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Northern Inland Region

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Northern California Region

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An Initiative of ECONOMIC & WORKFORCE DEVELOPMENT through the CALIFORNIA COMMUNITY COLLEGES

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Mission: The Centers of Excellence, in partnership with business and industry, deliver regional workforce research customized for community college decision making and resource development.

Vision: We aspire to be the premier source of regional economic and workforce information and insight for community colleges.

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Based on a 2009 survey of Northern Inland Region firms who employ Energy Efficiency workers, as many as 460 new jobs will be added over the next three years in eight occupations.

Source: BW Research Partnership/Centers of Excellence

Executive Summary

The Centers of Excellence in collaboration with research and industry partners studied the energy efficiency sector in the Northern Inland Region and across the state. This report focuses on the eleven-county Northern Inland Region.

Major industry segments of the energy efficiency sector include:

- Utilities and energy resource management, including municipal agencies
- Design and/ or construction of new buildings or residences
- Energy retrofitting, improving energy efficiency in existing homes
- Retro-commissioning, improving energy efficiency in existing buildings and facilities
- Facility or building operations and maintenance

A workforce survey was conducted with employers to better understand the projected demand for energy efficiency occupations and the workforce needs of employers.

The research objectives of this study were to:

- Estimate the current number and size of firms, as well as geographic concentration.
- Project future job growth over the next one-to-three years in energy efficiency occupations relevant to community colleges.
- Identify employer needs and challenges for hiring and training employees
- Define skill sets and education requirements needed for key occupations.
- Identify career ladders and lattices.
- Obtain current and future salary ranges for the key occupations.
- Identify industry interest in accessing community college education and training programs.

Over 100 Northern Inland employers responded to the survey, which yielded a rich set of data that is highlighted in this report. Employers in the energy efficiency sector are projected to increase employment substantially over the next three years, creating several hundred jobs with an energy efficiency focus. Many of these new jobs will be created to weatherize and retrofit homes and buildings, which is being fueled in part by the hundreds of millions of dollars coming to California from the American Recovery and Reinvestment Act of 2009.

This study focuses on eight occupations in the energy efficiency sector. The survey results indicate that the majority of employers are having difficulty finding qualified candidates in seven of the eight energy efficiency occupations. Employers reported the highest level of

difficulty hiring HVAC mechanics, technicians or installers with about one third reporting great difficulty. The HVAC mechanics, technicians or installers occupation is also expected to add the most jobs in the next 3 years with approximately 140 new jobs, followed by project managers for construction or design work with 90 new jobs, and building controls systems technicians with 70 new jobs during the same timeframe.

In the Northern Inland Region, there are only a handful of training programs that prepare students for energy efficiency occupations. As a result, more training is needed. Fortunately Shasta College and Butte College have already begun to develop new certificate programs that will help address the growing demand for energy efficiency services.

The findings from this study support the creation, adaptation and expansion of energy efficiency courses and programs at Northern Inland community colleges. These programs will provide meaningful employment opportunities for community college graduates, support the expansion of energy efficiency firms, and help restore the health of the regional economy.

Introduction

The California Community Colleges System has charged the Economic and Workforce Development (EWD) Network with identifying industries and occupations with unmet employee development needs and with initiating partnerships that hold potential for the colleges' programs.

Why study Energy Efficiency occupations? Workers who make new and existing homes and buildings more energy efficient perform valuable work in our economy and can make a good living doing so. Their work helps homeowners and businesses save energy and money. Research shows that the money saved is used to buy goods and services, which stimulates the regional economy and creates more jobs across all industry sectors. And, using less energy (which is still primarily generated by fossil fuels) also reduces green house gas (GHG) emissions and reduces our dependence on foreign oil. Everything invested in creating a more energy efficient environment can have a positive impact on our society and economy.

The construction and operation of residential and commercial buildings in the U.S. accounts for 39 percent of our total energy use. This compares to the industrial sector at 33 percent and the transportation sector at 28 percent of total U.S. energy use.[1] Because buildings are such a significant consumer of energy and contributor to greenhouse gas emissions, they also need to be a focal point for any potential solutions.[2] As California's legislation and policy move in the direction of requiring that buildings become more energy efficient, the cluster of energy efficiency jobs that perform this work will be in great demand.

In 2008, the Centers of Excellence partnered with Pacific Gas and Electric (PG&E), Lawrence Berkeley National Laboratory (LBNL), industry associations,[3] the California Community Colleges Environmental Training Centers (ETC), and BW Research Partnership to survey firms throughout

[1]Energy Information Administration, www.eia.doe.gov, 2008.
[2]Research from the USGBC found LEED-certified buildings use 32 percent less electricity than non-certified buildings and save 305 metric tons of GHG emissions every year.
[3]United States Green Building Council (USGBC), Northern California Chapter; California Association of Building Performance Contractors (CABPC); California Commissioning Collaborative Building Commissioning Association; Building Commissioning Association; North State Building Industry Association.

the state who most likely have employees in eight energy efficiency occupations feature in this study. The data released in this study is for the Northern Inland Region.

This study was designed to identify the workforce needs and requirements of employers related to these occupations so community colleges can develop the courses and programs most needed by employers. The segment of the energy efficiency workforce being studied in detail in this report is primarily the technician level/mid-level occupations most closely aligned with community college education programs, as opposed to professional level occupations.

Primary research was conducted with firms in the energy efficiency sector in the Northern Inland Region.[4,5] Employers were surveyed from December 2008 through May 2009, resulting in 108 responses. The workforce study focused on gathering the following information using both quantitative and qualitative data:

- The current number and size of firms, as well as geographic concentration.
- Future job growth over the next one to three years in energy efficiency occupations relevant to community colleges.
- Employer needs and challenges for hiring and training employees.
- Skill sets and education requirements needed for key occupations.
- Career ladders and lattices within the energy efficiency sector.
- Current and future salary ranges for the key occupations.
- Industry interest in accessing community college education and training programs.

In addition, a survey of community college programs related to energy efficiency occupations was conducted. The survey results identify existing as well as planned college courses and programs and can be used to inform program expansion and/or adaptation in the region.

Industry Overview

Eight Occupations Studied

Energy Auditor/Home Energy Rater	Construction/Design Project Manager
Building Performance/Retrofitting Specialist	HVAC Technicians/Installers
Resource Conservation/Energy Efficiency Manager	Building Controls Systems Technicians
Compliance Analyst/Energy Regulation Specialist	Building Operators/Engineers

[4]See definition of energy efficiency sector on page 7.

[5]The Northern Inland Region includes: Butte, Colusa, Glenn, Lassen, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity counties.

Defining the Energy Efficiency Sector

A central challenge in preparing this report about emerging energy efficiency occupations was identifying the employers that hire technical and mid-level energy efficiency workers. Although most of the secondary research examines the different job titles and occupations that are affected by the new focus on energy efficiency, there is less discussion about which industries employ these occupations.

Although occupations like Resource Conservation/Energy Efficiency Manager could be found in just about any large business, this study focused on the industries with the greatest concentration of energy efficiency occupational opportunities. The following three industries fit this criteria: Building or Facility Operations and Maintenance; Building Design and Construction; and Public or Private Utilities or Agencies. See Appendix B for more information regarding these industries and the types of firms surveyed for this study.

For the purposes of this study, the energy efficiency sector was defined as those firms that:

a) Deliver energy efficiency services as their primary focus,[6] or

b) Are public or private utilities or agencies who hire energy efficiency workers, or

c) Are large customers of energy utilities who hire energy efficiency workers.[7]

Public or Private Utilities or Agencies	**Building Design and Construction**	**Building or Facility Operations and Maintenance.**
Compliance, regulation, program administration, resource management, and auditing.	Project management, design, building, installation, auditing, and retrofitting.	Maintenance, operation, and systems controls.

U.S. Energy Efficiency Workforce

A 2008 study by the American Council for an Energy-Efficient Economy (ACEEE) estimated the size of the 2004 workforce in the U.S. energy efficiency market to be 1.6 million employees, with approximately one million of these workers employed in the buildings sector.[8]

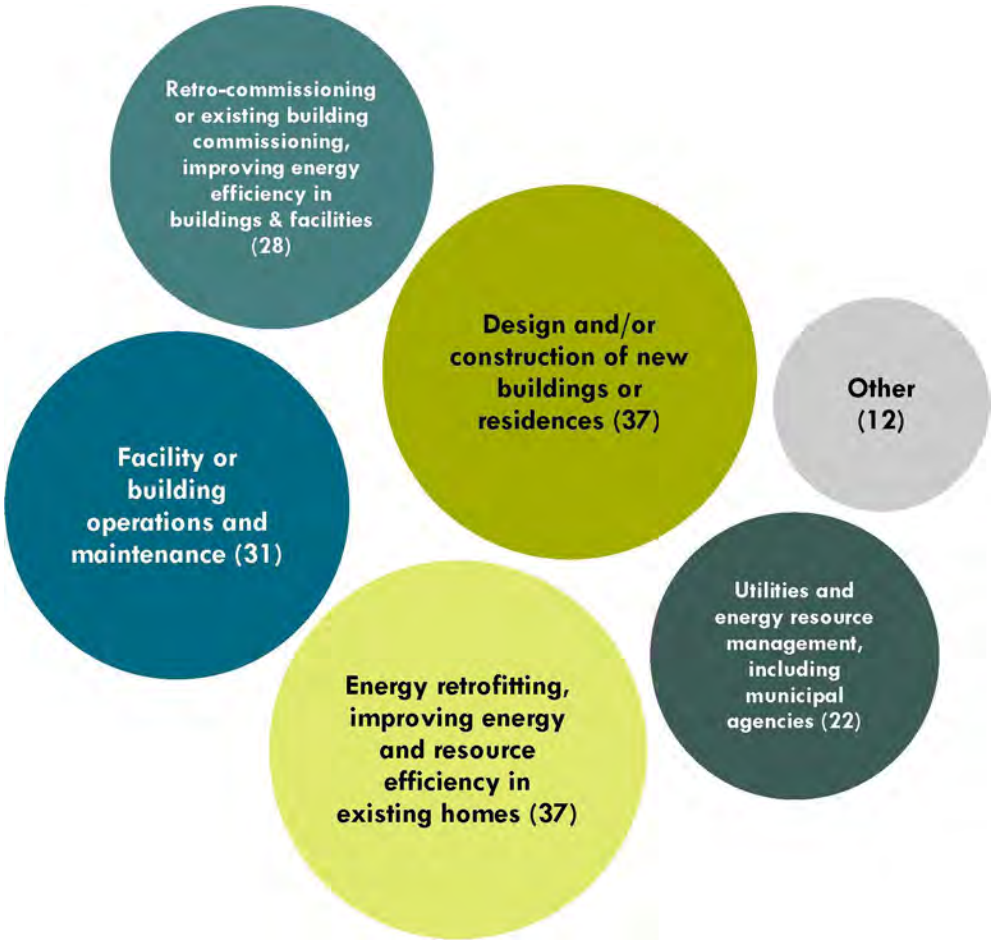
Within the buildings category, investments in the appliance and electronics sector generated the most jobs (more than 370,000), followed by efficiency-related jobs in residential construction and renovation (316,000) and commercial construction and renovation (301,000). Other significant levels of employment are associated with investments in the industrial sector, which generated an estimated 351,000 jobs. Efficiency investments in the utility-sector employed roughly 139,000 workers. These estimates include jobs in manufacturing, sales, installation and other services.[9]

[6]Energy efficiency services include, but are not limited to: energy audits, installations, maintenance, operation, designing and/or building, resource management, compliance/regulation, and consulting.
[7]Includes commercial buildings, schools, retail facilities, industrial facilities.
[8]"The Size of the U.S. Energy Efficiency Market: Generating a More Complete Picture," American Council for an Energy-Efficient Economy, 2008.
[9]Ibid.

