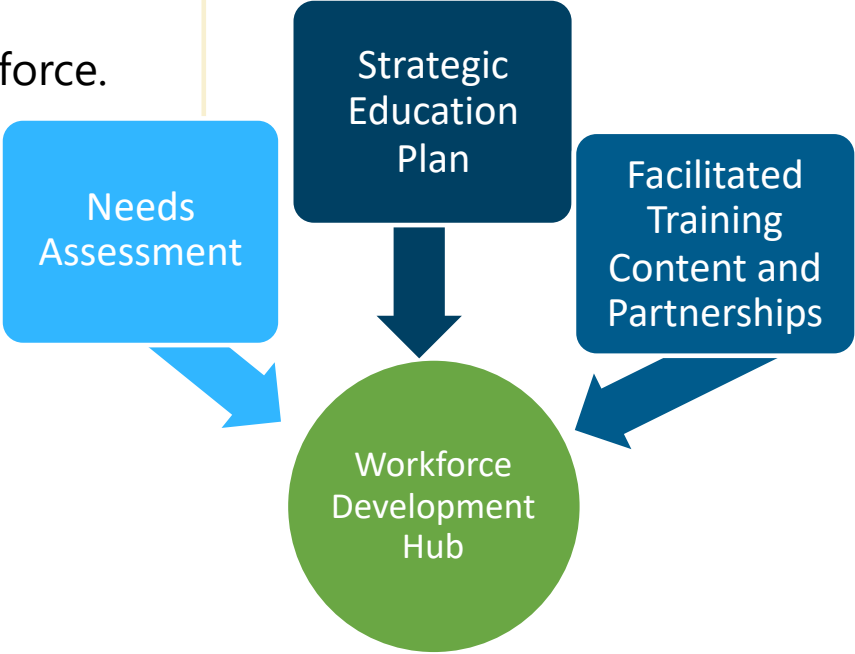
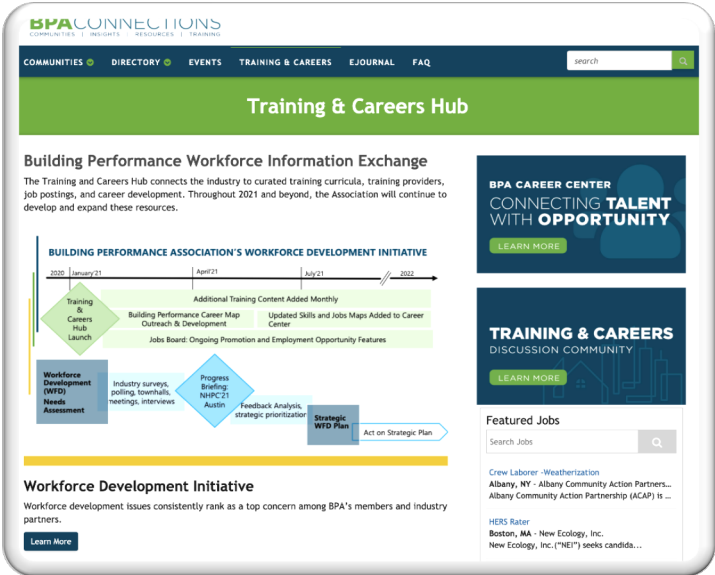
ABOUT

BPA's Workforce Development Initiative

BUILDING PERFORMANCE ASSOCIATION WORKFORCE DEVELOPMENT INITIATIVE

Our Goal: Offer a transformative industry resource for supporting and expanding the home performance workforce.

Initial Focus: Residential retrofit professions



COMMUNITY OF PARTNERSHIP AND ENGAGEMENT



Strategic Partnerships

- DOE's Better Buildings Workforce Accelerator
- BPI standards, curricula, and network of test centers
- IREC career maps and WFD pipeline strategies
- WAP Training Centers

Workforce Development Advisory Committee

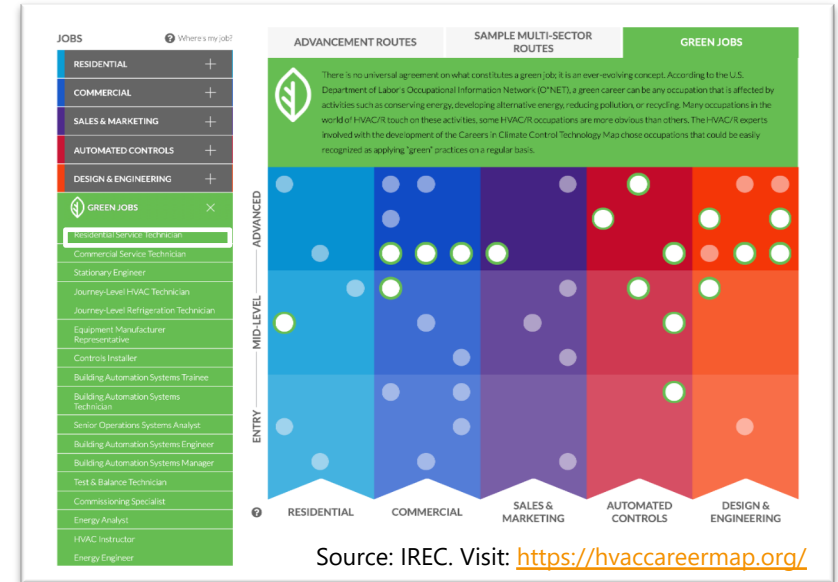
- Expert representatives to inform Needs Assessment and Strategic Education Plan

BPA Members

- Online Engagement Center, TownHalls, and Needs Assessment Survey

Industry Stakeholders

- Collaboration with sister associations: ACCA, NATE, ASHRAE, etc.



WE NEED YOUR INPUT

Workforce Development

- What states or regions have the best training and career development programs for the energy efficiency industry? What are their successful elements?
- What are the critical elements you recommend for developing pilot programs to address gaps in training and workforce development?

Advanced Technologies and Program Approaches

- What policies are most important to growing and expanding building performance businesses and increasing home energy efficiency?
- What are the top market-ready technologies/measures that you believe show the most promise in helping to reach EE goals in the residential retrofit market? Are you already promoting these? How? If not, why? What are the challenges/barriers to overcome?



Email us: WFD@building-performance.org