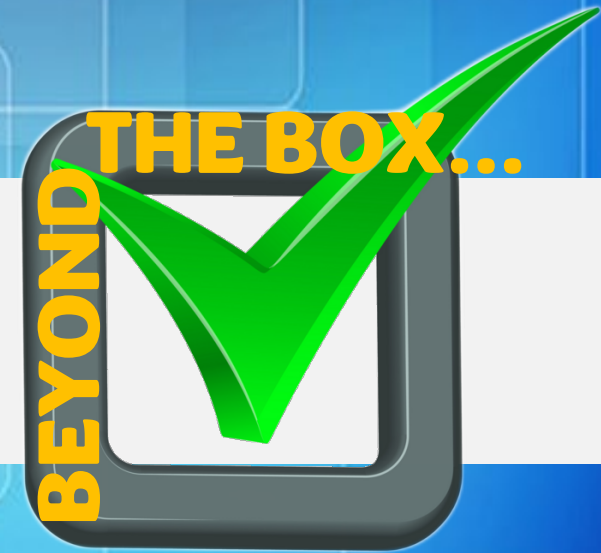




2024 National Association for State Community Services Programs Annual Training Conference

**Building a Sustainable Weatherization Workforce:
Apprenticeships, Internships,
and Strategic Partnerships**

September 16 – 20 | Renasant Convention Center | Memphis, TN



**TURNING
POSSIBILITIES
INTO REALITIES**

Today's Presenters

Community Action Partnership of Oregon

Suzanne Gray - CWDP

- Workforce Development Manager –
Oregon Training Institute

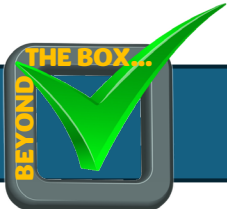
Drew Sizemore – CEM

- Director – Oregon Training Institute

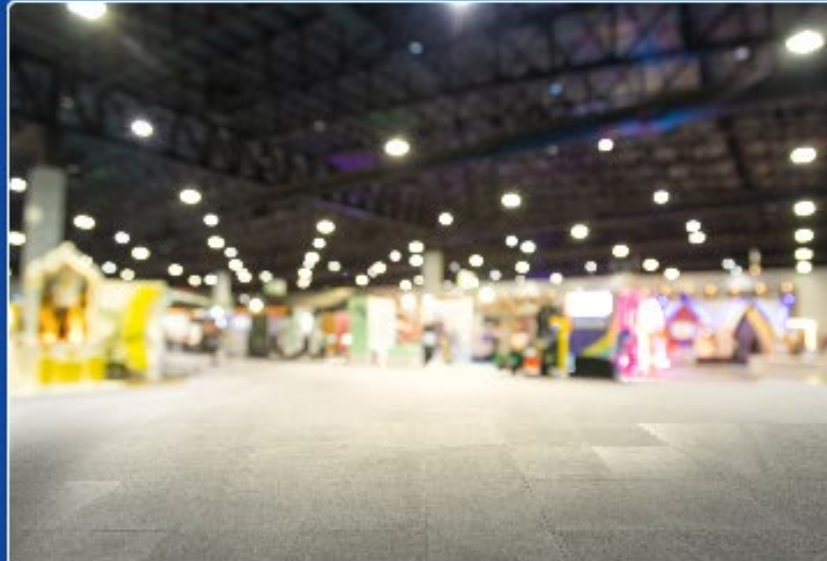
Apprenticeship NH – The Community College System of New Hampshire

John C. Knorr

- Regional Hub Coordinator – North &
West



We want to hear from you!



NASCSP 2024 ATC - Apprenti...

4 questions

Change Kahoot



Change to Slide Show View to play this kahoot.

Kahoot!

Objectives for Today's Session

1. Understand the Benefits of Registered Apprenticeships and Internships:

- Provide hands-on training, foster employee loyalty, and ensure cost-effective, customized skill development for the weatherization industry.

2. Identify and Overcome Workforce Development Barriers:

Gain insights into common barriers that inhibit workforce development in WAP and learn strategies to navigate and overcome these challenges effectively.