Types of Employers, Number and Location of Firms in the Northern Inland Region

In the 11-county Northern Inland Region, it is estimated that approximately 384 firms employ energy efficiency workers in one or more of the eight occupations studied. Of these, 108 responded to the survey. Sixty-five percent of employers identify themselves as involved directly with energy efficiency work, while 35 percent said they were indirectly involved.[10]

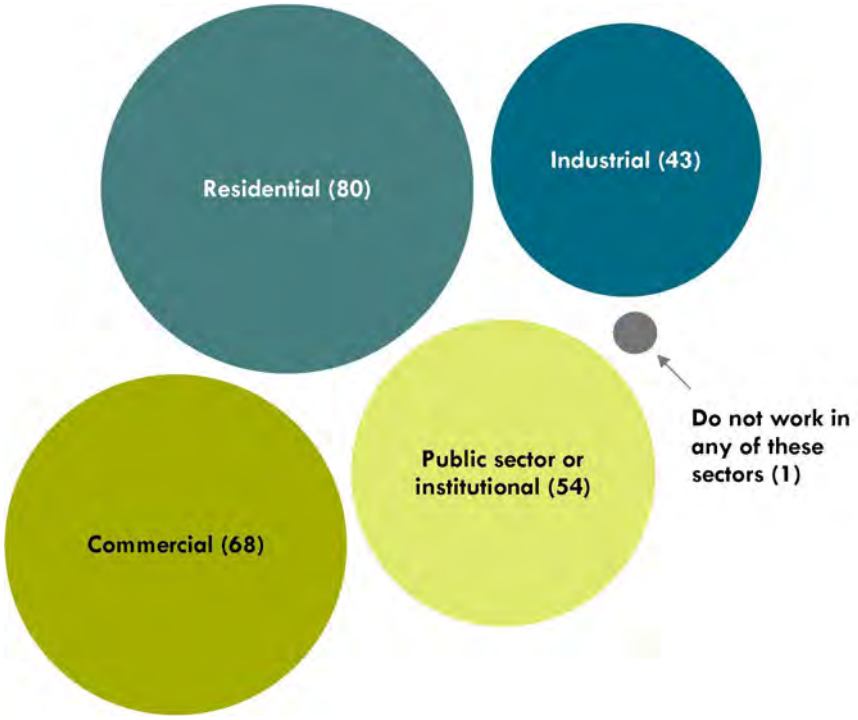
Employers were asked to identify their firm as part of one or more of the industries in the chart below. The chart shows that more firms are involved in the design and/or construction of new buildings than any other industry. (Note: Total exceeds 108 responses, since multiple responses were allowed.)



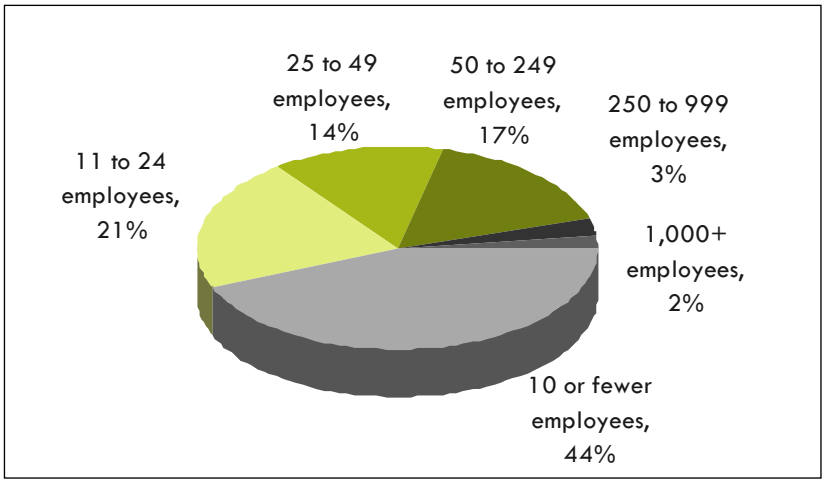
Employers were also asked to identify the sectors within energy efficiency that they serve. Firms were allowed to pick all sectors that apply to their firm's services. The chart below shows that more firms provide services in the residential and commercial sectors than in the industrial or public sectors. (Note: Total exceeds 108 responses, since multiple responses were allowed.)

The survey data reveals that most firms are relatively small — 65% employ few than 25 employees — with a significant portion (44%) employing 10 or fewer employees. More data on the size of firms is shown in the pie chart below.

[10]See Appendix C for methodology on estimating number of firms.



Half of the energy efficiency employers surveyed were located in Butte County, 14 percent in Shasta County, and 10 percent in Siskiyou County. A map of employer concentrations by county can be found in Appendix D.



Follow-on Study with Lawrence Berkeley National Lab (LBNL)

Because more than 2000 employer responses were collected for this study statewide, there is much more analysis that can be done to understand the characteristics of the energy efficiency sector. Towards that end, the Centers of Excellence will conduct a follow-on study in partnership with Lawrence Berkeley National Lab (LBNL) that will focus in greater detail on the characteristics of the energy efficiency sector and the workforce needs and requirements to educate, train and mobilize a highly skilled workforce.

Current Forces Driving Growth in Energy Efficiency

Federal Legislation

On February 17, 2009 President Obama signed into law the American Recovery and Reinvestment Act of 2009. The new law makes major investments in energy efficiency, totaling **approximately $30 billion**. This is a major commitment from the federal government — both in terms of spending on projects and tax incentives to homeowners — that will create hundreds of thousands of jobs in the U.S. and hundreds of jobs in Northern California. A summary of the Energy Efficiency related provisions in the Reinvestment Act can be found in Appendix E.

State Legislation and Policy

California has moved aggressively to establish a legislative and policy framework that puts energy efficiency center stage in the effort to meet the state's increasing energy needs and fight global warming.

In 2005, the California Public Utilities Commission (CPUC) and the California Energy Commission (CEC) released their "Energy Action Plan II" which clearly identified energy efficiency as California's top priority energy resource. The report states that "cost effective energy efficiency is the resource of first choice for meeting California's energy needs. Energy efficiency is the least cost, most reliable and most environmentally-sensitive resource, and minimizes our contribution to climate change." California's Public Utilities Code requires utilities to first meet their "unmet resource needs through all available energy efficiency and demand reduction resources that are cost effective, reliable and feasible."[11] A summary of California's key legislative and policy initiatives related to Energy Efficiency can be found in Appendix F.

U.S. Venture Capital Investments

Since 2003, the amount of venture capital flowing into energy efficiency companies has grown 505 percent to hit $427 million in 2008, according to Ernst and Young consulting firm. That represents about nine percent of all the venture capital investments in the clean tech sector last year.[12]

Utility Energy Efficiency Programs

During 2006-08, California's Investor Owned Utilities (IOUs) embarked on the single-largest energy efficiency campaign in U.S. history, with a $2 billion investment by California's energy ratepayers for energy efficiency programs. The CPUC estimates that the amount of energy saved over the three years eliminated the need to build three large power plants.[13] Pacific Gas and Electric (PG&E), invested over $1 billion between 2006-2008 on energy efficiency programs for customers. Redding Electric Utility (REU) has also invested in energy efficiency programs, with rebates for weatherization and energy saving appliances, free energy audits for residential customers, and equipment rebates to reduce peak demand. A summary of PG&E and REU's energy efficiency programs can be found in Appendix G.

Regional Energy Efficiency Initiatives

In 2005, the City of Redding launched a program that encourages "builders to meet energy-efficiency standards 20 percent higher than typical new-home requirements." Although voluntary, 16 builders/developers currently participate in the program.[14] The City of Redding

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[11] Public Utilities Code Section 454.5(b)(9)(C)

[12] San Francisco Chronicle, "Efficiency not glamorous but saves a pretty penny," March 14, 2009, David R. Baker.

[13] San Francisco Chronicle, "PG&E gets cash advance to pay backlog of energy-saving rebates", March14, 2009.

[14] "Green" Practices in the City of Redding, http://www.ci.redding.ca.us/pdf/City_green_practices.pdf

also provides low interest loans to businesses for energy efficiency projects such as improvements in heating, ventilating and air conditioning or industrial processes.

Additionally, Richard Heath & Associates, Inc. was awarded a grant from the California Public Utilities Commission (CPUC) to sponsor an energy efficiency retrofitting program for small businesses in the Northern Sacramento Valley. The program provides "free lighting retrofits, compact fluorescent lights, vending misers, occupancy sensors, and energy audits on small and very small businesses in towns north of Sacramento." Between 2006 and 2008, Richard Health & Associates, Inc. provided 1,603 businesses in 15 Northern California counties with no cost energy efficiency retrofits that saved over 33,000,000 kWh savings. This program is funded through December 31, 2011.[15] These types of policies and investments are driving growth for workers with energy efficiency knowledge and skill sets.

Significance of Energy Efficiency for the State and Regional Economy

The economy is experiencing a severe recession. Banks are failing, credit markets are frozen, home foreclosures are on the rise, and consumer purchasing power is in decline. California's unemployment rate stands at 11.6% as of June 2009,[16] which is significantly lower than the unemployment rate for the Northern Inland Region (14.3%).

The energy efficiency sector has great potential to be a positive economic driver in California and Northern California at a time when the economy is in desperate need of job creation. Investments in energy efficiency programs will create jobs for thousands of people performing energy audits, retrofitting homes and buildings, installing advanced HVAC systems, and managing energy resources.

Investing in energy efficiency initiatives can become a regional and state-wide economic development strategy. Some renewable energy industries, such as wind, are only viable where the energy source exists in abundance. In contrast, energy efficiency initiatives can be executed everywhere — in every home, every commercial or public building, and every industrial facility. And energy efficiency jobs can't be outsourced. As Van Jones, former President of Green For All and newly appointed Special Advisor for Green Jobs, Enterprise and Innovation for the Obama Administration says, "…you can't take a building you want to weatherize, put it on a ship to China, and then have them do it and send it back."[17]

Appendix H contains a summary of the 2008 report by the Center for Energy, Resources and Economic Sustainability (CERES) at UC Berkeley. The report outlines the job creation that has resulted in California from energy efficiency investments over the past thirty years. The report also highlights the potential for even greater job creation in the future, when continued investments and technological innovation are combined.

[15] Richard Health & Associates, Inc. Energy Fitness Program, http://www.energyfitnessprogram.com/ and http://www.rhainc.com/energy.html
[16] California Employment Development Department, Labor Market Information Division, County Unemployment Rates
[17] Van Jones quoted in "Hot, Flat, and Crowded," Thomas L. Friedman, p. 306, 2008.

Occupational Overview

Occupations Studied

The occupations chosen for inclusion in the survey had to be found in the energy efficiency sector (as defined on page 8 of this report) and one that community colleges could address in their education offerings.[18] The eight occupations studied, as well as current and projected employment in the Northern Inland Region, are listed in Table 1 on the following page. Occupational profiles for the eight occupations can be found in Appendix I.

