



**The National Association for State Community Services Programs (NASCSP)
Badges in the WAP Webinar: Thursday, June 1, 2023**

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AGENDA

- Installer Badges Toolkit Background
- Micro-Badges in Minnesota WAP
- Training Challenges
- What is a Micro-Badge?
- Traditional Training vs. Micro-Badges Training
- Q&A

Installer Badges Toolkit Background



“[The National Renewable Energy Laboratory](#) (NREL) and the U.S. Department of Energy's (DOE) [Weatherization Assistance Program](#) (WAP) are collaborating with the home energy retrofit industry to support the development of skilled workers. The Installer Badges Toolkit provides a **flexible, customizable, and voluntary** approach to training and skills recognition for WAP implementers, utility programs, private-sector workers, and contractors.”

Source: <https://sws.nrel.gov/installerbadges/download>

Installer Badges Toolkit Past & Present

[DOE WAP Memo 050](#) (*archived*) introduced the Installer Badges Toolkit to the WAP.

- In 2018, DOE, along with the NREL Crew Leader scheme committee, determined the Retrofit Installer Technician Job Task Analysis could be eliminated and its tasks inserted in the Crew Leader JTA. Those tasks became the basis of the Installer Badges.
- The Badges Toolkit was updated in 2020 to add licensing and copyright agreements. However, the technical content remained unchanged from previous versions.



Installer Badges Toolkit Past & Present

DOE Weatherization Program Notice 22-4
continues to support the Installer Badges Toolkit.

- The Quality Work Plan requirements support and verify quality work in the WAP. It defines acceptable training and credentialing of DOE home energy professionals.
- The Installer Badges Toolkit provides a flexible, customizable, and voluntary approach to training and skills recognition for WAP RITs and Crew Leaders.

What is the Installer Badges Toolkit?

The [Installer Badges Toolkit](#) consists of **25 badges** representing different tasks an installer can perform on a home. Each Badge defines the desired outcomes, criteria to verify, applicable material requirements, and references to [Standard Work Specifications](#) (SWS) or other relevant standards.

The badges provide **consistent workforce development practices across and training resources**, ensuring that installers the country are learning the same skills.

Organizations can customize the Toolkit by choosing only those Badges that are relevant to their program.



Source:

<https://sws.nrel.gov/sites/default/files/2021-05/Installer-Badges-Toolkit-Fact-Sheet.pdf>

Installer Badges Toolkit Resources



The Installer Badges Toolkit is available in both English and Spanish

[Weatherization job aids](#) provide step-by-step visual guides that align with each of the Badges. The job aids are organized by areas found in single-family and manufactured homes including attics, subspaces, and the main floors within the home. **These are also available in both English and Spanish.**

The [single-family interactive 3D house](#) can be used as a self-guided learning tool by anyone interested in learning more about retrofit strategies of common weatherization measures.



Weatherization Training

Can Micro-Badges Improve Training for Field Crews?

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Learning Objectives

- Differentiate badges from typical industry standard credentials such as Energy Auditor.
- Explain how T&TA funding can be used to support micro-badges.
- Describe the steps taken from conception through launch of a statewide badging platform.
- Outline how existing training providers might work with states to create models to fund the development and ongoing support of badge programs.
- Predict where badges might go as the Wx workforce scales up due to the rollout of IRA funding.

Training Challenges

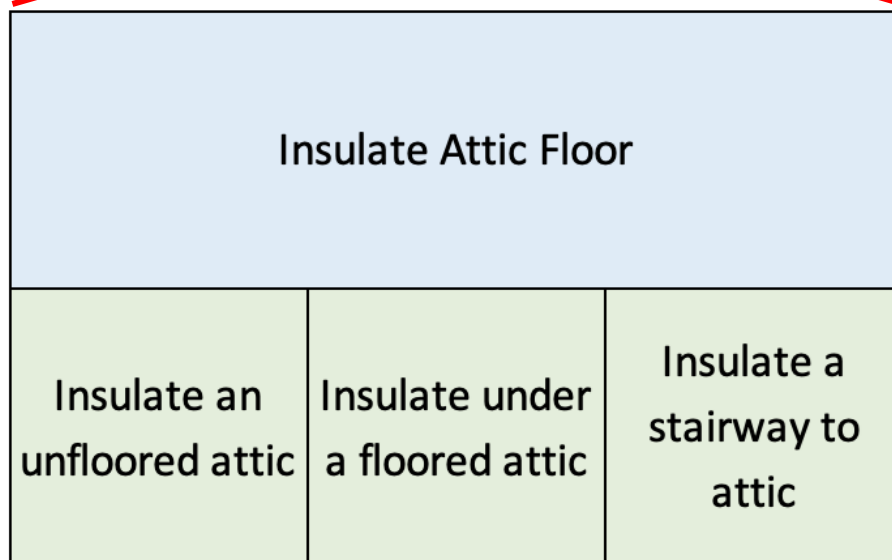
- Contracting process for the State
- Common values in adult learning content creation
- Limited internal resources for learning management software
- Costs and time for travel to training facility
 - Minnesota is over 400 miles from North to South
 - Lost production for Service Providers
 - Trainers for in-person training often travel to MN from out of the state
 - Adds go/no-go decisions to the State based on reasonableness

Badges History

- 2018. Retrofit Installer Technician eliminated & tasks inserted into Crew Leader.
- 2020. DOE updated its badges toolkit; 25 badges total aligned with Crew Leader.
- 2021. MN worked with EnergySmart to develop state-specific badges approved by DOE.
- 2022. MN Dept of Commerce and Everblue created online badges **training** and **tracking** system.
- 2023. Will other states adopt badges to scale workforce & meet demands of IRA?

What is a Micro-Badge?

- Bigger credentials are aligned with a “Job Task Analysis” (JTA)
- 1 Micro-badge = 1 slice of the JTA
- 25 Micro-badges = The full credential

[illegible]

Traditional Training



Micro-Badges Training

- ⊗ Off the job training
- ⊗ Days missing from a crew
- ⊗ Travel (often) required
- ⊗ Training only happens once
- ⊗ All or nothing

- ✓ On the job training
- ✓ Each badge <30 minutes
- ✓ No travel required
- ✓ Training easily repeatable
- ✓ Earn only relevant badges

Questions?

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**THANK YOU FOR
JOINING US!**

