



2026 WINTER TRAINING CONFERENCE

“Rooted in Hope”



**Beyond Compliance:
Contractor Engagement
and Innovation**

www.nascsp.org

Speakers:

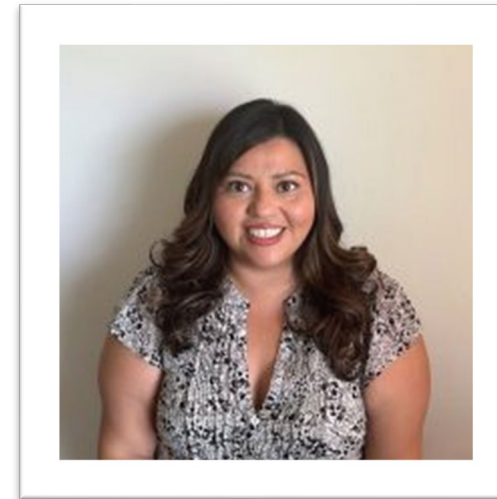
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NASCSP Weatherization
Workforce Sr. Program Manager



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NASCSP Sr. WAP IJA Program
Manager



What You'll Walk Away With



Targeted engagement methods subgrantees can use to strengthen contractor relationships.



Practical performance and training incentives to support quality and capacity.



A simple process to solicit, assess, and integrate contractor innovations into program operations.

Who's in the room?

Raise your hand if you are:

- A WAP Grantee / State Office
- A Subgrantee / Local Agency
- A Training Center / Technical Provider
- A National / Partner Organization
- Other (contractor, allied program, etc.)

From Compliance to Excellence

Compliance

- Contracts executed on time.
- Required monitoring completed.
- Mandatory trainings delivered.

Excellence

- Contractors engaged as partners in problem-solving.
- Structured feedback and innovation channels.
- Shared metrics and transparent performance expectations.

Contractor Challenges We're All Seeing

Skilled contractor shortage and high turnover.

Stigma around federal funding: paperwork, payment, regulations.

Inconsistent quality and performance across contractors.



What Subgrantees (or Grantees) Can Lead

- Host quarterly contractor councils or advisory roundtables.
- Use small-package procurements to help new contractors "test the waters."
- Offer "WAP for Contractors 101" using the Contractor's Guide to Success and other resources.
- Build feedback loops tied to monitoring: "What slowed you down this quarter?"
- Recognize high-performing contractors through co-branding and visibility.

Quick Pair Share: What's Working?

Turn to someone near you and discuss:

- One thing your contractors appreciate about working with your organization.
- One thing you wish contractors knew about your program.

Making WAP Attractive to Contractors

Emphasize value: reliable work, competitive pay, mission-driven projects.

Reduce friction: simpler procurement (use RFQs where appropriate), clear timelines, streamlined paperwork.

Build trust: transparent expectations, realistic scopes, and honest communication about payment and compliance.



Overcoming Contractor Hesitation

Common Misconceptions:

- Slow payments and excessive paperwork, too many regulations and compliance burdens, lack of profitability compared to private-sector work...

Change the Narrative:

- Talk about streamlined processes and faster payments, reliable, consistent work, opportunities for business growth, and long-term partnerships.

Build Trust Through Testimonials:

- Share success stories from contractors who have benefited from WAP or facilitate peer-to-peer engagement to encourage participation.

Practical Engagement Tactics



Leave bids open longer and hold pre-bid meetings to support more participation.



Use small-package procurements and on-the-job training for new contractors.



Use RFQs instead of full RFPs when qualifications matter more than complex narratives.

Leave Bids Open Longer

Why it Works: Longer bid windows attract more contractors and improve competition.

Key Benefits:

- Increases contractor participation.
- Allows smaller firms time to prepare proposals.
- Improves bid quality and pricing.

Strategies for Success:

- Pre-bid meetings to clarify expectations and requirements.
- Outreach campaigns to expand contractor interest.
- Follow-ups with potential bidders to address concerns.

Testing the Waters

Small Package Procurements are a low-risk way to engage new contractors.

On-the-Job Training helps contractors gain experience with WAP projects and get a better idea of scope, measures, costs, etc.

Why It Works:

- Builds confidence and familiarity with program requirements.
- Reduces contractor hesitation about federal funding processes.
- Creates a pathway for long-term contractor engagement.



Expanding Outreach & Reducing Barriers

Check Metro Areas: Larger labor pools, more contractor availability.

New Markets: Recruiting from adjacent industries such as skilled trades, HVAC, and others.

