

Rhode Island Energy Efficiency – Equity Update

Second Quarter Equity Update
9/14/2022

- 1.1 All Residential and Income Eligible (IE) email and direct mail will more consistently be translated into both English and Spanish.
- 1.2 Sample emails that have been sent out this year on behalf of the CAPS for customers on the income eligible rate and a market rate home energy assessment email.



Savings start with a no-cost home energy assessment.

*Haz click aquí para leer este mensaje en español
Clique aqui para ler esta mensagem em português*

We know that a safe, comfortable, healthy, affordable home is important to you. A no-cost home energy assessment can help you save energy and money. Because after all, using less energy is good for you, and our environment.

As a thank you for completing the assessment, you will receive no-cost energy savings products such as:

- LED light bulbs
- Low-flow showerheads
- Faucet aerators

Plus, potential no-cost upgrades installed at follow-up appointments could include:

- Home insulation
- Air sealing of leaks
- Weather stripping
- Heating system replacement



Rhode Island Energy Efficiency – Equity Update

- Refrigerator or freezer replacement
- Dehumidifier replacement
- Clothes washer replacement
- Window air conditioner replacement

To schedule your no-cost Home Energy Assessment, please call Eastbay Community Action Program at 1-401-437-1000.

[Visit our website](#)

Rhode Island Energy



This program is designed for income-eligible Rhode Island one- to four-unit homes. If you live in a building with five or more units in which at least half of the residents meet income-eligibility requirements, you may be eligible to be served by our multifamily program. Please have your landlord or condo association call 1-888-633-7947 to learn more. These programs are funded by the energy-efficiency charge on all customers' gas and electric bills, in accordance with Rhode Island law.



Rhode Island Energy™
a PPL company

**An energy-efficient home is a
healthier, more comfortable home.**



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Hey Providence, save 50% or more off approved insulation and air sealing up to \$4,000.

It all starts with a no-cost in-person [Home Energy Assessment](#). Our Energy Specialists will show you how to reduce energy usage and save money. Plus, get direct access to generous rebates on qualifying energy-efficient heating, cooling and water-heating equipment. You can even apply for 0% financing.

Join thousands of your Rhode Island neighbors already seeing the savings, comfort and convenience that start with a no-cost Home Energy Assessment:





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In-person assessment

Lower energy usage
year after year



Keep drafts, pollen
and dust out



Lessen your
environmental impact

Schedule your in-person Home Energy Assessment.

Schedule today

or

Call 1-888-633-7947



Follow us!



- Home Energy Assessment Email: 50.3% open rate
 - Home Energy Assessment: 105 customers clicked to read in Spanish or Portuguese, which is 0.52% of customers who opened the e-mail
- Income Eligible Energy Efficiency Email: 47.3% open rate
 - Income Eligible EE: 8 customers clicked to read in Spanish or Portuguese, which is 0.45% of customers who opened the e-mail



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New Low Income Rate customers energy efficiency welcome letter in English, Spanish, and Portuguese.

280 Melrose Street • Providence, RI 02907
1-401-351-1800 • rienrgy.com/ri-income



Rhode Island Energy™

a PPL company

August 2022

Dear Valued Customer,

We're committed to helping you save energy and money. That's why we're here to help with no-cost energy upgrades that may lower your bills and raise your comfort level. You may be able to receive energy-saving upgrades for your home, such as weatherization, a new heating system, replacement appliances and more – at no cost to you.

Take the first step—call us to request a no-cost home energy assessment. As a thank you for completing the assessment, you will receive no-cost LED light bulbs, faucet aerators and low-flow showerheads.

Plus, potential no-cost upgrades installed at follow-up appointments could include:

- ◆ Home insulation
- ◆ Air sealing of leaks
- ◆ Weather stripping
- ◆ Heating system replacement
- ◆ Replacement of inefficient appliances such as refrigerators, dehumidifiers, clothes washers, freezers, and window air conditioners

To schedule your Home Energy Assessment, call Eastbay Community Action Program at 1-401-437-1000 extension 1138. Visit rienrgy.com/ri-income to learn more.

