



Building Equitable Energy Efficiency Workforce: How to Start

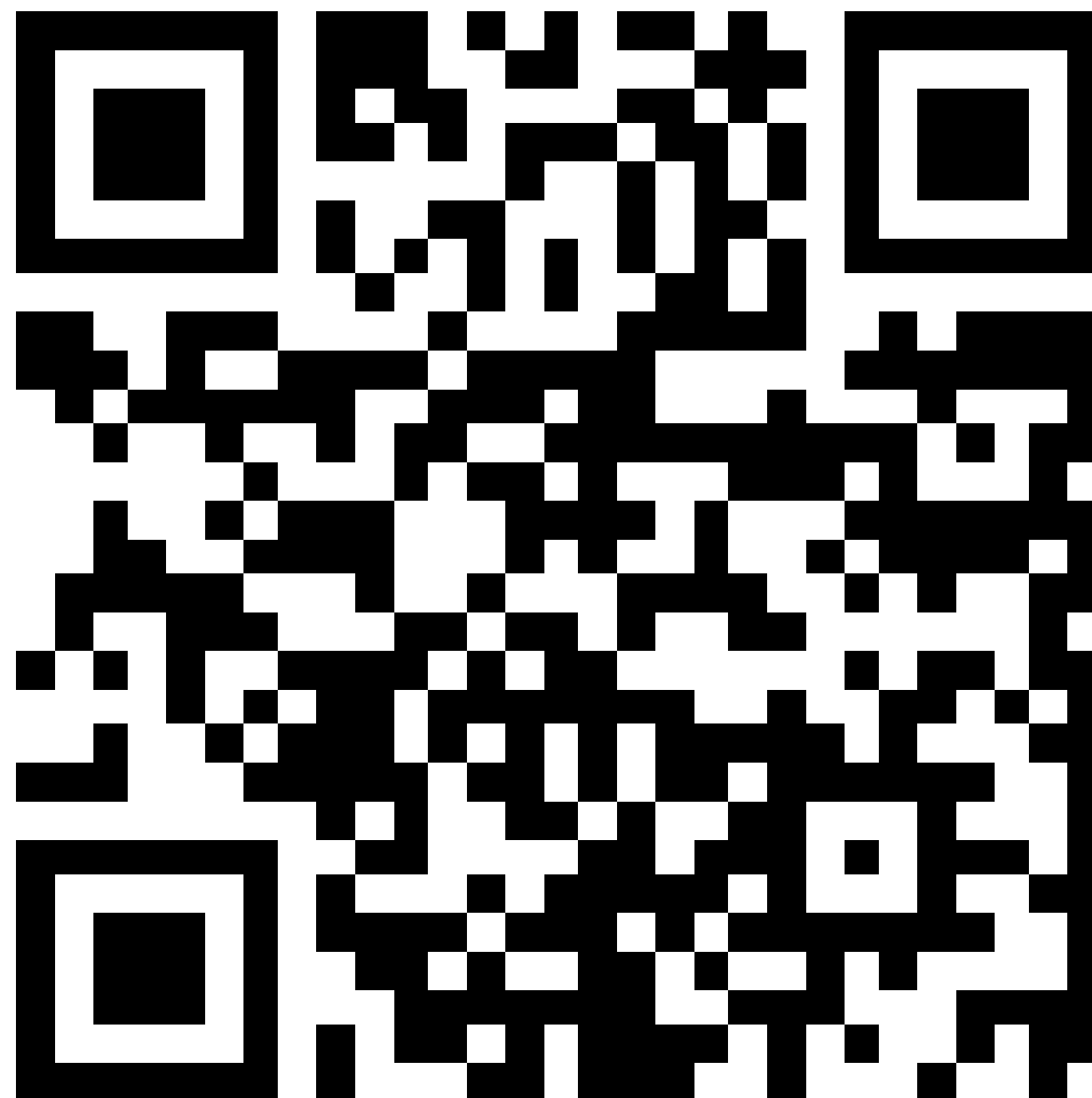
Paul Douglas, Andrea Garcia-Fernandez, Brynn Cooksey, Bethany Kitch, Andrea Guadarrama, Maggie Kelly Riggins, Antuan Cannon, Patrice Suggs McFarlin

Building Equitable Energy Efficiency Workforce- Getting Started

Panel and Workshop



Please
scan and
complete
this quick
survey.



