

2019 Rhode Island Energy Efficiency Jobs Study

RI EERMC

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Overview of 2019 Workforce Study

- The study objective was to describe the workforce that supported and delivered Rhode Island energy efficiency programs and services in 2019* and quantify the workforce associated with the implementation of such programs.
- The study was conducted by Guidehouse Inc. (formerly Navigant Inc.), a leading global provider of consulting services with over 700 experienced professionals working in its energy, sustainability and infrastructure group. Guidehouse Inc. built on the workforce studies performed by Peregrine Energy Group for the previous six years.
- Included interviews with stakeholders and workforce, including program managers, vendors, and contractors.
- Quantitative analysis of efficiency measures installed in all market sectors.

*Results for the 2019 Workforce study are for calendar year 2019 and prior to the impacts of COVID-19 on the RI energy efficiency workforce.

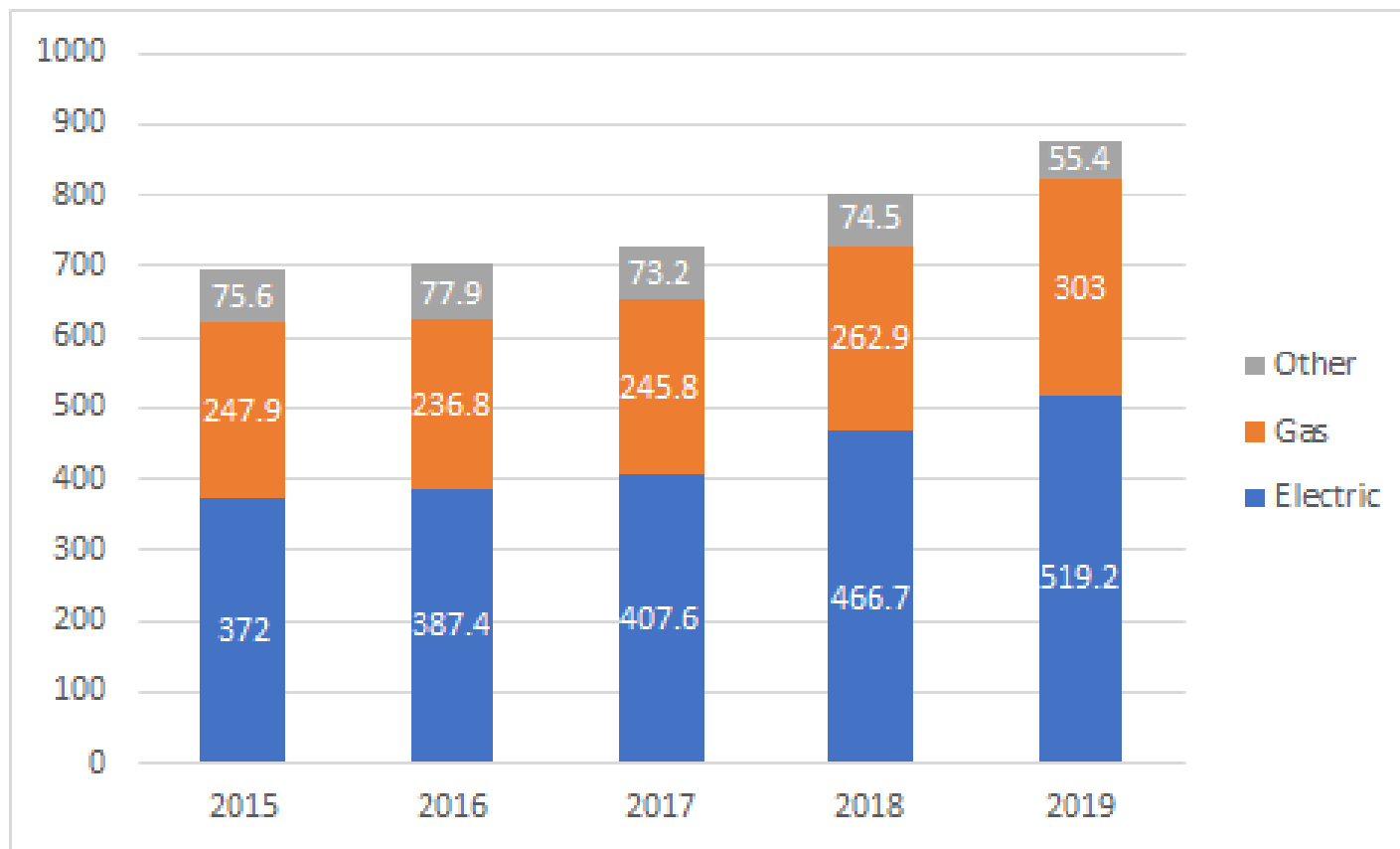
Summary of 2019 Workforce Study Results

2019 Results:

- 877.6 FTE workers employed in 2019.
- Energy Efficiency jobs are local jobs!
- 1,151 companies and contractors involved in EE programs
- 71% located in RI

Summary of 2019 Workforce Study Results

Program FTEs by Market Sector 2015-2019

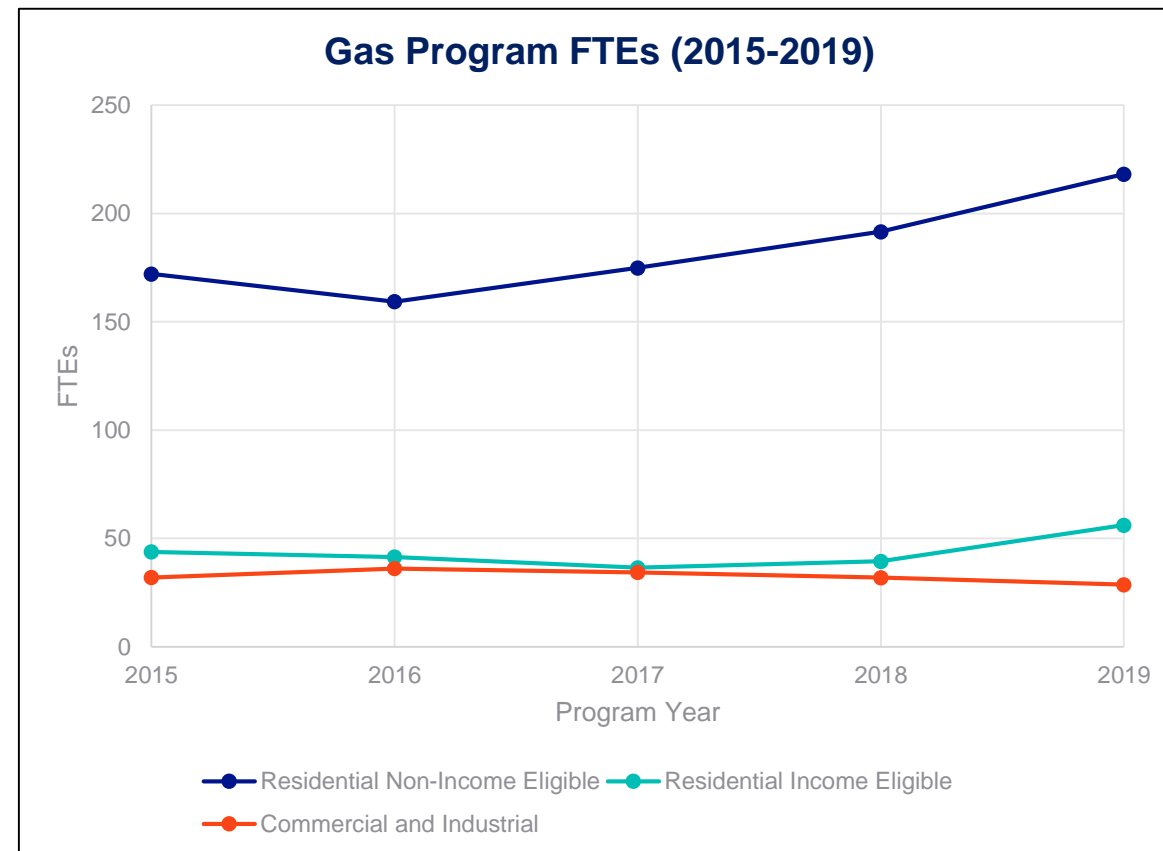
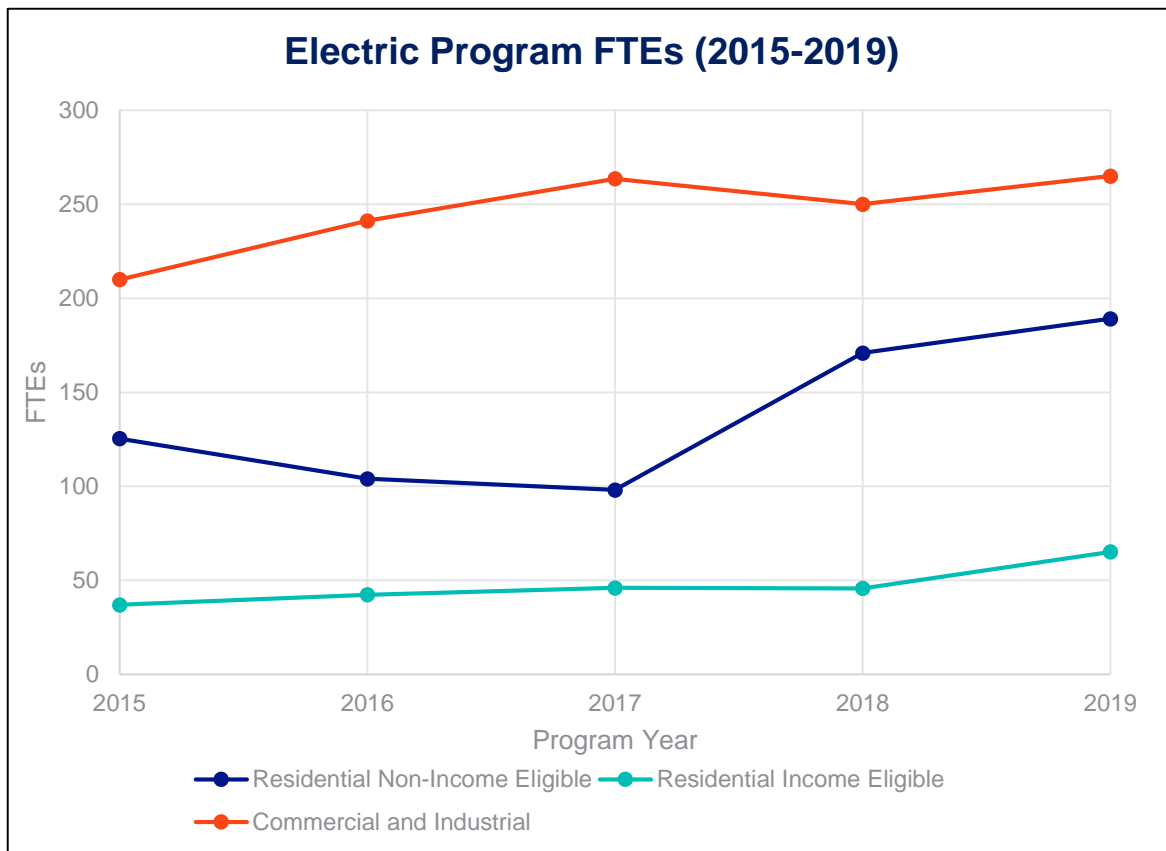