Qualifying the Employment Estimates

The combined occupational employment in the Northern Inland Region for the eight energy efficiency occupations studied, totals at least 694 jobs (count of known employment from the 108 survey respondents) and could be as high as 2,780 jobs. [19] The latter figure is an extrapolated estimate of employment, based on survey responses and an estimate of the total number of firms in the energy efficiency sector in the Northern Inland Region (384).

Several factors may influence how close actual employment levels are to the employment estimates included in this report. The estimated occupational employment totals and projections included here assume that the sample of firms who responded to the survey is representative of the population of firms in terms of occupational staffing and job outlook.

However, there are several ways the sample may differ from the population. These include, but are not limited to: 1) survey respondents may be more engaged in Energy Efficiency work than non-respondents, 2) we may have included some firms in our estimate of firms, who would not self-identify as a firm that hires energy efficiency workers, and/or we may have excluded some firms who would self-identify as a firm that hires energy efficiency workers, and 3) the size of responding firms in the sample may be different in some way from the population of firms that hire energy efficiency workers.

Projected Growth for Each Occupation

Based on projecting survey responses to the population of firms, the estimated combined growth of the eight occupations over the **next 12 months** could result in 85 **new jobs for the Northern Inland Region economy.**[20]

Based on projecting survey responses to the population of firms, the estimated combined growth of these eight occupations over the **next three years** could result in as many as **460 new jobs for the Northern Inland Region economy.**

Employers expect the anticipated economic recovery to strengthen the demand for energy efficiency occupations, as **six of the eight occupations show employment growth expectations of 14 percent or higher over the next 3 years.**

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[18]Occupations were identified through executive interviews with industry leaders, ETC Statewide Director, community college faculty and Deans, and the Energy Services occupational framework developed by ATEEC in 2008.

[19]Employment data from the 108 survey respondents is summarized in Appendix C.

[20]Employers were asked how many additional employees they expected to hire over the next 12 months and three years for each of the eight occupations studied. Their responses and the distribution of employers employing each occupation were used to project the number of new jobs to be added within the Northern Inland Region.

Table 1: Estimated 2009 Employment and Projected Employment
(12-month and 3-Year Growth for Each Occupation)

Energy Efficiency Occupations	2009 Employment Estimate	12-month Projected Growth	Growth Rate	3-year Projected Growth	Growth Rate
Building controls systems technicians combine some of the traditional skill sets of building technicians with advanced skills in controls programming, networking, and systems integration.	190	20	12.2%	70	33.8%
Building operators or building engineers troubleshoot, install, replace, and repair building energy systems and controls to optimize energy efficiency.	250	0	0.0%	40	14.3%
Building performance or retrofitting specialists are contractors who improve the efficiency of homes or buildings by installing insulation, windows, lighting and other energy efficient products.	400	-40	-11.1%	60	14.8%
Compliance analyst or energy regulation specialists evaluate if projects are meeting regulatory requirements and/or incentives and provide recommendations as needed to meet compliance.	190	0	-2.3%	<5	1.7%
Energy auditors or home energy raters are responsible for collecting, analyzing and validating energy usage in the field and preparing reports on a building or home's total energy profile.	110	10	5.0%	30	26.1%
HVAC mechanics, technicians or installers install, repair and maintain heating, ventilation, air-conditioning and refrigeration systems.	800	60	7.3%	140	17.4%
Project managers for construction or design work are responsible for communicating with project partners and ensuring that the project is completed in a timely manner and within budget.	510	30	6.8%	90	18.7%
Resource conservation or energy efficiency managers assess current energy and resource consumption and develop strategies to reduce usage.	320	15	5.0%	25	7.5%
Total, All Occupations (totals may not add due to rounding)	**2,780**	**85**		**460**	

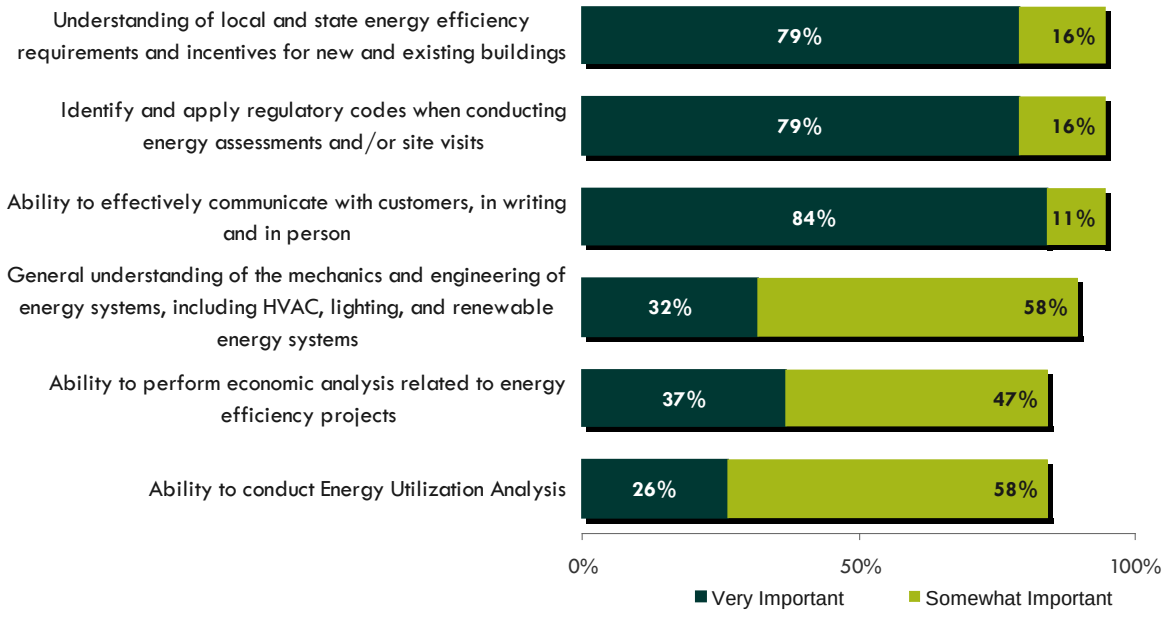
Other highlights include:

- The largest growth occupations are HVAC mechanics, technicians or installers with as many as 60 new jobs projected in 12 months and 140 in three years, followed by project managers for construction or design work with as many as 30 new jobs in 12 months and 90 in three years.
- The fastest growth rate over 12 months is projected for building controls systems technicians (12.2%), followed by HVAC mechanics, technicians or installers (7.3%), and project managers for construction or design work (6.8%).
- The fastest growth rate over three years is projected for building controls systems technicians (33.8%), followed by energy auditors or home energy raters (26.1%).

Occupational Skill and Knowledge Requirements

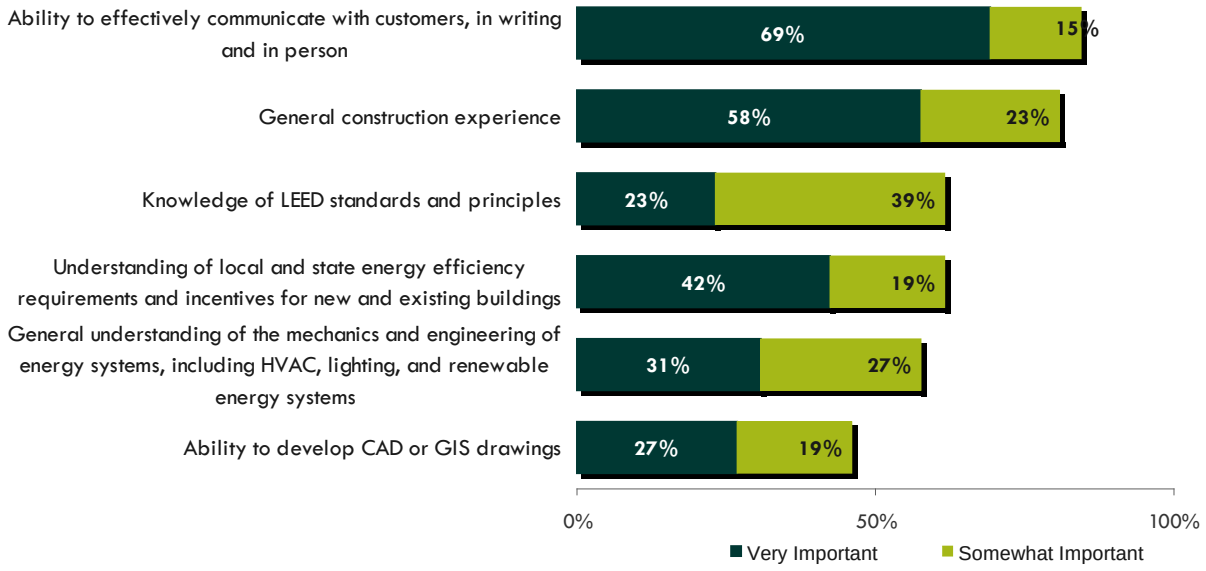
Employers were asked to identify the industry segment that their firm is most closely aligned with. They were then asked about the skills and areas of knowledge important to them when hiring employees. The survey results for the five industry segments are found in the figures below:

Figure 1: Utilities and Resource Management



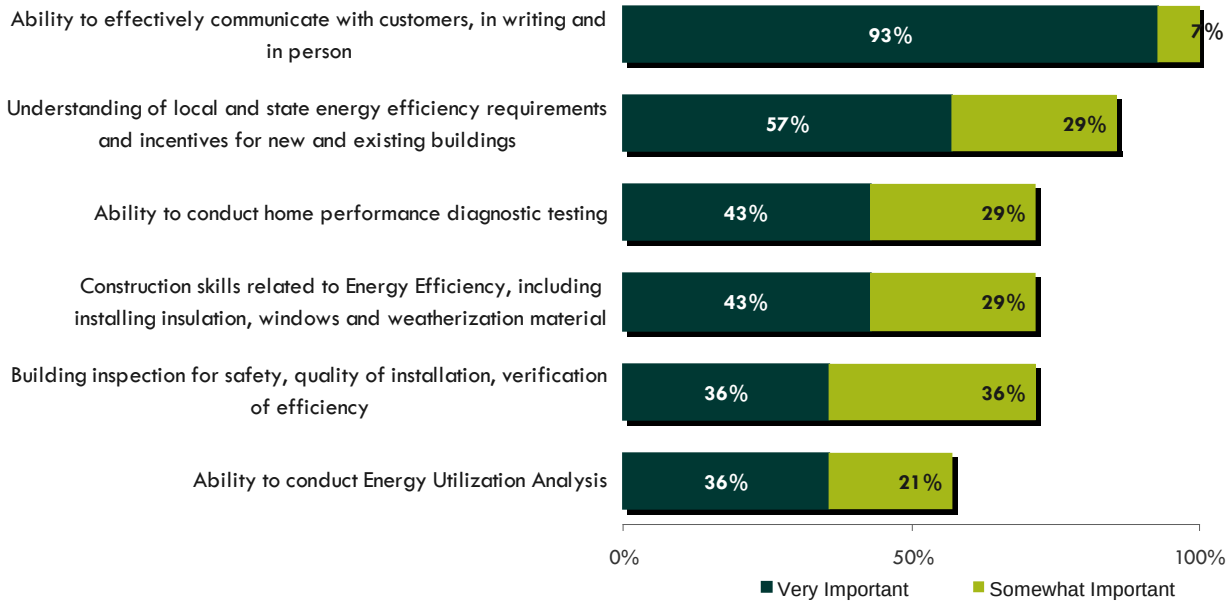
- Employers who work in utilities and resource management responded that the ability to communicate with customers, in writing and in person, is the most valued skill in an employee (84% very important).
- Employers indicated that additional very important skills are: understanding of local and state energy efficiency requirements and incentives for new and existing buildings (79%); ability to identify and apply regulatory codes when conducting energy assessments (79%).