Simplify Procurement: Using Requests for Qualifications (RFQ) instead of Requests for Proposals (RFP) reduces barriers for contractors who may be interested in learning more.

Building a Contractor Pipeline

Creating a steady pool of contractors:

Ongoing recruitment, partnerships, and outreach.

Maintaining engagement & readiness:

Training, support, and clear communication.

Long-term retention strategies:

Strengthening relationships and reducing turnover.



Peer-to-Peer: One Engagement Move in 90 Days

Form a group, and choose one tactic:

- Longer bid windows & pre-bid meetings
- Small-package procurements
- RFQs for contractors

&

Discuss:

- How could this look in your program?
- Who must say “yes”?
- What is one step you can take in the next 90 days?

Supporting Contractor Success

Training & development: connect contractors to WAP training centers and on-site mentoring.

Onboarding & compliance support: standard packets, checklists, and a clear point of contact.

Use tools like the Contractor's Guide to Success to align expectations and quality.



Performance Incentives that Matter

Preferred status or first access to small packages for documented high-performing contractors.

Public recognition: website spotlights, conference shout-outs, and success stories.

Access to training or TA for firms investing in quality and/or workforce development.



Quick Design: One Incentive

In small groups, design one low-cost incentive:

- Who qualifies?
- What behavior are you rewarding?
- How will contractors learn about it?

Building a Contractor Innovation Pipeline



Invite ideas from contractors (RFP/RFQ questions, meetings, monitoring).



Screen and prioritize based on alignment, fairness, and feasibility.



Pilot innovations in small packages or specific territories.



Evaluate, document, and scale by updating scopes, RFQs, or training.

Activity: Invite Innovation in Procurement

Original line: “Describe your approach to completing the scope of work.”

Rewrite in pairs to explicitly invite innovation, e.g.:

- “Describe one process innovation your firm proposes to improve customer experience, quality, or efficiency, and how you will measure it.”

Contractor RFQ Templates from NASCSP

RFQ Templates for Contractors and other services used in WAP. These can work for both Grantees and Subgrantees.

These templates are a great starting point and take half the work out of RFQ development.

<https://nascsp.org/bil-procurement-rfps/>

IIJA Procurement & RFPs



This webpage offers essential templates and guides for implementing WAP IIJA. It includes step-by-step instructions, best practices, and compliance forms to support project planning and management. The templates and guides are arranged by topic, making it easy to find resources tailored to specific needs.

> Data Management Systems

▼ WAP Contractors RFQ

- [NASCSP RFQ Template - Excel Data](#)
- [NASCSP RFQ Template - WAP Contractors](#)
- [NASCSP RFQ Example - WAP Contractors](#)
- [NASCSP RFQ Instructions - WAP Contractors](#)

