

Coalition for Energy Efficiency Revised Workforce Standard Proposal for HVAC Projects

The Coalition for Energy Efficiency (“CEE”) has proposed a two tier workforce standard requirement to apply to utility ratepayer-subsidized HVAC projects. The first tier covers small to mid size HVAC projects and the second tier covers very large HVAC projects.

Based on feedback from the IOUs, CEE has made revisions to the first tier proposal. CEE’s current proposal provides:

Tier 1 HVAC Projects: For small to mid size HVAC projects, CEE proposed requiring that 100% of workers installing the ratepayer-subsidized project have at least five years of experience installing HVAC systems (or be current enrollees in a relevant state-certified apprenticeship program) and shall comply with whatever additional certification, training or other workforce standards that the third party energy efficiency program implementer may require.

Tier 2 HVAC Projects: For very large HVAC programs, CEE proposed requiring compliance with the “skilled and trained workforce” requirements set forth in California Public Utilities Code section 388.2 (which requires at least 60% of workforce to be apprenticeship graduates).

The concern raised with the first requirement was that requiring 100% of workers to have at least 5 years experience could potentially conflict with the Coalition’s proposals to encourage contractors to hire disadvantaged workers. In addition, the requirement for additional certification was not well-defined. Based on this feedback, CEE has revised the first requirement to the following:

Tier 1 HVAC Projects: For small to mid size HVAC projects: (1) at least 50% of workers installing the ratepayer-subsidized project are graduates of relevant state-approved apprenticeship programs; or (2) at least 75% of these workers shall have at least five years of experience installing HVAC systems **and** 100% of the workers installing the ratepayer-subsidized project shall either (a) have industry-recognized certification or credentialed training specific to installation of the technology being installed or (b) be enrolled in or have graduated from a relevant state-certified apprenticeship program.

This proposal addresses the concern about disadvantaged worker access, recognizes that apprenticeship graduation is the current gold standard for training, but allows contractors that do not ensure that at least half of the workers are apprenticeship graduates to still perform the work as long as the 75% of the workers have at least five years of experience and all of the workers have at least some training in the technology being installed.

For very large HVAC projects, CEE continues proposing that the skilled and trained workforce requirement would apply that requires at least 60% of the workforce to be graduates of relevant state-approved apprenticeship programs.

Submitted by:



Thomas A. Enslow

On behalf of the Coalition for Energy Efficiency