Figure 2: Design and/or Construction of New Buildings



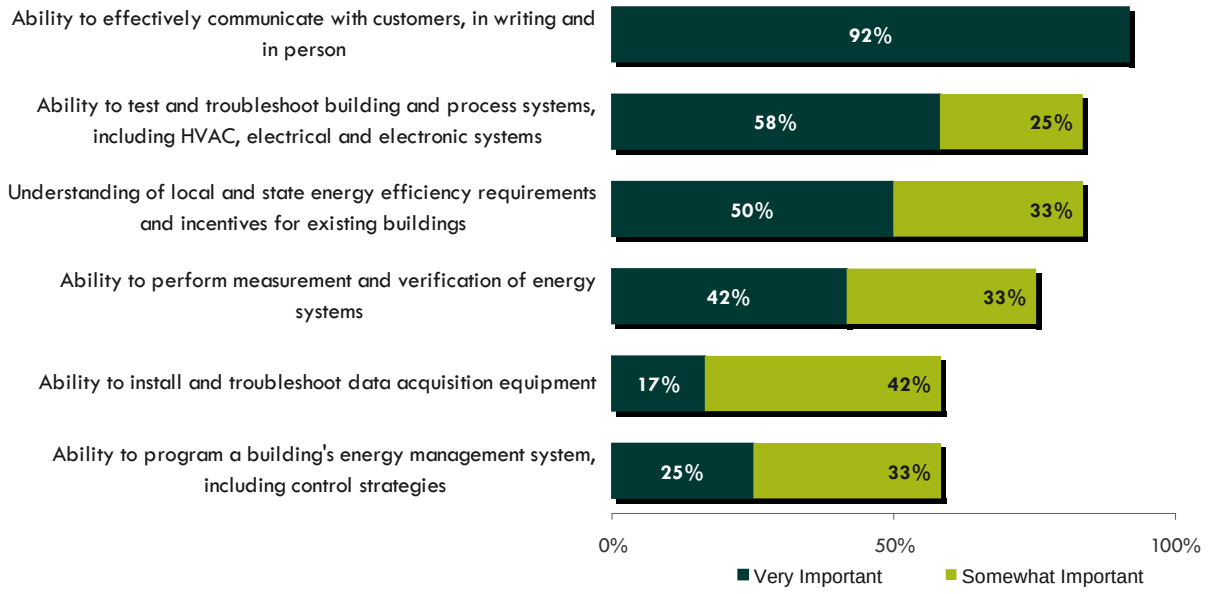
- Employers who work in Design and/or Construction of New Buildings responded that the ability to communicate with customers, in writing and in person, is the most valued skill in an employee (69% very important).
- Employers indicated that general construction experience is also very important skill (58%).

Figure 3: Improving Energy Efficiency in Homes (Retrofitting Homes)



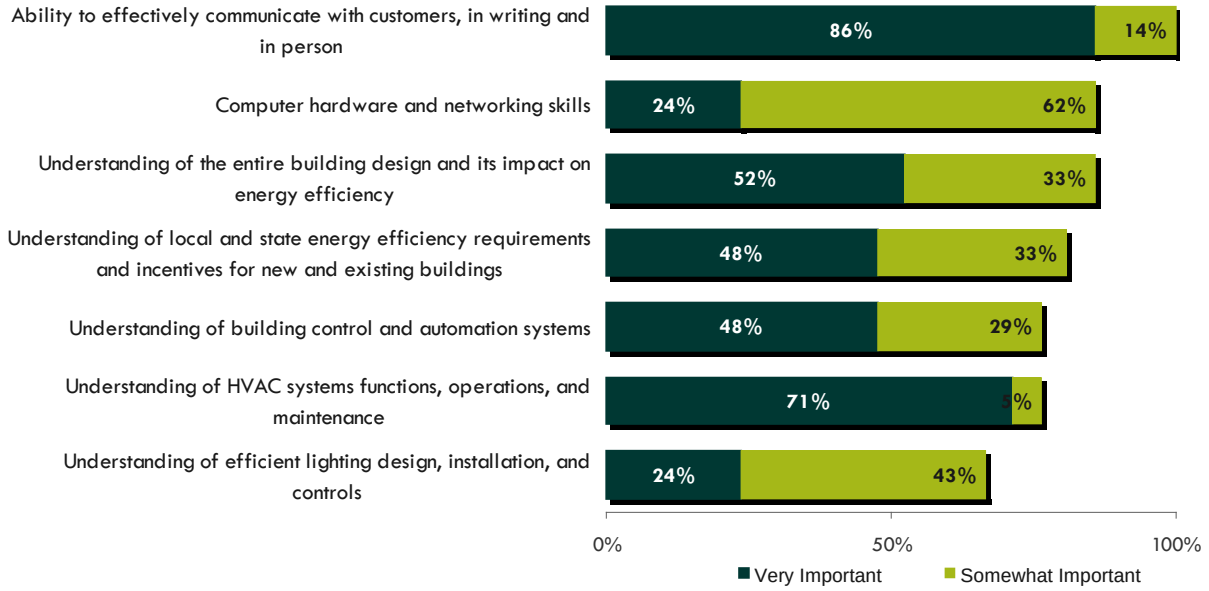
- Employers who work in Retrofitting Homes responded that the ability to communicate with customers is the most valued skill in an employee (93% very important).
- Employers indicated that understanding of local and state energy efficiency requirements and incentives for new and existing buildings is also very important skill (57%).

Figure 4: Improving Energy Efficiency in Existing Buildings (Retro-Commissioning)



- Employers who work in Retro-Commissioning Buildings responded that the ability to communicate with customers is the most valued skill in an employee (92% very important).
- Employers indicated that additional very important skills are the ability to test and trouble-shoot building and process systems (58%); and understanding of local and state energy efficiency requirements and incentives for existing buildings (50%).

Figure 5: Facility or Building Operations and Maintenance



- Employers who work in Facility or Building Operations and Maintenance responded that the ability to communicate with customers is the most valued skill (86% very important).
- Employers indicated that additional very important skills are understanding of HVAC systems (71%) and understanding building design and its impact on energy efficiency (52%).

Career Pathways

The survey results show that in the near future energy efficiency occupations will be in demand. Employers will need additional skilled workers for performing energy audits, retrofitting homes and buildings, installing advanced HVAC systems, and managing energy resources for businesses and public agencies.

Energy efficiency jobs pay well and provide opportunities for advancement along a career pathway of increasing skills and wages. Most energy efficiency jobs are middle-skill jobs requiring more education than high school, but less than a four-year degree—and are well within reach for lower-skilled and low-income workers, as long as they have access to effective training programs and appropriate supports. Most of the eight energy efficiency occupations studied for this report are existing jobs that are changing as industries transition to a clean energy economy.[21]

Lawrence Berkeley National Lab (LBNL) is currently conducting a needs assessment of the energy efficiency services workforce in the U.S. and in eleven states, including California. One component of the research is estimating the size of the energy efficiency services industry (EESI) nationally and in the selected states. Early results indicate that there are over 5,500 jobs in California for Program Administrator Staff, Program Management Contractor Staff and Program Support Contractors. These positions represent the professional and management jobs in the EESI. Significant growth is projected for Program Management Contractor Staff and Program Support Contractors in the range of 65% from 2007-2010.[22] Technical workers who begin in the occupations studied for this report could pursue career advancement opportunities into these management and professional jobs with additional education and experience.

Appendix K contains an example of a Career and Education Pathway graphic for energy efficiency occupations. The Appendix also contains some examples of Industry Certifications that if attained, can help workers advance into more skilled positions with higher pay.

Employer Needs and Challenges

Utilities and energy efficiency service providers in California report a serious problem in attracting trained and experienced professional and technician personnel with expertise to perform energy efficiency work. The shortage of available and experienced personnel may be a key bottleneck constraining the ability of Energy Efficiency program administrators, service providers and facility owners to effectively ramp up their energy efficiency activities and efforts to meet growing demand.[23]

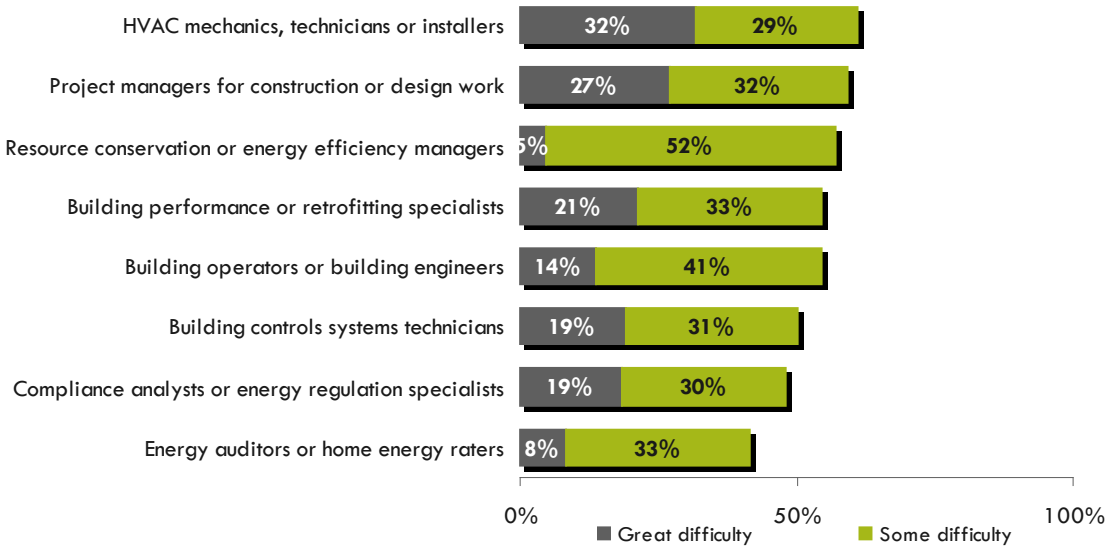
Hiring Difficulties

Over 60 percent of employers responding to the survey indicated difficulty in hiring for all eight occupations studied as shown in Figure 6 below. The level of difficulty finding qualified applicants for the energy efficiency occupations, only strengthens the overall demand for these positions. In particular:

[21] Adapted from "Green Collar Jobs," Green For All, www.greenforall.org
[22] "Energy Efficiency Services Industry: Commercial/Industrial Workforce Requirements," C. Goldman et al, 2009.
[23] Ibid.

- 60% of employers reported difficulty in finding qualified HVAC mechanics, technicians or installers and project managers for construction or design work.
- One out of three employers reported great difficulty finding qualified HVAC mechanics, technicians or installers.
- Over 50% of employers experience difficulty finding qualified resource conservation or energy efficiency managers, building performance or retrofitting specialists, and building operators or building engineers.