> WAP Service Provider RFP

> Technical Monitoring and QCI

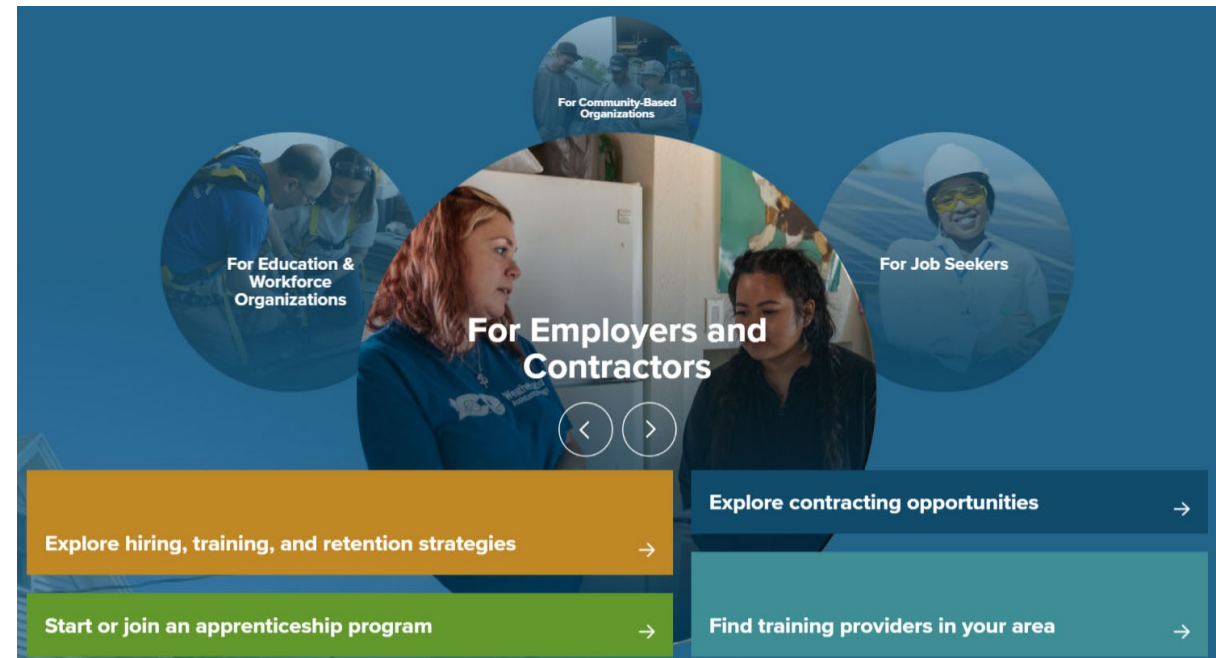
> Multifamily

Putting **Green Workforce Connect** to Work

Contractor's Guide to Success:
orientation to WAP work, quality,
and business considerations.

Business development toolkit:
plans, pro formas, CRM and
onboarding guides.

WAP workforce resources:
outreach tools, job posting
templates, and more.



The **Contractor's Guide to Success** equips contractors with the knowledge and tools they will need to succeed in the home and building energy performance and the Weatherization Assistance Program—whether they're just starting a business venture or looking to expand existing operations.

Utilize this resource to raise awareness and educate contractors about opportunities in this sector.

*Próximamente
en Español*

Contractor's Guide to Success



Getting Started



Preparation



Application



Starting Work & Quality Control



Growing Your Business



SUPPLEMENTAL RESOURCES

The **Contractor's Guide to Success** also contains additional supplemental resources in the form of quick reference guides and checklists.

Downloads available now include:

- Tools and Equipment List
- Application Process Overview
- Understanding Standard Work Specifications, Field Guides, and Job Aids
- Quality Assurance Overview

GREEN WORKFORCE CONNECT

Comprehensive Tool and Equipment List for Weatherization Contractors

*Note: Lists are not all-inclusive and everything on the list may not be used for every project.

- STANDARD HAND TOOLS**
 - Tool belt with pouches
 - Slotted screwdriver
 - Phillips screwdriver
 - 25' tape measure
 - 16-oz. hammer
 - Chisel
 - Awl
 - Pry bar
 - Utility knife
 - Flashlight
 - Hacksaw
 - Handsaws
 - Coping saw
 - Keyhole saw
 - Tin snip
 - Cutting pliers
 - Regular gripping pliers
 - Adjustable wrench
 - Scriber
 - Chalk line
 - Drywall screw setter
 - Drywall rasp
 - Joint knife
 - Taping knife
 - Scraper
 - Mud pan
 - Paint scraper
 - Combination square
 - Inspection mirrors
- STANDARD POWER TOOLS**
 - Cordless impact driver with accessories
 - Cordless drill with bits and accessories
 - Reciprocating saw
 - Circular saw
 - Miter saw
 - Table saw
- OTHER TOOLS AND EQUIPMENT**
 - Ladders
 - Telescoping
 - Extension
 - Folding
 - Step
 - Scaffolding
- PERSONAL PROTECTION AND SAFETY EQUIPMENT**
 - Respirator
 - Safety glasses / goggles
 - Gloves
 - Work
 - Disposable
 - Tyvek suits
 - Shoe covers
 - Cleaning supplies
 - Hard hat
 - Garbage bags
 - Roll plastic
 - Hand sanitizer
 - First aid kit (Occupational Safety and Health Administration)
 - Shop vac with HEPA filter
 - Non-Contact voltage detector
 - Line voltage detector
 - Both low and high voltage
- DIAGNOSTIC TOOLS AND EQUIPMENT**
 - Blower door kit
 - Duct leakage testing kit
 - Manometers and hoses
 - Pressure pan
 - Exhaust fan flow meter
 - Combustion analyzer (Bacharach / Testo)
 - Ambient / Personal CO detector
 - Gas leak detector
 - Moisture meter
 - Probe thermometers
 - Static pressure probe
 - Borescope
 - Smoke generating device
 - Wattage / Load meter
 - Camera (digital / phone)
 - IR camera
 - Inspection mirrors
 - 8" duct mask tape
- INSULATION TOOLS AND EQUIPMENT**
 - Insulation blowing machine
 - Hose reel
 - Hoses and tubing
 - 2" clear hose (50 feet)
 - 3" clear hose (50 feet x2)
 - 1 1/4" summer/winter tubing
 - 3-inch steel hose connectors
 - 3"-2" steel hose reducers
 - 2"-3" hose clamps
 - Low RPM 1/2" drill for holes
 - 2 9/16" wood drill bit
 - Wall plugs
 - Survey marking flags
 - R-sticks / R-value rulers
 - Pressure testing gauge
 - Portable electric generator (5,000 watts)
 - Extension cords (#12 gauge)