This program is designed for income-eligible Rhode Island one- to four-unit homes. If you live in a building with five or more units in which at least half of the residents meet income-eligibility requirements, you may be eligible to be served by our multifamily program. Please have your landlord or condo association call 1-888-633-7947 to learn more. These programs are funded by the energy-efficiency charge on all customers' gas and electric bills, in accordance with Rhode Island law.

Agosto de 2022

Estimado cliente,

Estamos comprometidos a ayudarlo a ahorrar energía y dinero, lo cual ahora es más importante que nunca. Estamos aquí para ayudarlo con actualizaciones de energía sin costo que pueden reducir sus facturas y aumentar su nivel de comodidad. Es posible que pueda recibir actualizaciones de ahorro de energía para su hogar, como climatización, un nuevo sistema de calefacción, electrodomésticos de reemplazo y más, sin costo.

Dé el primer paso: Llámenos para solicitar una evaluación de energía en el hogar sin costo. Como agradecimiento por completar la evaluación, recibirá bombillas ledes, aireadores de grifos y regaderas de bajo flujo de forma gratuita.

Además, las posibles actualizaciones sin costo instaladas en las citas de seguimiento podrían incluir:

- ◆ Aislamiento para casas
- ◆ Sellado de aire para fugas
- ◆ Burletes

RIE8577 (8/22)



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280 Melrose Street • Providence, RI 02907
1-401-351-1800 • rienrgy.com/ri-income



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- ◆ Reemplazo del sistema de calefacción
- ◆ Reemplazo de electrodomésticos ineficientes como refrigeradores, deshumidificadores, lavadoras de ropa, congeladores y acondicionadores de aire de ventana

Para programar su Evaluación de energía en el hogar, llame a la agencia del Programa de Acción Comunitaria (CAP) a 1-401-437-1000 x 1138.

Este programa está diseñado para viviendas de una a cuatro unidades de Rhode Island que cumplan los requisitos de ingresos. Si vive en un edificio con cinco o más unidades en las que al menos la mitad de los residentes cumplen con los requisitos de elegibilidad de ingresos, puede ser elegible para recibir servicios de nuestro programa multifamiliar. Haga que el propietario o la asociación del condominio llame al 1-888-633-7947 para obtener más información. Estos programas se financian mediante la tasa de eficiencia energética en todas las facturas de gas y electricidad de los clientes, conforme a la ley de Rhode Island.

Agosto de 2022

Prezado Cliente,

Estamos empenhados em ajudá-lo a poupar energia e dinheiro. É por esse motivo que estamos aqui para o ajudar através de atualizações de energia sem custos que podem reduzir as suas contas e aumentar o seu nível de conforto. Poderá atualizar a sua casa de modo a poupar mais energia através de, por exemplo, novos sistemas de aquecimento, isolamento térmico, substituição de aparelhos, e muito mais – sem qualquer custo.

Dê o primeiro passo – ligue-nos e solicite uma avaliação gratuita do seu consumo de energia doméstica. Como forma de agradecimento por completar a avaliação, irá receber gratuitamente lâmpadas LED, arejadores de torneira, e chuveiros de baixo fluxo.

Além disso, as atualizações potencialmente gratuitas que seriam instaladas nas sessões seguintes poderão incluir:

- ◆ Isolamento doméstico
- ◆ Selagem de fugas de ar
- ◆ Calafetagem
- ◆ Substituição de sistemas de aquecimento
- ◆ Substituição de aparelhos ineficientes como frigoríficos, desumidificadores, máquinas de lavar roupa, congeladores, e máquinas de ar condicionado para janelas

Para agendar a sua Avaliação de Consumo de Energia Doméstica, ligue para o Programa de Ação Comunitária de Eastbay: 1-401-437-1000 x 1138.