Today's Structure

01

Topic Overview

02

Panel Conversation

03

Workshop Activity

04

Panel Engagement

05

Q & A

SEEA Priorities

**COMMUNITY
ENERGY PLUS**

Information for
householders in
Cornwall
Spring/Summer
2024

Support with rising living costs



**0800 954 1956****www.cep.org.uk**



**SEEA**
SOUTHEAST ENERGY EFFICIENCY ALLIANCE

KENTUCKY STATE GUIDE TO UTILITY ENERGY EFFICIENCY PLANNING

August 2022



**SEEA**
SOUTHEAST ENERGY EFFICIENCY ALLIANCE

TENNESSEE STATE GUIDE TO UTILITY ENERGY EFFICIENCY PLANNING

February 2024



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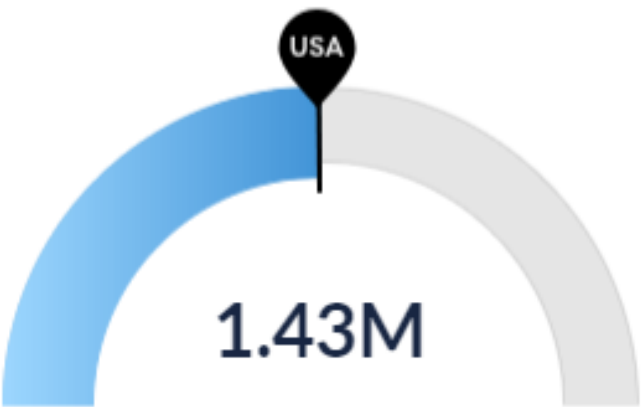
About Us
Founded in 2007, the Southeast Energy Efficiency Alliance (SEEA), promotes efficient energy as a catalyst for economic growth, workforce development and energy security across 12 states and five U.S. islands in complementary climates. We provide research, consultation and education, stakeholder facilitation, program management and financial services to a diverse set of stakeholders in the energy sector. We believe that all people in the Southeast should be able to live and work in healthy and resilient buildings, utilize clean and affordable transportation, and thrive in a robust and equitable economy.

Economy Overview | State of Tennessee

7,139,941

Population (2023)

Population grew by 361,761 over the last 5 years and is projected to grow by 353,677 over the next 5 years.



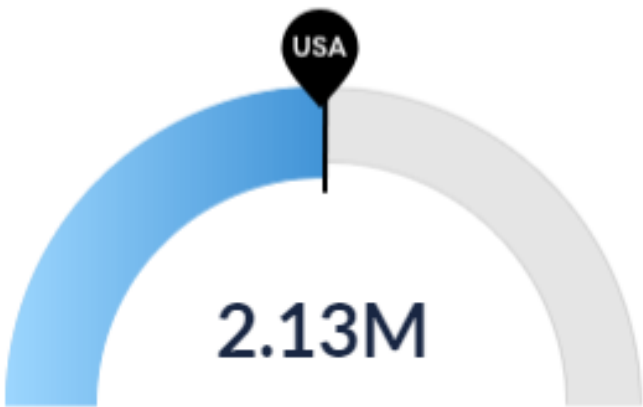
Millennials

Tennessee has 1,426,704 millennials (ages 25-39). The national average for an area this size is 1,433,789.

3,654,221

Total Regional Employment

Jobs grew by 274,199 over the last 5 years and are projected to grow by 312,267 over the next 5 years.



