**Coalition for Energy Efficiency Proposal re Standard Negotiable**

**Contract Terms to Address Workforce Quality**

1. **General Workforce Standard Requirement.** In the Implementation Plan, [third party] shall include a section identifying all relevant workforce standards, including any specific skills certification and/or broader occupational training and experience (such as journeyman and apprenticeship requirements) that would reduce the risk of lost energy savings from poor installation, modification or maintenance of the energy efficiency measures to be implemented under this agreement. To the extent “reasonably feasible,” the Implementation Plan shall require that all work performed on energy efficiency measures supported by ratepayer funding under this [Third Party program] shall require be performed by workers who meet the identified workforce standards. If compliance with an identified standard is determined to be not feasible, the implementation plan must provide a written justification for that determination and an assessment of the reasonable worst-case impact that the lack of compliance with the identified standard could have on the Program’s energy efficiency outcomes and cost-effectiveness assumptions. Concern over potential disruption in workforce availability or contractor participation shall not be grounds for determining that a requirement is not feasible where such disruption can be addressed by requiring an annually-increasing percentage of incentive program participants to comply.
2. **For Heating, Ventilation, and Air Conditioning (HVAC) Energy Efficiency Programs or Project**: [Third Party] agrees that all projects receiving ratepayer-funded assistance through the [third party] program for the purchase, installation, modification, repair or maintenance of Heating, Ventilation and Air Conditioning (HVAC) systems shall be required to ensure that the measures are installed, modified, repaired or maintained by journeymen with five (5) or more years of experience installing HVAC systems or apprentices currently enrolled in or having completed an applicable federal or California state apprenticeship program, in addition to compliance with any reasonably feasible measure-specific workforce certification or training requirements that may be required pursuant to Section 1.
3. **For Advanced Lighting Control Programs or Projects:** [Third Party] agrees that all projects receiving ratepayer-funded assistance through the [third party] program for the purchase, installation, modification, repair or maintenance of advanced lighting control measures shall be required to ensure that the measures are installed, modified, or repaired by workers that are California Advanced Lighting Controls Training Program (CALCTP) certified-installers. Advanced lighting controls shall be defined as components, systems, or networks that enable the performance of any one or more of the following lighting-related functions: occupancy sensing, vacancy sensing, dimming, scheduling, tuning, demand response, automated demand response, daylight harvesting, and/or communication.
4. **Skilled and Trained Workforce Requirement for Large Projects.** [Third Party] agrees that any individual project, or group of projects within the same building or building complex, receiving more than $20,000 total in direct or indirect ratepayer-funded assistance through the [third party] program for the purchase, installation, modification, repair or maintenance of energy efficiency measure shall be required to ensure that the measures are installed, modified, repaired or maintained by “skilled and trained workforce” as that term is defined in the California Public Utilities Code section 388.2.