



DEIA in Energy Efficiency Apprenticeships



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Building Performance Association



BUILDING PERFORMANCE

ASSOCIATION

The Building Performance Association (BPA) is a nonprofit 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 reaches more than 20,000 individuals, businesses, and organizations working in contracting services, weatherization, product manufacturing and distribution, program administration, building science, government, and nonprofits.

Apprenticeships in Clean Energy (ACE) Network

A national coalition of industry, training, and workforce development leaders who are expanding Registered Apprenticeships for clean energy. This initiative is led by the Interstate Renewable Energy Council (IREC).



Energy Center

Working to Advance Energy Technology
Educational Programs



FUNDING AND DISCLAIMER

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DOL Contract #: 1605C2-23-C-0015 – Apprenticeships in Clean Energy Network
DOE Award # DE-EE0010493

CURRENT LANDSCAPE OF ENERGY EFFICIENCY JOBS



Credits: Picture, NREL, 2024. Statistical Data - Energy Efficiency Jobs in America, October 2023, E4 The Future.

- 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

FUNDING TO INFUSE CAREERS IN ENERGY EFFICIENCY

■ Workforce Funding

- **IRA/BIL Funding**
 - **Training Residential Energy Contractors Grant**
 - **Energy Auditor Training Grants**
- **Weatherization Training & Technical Assistance funding**
- **Weatherization BIL Funding**
- **Workforce Boards, State DOL (stipends or tax incentives)**

■ Other Funding

- **Energy Efficiency Revolving Loan Fund**
- **Home Energy Performance-Based Whole House Rebates**
- **High-Efficiency Electric Home Rebate Program**
- **State Energy Programs**
- **Energy Efficiency & Conservation Block Grant**
- **Other federal workforce grants (EPA, DOL, etc.)**

CAREERS IN ENERGY EFFICIENCY

Typical Weatherization Jobs

- ***Weatherization Technician**
- ***Residential Energy Auditor**
- ***Residential Quality Control Inspector**
- **Retrofit Installer Technician**
- **Healthy Home Evaluator**
- **Crew Leader**
- **Program Manager**

Jobs needed to support BIL/IRA

- ***Energy Auditors**
- **HVAC Technicians**
- **Plumbers**
- **Electricians**
- ***Envelope retrofit occupations**
 - **Insulation workers (floor, ceiling, and wall)**
 - **Air sealers and duct sealers**
 - **Ventilation and clean air contractors**
 - **Window installers**

WHY a registered apprenticeship?



APPRENTICESHIP PATH

Developed to support the Department of Labor Apprenticeship Standards for becoming an Energy Specialist
O'NET Code: 47-4011.01 RAPIDS Code: (2005)



PRE-APPRENTICESHIP

APPRENTICE

JOURNEYPERSON

MASTER

MASTER

Building Science
Principles Certificate

Building Analyst
Technician
(BA-T)

Building Analyst
Professional
(BA-P)