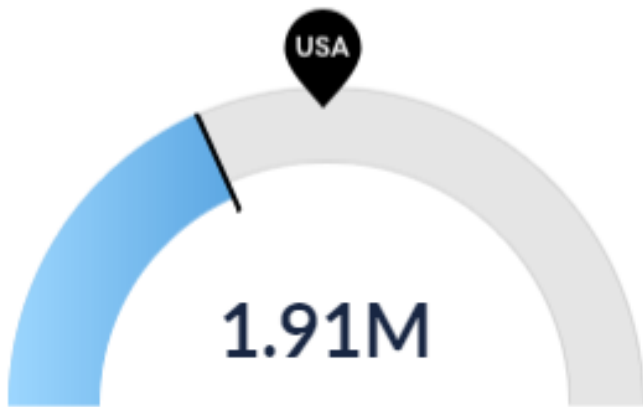
Retiring Soon

Retirement risk is about average in Tennessee. The national average for an area this size is 2,113,160 people 55 or older, while there are 2,127,537 here.

\$64.0K

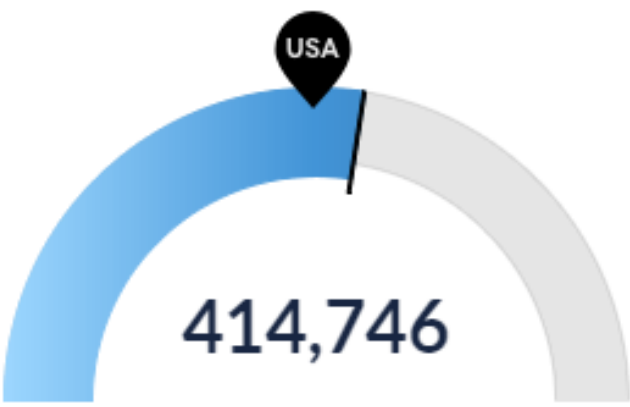
Median Household Income (2022)

Median household income is \$11.1K below the national median household income of \$75.1K.



Racial Diversity

Racial diversity is low in Tennessee. The national average for an area this size is 2,899,801 racially diverse people, while there are 1,909,972 here.



Veterans

Tennessee has 414,746 veterans. The national average for an area this size is 360,489.

Foundations of a Strategic Workforce Plan

Laying The Foundation for a Successful Strategic Plan:

- Understand the underlying need
- Identify the work needed to achieve success effectively
- Determine the roles that can effectively and efficiently perform the work

Common Mistakes by Employers:

- Plan goes straight to recruiting, or some solution
- Responsibilities and characteristics of roles breakdown becomes a post and pray strategy
- Tries to solve all “layers” in-house, when expertise lies elsewhere

Impact

What are your performance intentions to compete in the market?

What processes must be protected, eliminated, and created to perform as intended?

What are the roles and structures that must be present to perform?

Effectiveness & Efficiency

What behaviors must occur to effectively perform?

What characteristics must be present in workers individually and collectively?

What programs and activities must be implemented?

What resources do we need to acquire?

Strategic Talent Pipeline Principles

- **Consider the entire planning the lifecycle**
 - Attraction before recruitment
 - Retainment is as important
- **Proper clustering is the key**
 - Capability and capacity skills clustering by capabilities
 - Build- Buy- Borrow
- **Collaboration to fill Gaps**
 - Data driven approach to effectively and efficiently fill gaps.
- **Data driven solutions are key**
 - Data to create the solution
 - Continue to gather programmatically for updates.



What We Do: Holistic Ecosystem Engagement



Building Equitable Energy Efficiency Workforce: How to Start



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Workshop Activity

- 15 minutes- self assessment on the worksheet
- Still interactive, so raise your hands if there are any questions
- 20 minutes of conversation
 - Group insights
 - Q&A

Group Conversation

Think of the following:

Do you have more questions
than answers?

Any areas that stood out?

Why?

Continue the Workforce Conversation



1. Scan QR Code to submit your form
2. Share insights with JPI and SEEA
3. Join the Workforce Planning Work
4. Group with JPI and SEEA to keep the conversation going

YOU have a chance to WIN a prize!

Don't forget to submit your worksheet!



Scan me

THANK YOU



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