

# **Workforce Issues in the Evaluation of Energy Efficiency Programs: What is Needed**

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## **Introduction**

Primarily through example, this poster addresses many of the questions dealing with the workforce that are beginning to be included in the evaluations of energy efficiency and other demand-side programs. The focus of the poster is on California but the questions and methods used to address these questions are relevant for the evaluation of most all policies and programs focused on the efficient use of energy.

- How many and what types of jobs are created by energy efficiency programs and policies?
- Is there a sufficient supply of trained workers to fill these jobs?
- Are additional workforce training programs called for?
- What are the characteristics of the industry sectors (e.g., HVAC, home retrofit) supporting energy efficiency programs and policies?
- Do the energy efficiency sectors reward contractors and workers for increased investments in education and training and the performance of high quality work?
- What are the key elements of the workforce education and training infrastructure that serve the energy efficiency industries and occupations?

These questions are critical and as summarized in the final section call for the explicit inclusion of workforce outcomes in all types of program evaluations and specifically for additional documentation of the relationships between positive workforce outcomes and energy savings.

The poster is based on the recently completed study entitled “California Workforce Education and Training Needs Assessment for Energy Efficiency, Distributed Generation, and Demand Response.” This study included: (1) an analysis of the effect of federal and state energy efficiency policies and programs on California’s labor market, (2) a comprehensive assessment of California’s workforce development system and its collective capacity to prepare, place, and retain workers for jobs created and transformed by energy efficiency policies and program, and (3) a detailed discussions of lessons learned and recommendations for action. These recommendations are directed to state agencies that support investments in energy efficiency, to utilities with the responsibility of implementing energy efficiency programs, and workforce development policymakers, funders, and practitioners.