Este programa foi concebido para habitações com uma a quatro unidades de alojamento de baixo rendimento em Rhode Island. Se vive num edifício com cinco ou mais unidades nas quais pelo menos metade dos residentes se enquadram nos critérios de elegibilidade de rendimentos, poderá estar qualificado para ser assistido pelo nosso programa plurifamiliar. Por favor, solicite ao seu senhorio ou condomínio que ligue para 1-888-633-7947 para saber mais. Estes programas são financiados pela taxa de eficiência energética nas contas de gás e eletricidade de todos os clientes, de acordo com a lei de Rhode Island.



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2.2 Hire an additional Customer Advocate that will focus on promoting the energy efficiency programs. The new Customer Advocate will have community organizing experience and will be multi-lingual. The Advocate will deliver energy efficiency program information at community centers, faith-based organizations, multi-family housing, and other community gathering places. The Customer Advocate will leverage the expertise of existing community organizations that serve diverse households. The new hire will occur by mid-2022, before summer events begin.

Completed. Welcomed Valerie Chase, our new Energy Efficiency Customer Advocate. Valerie joins us from the Jurisdiction team where she oversaw the Community Giving Program and worked with organizations such as the Good Neighbor Energy Fund.

3.1 Provide vendor call centers with scripts to help answer any customer/landlord inquiries on this subject. Following is the messaging provided to intake for single family and multifamily scheduling of EnergyWise.

The role of the energy efficiency program vendor is to both educate and inform on qualitative efficiency measure opportunities. If conditions are safe, operable, and habitable for the customer, energy efficiency recommendations can be shared with the respective party. The energy efficiency program vendor should not be recommending any suggestions with respect to code violations they may encounter outside of severe safety concerns while in the customer's home as they are not trained, nor qualified to enforce code.

3.2 Consider adding the language to landlord outreach, as appropriate.

Consideration taken, but the Company is not yet comfortable with putting this understanding in print to landlords.

4. Develop age-appropriate marketing strategies to connect with various age groups that live in a household such as utilizing social media, apps, and text.



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Following is a sampling of social media postings for energy efficiency. The spirit of the EWG was to ensure that the Company would reach a younger demographic that may not be reading bill inserts and paper mailings.

Published by Jessica Rosato · Jun 11, 2022 at 12:30 PM



RIE Facebook

Jun 11

RIE Facebook · Update

Running a fan takes a lot less energy than an air conditioner. When using them together, you can set your AC's thermostat slightly higher, while you save energy and stay cool. 😊

More info on #EnergySavings:

<https://www.rienergy.com/RI-Home/Energy-Saving-Programs/rebate-programs>



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Rhode Island Energy Efficiency – Equity Update

Published by Jessica Rosato · Jun 29, 2022 at 10:20 AM



RIE Facebook

Jun 29

RIE Facebook · Update

Save energy and money with our no-cost Home Energy Assessment.

<https://www.rienergy.com/RI-Home/Energy-Saving-Programs/Home-Energy-Assessments>

#SaveEnergy #EnergyEfficiency



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Published by Jessica Rosato · Jul 5, 2022 at 2:45 PM



RIE Facebook

Jul 05

RIE Facebook · Update

Use a smart thermostat to regulate your energy while you're away and still come back to a cool home. Check out our online marketplace for rebates:

<https://www.rienergy.com/RI-Home/Energy-Saving-Programs/rebate-programs>



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Rhode Island Energy Efficiency – Equity Update

Published by Jessica Rosato • Jul 6, 2022 at 7:15 PM



RIE Facebook

Jul 06

RIE Facebook • Update

With inflation on the rise, everyone is looking for [#WaysToSave](#). The good news is- you're in control. Here are a few things you can do to save energy & money:

- 💡 Turn off the lights
- 🎮 Unplug small appliances and gaming consoles when they're not in use
- 🔥 Fire up the grill instead of heating the oven
- 📄 Track your energy use at RIEnergy.com
- ✅ Make a plan to save



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Rhode Island Energy Efficiency – Equity Update

Published by Jessica Rosato · Jul 11, 2022 at 12:30 PM



RIE Facebook

Jul 11

RIE Facebook · Update

ENERGY STAR® certified room air conditioners use 10% less energy on average, and cost less than \$75/year to run. Best yet- if you're in the market for a new one, we offer a \$40 instant rebate.