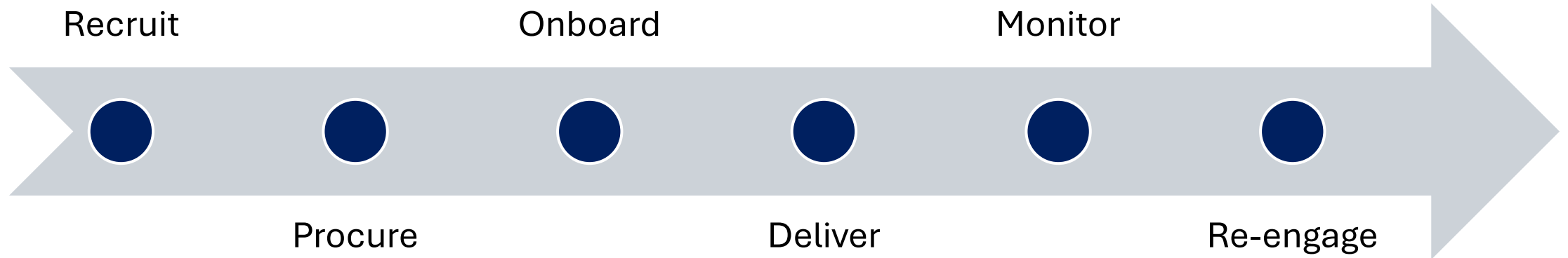
BUSINESS DEVELOPMENT TOOLKIT

New Contractor Resources Available Now!

- 10 Steps to Become a New Home Energy Performance Contractor
- Home Performance Contractor Business Plan: Guidelines and Sample Plan
- Proforma Financial Statement for Home Performance Businesses
- Budget and Chart of Accounts Worksheet for Home Performance Businesses
- Guide to Insurance for Your Energy Company
- Guide to Customer Relationship Management (CRM) Systems for Your Business
- Guide to an Employee Handbook for Your Energy Business
- Example Employee Handbook for Your Energy Business
- Guide to Onboarding Your Home Energy Performance Installers



Resource Mapping: Contractor Journey



Pick one resource and decide:

- Where it fits in this journey.
- How you will introduce it to contractors.

Key Takeaways

Attract: Expand outreach, simplify procurement, and counter misconceptions about federal work.

Engage & Retain: Offer clear onboarding, training, and consistent communication.

Incentivize & Innovate: Align incentives with quality and explicitly invite contractor ideas.

Leverage Tools: Use NASCSP RFQ templates, Green Workforce Connect, and training centers to support contractors' business and workforce needs.

Your Next 90-Day Move

Write down:

- One contractor-facing change you will test in the next 90 days.
- One partner you will bring with you or need help from.

Optional: Share your commitment.

Subgrantee Spotlight: Expanding Impact on Navajo Nation

Before: Only a handful of homes weatherized each year on Navajo Nation in New Mexico.

After Red Feather became the WAP subgrantee: capacity and production increased through targeted outreach and contractor partnerships.

How: Community-based engagement, trusted relationships, and deliberate contractor support. Red Feather works with their contractor, Hooghan Honeezili, to provide the on-the-ground weatherization services.

<https://nascsp.org/weatherization-assistance-program-success-story-customer-impact-for-navajo-nation-residents/>

Grantee Highlight: Competitive Negotiated Proposals in Illinois

Best for: Creating a prequalified pool of contractors for ongoing, flexible work where the scope, volume, and pricing vary over time, and experience and capacity are more critical than price during selection. The competition is found in the prequalification stage, rather than in the price of the proposals.