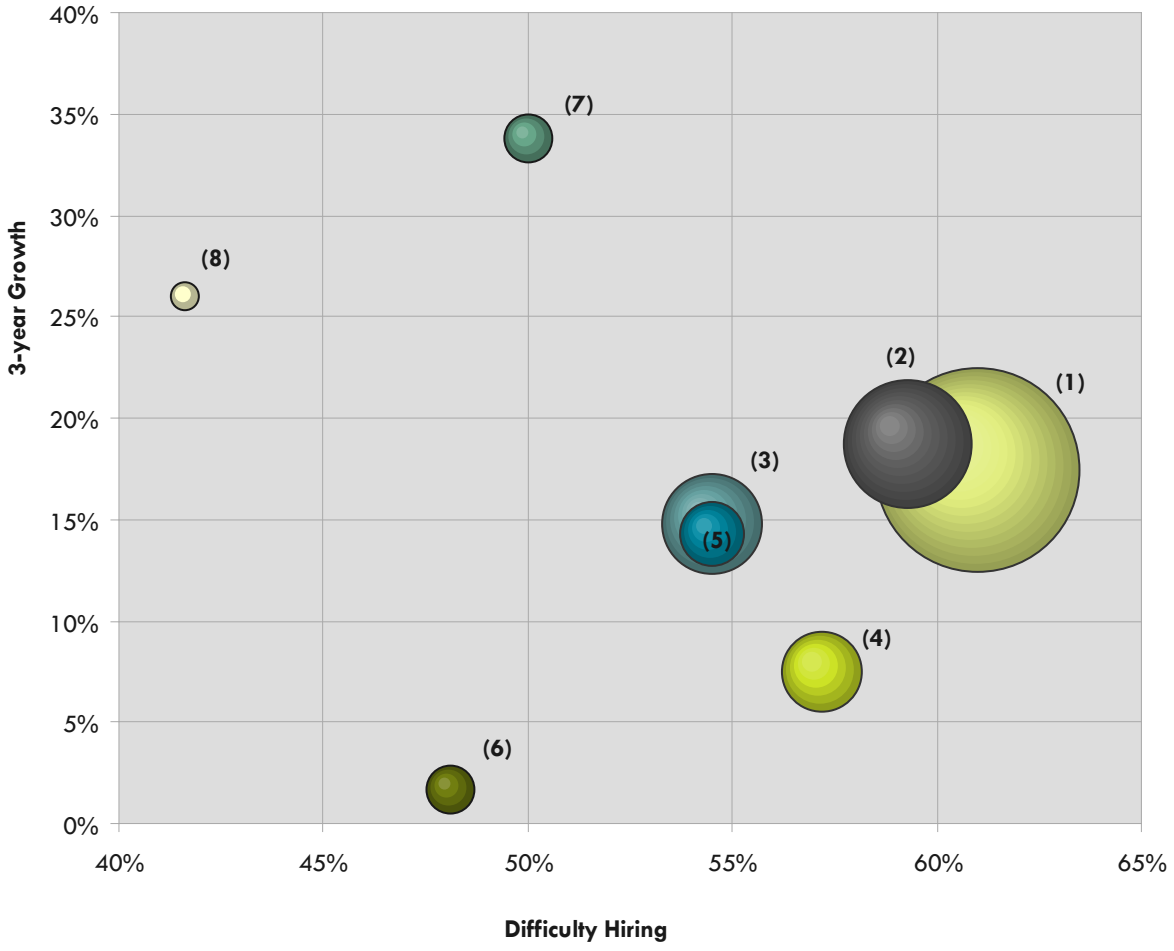
Figure 6: Difficulty in Hiring for Each Occupation



In the bubble chart (next page), the relationship between difficulty in hiring and expected growth for each of the eight occupations is revealed. The area of each bubble represents the size of current employment for each occupation.

- HVAC mechanics, technicians or installers, the largest occupation, are expected to experience significant job growth over the next three years and has the highest level of reported difficulty in finding qualified applicants.
- Project managers for construction or design work, the second largest in size, are expected to experience significant job growth over the next three years and have a high level of reported difficulty in finding qualified applicants.
- Building controls systems technicians are relatively small in size, but are expected to growth the fastest over the next three years with a moderate rate of reported difficulty in finding qualified applicants.

Figure 7: Difficulty in Hiring and Expected Growth for Each Occupation



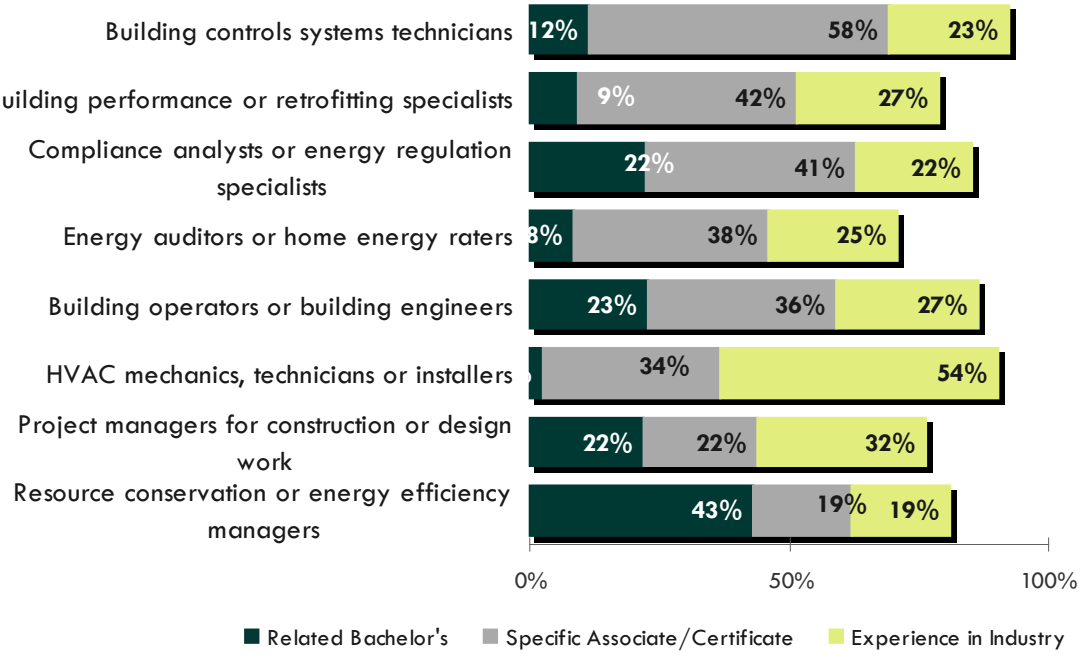
- (1) HVAC mechanics, technicians or installers
- (2) Project managers for construction or design work
- (3) Building performance or retrofitting specialists
- (4) Resource conservation or energy efficiency managers
- (5) Building operators or building engineers
- (6) Compliance analysts or energy regulation specialists
- (7) Building controls systems technicians
- (8) Energy auditors or home energy raters

Education and Experience Preferences

When asked about their preferences for hiring candidates with different educational backgrounds, employers indicated that they are mixed on whether these occupations can be developed at a community college or trained in the field. In particular:

- Employers were most comfortable with community college training for building controls systems technicians, building performance or retrofitting specialists, compliance analysts or energy regulation specialists, energy auditors or home energy raters, and building operators or building engineers. Yet, over 22% of employers stated preference for hands-on experience in the industry for all five of these occupations.
- Employers generally preferred hands-on experience in the industry with no degree/certificate for project managers for construction or design work, and HVAC mechanics, technicians or installers. However, one out of three employers preferred HVAC mechanics, technicians or installers to have community college training.
- Employers generally preferred a bachelor's degree for Resource Conservation or Energy Efficiency Managers.

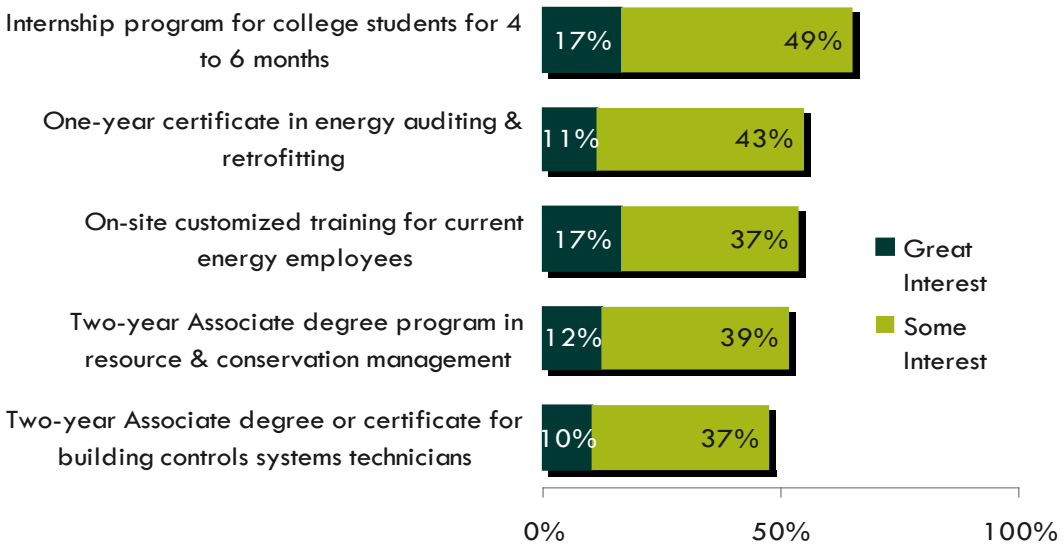
Figure 8: Education and Experience preferences for each of the eight occupations



Workforce Development Opportunities
Employers expressed interest in education and training programs that can be developed by community colleges. The employer responses are summarized in Figure 9 below:

- 2 out of 3 employers expressed great or some interest in an internship program for community college students.
- 54 percent of employers expressed interest in on-site customized training for current energy employees.
- More than half of employers expressed great or some interest in a one-year certificate program in energy auditing and retrofitting and a two-year Associate degree program in resource & conservation management.

Figure 9: Employer Interest in Community College Programs



College Response and Issues

The following section details the current and planned education and training programs offered by community colleges in the Northern Inland Region, to prepare the needed workforce identified in this report.

College Program Selection Criteria
Only college programs or courses related to the eight energy efficiency occupations studied in this scan are included in this section. Programs that do not prepare students for these occupations were not included, such as: agriculture (horticulture, organic gardening), social science or earth science, and renewable energy (solar, wind, etc).

The task of identifying energy efficiency-related programs offered at Northern Inland Community Colleges was not easy, since potential courses, certificates and degrees are buried within a host of programs with differing titles. The initial search involved a review of the California Community College Chancellor's Office Inventory of Approved Programs.[24] The nine programs shown in

[24]https://misweb.cccco.edu/webproginv/prod/invmenu.htm

Table 2 below are the most likely candidates related to the eight occupations studied, based on the Taxonomy of Programs (TOP) and their related codes.

Table 2: Potential Community College Programs Related to Energy Efficiency Occupations with TOP Code

Top Code	Inventory of Approved Programs
301.00	Environmental Science (Natural science, biology, geology) and mostly transfer degree oriented
302.00	Environmental Studies (Social science based, or biological/earth science based)
303.00	Environmental Technology (Hazardous materials control, environmental compliance, pollution control technology)
945.00	Industrial Systems Technology and Maintenance (Facilities Maintenance Technology/Management)
946.00	Environmental Controls Technology (HVAC/Commercial HVAC)
946.10	Energy Systems Technology (Energy Management/Energy Technology)
952.00	Construction Crafts Technology
957.00	Civil and Construction Management Technology
957.20	Construction Inspection

To further identify college programs, an online survey was disseminated to colleges through the North Far North Consortium. Follow up phone interviews were also conducted.