Check it out:

<https://www.rienergy.com/RI-Home/Energy-Saving-Programs/rebate-programs>



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Published by Jessica Rosato · Jul 13, 2022 at 3:10 PM



RIE Facebook

Jul 13

RIE Facebook · Update

#DYK? Ever wonder why your energy use increases if you're not changing the temperature on your thermostat? Even if your thermostat is constantly set to 68 degrees, when the temperature outside rises, your system is using more energy to bring the indoor temp to that cool 68.



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Rhode Island Energy Efficiency – Equity Update

Published by Jessica Rosato · Jul 16, 2022 at 12:35 PM



RIE Facebook

Jul 16

RIE Facebook · Update

Hotter temps are here, so what better time to upgrade your pool equipment? Find an **ENERGY STAR** certified pump and dive into savings. <https://www.rienergy.com/RI-Home/Energy-Saving-Programs/rebate-programs>

#EnergySavings #SaveEnergy #SaveMoney



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Published by Jessica Rosato · Jul 26, 2022 at 10:15 AM



RIE Facebook

23d

RIE Facebook · Update

Save energy and money by making your home more efficient. Check out our low and no-cost ways to save.

<https://www.rienergy.com/RI-Home/Energy-Saving-Tips/Top-20-Tips>



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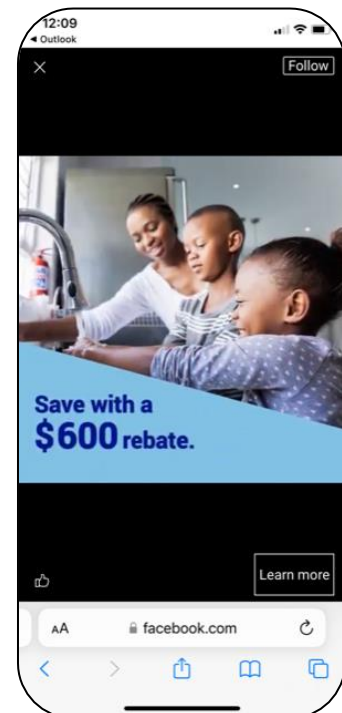
Published by Jessica Rosato · Aug 1, 2022 at 4:15 PM

RIE Facebook 16d
 RIE Facebook · Update
 Smart power strips can help you control the amount of energy your electronics use and keep your at-home workspace nice and tidy. More tips:
<https://www.rienergy.com/RI-Home/Energy-Saving-Tips/>

#EnergySavings #SaveEnergy #SaveMoney




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 Rhode Island Energy


We all want to save energy at home. In our all-new Marketplace, you can conserve and stay comfortable all summer long. Shop Advanced Power Strips today!

Save energy like a pro.




Power strip offers from \$6

Welcome to our all-new Marketplace.

 Rhode Island Energy

Shop energy-saving products on our all-new Marketplace experience, for a more efficient home today.



Shop the all-new Marketplace.


 Rhode Island Energy

An all-new Marketplace. All the products you need for a more efficient home. Shop products that help you save energy every day.




We've set up a new shop for you.

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Rhode Island Energy

Make your summer even brighter with great offers on energy-saving home products. Shop the Marketplace and treat your home right.



Shop the Marketplace and save



Rhode Island Energy

Smart products for smart shoppers. Shop the Marketplace for great products that help you save energy and stay comfortable all summer long.



Summer savings in the Marketplace



Rhode Island Energy

Make a splash with great energy savings this summer. Shop the Marketplace for tons of ways to save energy and stay comfortable, even on the hottest days.



Shop energy-saving home products

5. By March 2022, establish a working group to explore how to more comprehensively leverage other home visiting programs for energy efficiency outreach and education. The working group will be facilitated by the Company and will include home visiting program representatives. The working group will make related recommendations for the 2023 Annual Energy Efficiency Plan.