Key Features:

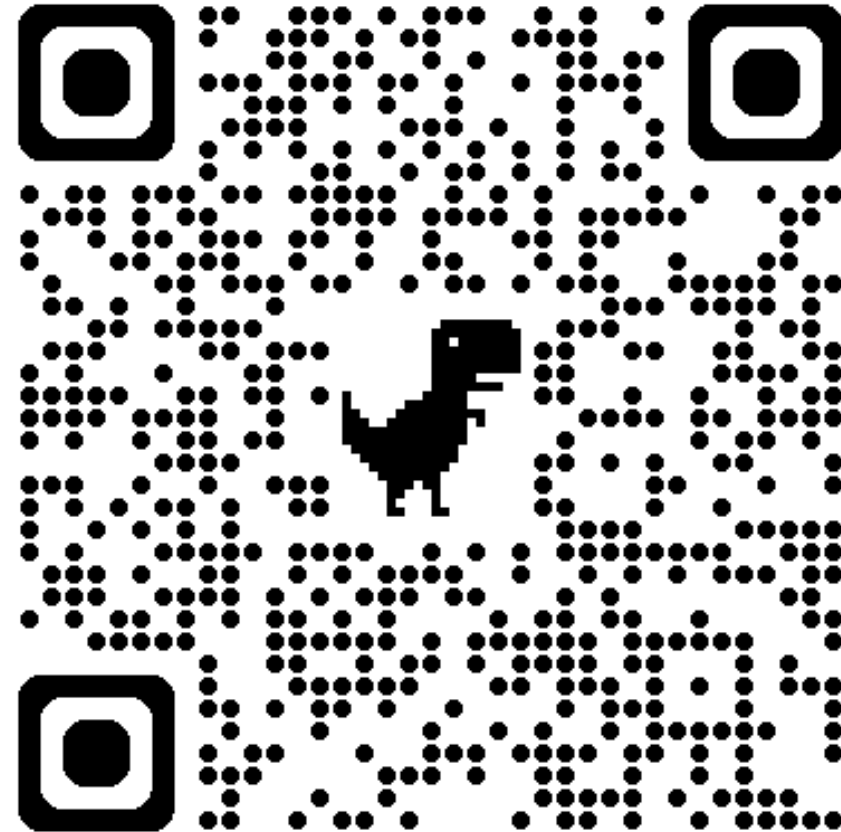
- Begins with a prequalification process - vendors do not submit prices at this stage.
- Scored based on experience, certifications, capacity, minority/women-owned status, financials, and other qualifications.
- Vendors who meet the minimum score are added to a prequalified pool.
- A market analysis is conducted by the agency to establish baseline pricing.
- All prequalified contractors are presented with the same pricing structure, and line-by-line price negotiations take place as a group.
- Contractors must provide documentation to justify any proposed pricing changes.
- Once pricing is finalized, contracts are executed with any vendors who agree to the negotiated terms.
- New contractors can be added later if they complete prequalification and accept existing prices.

Resources, Tools, and More!

- NASCSP RFQ Templates - <https://nascsp.org/bil-procurement-rfps/>
- Green Workforce Connect - <https://greenworkforceconnect.org/>
- Contractor's Guide to Success - <https://greenworkforceconnect.org/resource-hub/a-guide-to-success-for-contractors-new-to-the-weatherization-assistance-program/>
- Weatherization Workforce Resources - <https://greenworkforceconnect.org/resource-hub/?resourceType=Weatherization+Assistance+Program>

WAP WORKFORCE
TECHNICAL ASSISTANCE
OPEN OFFICE HOURS

→ JANUARY ← 1/14/26 2:00 - 3:00 PM ET	→ FEBRUARY ← 2/18/26 2:00 - 3:00 PM ET	→ MARCH ← 3/18/26 2:00 - 3:00 PM ET
→ APRIL ← 4/15/26 2:00 - 3:00 PM ET (TENTATIVE)	→ MAY ← 5/20/26 2:00 - 3:00 PM ET	→ JUNE ← 6/17/26 2:00 - 3:00 PM ET
→ JULY ← 7/15/26 2:00 - 3:00 PM ET	→ AUGUST ← 8/19/26 2:00 - 3:00 PM ET (TENTATIVE)	→ SEPTEMBER ← 9/16/26 2:00 - 3:00 PM ET
→ OCTOBER ← 10/21/26 2:00 - 3:00 PM ET	→ NOVEMBER ← 11/18/26 2:00 - 3:00 PM ET	→ DECEMBER ← 12/16/26 2:00 - 3:00 PM ET



<https://us06web.zoom.us/meeting/register/kGMNNdDaQV2dD91lBb4Evg#/registration>

Thank you!

Please feel free to ask questions.

For additional questions, please reach out the Kye Garvin – kgarvin@nascsp.org.



Session Survey

- Please complete the session evaluation. Your feedback is important in developing future conferences, resources, and more!
- <https://www.surveymonkey.com/r/9CDFN2K>



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**CONTINUING
EDUCATION**

Beyond Compliance: Driving
Program Success through
Contractor Engagement and