Northern Inland College Programs Related to Energy Efficiency Occupations

Two of the five colleges in the Northern Inland Region were identified as offering energy efficiency programs, certificates, or courses. Appendix L contains a summary of the information obtained. Each college was asked to provide the following information:

- Current course, certificate, or program offerings in energy efficiency related topics.
- Number of current enrollments versus capacity for the course/program.
- Future energy efficiency courses/programs being planned.
- Contact information for the lead person at the college.

Current College Programs, Certificates, or Courses Related to Energy Efficiency Occupations

On the following page, Table 3 shows the colleges that offer for-credit and not-for-credit courses and certificate programs related to the eight occupations studied. Two of the five colleges in the Northern Inland Region currently offer courses or related degree programs. In addition, several energy efficiency courses and certificates programs are being developed. See Appendix L for the complete details.

Table 3: Current College Programs, Certificates, or Courses

College	Programs, Certificates, or Courses
Butte College	Courses: ▪ CNST 20/ENGR 20 – Energy Systems ▪ BIT 10/CNST 10– Green Building Technology and Practices ▪ CNST 25/ENGR 25– Green Building and LEED Certificate Not-for-Credit Courses: Energy Management in the Workplace
Shasta College	Not-for-Credit Certificates: ▪ Home Inspection ▪ HVAC Technician Related Degree: Construction Technology Associate of Science

Community Support and Resources

There are excellent opportunities for regional colleges to partner with employers, industry associations, workforce partners and community organizations to meet the workforce needs of employers who hire energy efficiency workers. It will take well developed partnerships to prepare the thousands of skilled workers that will be needed based on the survey results. The table below summarizes the existing and potential partnerships that can be leveraged.

Organization	Service Area (Type of Organization)	Contribution to Partnership
BayTEC Alliance Energy Farm www.baytecalliance.org	Butte County (Public-Private Collaboration)	Research center, business incubator, and training facility
Building Commissioning Association, (BCA)* www.bcxa.org	Southwest Chapter (Industry Association)	Access to Employers, Industry Standards, Job Descriptions, Industry Certification for Certified Commissioning Professional
California Building Performance Contractors Association (CBPCA)* www.cbpca.org	Statewide (Industry Association)	Access to Employers, Industry Standards, Job Descriptions, Building Performance Certifications and Training for HERS raters
California Commissioning Collaborative (CCC)* www.cacx.org	Statewide (Industry Association)	Access to Employers, Industry Standards, Job Descriptions
California Labor Federation AFL-CIO, www.wed-works.org	Statewide (Labor, Workforce & Econ Development Program)	Access to Labor Unions, Training Facilities through Union Locals
Environmental Training Centers, California Community Colleges* www.EnvTraining.org	Statewide (Economic & Workforce Development Program)	Technical Assistance, Curriculum Development, Training on energy auditing, regulatory compliance, and energy mgmt/conservation.
Pacific Gas & Electric (PG&E)* www.pge.com	Statewide (Employer)	Industry Standards, Job Descriptions, Access to Employees for Training, Training Centers (San Francisco, Stockton)
North State Building Industry Association (BIA) www.northstatebia.org	Northern California (Industry Association)	Training, events and seminars
US Green Building Council (USGBC)* www.usgbc-ncc.org	Northern California Chapter (Industry Association)	Access to Employers, Industry Standards, Job Descriptions, LEED Certification Training
Workforce Investment Boards (Northern Rural Training Employment Consortium (NoRTEC) and North Central Counties Consortium) www.cwib.ca.gov	Northern California (Workforce Development)	Access to Job Seekers, Training Funds, Employment Resources

* Existing Partnership

Conclusion and Recommendations

State and national policies are driving demand for energy efficiency services in Northern California and across the state. In the Northern Inland Region, all eight energy efficiency occupations studied are expected to grow over the next three years, adding as many as 460 new jobs. Further, more than half of the employers surveyed reported difficulty hiring qualified candidates for all but one of the eight occupations. These findings suggest a growing gap between the current supply and demand. Specifically, two occupations should be given priority when considering where to allocate limited resources.

- HVAC mechanics, technicians, or installers are the largest occupation with the largest projected growth over the next 12 months and three years. Northern Inland employers also reported having the highest level of difficulty finding qualified workers for this occupation.

- Building controls systems technicians are expected to grow the fastest over the next 12 months and three years. This occupation also received the highest preference rating for community college training.

In addition, building performance or retrofitting specialists should be monitored closely. This occupation is projected to decline by 11 percent in the next 12 months; however the long term outlook suggests a significant rebound. By 2012, this occupation is expected to add 60 new jobs, significantly surpassing the expected job loss in the near future.

Currently, there are three programs that prepare students for energy efficiency careers in the Northern Inland Region: 1) Not-for-Credit HVAC Technician Certificate, 2) Not-for-Credit Home Inspection Certificate, and 3) Construction Technology Associate Degree. Additionally, several colleges have begun to anticipate employer needs for energy efficiency workers and are planning new courses/programs that will prepare students for these occupations.

Community colleges in the region and across the state are well positioned to build a pipeline of skilled workers, create and expand industry partnerships, and meet regional workforce needs. The Centers of Excellence recommend the following action steps to promote the development of a skilled energy efficiency workforce.

Recommendations

1. Build a pipeline of skilled workers.

- Create, adapt, or expand energy efficiency courses and programs at Northern Inland community colleges to meet the projected demand for six of the eight occupations studied. See sidebar below.

- Consider not-for-credit programs as a way to increase flexibility in offering energy efficiency programs. Partner with the Small Business Development Center to assist with outreach efforts.

- Work with the Environmental Training Centers to develop model curriculum, aligned with industry standards and certifications that can be shared regionally. Utilize survey results on critical skills required by employers as a starting point.

- Include a basic skills component in the curriculum. The ability to communicate with customers, in person and in writing, ranked as one of the most important skills for all eight occupations.
- Raise awareness of college and secondary school career counselors about energy efficiency occupations.
- Promote energy efficiency courses and programs to unemployed/underemployed returning students who have experience in construction trades, engineering or business.

2. Create and expand industry partnerships.

- Collaborate regionally on grants to fund program development, partnerships with industry and equipment needed to expand or adapt programs on energy efficiency.
- Establish regional advisory boards to assist multiple, adjacent colleges, to identify in an on-going way, the employment skills and education requirements of employers.
- Build off of the industry partnerships developed by the Centers of Excellence for this study, to expand outreach to employers and identify potential adjunct faculty.
- Identify employers who want to partner with colleges to develop student internship programs. Two out of three employers surveyed indicated interest in developing such programs.

3. Provide on-going professional development for college faculty.

- Work with the Environmental Training Centers for technical assistance and training resources for faculty.
- Identify employers who can develop faculty internship programs and/or assist colleges with equipment donations for program development.

Sidebar: Although the overall outlook is good for the energy efficiency sector, there are two occupations that do not warrant immediate attention by Northern Inland community colleges. Compliance analyst or energy regulation specialists are expected to experience less than two percent growth over the next three years, adding fewer than five jobs. Resource conservation or energy efficiency managers are also expected to experience slow growth over the next three years, adding less than 25 jobs. This occupation also showed a strong employer preference for bachelor's level training.

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U.S. Green Building Council, www.usgbc.org

Appendix A: How to Utilize this Report

This report is designed to provide current industry data to:

- Define potential strategic opportunities relative to an industry's emerging trends and workforce needs;
- Influence and inform local college program planning and resource development;
- Promote a future-oriented and market responsive way of thinking among stakeholders; and,
- Assist faculty, Economic Development and CTE administrators, and Community and Contract Education programs in connecting with industry partners.

The information in this report has been validated by employers and also includes a listing of what programs are already being offered by colleges to address those workforce needs. In some instances, the labor market information and industry validation will suggest that colleges might not want to begin or add programs, thereby avoiding needless replication and low enrollments.

About the Centers of Excellence
The Centers of Excellence (COE), in partnership with business and industry, deliver regional workforce research customized for community college decision making and resource development. This information has proven valuable to colleges in beginning, revising, or updating economic development and Career Technical Education (CTE) programs, strengthening grant applications, assisting in the accreditation process, and in supporting strategic planning efforts.

The Centers of Excellence Initiative is funded in part by the Chancellor's Office, California Community Colleges, Economic and Workforce Development Program. The total grant amount (grant number 08-305-017 for $205,000) represents funding for multiple projects and written reports through the Northern California Center of Excellence. The Centers aspire to be the premier source of regional economic and workforce information and insight for California's community colleges.

More information about the Centers of Excellence is available at **www.coeccc.net**.

Important Disclaimer
All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

Additional Support
This project was supported by Carl D. Perkins Career and Technical Education Improvement Act of 2006, Title 1, Part B. Funds awarded to Butte Community College by the Chancellor's Office, California Community Colleges. This [publication/project] was produced pursuant to grant agreement number 08-342-008.

Appendix B: Defining Industries for Energy Efficiency Research

One of the central challenges in getting feedback from employers in emerging occupations is understanding where the employers exist under current industry classifications that are largely unprepared for these emerging occupations. In looking at emerging energy efficiency occupations, this problem is particularly relevant. Although most of the secondary research examines the different job titles and occupations that are impacted by the new focus on energy efficiency there is much less discussion about which industries employ these occupations.

For this study, the Centers of Excellence focused on the industries with the greatest concentration of energy efficiency occupational opportunities. The following three industries were selected using these criteria in our search for energy efficiency employers:

1. **Utilities and Energy Resource Management** includes employers in public & private Utilities & Agencies responsible for Consulting and Planning for Energy Conservation and Resource Management (NAICS definition: 221 - Utilities, 54135 – Environmental consulting, 924 Administration of Environmental Programs (Public Sector), 92613 Administration & Regulation of Electricity, Gas, and other Utilities (Public Sector) This would include those occupations that are engaged in assessment and planning for energy efficiency. This industry would largely account for those positions in the public sector as well as those consultants that are guiding energy efficiency planning.

2. **Design and or Construction of Buildings** (NAICS definition: 23 – Construction (Residential, Commercial or Industrial), 5413 – Architecture, Engineering and Design Services). This includes those occupations that are focused on building and designing more energy efficient homes, buildings and facilities. From a sector perspective we included employers who are focused on residential, commercial and industrial building development.

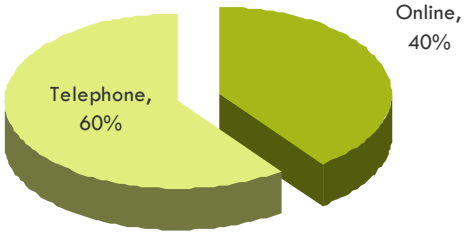
3. **Facility/Building Operations and Maintenance** (NAICS definition: 8113 Commercial & Industrial Equipment Repair and Maintenance, 53131 Real Estate Property Managers & Large Employers with Large Facilities) This includes those employers that hire individuals who can repair and maintain the new energy efficiency systems that are used in new and retrofitted buildings and facilities. This would include those individuals who are operating and maintaining new HVAC systems.

In many ways, the energy efficiency sector does not constitute an independent industry since the main activities, rather than being new efforts, often consist of a shift from standard practice to a more energy-efficient approach to design, building construction, and building operation (Goldman, 2008). At the same time, over the past 25 years, there have emerged new occupations, with new skill-sets that are not addressed within the traditional design, construction, and building operations professions and trades. Examples are energy auditing, resource conservation/energy efficiency manager, and building controls systems technician. (Goldman, LBNL, 2008; Centers of Excellence, 2009).