The Equity Working Group stood up an Outreach and Engagement Subgroup. Following are the recommendations from this team of active stakeholders.

Recommendation 1: Promote energy efficiency at community gathering places and events	
Actions	Metrics
<ul style="list-style-type: none"> EE consumer advocate will frequent community gathering places for face-to-face interactions with customers and will also provide organizations with EE materials that can be distributed to customers 	Metric 1: Number of events hosted/attended by all consumer advocates (focus on underserved communities)
	Metric 2: Number of customers reached at events



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<ul style="list-style-type: none"> All consumer advocates will be well versed in RIE’s EE program offerings so that they can also help promote the program and educate customers on the benefits of EE while they are out in the community Connect and coordinate with the City of Providence on the city’s efforts to develop Resilience Hubs throughout the city 	<p>Metric 3: % of marketing & education interactions with customers broken down by customer group</p>
<p>Recommendation 2: Provide enhanced outreach, promotion, and education of all energy efficiency offerings in underserved communities</p>	<p>Metric 4: Number of coordinated events with the City of Providence at their Resilience Hubs</p>
Actions	Metrics
<ul style="list-style-type: none"> Rhode Island Energy will conduct enhanced outreach in 5 communities (Providence, East Providence, Pawtucket, Woonsocket, and Central Falls) with less than average participation and higher percentages of minority and renter populations Enhanced outreach includes a greater number of events and office hours hosted/attended in these areas and a focus on partnering with community organizations working within these areas with underserved customers Analyzing year-end spending on marketing and outreach to communities can ensure RIE can appropriately market programs to targeted communities to increase participation 	<p>Metric 1: Increase participation in targeted communities (reported quarterly by zip code and by program)</p> <p>Metric 2: Increase participation in programs disaggregated by all customer groups</p> <p>Metric 3: % of marketing & education interactions with customers broken down by customer group (e.g. number of requested translations, number of resources available in other languages – Portuguese, Creole, Hmong, etc.)</p> <p>Metric 4: Track year-end spending by zip code on investments in marketing material and outreach</p>

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Recommendation 3	
Partner with and cross train other home visiting programs and other community organizations/resource groups to expand the reach and impact of Rhode Island Energy’s energy efficiency programs:	
Actions	Metrics
<ul style="list-style-type: none"> Establish and build relationships with community partners to better understand the needs of our customers and leverage their earned reputation as a trusted resource Provide energy efficiency training and collateral for community organizations, home visiting programs, state/municipal agencies, etc. 	Metric 1: Number of community partnerships established & organizations reached
	Metric 2: Number of trainings completed
	Metric 3: Number of referrals from community organizations (this could be expanded to include referral traffic to Rhode Island Energy’s website as well as to the RISE and CLEAResult sites)
	Metric 4: Development of a guiding resource for agencies and advocates to cross-train and support current and future staff

6.1. Continue to support municipality efforts to promote energy efficiency through the Community Initiative.

RIE is working with East Providence on a Community Initiative. The primary focus of East Providence is on Small Business and a main streets campaign will be run to meet that requested need. Residential will provide information that can be distributed with small businesses within East Providence and will also coordinate at customer facing events such as the Chamber of Commerce Touch a Truck event on 9/24/2022.

8. Expand follow-up outreach for customers who receive a recommendation from the on-line home energy assessment, in-home/virtual home energy assessment, and/or home energy reports.



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In the Q2 report, the response cited that follow-up outreach was completed for in-home and virtual assessments. Below is a sample follow-up email for those two pathways

Say YES to your insulation incentives!

Receive 50% or more off your insulation expense

Hi Susan

Thank you for taking the first step by participating in your home energy assessment. Now it's time to take the next step by completing the insulation recommendations we discussed.

Your offer is ready for you to review by clicking the button below. If you decide you'd like to move forward, simply sign.

Review & Sign Your Insulation Contract

You Could Qualify for No-Cost Insulation

If your annual household income falls within the ranges listed below, you may qualify for an enhanced offer of **100% Incentivized Weatherization**.