Total FTEs: **695.8** **702.2** **726.5** **804.1** **877.6**

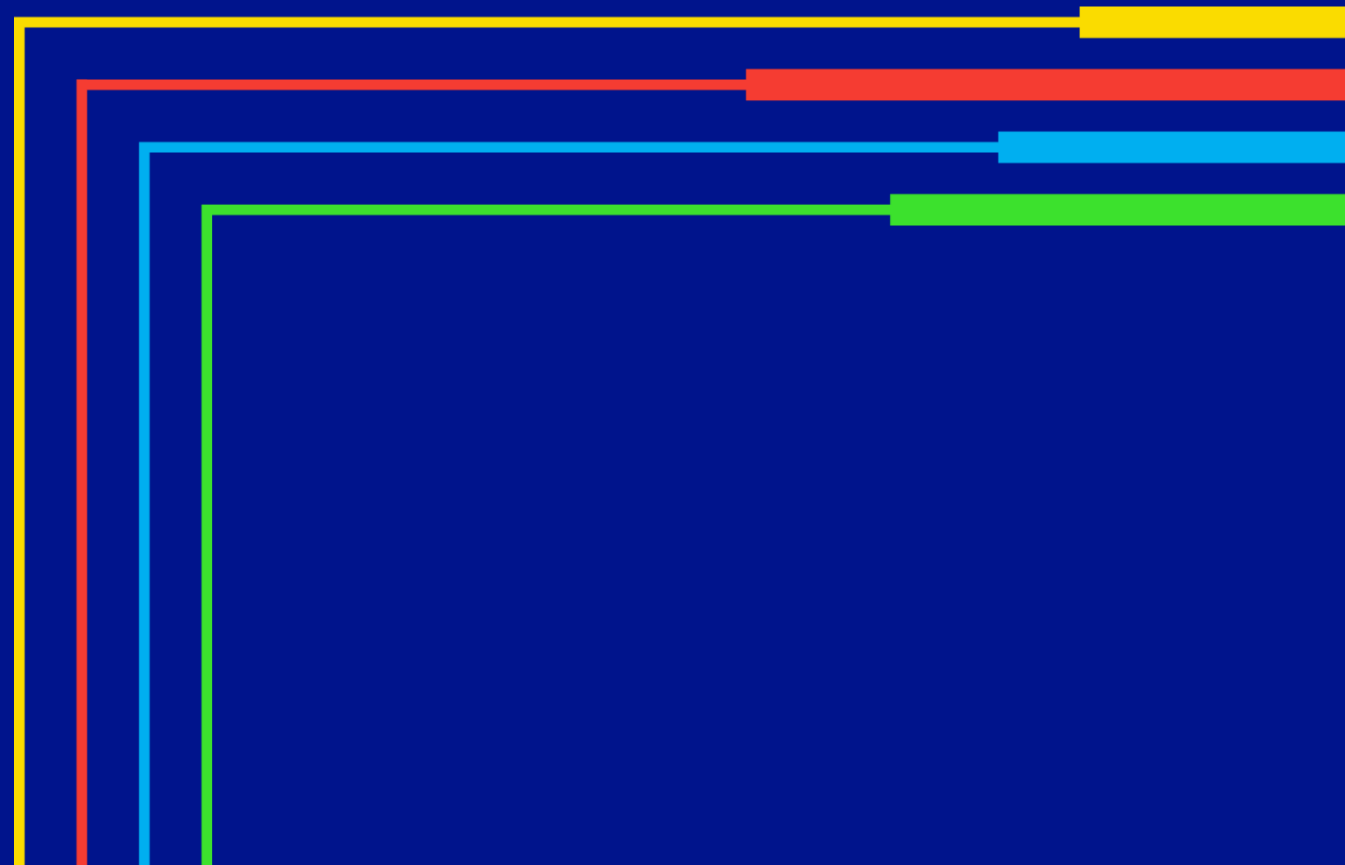
Summary of 2019 Workforce Study Results

- The workforce associated with Rhode Island Energy Efficiency programs and spending increased by 9% from 2018 to 2019, resulting in 877.6 Full Time Equivalent jobs (FTEs).
- Workforce increases occurred due to new program offerings or initiatives, increased spending, and higher conversion rates on residential projects.
- The shift away from non-network lighting measures requires a need for more mechanical contractors.
- Loss of experienced auditors at some agencies required replacements and training for new staff.
- National Grid's heat pump initiative led to an increase in heat pump installations in 2019.

Summary of 2019 Workforce Study Results



2021-2023 Plan Preview: Workforce Development



2021-2023 Plan Preview: Workforce Development

- Goal: identify and address workforce-driven barriers* to achieving Plan goals
 - **Upscale**: getting enough people in the EE workforce and in the right roles
 - **Upskill**: elevating worker skillsets to program and technology innovation
- Strategy: short-, medium-, and long-term interventions
 - **Quantify current and future gaps** in workforce size and skillsets
 - **Develop / deliver / promote targeted training, education, and mentorship** in partnership with state agencies
 - **Engage schools and communities** to address systemic barriers to a strong and equitable pipeline of EE talent
- Next Steps: continued conversations to help define the problem and our strategy

*The full extent of COVID-19 related energy efficiency workforce impacts will not be known for some time. Anecdotal evidence points to significant impacts on the RI energy efficiency workforce and contractors.