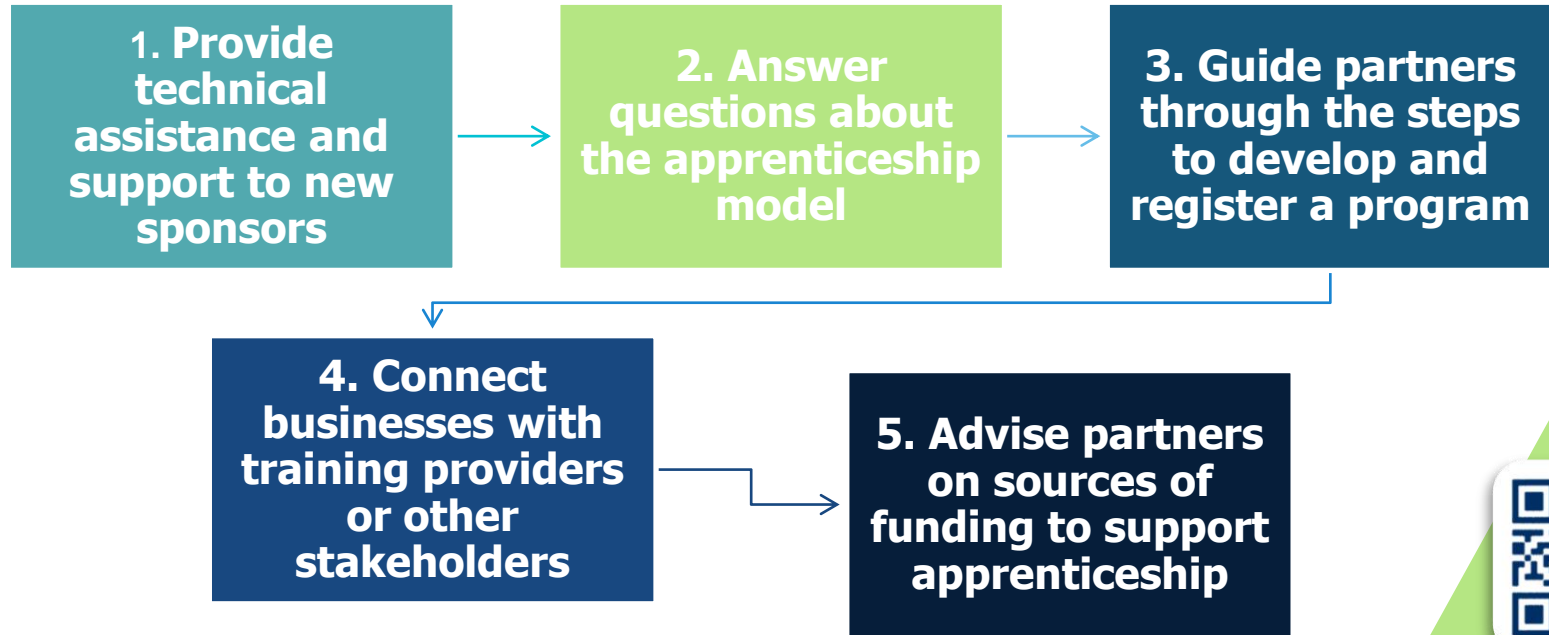
Energy
Auditor

Quality Control
Inspector

● Primary ● Core ● Advanced

- Effortless pathway for weatherization
- Opportunity for home performance contractors & employers
- Assistance in standards development, wage progression, recruitment
- Proven Return on Investment
- Increased retention and instills company culture
- Invests in local community, part of a larger workforce strategy

BPA can help your company build a Registered Apprenticeship Program (RAP):



CONTACT US TO LEARN MORE!



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

Scan the QR code below to learn more!

Technical assistance is FREE!



Diversity, Equity, Inclusion in Registered Apprenticeships in Clean Energy



About Me



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U.S. Department of Labor
Employment and Training Administration

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Buckle Up! We Have A Lot To Cover...

- Registered Apprenticeship Programs (RAPs)
- Benefits of Registered Apprenticeship Programs
- **DEIA in Registered Apprenticeship Programs**
- Benefits of DEIA
- Veterans
- Recruitment
- Retention
- Equal Employment Opportunity (EEO)
- Affirmative Action Plans

Registered Apprenticeship Programs (RAPs) Overview

- **Industry-Led** – Apprenticeable occupations are industry-vetted and approved to ensure alignment with business needs.
- **Paid Job** – Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.
- **Structured On-the-Job Learning** – Develops skilled workers through structured learning in a work setting under supervision of a skilled mentor.
- **Supplemental Education** – Related instruction supports attainment of job knowledge and skills through virtual or in-person classroom education.