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Household Size	Pre-Tax Annual Household Income	Household Size	Pre-Tax Annual Household Income
1 person	\$33,646 - \$44,860	7 people	\$87,349 - \$116,464
2 people	\$43,998 - \$58,663	8 people	\$89,290 - \$119,052
3 people	\$54,351 - \$72,467	9 people	\$91,231 - \$121,640
4 people	\$64,703 - \$86,269	10 people	\$93,172 - \$124,228
5 people	\$85,408 - \$113,876	11 people	\$95,113 - \$126,816
6 people	\$87,349 - \$116,464	12 people	\$97,054 - \$129,404

[Apply for Enhanced Offer](#)

Weatherization Barriers

In addition, check out the **Special Incentives** linked below to help you address any barriers to installing the weatherization work. These are noted on your insulation contract.

[Special Barrier Incentives](#)

If you have any questions or would like to discuss your efficiency projects, please contact me or reply to this email.

For your convenience, your client number is #123456

Thank you in advance for your reply,

Eileen Barrett

Rhode Island Energy Efficiency – Equity Update

Energy Specialist | RISE

ebarrett@RISEngineering.com

401-290-8444

The online assessment was noted as being a manual process. A sample follow up email that will be sent to customers identified as good candidates for a heating or water heating upgrade is shown below.



Replace your aging heating and water heating equipment with high-efficiency models.

If your gas boiler, furnace or water heater needs replacing soon, now is the perfect time to upgrade. Rhode Island Energy offers **rebates of up to \$1,200.**



9. Benchmark Energy Efficiency Program participation data for race, geography, socioeconomic status, language, age of home, age of owner, age of renter, heating fuel type, type and age of heating /hot water/cooling systems.

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- 9. 1. Completion of the Participant, Nonparticipant, and MF Census studies. Yes
- 9. 2. Presentation of report results at a public meeting, such as the Energy Efficiency Resource Management Council (EERMC). Presented at EWG and EERMC.
- 9. 3. Creation of a regular, zip code level participation report by Q2 2022 to target outreach for the EnergyWise, MF, and Income Eligible Single-Family programs. Following is the EnergyWise information.

Through Q2, 2022

Municipality	Number of Home Energy Assessments
Albion	1
Arcadia	1
Ashaway	11
Barrington	82
Bradford	9
Bristol	68
Burrillville	9
Carolina	4
Centerdale	1
Central Falls	23
Charlestown	22
Chepachet	17
Clayville	3
Coventry	103
Cranston	292
Cumberland	132
East Greenwich	87
East Providence	54
Esmond	17
Exeter	12
Forestdale	2
Foster	11
Glendale	5
Glocester	18
Greene	3
Greeneville	1
Greenville	29
Harmony	2
Hope	16



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Hope Valley	9
Hopkinton	6
Jamestown	37
Johnston	116
Kenyon	1
Kingston	3
L Compton	6
Lincoln	80
Little Compton	1
Manville	11
Mapleville	4
Middletown	46
Misquamicut	2
Narragansett	79
Newport	77
North Kingstown	124
North Providence	91
North Scituate	19
North Smithfield	42
Pawtucket	201
Peace Dale	8
Portsmouth	75
Providence	462
Prudence Island	1
Quonset	1
Richmond	3
Riverside	71
Rumford	36
Saunderstown	24
Scituate	12
Shannock	2
Slatersville	11
Slocum	1
Smithfield	11
South Kingstown	5
Tiverton	73
Wakefield	89
Warren	45
Warwick	350
West Greenwich	22



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West Kingston	13
West Warwick	104
Westerly	64
Woonsocket	119
Wyoming	3
Total	3,595

