



NASCSP 2025 Annual Training Conference

WAP Pre Conference

September 22 - 23, 2025

Preliminary Agenda

(Agenda subject to change)

Monday, September 22nd

7:30 a.m. – 8:30 a.m.

Continental Breakfast

9:00 a.m. – 12:00 p.m.

CEDA Weatherization Training Center Tour

Kick off the pre-conference with an inside look at the CEDA Weatherization Training Center, a state-of-the-art facility designed to train crews and contractors in all things weatherization. This guided tour offers a chance to see hands-on training in action, from blower doors to building science. You'll hear directly from CEDA staff about their training model and how they prepare the workforce to meet the real-world demands of the Weatherization Assistance Program. It's a great opportunity to connect with peers, ask questions, and get inspired by the work happening on the ground.

Community Impact Experience

As part of NASCSP's commitment to service and community connection, we're offering a special opportunity for attendees to give back to our host city in a meaningful way. This hands-on experience is all about *Amplifying Our Impact*—beyond the sessions, beyond the networking, and into the heart of the community. Join fellow attendees as we roll up our sleeves, build connections, and leave a lasting impression together. Full details to come!

12:00 p.m. – 1:30 p.m.

Lunch (On Your Own)

1:30 p.m. – 3:30 p.m.

Green Workforce Connect and Onboarding Assistance

Tuesday, September 23rd

7:30 a.m. – 8:30 a.m.

Continental Breakfast

8:45 a.m. – 10:00 a.m.

Competitive Negotiated Proposals: An Innovative Approach to WX Contractor Procurement

Illinois has developed an innovative and groundbreaking procurement methodology for Weatherization (WX) contractors called Competitive Negotiated Proposals. Created in collaboration with WIPFLI, this streamlined approach pre-qualifies contractors based on experience, conducts a comprehensive independent market analysis to set fair pricing, and facilitates negotiations to

establish standardized rates. Benefits include consistent pricing, ongoing contractor enrollment, and market-driven costs. This methodology ensures fair and transparent pricing for all catalog measures and contractors while allowing flexibility to onboard new contractors through the continuous pre-qualification process.

Presenter(s): Ebony Buchanan, *Weatherization Pricing and Market Analyst, Community and Economic Development Association of Cook County*; **Mick Prince**, *Weatherization Program Manager, Illinois Department of Commerce and Economic Opportunity*

10:00 a.m. – 10:30 a.m.

Networking Break

10:30 a.m. – 11:45 a.m.

Managing Multigenerational Workforces

With five generations working side by side, from Baby Boomers to Gen Z, navigating team dynamics has never been more complex or more important. This interactive session will explore the unique values, communication styles, and motivations of each generation and how they influence program implementation, stakeholder engagement, and workforce retention. Participants will leave with practical strategies to bridge generational gaps, tap into the strengths of a diverse team, and create inclusive environments that strengthen collaboration and improve outcomes.

Presenter(s): Jen Silbert, *Co-Founder*, **Tony Silbert**, *Co-Founder*, *Spartina Consulting*

11:45 a.m. – 1:00 p.m.

Lunch

1:15 p.m. – 2:30 p.m.

Workforce Strategy Lab: Building Youth Talent Pipelines for Weatherization Careers

This interactive strategy lab is all about rolling up your sleeves and getting creative. Together, we'll explore how to build strong, inclusive pipelines that connect young people (ages 16 to 24) with real career opportunities in weatherization and energy efficiency. Through hands-on design thinking and peer exchange, we'll co-create practical, scalable approaches to bring more youth into this growing field. With guidance from facilitators, we'll map out key entry points, brainstorm support systems that help young people thrive, and identify the tools and resources needed to make it all happen. We'll also generate ideas for partnerships across education, workforce, and community networks.

Presenter(s): VaShawn Johnson, *Weatherization Training Manager, Indoor Climate Research and Training*; **Pagan Poggione**, *Senior Director, Strategic Workforce Engagement, Interstate Renewable Energy Council*

2:30 p.m. – 3:00 pm

Networking Break

3:00 p.m. – 4:15 p.m.

Enhancing Trust Through Communication

This workshop provides tools and experiential activities to build your capacity for clear, accountable, and fluid communications. Participants will learn how to develop communication skills to foster learning, vulnerability, empathy and trust.

Presenter(s): Jen Silbert, Co-Founder, Tony Silbert, Co-Founder, Spartina Consulting