

Delaware Building Performance Association (DEBPA)

Kickoff Meeting

December 6, 2022

9:00 - 10:30 am

Virtual Meeting Link: MS Teams link provided by HELP Initiative

In Person Meeting: 101 W. Lookerman Street, HELP Initiative Conference Room

Attendees: Shane Fair - Comfort Energy Solutions, Steve Wanner - Chesapeake Home Services, Summer Atkinson - Chesapeake Home Services, Ryan Weitzel - FLC , John - Total Home Performance, Atlantic Refrigeration, Allen Luzak – Home Performance Consulting, Joe Tutoro – Energy Efficient Earth, David Lawson – Lawson Home Service, Nick Luzak – Seaside Environmental, David Yetter – Equinox LLC, Dashayna Brown, Eric Wright, Harold Stafford, Charles Kistler – HELP Initiative, Maria Lewis, Steve Skodac, Russell Boyd – Building Performance Association.

Welcome: Meeting called to order at 9:03 am.

Goals & Objectives: Opening statement by Allen Luzak of Home Performance Consulting about a need for contractors to have a “voice at the table” related to program funding opportunities and a spirit of partnership with a common voice representing the interests of Delaware contractors. The objective would be to create and include but not be limited to the following:

- Acts as a prime workforce development hub of resources and information.
- Keeps the industry informed on best practices, new technologies, and policy
- Lobbies for state and federal policies that grow the home performance industry
- Brings the industry together through regional and national conferences
- Serves as the home performance industry’s connection to networking, professional development, and job opportunities

HELP Initiative Portfolio of Programs & Pre-apprenticeship Plan of Action:

- Lights-ON, Safety-ON, Health-ON, and Energy-ON apprenticeship pathways for on-the-job experience and BPI Building Science & Healthy Home Principals certifications
- Pilot program currently underway to include HPwES Audit with Healthy Home Environmental Assessment that results in a comprehensive scope of work for a healthcare client referral for respiratory illness.

Workforce Development: Discussions for Workforce focused around the following areas:

- The issue is a well-defined and perceived career paths for home performance workers
- There needs to be multiple curated career pathways but one of the most significant being a pathway from being a technician to auditor to owner with supporting certifications
- Large need for home performance mentorship and training
- Best way for training to be done is in the field versus a class setting
- Need more funding for the logistics side of the business model
- HELP Initiative Jobs-ON Program to be a feeder network for DEBPA Workforce Development candidates

Contractor Concerns:

- Key pain points
- Labor shortage
- Can't keep up with the business

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- Not enough installation workers
- Lack of engaging messaging and branding
- People are getting certifications but not properly trained and ready to work
- Catering to multi-cultural workforce (Hispanic)

Contractor Thoughts:

- Nowhere to go - no clear career path
- It's hard to keep going with (1) Quality (2) Timeline (3) shut down attic work (summer) (4) Pressures to satisfy (5) Working conditions by season

Solar industry:

- Industry is romanced because they can see the work
- People need to see the before and after
- Solar needs to be engaged

Workforce Disconnections:

- Need to want to help people
- Ability to deal w/ people
- Looking for challenges, creative thinkers
- Passionate about what you do
- People who want to build careers
- Not afraid about wanting to work

Work Environment Issues:

- House cleanliness
- Roaches/rodents
- Confined work spaces, physically demanding work

Changing Workforce Process:

- Sell comfort
 - Home Performance Consulting is aware of how he sells so we can use that same philosophy when marketing
- Under performing programs need an automated portal for client intake and enrollment as well as program management training & education for multi-phased services (i.e., WAP, RRHACE)
- Contractor payment cycles need to be shortened and timelines held by program implementers.

Relevant Links:

(Free to all): <https://bpa.connectedcommunity.org/blogs/macie-melendez1/2022/09/14/the-homes-rebate-program-efficiency-for-everyone>

HOMES/HEEHR Factsheet (BPA members

only): <https://bpa.connectedcommunity.org/viewdocument/hope-for-homes-in-the-inflation-red>

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Meeting adjourned at 10:30 am.

Next meeting planned for January 2023