

Expected Budget Increase for 2021 Contracts:

- Expected rise in housing unit requirement is 50-60 units both HWAP and DOE
- Average Unit takes 112 crew labor hours per to complete
- 50 x 112 hours equals 5600 crew labor hours, 60 X 112 equals 6720
- Number of crew members to hire (1500 on site hours per crew member) equals 4 (3.73) to 5 (4.48)
- We have the in house capacity to produce the energy audits to do this but any additional funding will require at least one more auditor.
- With current level of additional expected funding we will need to add one 32 hour admin to assist with application intake and eligibility determination

Hiring completed through “normal” channels

Current Situation For WX programs

3.1% unemployment rate

Last time I was here we talked about having to recruit good employees from other employers. That is not necessarily the case anymore but VT still has relatively low unemployment rate compared to other states. With current unemployment benefits at the level they are and our necessary starting wages it has been hard to attract those available to our work force.

We recruit on our mission

- Natural resource preservation

- Lower energy burden for VT's most vulnerable
- Lowering the carbon footprints of each home we work on

We recruit on the strength of our organization

- Employees well cared for
- Strong benefits program
- Strong leadership that has an emphasis on improving employee's lives while carrying out our mission

Example:

Subcontractor Administrator

- 4 candidates were interviewed
 - One not fully qualified
 - One not a good fit for organization
 - 2 offered position at \$22 an hour, neither accepted due to low wage
 - Position readvertised

Workforce Development

Production oriented program with over 200 homes a year plus whatever increases come along.

- Training slows all down
- Fully trained fully productive member after one year on average

Three paths as I see it

Individual Agency Responsibility

- Raise one of each CAP's crew chiefs to Training Coordinator.

- Training Coordinator will work one on one or one on two to train a specific set of tasks to standard and mastery
- These tasks are those that are contained within the OEO HWAP Technical Manual
- Mastery will be documented through an On the Job Training (OJT) document.
- Training Coordinator full wages and Trainee's wages for first 90 days should not be counted into the Job Cost Average (JCA)

Centrally located or pooled training

Good examples are Resource's Weatherization Training Program and Vermont Works For Women. Both worked well for our program

- Program focusing on just graduated or not in high school young adults age 16-24 who need job skills training in order to be hired in coordination with Youthbuild.
- Also have a program directed at adults who are underemployed or want to make a career change.
- \$150,000 +/- would allow them to train an additional 25 folks statewide
- Youthbuild and the Adult Program
- (National Center For Construction Education and Research) NCCER certification
- Plus OSHA 10
- Lead Safe Remodeling
- Plus WX experience as CAP programs provide them units that have been audited as training laboratory (experienced crew lead and trainer, QCI'ed by our Quality Control Inspector

- Would add what they are calling Construction 201 (weatherization)
- Could build capacity in established programs in Burlington and Barre and enhance relationships with other programs across state to build more capacity.
- Certificate awardees would then be placed with WX programs for a three month trial period to ensure compatibility.

OEO funded WX Network Trainer

- OEO provides funds to one agency to fund a “traveling” trainer
 - Crew Chief or other crew installer with necessary skills and ability to train others
- Conducts centralized or decentralized training opportunities to all six weatherization programs
- Works with new employees to cross level training across all agencies.
- Training would be in accordance with VT State Tech Manual