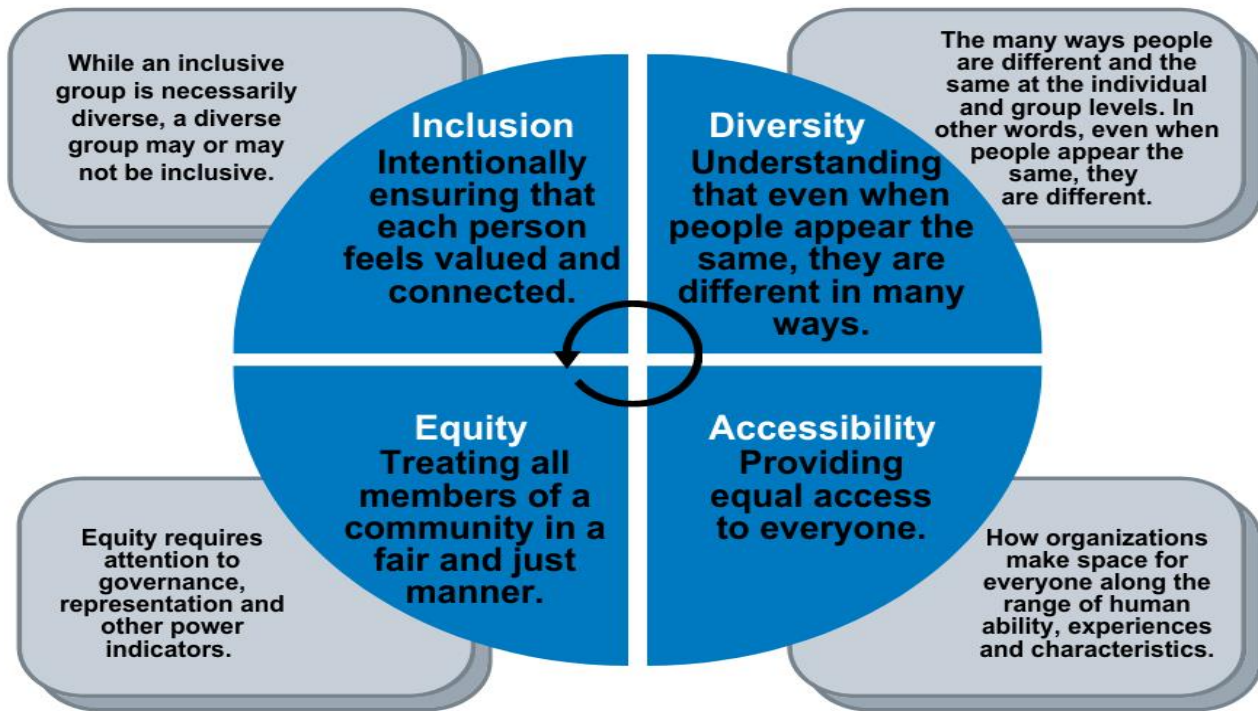
Benefits of Apprenticeships for Employers AND Workers

- **Proven Workforce Development Model** – Concept used by employers since the Middle Ages – Not just for Construction Trades!
- **Effective Recruitment Tool** – Apprenticeships are attractive to job seekers and the labor system supports connecting people to Apprenticeship opportunities!
- **Credentials** - Offers a portable, nationally-recognized credential to be issued at the completion of the program
- **Diversity** – Regulations ensure RAPs have strong non-discrimination, anti-harassment, and equal employment opportunity recruitment practices.

SCALING DEIA IN REGISTERED APPRENTICESHIPS

The Department of Labor aims to ensure **diversity, equity, inclusion, and accessibility (DEIA)** in opportunities for all populations, especially **underserved populations**, through Registered Apprenticeships.

Diversity, Equity, Inclusion, and Accessibility



Benefits of DEIA

- Diversity of thought enhances innovation by 20%
- Inclusive organizations see greater return on their investment
- Increase productivity
- Improves market share
- Enhance organizational reputation
- Expands the recruitment pipeline
- [WOTC Tax Credits](#) for targeted groups

Underrepresented / Underserved Populations (Dept. of Labor Definitions)

Underrepresented

populations which may include women, people of color, and individuals with disabilities.

Underserved

populations which may include veterans, justice-impacted individuals, youth, and those in rural communities.

Underserved Communities

Black & African Americans	Women
Hispanic & Latino	LGBTQ+
Native American, Native Alaskan, & Indigenous People Asian American, Native Hawaiian, & Pacific Islander, Middle Eastern, North African	Pregnancy
Parents	Caregivers

Underserved Communities, cont.

Older Age	1st Generation Professionals
Formerly Incarcerated Inhabitants of Rural Areas, Veterans & Military Spouses	Limited English Proficiency
Persistent Poverty	Older Age
Religions Beliefs	Persons with disabilities

Veterans in Registered Apprenticeships

"Veteran friendly to Veteran ready"

- What are some of the keys to **effectively screening** veteran resumes and interviewing veteran candidates?
- What programs or policies has your organization successfully implemented for **recruiting, onboarding, and integrating veteran hires?**
- What resources, organizations, and programs have you leveraged to support the **engagement, development, and retention of your veterans?**

Benefits of Hiring Veterans in Registered Apprenticeship

**Higher
Retention**

**Team
Building
Skills**

**Quick
Learners**

**Tax
Credits**

**Problem
Solvers**

GI Bill Benefits

- GI Bill
- The Montgomery GI Bill Active Duty

To be used for:

- College
- Graduate Programs
- RAPs

DEIA Focused Outreach

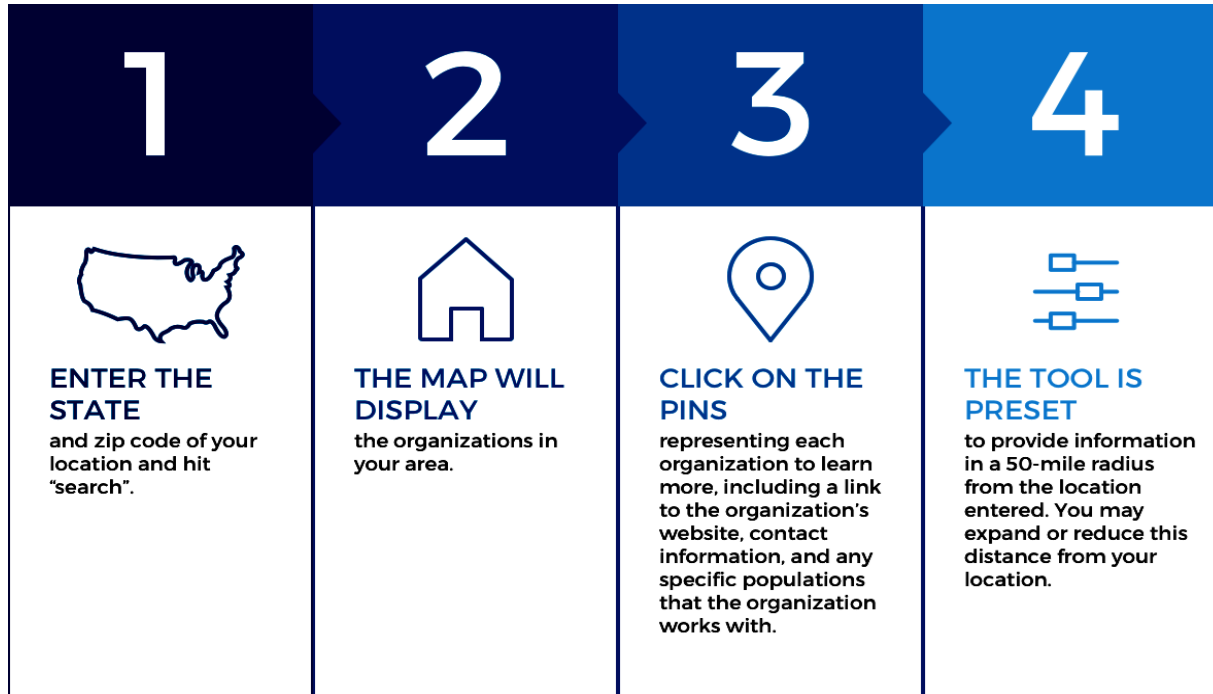
- Screen In, Not Out
- Hold community open houses
- Ensure diversity of language and images in outreach materials
- Use transparent and accessible practices to diversify recruitment
- Engage diverse recruitment partners

Recruitment

All RAP sponsors are required to conduct **universal** outreach and recruitment, which entails reaching out to organizations within your relevant recruitment area that can refer candidates from all demographic groups.

Universal Outreach Tool

A **clickable map** that allows sponsors to quickly locate organizations in their area.



Retention

- Build a culture of belonging and incorporate participant voices
- Develop training and classroom instruction to be accessible to and representative of apprentices.
- Include diverse leaders and mentors who provide quality leadership and mentorship.
- Provide wraparound support services (childcare, transportation vouchers, etc.)

EEO Regulations

- Prohibits sponsors of RAP from discriminating on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, and genetic information.
- Take concrete and actionable steps to ensure a discrimination-free and harassment-free environment

EEO Regulations

- Sponsors are responsible for ensuring all aspects of the RAP, including on-the-job learning (OJL) and related instruction (RI) components and mentoring are in compliance with the EEO regulations.
- Post the EEO pledge and information on the rights on apprentices and applicants.

Affirmative Action Plans

- A tool designed to assist a sponsor in detecting, diagnosing, and correcting any barriers to equal opportunity that may exist in its apprenticeship program
- Designed to promote and ensure equal opportunity in apprenticeship
- Written documentation of sponsors' intended plans to increase diversity - **2 years from the date of registering the program**
- Sponsors must also conduct targeted outreach and recruitment, if necessary

Developing Affirmative Actions Plans

- Analyses comparing the demographic characteristics of your apprentice workforce to the demographics of the available workforce in your recruitment area
- When these analyses reveal that one or more demographic groups (sex, race, or ethnicity) is underrepresented in your apprentice workforce, you must conduct targeted outreach and recruitment

Affirmative Action Plans Exemptions

- If a program has fewer than five apprentices (this exemption is based on the number of apprentices per program sponsor -- not per participating employer)
- If a program can demonstrate that it has an affirmative action plan covering apprentices (aligned with the Executive Orders)

LINKS AND RESOURCES!

