A vibrant tropical beach scene. The foreground shows a sandy beach with a patch of pink sand. The water is a clear, bright turquoise color, with gentle waves lapping at the shore. In the background, there are dark, forested mountains under a bright blue sky with scattered white clouds.

Workforce Peer Exchange

NASCSP Island Grantee
Training

May 15, 2025

Welcome to the Island Grantee Workforce Peer Exchange

A Discussion About Building and
Keeping a Skilled Weatherization
Workforce



Agenda

- Why Workforce Matters for Weatherization
- Peer Exchange: Challenges in Finding & Keeping Skilled Workers
- Best Practices for Crew Retention
- Resources for Training New Crew & Contractors
- Contractor Training & Partnerships
- Monitoring & Workforce Quality Challenges
- Peer Exchange: Workforce Gaps, Needs, and Solutions
- Key Takeaways & Transition to Green Workforce Connect
- Q&A



A person in a brown sweater and khaki pants is walking through a room. In the foreground, several blue chairs with black frames are arranged in a circle. The background features wooden paneling and a large pillar. The scene is brightly lit, with a strong light source from the right creating a lens flare effect.

What Is a Peer Exchange?


Structured opportunity to share experiences, challenges, and solutions

Explore barriers and celebrate success

Improve application of knowledge to improve results

Learn from others' real-world practices and lessons learned

Build a network of support and collaboration

A photograph of a traditional thatched hut on a sandy beach. Two surfboards, one light blue and one green, are leaning against the side of the hut. The ocean is visible in the background under a clear sky.

Why Workforce Development Matters

Investing in workforce development builds a skilled, adaptable team ready to meet evolving weatherization needs.

Skilled crews = safe, quality, and efficient weatherization!

Retention reduces costs and increases impact on the community.

A strong workforce is key to meeting DOE goals and program success.

The workforce is aging, and we are seeing a whole new generation joining the industry.

Peer Exchange: Challenges in Finding & Keeping Skilled Workers

Let's discuss -

- What are the biggest challenges you face in finding and keeping skilled workers?
- Is it pay, career paths, housing, training, or something else?
- What's unique about your island or community?



Best Practices for Crew Retention

- Offer clear career pathways and advancement
- Recognize and celebrate achievements
- Provide regular feedback and mentoring
- Support work-life balance and flexibility
- Invest in ongoing training and upskilling

Let's discuss –

- What's one thing you've done that helped keep a good worker?
- What barriers prevent you from offering higher wages or more advancement?

Resources for Training New Crew & Contractors

- Onboarding checklists, program education, and safety training are key!
- Local partnerships can help. Check out community colleges, unions, workforce boards, etc.
- Green Workforce Connect!
- WAP Litmos Training
- IREC Accredited Training Centers offer both live and online courses; Many will travel.

Let's discuss –

- What resources or partnerships have helped you train new hires?
- Fill in the blank: “I need an entry-level employee who can _____.”
- What skills or credentials do you require for entry-level hires, and which do you typically have to train them on?

Contractor Training & Partnerships

- Share training resources with contractors and subs
- Require and/or support certifications (BPI, NREL, OSHA)
- Host joint training events or job fairs (Lunch & Learn!)
- Green Workforce Connect!
- Leverage partnerships with trade schools, unions, workforce agencies, and other organizations

Let's discuss -

- How do you ensure contractors meet your standards?
- What organizations or partnerships have been most effective in helping you recruit new talent?
- Where do you see gaps?

Monitoring & Work Quality Challenges

- Regular field monitoring and feedback (not just complete, but in-progress too)
- Use checklists and standardized forms. Simplify anything you can
- Address issues promptly with coaching or retraining
- Document performance and improvement plans
- Provide tools and resources to help educate on standards, etc.

Let's discuss –

- What monitoring challenges do you face?
- How do you handle underperformance or recurring issues?

Peer Exchange – Workforce Gaps, Needs, and Solutions

Let's discuss -

- What tools, resources, or plans are you taking home to use?
- What do you still need?
- What questions did we not answer?



A stack of three smooth, dark stones is balanced on a beach. The background is a soft, out-of-focus sunset with warm orange and pink hues. The stones are dark and smooth, with the top stone being the smallest and the bottom one the largest.

Key Takeaways & What's Next

Retention starts with recognition, growth, and support!

Competitive pay and benefits are key to attracting and retaining a quality workforce.

Regularly review, coach, and document processes for quality assurance and continuous improvement.

Use available resources for training and partnerships available from NASCSP, IREC, DOE, NREL, and other WAP partners.

Keep sharing and asking for what you need!

Q&A

- What skills or credentials do you require for entry-level hires?
- What barriers prevent you from offering higher wages or advancement?
- What resources or training would help you most?



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- Green Workforce Connect: <https://greenworkforceconnect.org/>
- NASCSP Workforce Resources: <https://nascsp.org/workforce-resources-and-tools/>
- NASCSP BIL Coaching Series: <https://nascsp.org/bil-coaching-series/>
- NASCSP Workforce Development Slides: https://nascsp.org/wp-content/uploads/2024/08/Workforce-Development-and-Training_Session-6.pdf
- Weatherization Learning Center: <https://wap.litmos.com/account/login/>
- BPI Recruitment Tools: <https://www.bpi.org/recruitment-tools/>
- Job Aids & 3D Houses: <https://www.energy.gov/scep/wap/weatherization-installer-job-aids-and-interactive-3d-houses>
- Residential Energy Auditor Resource Repository: <https://sws.nrel.gov/residential-energy-auditor-resource-repository>



Mahalo!

