

# Workforce Workgroup Work Plan – Energize Denver Task Force

March 4<sup>th</sup>, 2021

## Purpose

As part of fulfilling the Energize Denver Task Force charter, the Workforce workgroup will develop, for Task Force review, a draft workforce training plan to accompany the Task Force building performance policy recommendations. The goal of the draft training plan will be to ensure we have a workforce trained for the transition to net zero energy buildings and equitable access into these jobs. The workgroup will also suggest labor standards for the Task Force to tie to City incentives, as part of the Task Force recommendations.

## 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

## Work Plan

1. Develop a draft workforce training plan for the City to ensure we have a trained workforce and equitable access into these jobs.
  - Conduct Initial Analysis
    - i. Jobs Analysis. Understand the job creation opportunity and any job loss potential for the building performance policy between now and 2040. Understand who does the work now and what new work might be created. Inclusive Economics will conduct a jobs analysis guided by the workgroup.
    - ii. Roundtables to ask how contractors and property managers find workers today, needs, and gaps they have. Lotus Engineering will conduct the landscape analysis

roundtables with 8-12 participants each. The workgroup will review questions to be asked at each roundtable and will be invited to observe the roundtables.

- iii. Analyze training programs today and gaps. DEDO will provide an analysis to identify trainers and gaps. The workgroup, City staff and contractors will review and add missing information to the list. For instance, does trade career education exist in high schools? Where are there gaps in how the City is interacting with the community to connect people with these career paths.
    - Develop a proposed workforce training plan for the City. The workgroup will develop recommendations on how to meet workforce needs, define the job training pathways, and ways to provide more opportunities to under-resourced communities given the shift in jobs that is coming. Recommend what sort of ongoing conversation needs to happen between the demand side and supply side to inform the City's workforce training plan.
2. Suggest labor standards for the Task Force to tie to City incentives or pre-qualification of contractors.
- Work group members suggest labor standards and ideas for how to structure incentives for long term consistency around labor standards.
  - Consultants will compile, add, and develop a draft list for workgroup review.