Through Q2, 2022

Municipality	Number of Weatherizations
Albion	1
Ashaway	6
Barrington	61
Bradford	3
Bristol	41
Burrillville	10
Carolina	4
Central Falls	7
Charlestown	22
Chepachet	6
Coventry	57
Cranston	155
Cumberland	58
East Greenwich	48
East Providence	32
Escoheag	1
Esmond	15
Exeter	15
Fiskeville	1
Forestdale	3
Foster	5
Glendale	4
Glocester	4
Greene	1
Greenville	17
Harrisville	2
Hope	6
Hope Valley	6
Jamestown	16
Johnston	64



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Kingston	3
L Compton	1
Lincoln	26
Little Compton	7
Manville	4
Mapleville	4
Middletown	38
Misquamicut	1
Narragansett	35
Newport	37
North Kingstown	53
North Providence	64
North Scituate	12
North Smithfield	16
Oakland	1
Pawtucket	94
Peace Dale	7
Portsmouth	39
Providence	222
Prudence Island	2
Riverside	31
Rumford	28
Saunderstown	15
Scituate	7
Slatersville	5
Smithfield	11
South Kingstown	7
Tiverton	30
Wakefield	53
Warren	23
Warwick	181
West Greenwich	15
West Kingston	11
West Warwick	34
Westerly	47
Wood River Junction	1
Woonsocket	38
Wyoming	4
Total	1,878

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9. 4. Whether or not rental unit participation data continues to be gathered and reported quarterly at the "sector level meetings". Reported in Q2 report for EW. Through Q2, 13% of assessments and 10% of weatherization participants are renters/landlords.

10. Track late payments and shut offs.

National Grid currently tracks this information and submits it to the RI PUC. The report can be found at: <http://www.ripuc.ri.gov/eventsactions/docket/4770page.html>, under Other Compliance Reports, National Grid's Low-Income Monthly pursuant to Article II, Section C.22.f. of the Amended Settlement Agreement.

11. Align energy efficiency programs with healthcare and partner to achieve healthcare goals, promote further engagement, and sharing health outcome and impact data.

11. 1. Whether or not a working group is established by March 2022. Part of EWG Outreach and Engagement Subgroup

11. 2. Whether or not the working group completes recommendations by August 222 for the 2023 Annual Energy Efficiency Plan. Recommendations will be included in Attachment 11 of the 2023 Energy Efficiency Plan. The Company developed 2023 commitments based on the EWG recommendations.

12. Perform a full review of all HR policies and remove outdated policies that restrict hiring such as background checks.

The discussion with the Equity Working Group (EWG) centered around the Company's background check policies for contractors to the energy efficiency programs. Some EWG members that felt that a background check would be a disincentive for applicants to apply for open opportunities. A particular area of concern centered around the 5 panel drug screening which included marijuana as one of the drugs that was screened.

In review of the background check requirements, the Company felt that a level 2 background check was warranted particularly when contractors could be in a customer's home for several hours during a home energy assessment. After listening to the EWG concerns, in 2022 the background check has moved to a 4 panel drug screen which does not include marijuana.

13. Reduce barriers to professional development, as well as entry into the energy efficiency workforce.



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13. 2. Continue the lead vendor collaboration with the RI Builders Association, and their affiliate Residential Construction Workforce Partnership, to complete at least two additional Energy Efficiency Program related trainings in 2022. RI Builders Association will report participant demographic information to the Company from the September 2021 training. If necessary, the Company will assist in the targeted recruitment of more diverse trainees for 2022. During 2022, the Company and/or its vendors will also collaborate with the RI Dept of Human Services (DHS) on workforce development efforts from U.S. Department of Energy training funds. RI DHS will also report participant demographic information to the Company, so the Company can assist in the targeted recruitment of more diverse trainees, if necessary.

Completed first cohort. 6 hires EE partners with 2 more hires pending. Funding needs to be secured for second cohort.

14. Collaborate with local diverse community organizations to train and certify potential workers (Progresso Latino, Hispanic chamber of commerce, Cape Verdean community development).

See recommendation 13. The new workforce development needs assessment, as well as demographic reporting from the new trainings will help to determine whether new recruitment and upskilling efforts with a focus on diversity are necessary.

The RI Workforce Needs Assessment has begun and should be completed by end of 2022.