

# Energize Denver Task Force Workforce Workgroup

3.1.2021 1-2:30MT

## Agenda

1. Welcome
2. Overview of Workplan
3. Develop a Workforce Training Plan
  - a. Review Task
  - b. Review How
    - i. Jobs Analysis
      1. Are the assumptions right?
    - ii. Training Landscape Analysis
      2. Who should we interview?
  - c. Next Steps
4. Suggest Labor Standards
  - d. Review Task
  - e. Review How
  - f. Next Steps
5. Close

## Participants:

### Energize Denver Task Force Members

Eddie Bustamante, LiUNA! Local 720

Frank Arellano, LBA Realty

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

Ryan Golten, Consensus Building Institute

Betony Jones, Inclusive Economics

Jodi Pincus, Inclusive Economics

Jeremy Hays, Upright Consulting

Emily Artale, Lotus Engineering

## Meeting Notes:

General reactions to the draft workplan for this workgroup:

- There seems to be enough programs to help with labor transition, the City could help promote existing trainings
- The City could help with grant programs to help launch recruitment in underserved communities for labor force training
- What are the touch points to make sure we are not missing anybody? There will be a point where systems get implemented so the transition goes from updating infrastructure to maintaining it
- Would it benefit if we created a list of jobs that would be created so that we can identify what fields will be increasing so that we can come up with better targeted requirements about what these jobs need and how we can fill the spots. Create a campaign to target those areas in the list form an equity lens.
- Create an analysis of how many people, what trades, how to stagger out the work. Use this list to start creating a timeline of how many projects will go underway and when. This analysis will help to establish what workforce is being trained and the longevity of others
- How is public money going to push this work since we can't mandate how private money is used?
  - Public money will be the Climate Protection fund that raises 35-45 million dollars a year, passed by voters last year
  - Not all of Climate Protection fund will go to buildings
    - Up to Task Force to decide how money is used
    - Money for incentives could be applied to labor standards
      - List of contractors approved by the city for incentivized use
        - Contractors meeting city requirements could get pushed forward by being an incentive
  - Tie the incentives to local laborers so that private money will have an incentive to use local labor
  - Create more incentives to increase worker value to unions, contractors, and builders
- What is the length of time or longest time that the city can provide incentives?

The following sections are the discussion of each element of the workplan in more depth:

## 1) Develop a Workforce Training Plan

### Job Analysis

- Review the Inclusive Economics Tool to estimate jobs associated with transition
- Building stock x market potential x costs x job multiplier = Jobs
  - Estimate the needed jobs
  - When the jobs are needed
    - How many jobs per year
  - Detail what jobs will be needed
    - (HVAC, Electrician, etc..)
  - What are the policy details that will assist with these jobs?
- Bulk of the jobs from the transition will be in the efficiency area

- Group Feedback
  - The building engineer pool is running thin
    - Career trade paths might not start in the same career
  - Building engineers would need a minimum of 2 years and certifications. Not much of a union or representation of building engineers
  - Building engineers and “building operators” are categorized differently
  - There is a shortage of workers, five-year training plan to be a journeyman and that time has to be spent under a journeyman. To increase the journeyman there needs to be more journeymen to train them.
    - Trade Workers can take a different career pathway to positions like building engineers when they get a good knowledge of building operations
  - We need to map out the gap and demand between workers and need

### How can roundtables help identify where we need to go and what we need to do?

The following discussion will inform roundtables to be hosted by Lotus Engineering.

- Roundtable with Building Managers - how are they finding workers today, what gaps do they have?
  - There are commonalities between properties but there are also differences between buildings and building systems. BOAC
    - <https://boac-colorado.org/>
  - Invite other building engineers and operators from different building types so the unrepresented buildings can have a better understanding of needs and gaps
  - As long as contractors can meet standards, they should be able to get the work union or not
  - Create standards for the general contractors that are used to determine job eligibility
  - Most trades used by building managers are non-union on the commercial side
  - How do we reach smaller building operators? Smaller building engineers will usually be maintaining multiple smaller buildings
  - There’s a good chance to reach this demographic through BOMA
    - Reach out to smaller buildings that benchmark
  - Need apartment representation
  - Can offer recommendations for different properties
- Roundtable Contractors – how are they finding workers today, what gaps do they have?
  - Who should be there?
    - Residential/commercial buildings, union/non-union workers
      - Ask for 2-4 suggestions from each of the following that are a diverse mix of commercial and residential expertise, exposure to small and large projects, union and non-union members.
      - I-cast and Energy Resource Center, EOC. (for underresourced perspective)

- Building jobs for Colorado - ask for union and non-union. Jenn@jenn-penn.com
- Colorado Construction Trade Council – can get us union signatory contractors,
- Rocky Mountain Contractors Association
- Association of General Contractors [www.agccolorado.org](http://www.agccolorado.org)
- COSSA, solar
- Energy companies – EEBC members
- ACEC
- ColoradoContractors.org
- Building Jobs for Colorado
- What kind of contractors are already here? What are the training resources already available?

## 2) Suggest Labor Standards to tie to incentive dollars

- Group suggestions of what the labor standards should be and send them to us
- What are supply and demand levers that the city can manipulate
  - Can the city adjust the curriculum so that when students graduate high school, they have the mathematical skills to better prepare them for labor industries?
    - Adjusted curriculum could be in trade programs at city community colleges
    - STEM fields seem to be very in need for these trades
    - Arapahoe Community College is working on obtaining a grant to help create a energy efficiency program
- How do we hit all of the groups to make sure that we are not missing any groups for these programs?
  - Can there be programs in schools that allow students to come see the tradesmen and see firsthand what the job is like?
    - Sergio Cordova’s union goes to job fairs and reaches out to children while they’re still in school to show them that trade work is an alternative to college.
      - Help kids get paid to learn a trade after they graduate so that they don’t end up in debt
      - How do we ensure that all kids in all school have equal access to these trade programs?
        - Create a pipeline
      - Sergio mentioned that it is hard to reach out to all of the kids in surrounding communities like Greeley and mountain cities