

Workforce Workgroup

January 18th, 2021

Agenda:

1. Welcome and Context
2. Introductions. What is top of mind for you around Workforce for you to get to consensus on a building performance policy?
3. Discuss what questions need to be answered. Here are a few examples from the Energize Denver Task Force.
 - a. What training and workforce supports are needed?
 - b. How can we ensure people are ready for the clean energy jobs created by this policy, that good jobs are created, and that under-resourced communities have a path into those jobs?
 - c. How do we ensure we have a qualified workforce to implement policy?
 - d. Support business creation and create opportunities for local businesses to support the transition to NZE buildings.

Participants:

Energize Denver Task Force Members

Eddie Bustamante, LiUNA! Local 720
Frank Arellano, LBA Realty
Jennie Gonzales, IBEW 68
Jenny Wilford, Colorado Sierra Club
Mike Kruger, Colorado Solar and Storage Association (COSSA)
Sergio Cordova, Pipefitters Local Union No. 208
Stephen Shepard, Denver Metro BOMA

Supporting Staff and Subject Matter Experts

Katrina Managan, City and County of Denver
Jan Keleher, City and County of Denver
Liz Babcock, City and County of Denver
Ryan Golten, Consensus Building Institute
Betony Jones, Inclusive Economics
Jodi Pincus, Inclusive Economics
Jeremy Hays, Upright Consulting
Emily Artale, Lotus Engineering

Meeting Notes and Key takeaways:

- Ensure opportunities created actually provide a living wage over time.
- Analyze and understand that the work will be there in 15 or 30 years.
- Ensure training evolves with technology changes over time
- Provide training that can close the gap between current and future skills

- Understand where the current training is happening, and which training pathways can support city climate and equity goals
- Map out the pathways into various jobs and how to acquire basic skills initially and additional skills over time
- Understand how apprenticeship programs can be best utilized to support City climate and diversity goals
- Ensure the groups approach improves upon the current status quo of Denver's labor market
- Understand how to tie incentives to high labor standards

The above key takeaways were summarized from the following notes taken on the mural board during the meeting. [Mural board](#). The mural board was copied for meeting notes below:

More Jobs

Jobs in Transition

Training/
prepared workforce

Opportunities for Under resourced Communities

Keep work local

Don't strand existing gas workers without a job

Enough qualified engineers to run efficient buildings

Train and give opportunities to inner city youth

Ensure life-long pathway for workers (2030 & 2050 timelines are not full careers)

Attracting and retaining qualified solar installers

Reach under resourced communities and youth about opportunities in these jobs.

How can policy ensure opportunities created actually provide living wage over time?

How do we continue training the workforce as technology evolves over time?

Attract a new generation of workers.

How can we analyze and understand that the work will be there in 15 or 30 years?

What are the current skills, future skills needed, what training is needed? Where should that training happen based on a landscape analysis of what is already happening?

Include all voices

What is the pathway into these jobs, start with basics, add more skills over time?

Step A is exposure to what opportunities are (education)

Quality Jobs

Support Local Business Creation

Family sustaining jobs

Ensure minority and women owned businesses benefit from the transition.

Safety for electricians

Map out how other cities have attached standards to their building performance policy work? Tie requirements to incentives, skill standards or create apprenticeship standards or qualified contractor pools the City could recommend or rigorous em&v for quality work so contractors need a skilled workforce to meet work quality standards etc.

hire local

Career training and registered apprenticeship programs

How can we tie any incentives to be only available to contractors who use apprenticeships, benefits, etc? Can incentives get even bigger as more standards are met?

How can we ensure this improves upon the current status quo of Denver's labor market?

Community benefit agreement on what work should promote.

How can we use this policy to ensure apprenticeship programs are used?

Can we have an approved set of contractors you must use to be eligible to use the incentives? Could only approve contractors that provide best value with a qualified workforce, benefits, etc.

Employer paid benefits, access to health care, retirement

How to engage union signatory contractors in this work?

How can we ensure people are ready for the clean energy jobs created by this policy, that good jobs are created, and that under-resourced communities have a path into those jobs?

What training and workforce supports are needed?

How do we ensure we have a qualified workforce to implement policy ?

Support business creation and create opportunities for local businesses to support the transition to NZE buildings.