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:
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.