

AEG Boston 22Q1 Stakeholder Challenge:
Critical Infrastructure, Equity & Resilience



Expanding Access to the Energy Efficiency Workforce

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Industry

1.1% 15 -19 years old | 61.5% 20-44 years old

Hiring Source: 57% Word of Mouth | 92.4% Hiring Difficulty

Roles experiencing higher level of hiring difficulty:

62.1%



Heating, Air Conditioning, Hot Water & Refrigeration, Mechanics, Contractors, and Installers

45.8%



Energy Auditors

50%



Weatherization Installers



78.7% Caucasian

90.4% English Speakers

86.7% Males

Demographics



52.6% On-the-job training at current employer

45.5% Highschool & Certifications

88.5% Career Satisfaction

Educational Training

Accelerating Equity In the Energy Efficiency Workforce

CLEAN ENERGY PATHWAYS

Partner with community-based workforce training programs to identify qualified, interested candidates

Place candidates with geographically targeted energy efficiency trade allies in high-need positions/high-value

Upskill interns by providing professional development training and a certification

Match interns with industry mentors, networking opportunities and engage in exploratory learning

Employ program participants: aim for 100% of candidates to be placed into jobs upon graduation

Place 120 Recruits in the CEP BY Q4 2024



Accelerating Equity In the Energy Efficiency Workforce

MASS SAVE[®] SCHOLARSHIP

The goal for this scholarship program will be to increase training and certification completion rates amongst diverse program participants by alleviating the financial hardship that may pose as a barrier to participation

\$250,000 annually in scholarships for energy efficiency training and certification programs.

Pathways

A commitment to explore workforce development pathways to two-year and four-year degrees related to energy efficiency for disadvantaged students seeking clean energy related higher education



Accelerating Equity In the Energy Efficiency Workforce

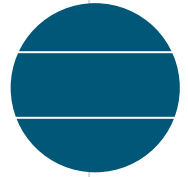
PARTNERSHIP

MassCEC The Equity Workforce Training Planning Grants is a funding opportunity that will offer direct support to organizations that can serve Environmental Justice Neighborhoods and Fossil Fuel Workers (Current/Former) and build capacity to plan for future large-scale, multi-year funding Equity workforce opportunities.

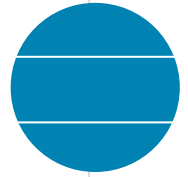
Through this solicitation, MassCEC is introduces a Minority and Women Owned Business Enterprise (MWBE) Support Program in climate critical fields.



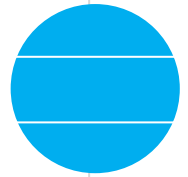
Benefits of Overcoming Challenges



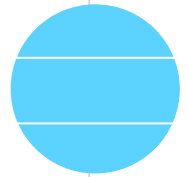
Increase percentage of **Black/African American, Latinx, Asian American/Pacific Islanders** in EE workforce



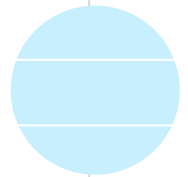
Increase **percentage of women and gender nonbinary members** of EE workforce



Increase **percentage of multilingual workers** in EE workforce



Increase residential participation in areas of MA **with low historic participation and to equitable increase access to Energy Efficiency programs and offerings**



Increase **access to Energy Efficiency employment and minority business** in environmental justice communities.



Call of Action

Regarding Critical Infrastructure, Equity and Resilience, to achieve Greater Boston's Carbon & Equity goals, a critical obstacle for Eversource to overcome is to annually increase workforce development partners year over year in targeted Mass Save environmental justice communities by 2024.