Appendix C: Study Methodology and Sample Data

About the Survey

The Centers of Excellence in multiple regions, in partnership with BW Research, Inc., collected workforce data on energy efficiency occupations through an in-depth survey. The survey was conducted online and by telephone from December 2008 through May 2009.



For the Northern Inland Region, 40 percent of the survey responses were submitted online; 60 percent were conducted by telephone.

About the Respondents

One hundred and eight (108) employers, representing a combined workforce of nearly 8,000 Northern Inland Region based employees, responded to the survey. The respondent's industry, size of firm, and regional location were recorded where possible. Caution should be used in generalizing results to the entire population of employers to the degree that the sample may differ from the universe.

These respondents came from carefully selected industries targeted as containing energy efficiency firms or energy efficiency-related firms. Northern Inland Region employers in the following North American Industrial Classification sectors were asked to participate in the survey:

NAICS .....Title

221 ..... Utilities

236 ..... Construction of Buildings

238160..... Roofing Contractors

238210..... Electrical Contractors

238220..... Plumbing, Heating, and Air Conditioning Contractors

238310..... Building Finishing Contractors

238350..... Finish Carpentry Contractors

238990..... All Other Specialty Trade Contractors

531311..... Residential Property Managers

531312..... Nonresidential Property Managers

541310..... Architectural Services

NAICS .....Title

541320 ..... Landscape Architectural Services

541330 ..... Engineering Services

541340 ..... Drafting Services

541350 ..... Building Inspection Services

811310 ..... Commercial and Industrial Machinery and Equipment Repair and Maintenance

921 ..... Cities and Counties

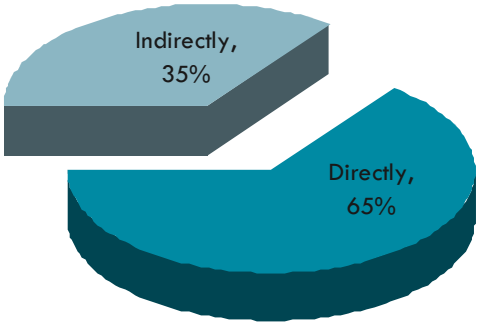
924..... Administration of Environmental Programs

926130 ..... Regulation and Administration of Communications and Utilities

Employers were asked a series of questions to verify their firm met the study's energy efficiency definition:

> Energy efficiency work could include, but is not limited to: energy audits, assessments, installations, maintenance, operation, designing and/or building, and consulting.

Respondents were asked if their firm was involved in these kinds of energy efficiency efforts, either directly as a primary part of their business or indirectly in installing products or providing services that are energy efficient and reduce consumption.



Sixty-five percent of respondents identified their work as directly involved in energy efficiency, as a primary part of their business, while 35 percent responded that their firm was indirectly involved in energy efficiency work.

The following table details the current employment and growth expectations from the survey sample of employers.

Table 4: Sample 2009 Employment and Projected Employment
(12-month and 3-Year Growth for Each Occupation)

Energy Efficiency Occupations	2009 Employment Estimate	12-month Projected Growth	Growth Rate	3-year Projected Growth	Growth Rate
Building controls systems technician	54	7	12.2%	18	34%
Building operators or building engineers	66	0	0.0%	9	14%
Building performance or retrofitting specialists	100	-11	-11.1%	15	15%
Compliance analyst or energy regulation specialists	49	-1	-2.3%	1	2%
Energy auditors or home energy raters	28	1	5.0%	7	26%
HVAC mechanics, technicians or installers	194	14	7.3%	34	17%
Project managers for construction or design work	124	8	6.8%	23	19%
Resource conservation or energy efficiency managers	80	4	5.0%	6	7%
Total, All Occupations	**693**	**22**		**113**	

Study Methodology: Universe of Firms

To estimate the total number of energy efficiency firms in the 11-county Northern Inland Region, the following inputs were considered.

- Using the NAICS codes already identified for the study as having the most relevance for energy efficiency work, business listings were acquired from InfoUSA.

- A database of businesses was also developed by the Centers of Excellence using more conventional research methods, including online searches and industry contacts.
- Additional groups of energy efficiency firms were identified through partnerships with industry associations (see below for list) that provided invaluable information about their organizations and members.
    - United States Green Building Council (USGBC) - Northern California Chapter
    - California Association of Building Performance Contractors (CABPC)
    - California Commissioning Collaborative
    - Building Commissioning Association
    - North State Building Industry Association

These inputs were analyzed and adjusted for relevance to the energy efficiency field, duplication of records, and firms that may not be located in the Northern Inland Region or are no longer doing business. The total number for each database was then combined into the universe of firms estimate (384).

Study Methodology: Occupational Employment

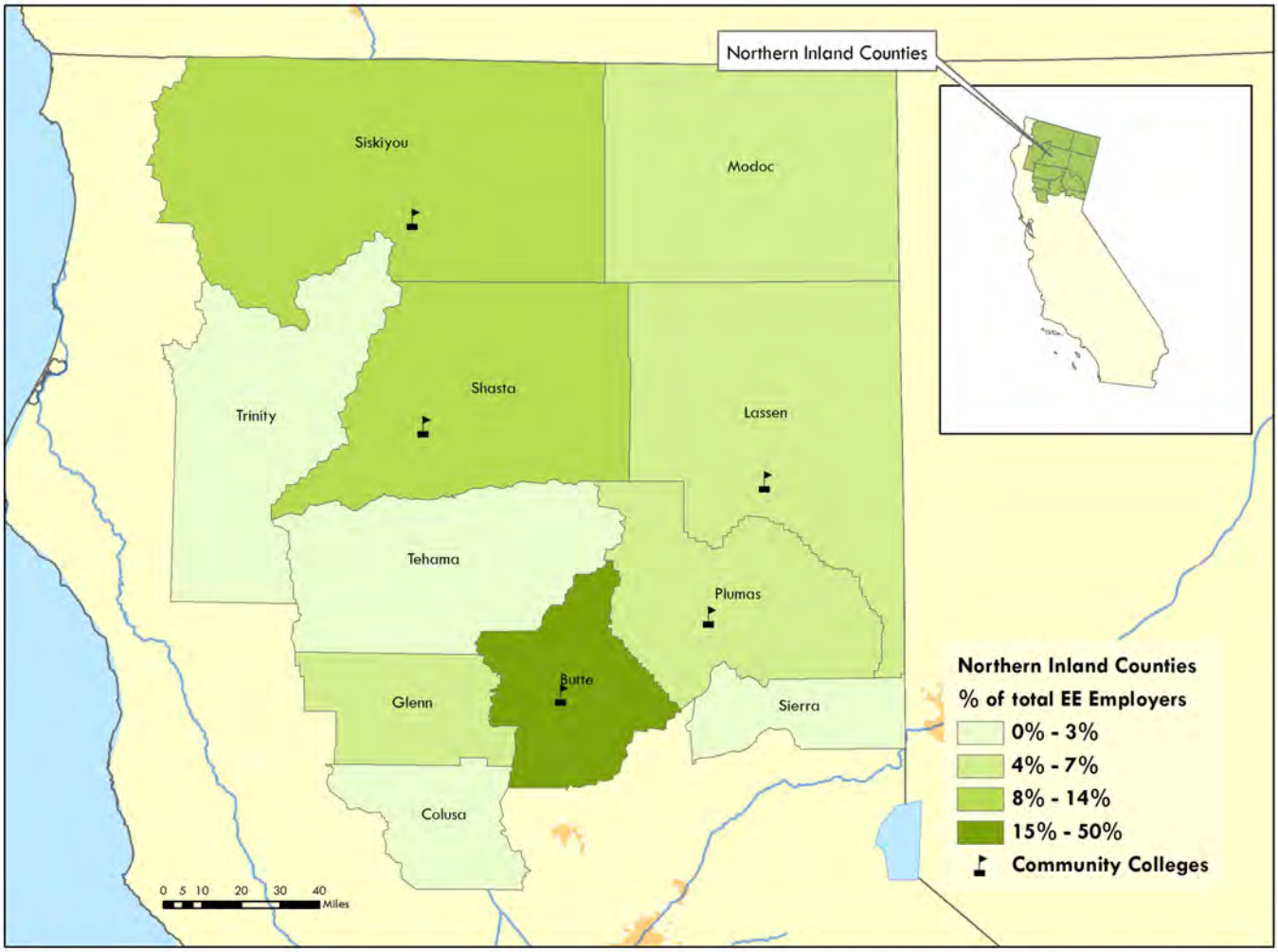
Eight energy efficiency occupations were identified as high-growth and aligned with community college education programs. The combined employment in the Northern Inland Region for the eight occupations totals at least 694 jobs (known employment from survey respondents) and could be as high as 2,778 jobs. The latter figure is an extrapolated estimate of employment, based on survey responses and an estimate of the total number of energy efficiency-related firms in the Northern Inland Region.

To arrive at the estimates of occupational employment currently, in 12 months and in three years, survey data for the sample was extrapolated to approximate the employment for the universe of firms.

- In the survey, respondents were asked how many individuals in each occupation were currently employed in permanent positions, full or part-time. This resulted in estimates for the distribution of employment across the sample, mean employment, and sample total employment.
- Respondents were then asked if their organization employs individuals in each of the 8 study occupations. These responses informed the percent of the sample firms employing each occupation.
- Employers were asked how many more or less of each occupation they expect to have at their location in 12 months and in three years. These responses resulted in occupational growth rates for both periods of time.

Using the percent of firms employing each occupation, mean employment from the sample, and the universe of firms estimate (see above), the current employment was estimated for each occupation. A similar method was used to calculate the approximate growth in the next 12 months and in three years. The current employment estimate was combined with the percent of firms employing each occupation, the occupational growth rate(s), and the universe of firms estimate to produce the projected employment total(s).

Appendix D: Concentration of Energy Efficiency Employers



Source: Centers of Excellence, Energy Efficiency Study, 2009

Location of Survey Respondents.....Percent of Sample

Colusa County.....1.9%
Trinity County.....1.9%
Tehama County.....2.8%
Lassen County 3.7%
Glenn County 4.6%
Modoc County.....4.6%
Plumas County.....6.5%
Siskiyou County.....10.2%
Shasta County 13.9%
Butte County 50.0%

Total.....100%

Appendix E: Energy Efficiency Investments in ARRA

Energy Efficiency Provision	Amount in ARRA
Weatherize homes of up to 1 million low-income residents (1), (4)	$5 billion
Converting Federal Buildings to High-Performance Green Buildings	$4.5 billion
Energy Efficiency and Conservation Block Grants to States	$3.2 billion
State Energy Program (2)	$3.1 billion
Tax credits for retrofitting existing homes (30% credit with a cap of $1,500)	$4.3 billion
Veterans Medical Facilities (non-recurring maintenance including energy projects)	$1 billion
Public Housing Capital Fund (for improvement of energy efficiency and other capital and management activities)	$4 billion
Energy and Green Retrofit investments in Elderly, Disabled and Section 8 Assisted Housing	$250 million
Electricity delivery and energy reliability activities to modernize the electric grid (Smart Grid Technology) (3)	$4.5 billion, including $100 million provided for worker training activities.
Qualified Energy Conservation Bonds (QECBs)[25]	$2.4 billion
Totals	**$32.35 billion**

Sources: news.cnet.com; San Francisco Chronicle, February 12, 2009, "Energy and Efficiency intact in stimulus bill" by Martin LaMonica; greenforall.org; Center for American Progress.