3. Develop and Leverage Strategic Partnerships:

- Explore techniques for building creative partnerships that support workforce development



gettyimages

Credit: Albany Times Union/Hearst Newspapers

The Critical Role of Workforce Development in Weatherization

The Oregon Experience

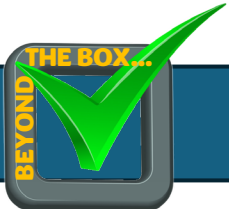
Issues that affect ability to perform weatherization

- Large Rural service area
- Large ESL population
- Staffing Barriers
- Access to qualified Contractors
- Protracted project completion

The New Hampshire Experience

Impact on the NH Economy

- 1,848 Homes Weatherized
- 323 Jobs Created or Retained
- 403,300 Square Feet of Building Space Retrofitted
- Connected with 1,299 People About Energy Efficiency Installations



Identify and Overcoming Workforce Barriers

Common Barriers (Discuss Impacts on WAP)

- Lack of Skilled Labor
- Limited Access to Training Resources
- High Turnover/Limited vertical or horizontal mobility
- Lack of understanding of nature of work
- Contractor capacity
- Lack of access to resources that permit participation in workforce

Strategies for Overcoming Barriers

- Investing in Training Programs
- Building a Culture of Continuous Learning
- Enhancing Recruitment Efforts
- Targeting specific known participation barriers
- Increasing general awareness of industry and providing clear career pathways



Strategic Partnerships for Workforce Development

Community Action Partnership of Oregon

Roles of Partnerships

- Sourcing Participants
- Support/Training/Supervision of Participants during program
- Support of Participants after program

Types of Partnerships

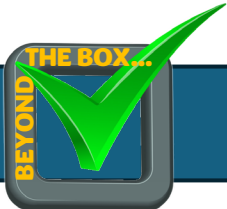
- Industry partners
- Educational institutions
- Community organizations

Apprenticeship NH – The Community College System of NH

Building Effective Partnerships

Strategies for Effective Collaboration

- Clear communication and goals
- Regular monitoring and evaluation
- Flexibility and adaptability
- Fostering relationships with entities that will provide a mutual benefit



Lessons Learned and Recommendations

ApprenticeshipNH Discusses

Moving Forward with a stackable career path for the weatherization field

Weatherization Installer

Objective: To train individuals in basic weatherization techniques to improve energy efficiency in residential and commercial buildings.

Duration: 9-12 months – hybrid-based program

Key Competencies:

- Basic construction skills
- Insulation installation
- Air sealing techniques
- Health and safety regulations
- Use of weatherization tools and equipment

Certifications:

- OSHA 10 (Occupational Safety and Health Administration)
- NREL Retrofit Installer Badges
- BPI Building Analyst (optional but beneficial)

Energy Auditor

Objective: To equip individuals with skills to assess building energy performance and recommend improvements.

Duration: 9–12 months – competency-based program

Prerequisite: Completion of Weatherization Installer Apprenticeship or equivalent experience.

Key Competencies:

- Energy audit techniques
- Use of diagnostic tools (blower doors, thermographic cameras)
- Data analysis and reporting
- Understanding of building codes and standards
- Customer communication skills

Certifications:

- BPI Building Analyst
- RESNET HERS Rater (optional but beneficial)

Quality Control Inspector

Objective: To develop expertise in ensuring quality and compliance of energy efficiency projects.

Duration: 12-18 months – competency-based program

Prerequisite: Completion of Energy Auditor Apprenticeship or equivalent experience.

Key Competencies:

- Quality assurance and control techniques
- Detailed knowledge of energy efficiency standards and protocols
- Project management skills
- Advanced diagnostic testing
- Reporting and documentation

Certifications:

- BPI Quality Control Inspector
- Other relevant certifications as required (input needed)

Lessons Learned & Recommendations

Community Action Partnership of Oregon

- Competition for Contractors
- Employment Law
- Barrier reduction stipend
- Cohorts vs. Rolling application
- Background checks
- Defining "Success"
- Intake
- Communicating Nature of Work
- Challenging Barriers
- Skills Tracking
- Aligning Internship timeline with geographic production constraints



OWWDEP Grant Survey NASCSP (September 2024)

Barrier Survey

Please take a moment to fill out this survey to help identify regional and national workforce needs. We will share the results with attendees.

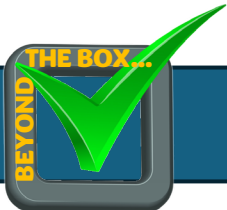


NREL link for early access to the WAP
Installer Badges Digital Platform hosted on
the WAP Learning Management System

Questions?

Thank you for Attending!

Program (WAP) Installer Badges
Digital Platform Intake Form



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SM

**CONTINUING
EDUCATION**

1.25 BPI CEUs - Building a Sustainable Workforce



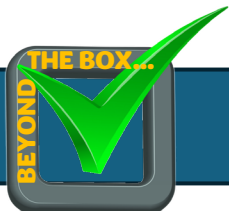
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Your feedback helps to
make these conferences
great.

Please take a minute to fill
out the evaluation for this
session.



<https://www.surveymonkey.com/r/XWYXD86>



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