All DEIA information can be found at - <https://www.apprenticeship.gov/>

DEIA - Accessibility - Partnership (PIA) - <https://inclusiveapprenticeship.org/clean-energy-spotlight/>

<https://www.dol.gov/agencies/eta/apprenticeship/eo/recruitment/outreach-tool>

Veterans & Military Spouses

GI Bill Benefit - <https://www.youtube.com/watch?v=jKkG1Iu6-KI>

US Department of Veterans Affairs - <https://www.va.gov/education/about-gi-bill-benefits/>

Solar Ready Veterans Network - <https://irecusa.org/programs/solar-ready-vets/>
<https://www.dol.gov/agencies/eta/wotc>

LINKS AND RESOURCES!

EEO

EEO Pledge Language <https://www.apprenticeship.gov/sites/default/files/eo-pledge-language.pdf>

EEO Circular - https://www.apprenticeship.gov/sites/default/files/bulletins/circular-2023-01_0.pdf

Affirmative Action Plans

[Developing Affirmative Action Programs and Plans: A Guide for Registered Apprenticeship Program Sponsors](#)

[Affirmative Action Boilerplate](#)

[Affirmative Action Reference Guide](#)

LINKS AND RESOURCES!

WOTC - <https://www.dol.gov/agencies/eta/wotc>

REGISTERED APPRENTICESHIP EQUITY SURVEY - https://womensequitycenter.org/wp-content/uploads/2022/09/RAPsurvey_July2019_revision.pdf

THANK YOU

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Implementing Cultural Inclusivity in the Workplace

Champion DEIA goals to create buy-in & support

Identify who your “go-to” person is for DEIA efforts

Engage stakeholders and board members

Develop a recruitment plan for engaging and hiring talent

Communicate WHY work in DEIA is taking place

Train staff on DEIA

DEIA is a term that includes underserved populations, as well as the following groups: racial minorities, ethnicity, women, LGBTQ+, pregnancy status, parents, caregivers, religious beliefs, persons with disabilities, 1st generation professional/college graduate, English proficiency, immigrants, age, formerly incarcerated, inhabitants of rural areas, veterans and military spouses, and individuals in persistent poverty.

Refer to Executive Order 13985 for more information.



Roadmap to Recruitment with **Diversity,** **Equity, Inclusion,** and **Accessibility** in mind...



Invest in DEIA Training

- **Cultivate awareness**
- **Teach inclusive communication skills**
- **Develop DEIA leadership skills**



Marketing Methods that Target DEIA

- **Expand beyond traditional job boards**
- **Promote an inclusive company culture**
- **Encourage diverse employees to refer candidates**



Offer Internships or Apprenticeships

- **Encourage diverse candidates to apply**
- **Partner with local schools and community groups**
- **Designate mentors**



Design DEIA Practices

- **Blind resumes & interviews to remove bias**
- **Job Descriptions**
- **Communicate internally & request feedback**

Benefits to EMPLOYEES when DEIA is practiced:



Impact of DEIA PRACTICES for EMPLOYERS:

Workplace **diversity** is a **decisive predictor** of a business's **sales revenue, customer base, and profitability.**

Companies in the **top quartiles for ethnic and cultural diversity** were **35% more likely** to outperform their peers in terms of profitability.

Every % increase in the rate of **under-represented populations,** results in a **3-9 % increase in sales revenue.**

Research shows companies who embrace DEIA outperform less diverse companies in profitability.

Stock prices increased at 49 large publicly traded firms in the tech sector the day the **company made a diversity announcement,** and as diversity figures increased among tech sector employers, **private investments in the companies increased.**

Companies in the top quartiles for gender diversity were **21 %** more likely to experience **above-average profitability** than companies in the fourth quartile.



Thank you!

Comments or Questions?

To sign-up for BPA's mailing list for all things home and building performance, please use the QR code with your Smartphone or visit the link provided below!



<https://www.building-performance.org/membership>