



Pathways to Energy Efficiency Apprenticeships



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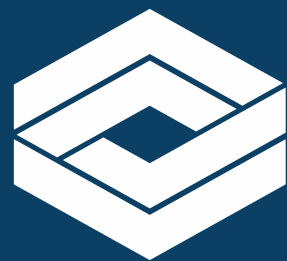
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**BUILDING
PERFORMANCE**

ASSOCIATION

The Building Performance Association (BPA) is a nonprofit 501(c)6 industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more comfortable, healthy, and energy efficient.

BPA'S CURRENT WORKFORCE INITIATIVES

■ West Virginia, Maine, Delaware, Virginia and Kentucky

- To identify strengths, challenges and needs in workforce development
- Map the current energy efficiency workforce landscape
- Provide implementation plans for workforce recommendations

■ Partnering with stakeholders across the United States

- Promote energy efficiency careers
- Create movement in outreach and education

■ “Boots on the Ground” involvement

- BPA sponsors a Maine AmeriCorps VISTA for outreach & engagement
- Applied for an AmeriCorps grant to place members in states across the US

■ ACE Network Partner for DOL Registered Apprenticeship Programs

- Provide additional outreach support, technical assistance, and industry engagement in the development of “Energy Specialist” registered apprentices



Kristine McCallister
Maine Department of Labor

Why Registered Apprenticeship?

Benefits for Employers

- Improved recruiting
- More diverse workforce
- Reduced turnover costs
- High productivity and fewer accidents
- Connection to training funds
- Customized to meet employer needs
- Formalized approach that enhances existing business practices



Over 90% of apprenticeship program completers are still with that employer after one year.

Why Registered Apprenticeship?

Benefits for Apprentices

- Increased skills
- Paycheck while in training
- Higher wages
- Mentor support
- Job security
- Safer workplace
- Nationally recognized portable credential

“Having the chance to earn a living while working on my electrical degree has been a life-changing situation for me.”

- *Patrick, Electrician Apprentice*

“The apprenticeship program was an awesome hands-on way to learn about the industry and prepare for my roles in Augusta.”

- *Kassandra, Hospitality Services Apprentice*

Exists in Many Industries



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial Services



Information Technology



Advanced Manufacturing



Critical Supply Chain



Infrastructure



Engineering



Telecommunications

What is Registered Apprenticeship?

- **Industry/Business Led**
- **Paid Job**
 - Apprentices earn progressive wage increases as their skills and productivity increase
- **Structured On-the-Job Learning and Mentorship**
 - Minimum of 2,000 hours
- **Supplemental Education**
 - Minimum of 144 hours
- **Diversity**
- **Quality & Safety**
- **Credentials**
 - Apprentices earn a nationally-recognized certificate upon completion



Who can be an Apprentice?

- Anyone **16 years or older**
 - This will vary by employer
 - Age range of new apprentices in 2021 varied from 18 to 65
- Must have work authorization
- Typically, a **high school diploma or equivalent** is required for entry
- Other requirements **vary by employer** and may include:
 - Physical requirements
 - Driver's License
 - And other requirements

What types of programs exist?

3-Types of Apprenticeship Programs

- Time Based – traditional
- Competency Based
- Hybrid

Types of Apprenticeship Sponsors

- Single Business
- Intermediary Sponsor
- Union

Classroom Training for Apprenticeship Programs

- Supports skills being learned on the job
- Up front and/or during apprenticeship
- Traditional Classroom
- Remote



How can a business get involved with Apprenticeship?

- **Contact the Maine Apprenticeship Program at MaineApprenticeship@maine.gov**
 - A representative will provide more information and schedule a meeting to talk through questions and next steps

OR

- **Contact Building Performance Association** who will assist in establishing your program with us



Washington County Community College
Nichole Sawyer

WCCC : An Industry Partner



Washington County
Community College
Calais, Maine
Discover Choices • Create Success

- Intermediary sponsor of apprenticeship
- Strong commitment to partnership and collaborative solutions
- Willing to experiment, innovate, and individualize
- Place-based and home-grown programming models
- Creating career pathways (easily identifiable and simple)
- Utilization of training options that are already in place

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Exploring Registered Apprenticeships & Funding

ENERGY SPECIALIST PATHWAY

Xavier Walter



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Energy Efficiency Jobs in America

- **2 in every 5 jobs within the energy sector are concentrated energy efficiency**
- **1.19 million construction jobs are in energy efficiency**
- **15% spend at least 50% of the time on energy efficiency**
- **9% of jobs are held by veterans**
- **6% growth projected in energy efficiency careers in 2023**
- **95% of construction employers say it is “very difficult or “somewhat difficult” to hire qualified workers**

***Energy Efficiency Jobs in America, October 2023, E4 The Future.**

Careers in Energy Efficiency

- *Residential Energy Auditor
- *Residential Quality Control Inspector
- Healthy Home Evaluator
- Crew Leader
- Technician
- Program Manager
- Building/Home Performance Contractor
- HVAC Contractor
- Residential Building Code Inspector
- Building Science Installer

**Career concentrated in “Energy Specialist” Apprenticeship Pathway*

Training, Loans and Grant Opportunities



TREC (Training Residential Energy Contractors) for states to train individuals to conduct energy audits or conduct surveys of commercial buildings and residential homes.



Weatherization has been allocated additional funding for training purposes that could be used to offset the cost associated with supporting apprentices.



State and national funding is and will be available for energy efficiency upgrades and other workforce development programs, along with specific incentives that concentrate on apprenticeship pathways.



The **ACE Network** Registered Apprenticeship Sponsors may receive **\$1,000** toward each registered apprentice (up to 10)



Training Residential Energy Contractors (TREC) Grant



Available to State Energy Offices



Designed to train, test and certify residential energy efficiency & electrification contractors



To help ensure that clean energy technologies are installed in homes across the nation



Contractors trained through this funding will be connected to projects funded by the Department of Energy's Home Energy Rebates Programs



Rebates will be available to eligible residents for retrofits and appliance upgrades that reduce energy use

TRAINING RESIDENTIAL ENERGY CONTRACTORS (TREC) GRANT

LONG TERM GOALS

Help residential households understand a home's energy use and how to decrease costs

Diversify the energy efficiency workforce and connect under-represented workers with opportunities for economic mobility

Stimulate high quality contracting across the residential sector

CERTIFICATION PATHWAY TO AN ENERGY SPECIALIST



Industry lead

Paid training with wage progression

Best practices in DEIA & safety standards

Credentials that build on each other

Related Technical Instruction, O-T-J

Mentored job shadowing



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Learn more about
Building Science Principles:

<https://building-performance.org/education/training/bpa-building-science-principles-course/>

CERTIFICATION PATHWAY TO AN ENERGY SPECIALIST



Interested in learning more or starting an “Energy Specialist” Registered Apprenticeship?

Scan the QR Code below and the BPA State Outreach team will set up a consultation!

Technical assistance is FREE!



Funding and Disclaimer

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QUICK LINKS FOR EASY ACCESS



HOME DEPOT
PROGRAM



REGISTERED
APPRENTICESHIP



AFFILIATE & ALLIED
PARTNERSHIPS



BPA
MEMBERSHIP



NATIONAL HPC &
TRADE SHOW

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www.building-performance.org/membership





Edward Wright
Maine Community College System

Questions?



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NHPC

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NATIONAL HOME PERFORMANCE CONFERENCE & TRADE SHOW

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