Notes

1. Household eligibility is increased from 150 to 200 percent of the federal poverty income level and the per home maximum allowance is increased from $ 2,500 to $ 6,500. Low-income families will save an average of $350 annually in reduced energy costs.
2. Only to states that update their residential building codes, commercial building codes, create plans for enforcing building codes, and update regulations on utility energy efficiency programs.
3. To include demand response equipment, enhance security and reliability of the energy infrastructure, energy storage research, development, demonstration and deployment, and facilitate recovery from disruptions to the energy supply,
4. Green Jobs Act: $500 million for training programs to build the green workforce is being funded by the Act.

[25] Build American Bonds (BABs) are another option. ARRA created these bonds to stimulate the economy by assisting state and local governments in financing capital projects at lower borrowing costs. This debt instrument can be used for clean energy and energy efficiency projects (www.energycenter.org).

Appendix F: California's Key Legislative and Policy Initiatives

AB 32: Assembly Bill 32 (AB32): The California Global Warming Solutions Act of 2006 mandates that California must reduce its green house emissions to 1990 levels by 2020. The bill sets a goal of approximately an 11% reduction from current emissions levels and nearly a 30% reduction from projected business-as-usual levels in 2020.

The California Air Resources Board's (CARB) Draft Scoping Plan for AB 32: Implementation states that "California will need to greatly expand on energy efficiency efforts to meet our greenhouse gas emission reduction goals." CARB's Draft Scoping Plan identifies energy efficiency as the second largest component of the State's overall emissions reduction program. (source: CPUC Energy Efficiency Strategic Plan)

Energy Efficiency and California Block Grants (AB 2176): In 2008, AB 2176 was amended to require the California Energy Commission (CEC) to administer funds allocated to the state from the federal Energy Independence and Security Act of 2007 (Energy Act) for energy efficiency projects. The bill stipulates that 60% of Energy Act funds be used to provide grants to cities and counties with relatively small populations, and the remaining 40% to be used to provide grants to entities eligible under the federal act.

The Warren-Alquist State Energy Resources Conservation and Development Act (AB 2309): This 2008 law requires the California Public Utilities Commission (CPUC) to authorize the investor-owned utilities (IOUs) to provide energy efficiency audits for owner-occupied residential buildings built before January 1, 2006 upon owner request and make recommendations to the owner on cost-effective energy saving measures.

Energy Efficiency and Water Programs (AB 2404): This law, enacted in 2008, requires the CPUC to report to the Legislature the outcome of a pilot project that was established by the CPUC to determine whether water conservation projects are cost-effective means to saving energy, and make recommendations as to whether the utilities could achieve cost-effective energy efficiency improvements via water conservation projects.

California Public Utilities Commission Long Term Energy Efficiency Strategic Plan, (2008): Sets forth a roadmap for energy efficiency in California through the year 2020 and beyond. At the heart of the Plan are four bold strategies for achieving the aggressive goals outlined in the document. These goals are outlined below:

California's Big Bold Energy Efficiency Strategies:

- All new residential construction in California will be zero net energy by 2020.
- All new commercial construction in California will be zero net energy by 2030.
- Heating, Ventilation and Air Conditioning (HVAC) will be transformed to ensure that its energy performance is optimal for California's climate.
- All eligible low-income customers will be given the opportunity to participate in the low income energy efficiency (LIEE) program by 2020.

Energy Action Plan II (2005): Established "loading order" for energy use in state, making energy efficiency the top priority energy resource.

State Building Codes- Title 24: California's Title 24 Building Energy Efficiency Standards regulates building sector policies (new and existing) in the areas of lighting and HVAC systems in commercial, government and residential buildings, as well as appliances used within those buildings. Title 24 which is updated every 3 years will continue to have a major impact on the growth of energy efficiency occupations, as the standards continue to become stricter and require higher levels of energy efficiency in the future.

California has adopted the first statewide green building code which will promote green building practices and energy efficient technologies. The provisions of the California Building Code will apply to every building in California. The new standards become guidelines starting July 2009 and a grace period will render the new code optional until 2010 so that industry and enforcement agencies have time to prepare for the new building standards.

Governor's Green Building Executive Order S-20-04: (2004) Directed state agencies to make state-owned facilities 20% more energy efficient by 2015.

Appendix G: Energy Efficiency Programs Provided by Local Utilities

Pacific Gas & Electric (PG&E)

Program	What it Provides	Website for Information
Residential Lighting Residential HVAC Residential Appliance 1-2-3 Cashback	Incentives and information for lighting equipment, cooling systems, and rebates for energy-efficient appliances.	http://www.pge.com/myhome/ http://www.pge.com/myhome/saveenergymoney/rebates/index.shtml
Commercial/Industrial Incentives & Rebates Real Time Metering Load Management C/I Efficiency Services	Efficiency program for commercial and industrial customers	http://www.pge.com/mybusiness/ http://www.pge.com/mybusiness/energysavingsrebates/
Pacific Energy Center (San Francisco) Energy Training Center (Stockton)	Education center that provides technical information, design tools, and advice for energy efficiency.	http://www.pge.com/mybusiness/edusafety/training/pec http://www.pge.com/mybusiness/edusafety/training/stockton
Demand Response Programs	A variety of programs for small and larger business customers.	http://www.pge.com/mybusiness/energysavingsrebates/demandresponse/
Incentives by Industry	Details on efficiency incentives for specific industries.	http://www.pge.com/mybusiness/energysavingsrebates/incentivesbyindustry/
Agricultural and Food Processing	Incentive programs and services for agricultural customers.	http://www.pge.com/mybusiness/energysavingsrebates/incentivesbyindustry/agriculture/

Redding Electric Utility

Program	What it Provides	Website for Information
Residential Energy Audit	Free residential energy audits to assess your energy usage.	http://www.reupower.com/energysvc/energy-audit.asp
Commercial and Residential Rebate Program	Rebates for energy star appliances, weatherization applications, HVAC applications, solar systems, lighting, and geothermal heat pumps.	http://www.reupower.com/energysvc/energy-rebates.asp
Commercial Incentive Program	Incentives to customers for equipment and facility retrofits that demonstrate KW demand savings and reduce KW peak demand.	http://www.reupower.com/energysvc/key-accts.asp

Appendix H: "Energy Efficiency, Innovation and Job Creation in California"

A summary of the key findings of a recent study conducted by the Center for Energy, Resources and Economic Sustainability (CERES) at UC Berkeley is below. The 2008 study illustrates why investing in energy efficiency has already paid big economic and job creation dividends and has the potential to pay even larger dividends in the future.

California's Job Creation through Energy Efficiency: The Past

- Energy efficiency measures have, enabled California households to redirect their expenditures toward other goods and services, creating about 1.5 million (full-time equivalent) jobs with a total payroll of $45 billion, driven by well-documented household energy savings of $56 billion from 1972-2006.
- As a result of energy efficiency, California reduced its energy import dependence and directed a greater percentage of its consumption to in-state, employment-intensive goods and services, whose supply chains also largely reside within the state, creating a "multiplier" effect of job generation.
- The same efficiency measures resulted in slower (but still positive) growth in energy supply chains, including oil, gas, and electric power. For every new job foregone in these sectors, however, more than 50 new jobs have been created across the state's diverse economy. (Note: This comparison is for net combined job creation, meaning we count both cumulative effects of both job creation and job losses.)

California's Job Creation through Energy Efficiency: The Future

- By including the potential for innovation, we find that the proposed package of policies in the California Air Resources Board (CARB) Draft Scoping Plan achieves 100 percent of the GHG emissions reduction targets as mandated by AB 32, while increasing the Gross State Product (GSP) by about $76 billion, increasing real household incomes by up to $48 billion and creating as many as 403,000 new efficiency and climate action driven jobs.
- The economic benefits of energy efficiency innovation have a compounding effect. The first 1.4 percent of annual efficiency gain produced about 181,000 additional jobs, while an additional one percent yielded 222,000 more. It is reasonable to assume that the marginal efficiency gains will be more costly, but they have more intensive economic growth benefits. (Note: Job creation in the second case is larger because we assume energy efficiency applies to electricity use by all sectors, while the 1.4 percent efficiency improvement in the baseline applies only to household electricity demand.)
- Existing energy efficiency programs and proposed state climate policies will continue the structural shift in California's economy from carbon intensive industries to more job intensive industries. While job growth continues to be positive in the carbon fuel supply chain, it is less than it would be without implementation of these policies.
- A lower carbon future for California is a more prosperous and sustainable future.

Appendix I: Occupational Profiles

Occupation: HVAC Mechanics, Technicians or Installers

HVAC mechanics, technicians or installers install, repair and maintain heating, ventilation, air conditioning and refrigeration systems. The following list describes in more detail some of the tasks that may be required of HVAC mechanics, technicians or installers:[26]

- Technicians must be able to maintain, diagnose, and correct problems with heating, air conditioning, and refrigeration systems.
- Some technicians may sell service contracts to their clients to provide for regular maintenance of the heating and cooling systems.
- Technicians follow blueprints or other specifications to install oil, gas, electric, solid-fuel, and multiple-fuel heating systems and air conditioning systems.
- When air conditioning and refrigeration technicians service equipment, the refrigerants used are carefully conserved, recovered, and recycled as the release of these refrigerants can be harmful to the environment.

Occupational Outlook: Concern for the environment has prompted the development of new energy-saving heating and air conditioning systems. An emphasis on better energy management should lead to the replacement of older systems and the installation of newer more efficient systems in existing homes and buildings. Installation of new air conditioning and heating systems in existing buildings also continues during construction slumps, as individuals and businesses adopt more energy-efficient equipment to cut utility bills. HVAC technicians are expected to experience significant growth in the immediate future.

- In the Northern Inland Region, employment in this occupation is projected to increase 7.3 percent over the next 12 months (60 new jobs).
- Over the next three years, employment is projected to increase 17.4 percent or by 140 jobs.
- In addition to increased demand for HVAC technicians, 61 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 32 percent of employers responding "great" difficulty.

Career Pathways: Because of the increasing sophistication of heating, air conditioning, and refrigeration systems, employers may prefer to hire those who have completed technical school training or a formal apprenticeship.

Lateral occupation: In addition to installation, some sheet metal workers specialize in testing, balancing, adjusting, and servicing existing air conditioning and ventilation systems to make sure they are functioning properly and to improve their energy efficiency. Properly installed duct systems as a key component to heating, ventilation, and air conditioning (HVAC) systems; sometimes duct installers are called HVAC technicians. A growing activity for **sheet metal workers** is building commissioning, which is a complete mechanical inspection of a building's HVAC, water, and lighting systems.[27]

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[26] Occupational Outlook Handbook, 2008-2009, "Heating, Air-Conditioning, and Refrigeration Mechanics and Installers," www.bls.gov/oco
[27] Occupational Outlook Handbook, 2008-2009, "Sheet Metal Workers," www.bls.gov/oco

Advancement usually takes the form of higher wages. Some technicians may advance to positions as supervisor or service manager. Others may move into sales and marketing or become building superintendents, cost estimators, or system test and balance specialists.

- 54 percent of employers surveyed preferred HVAC technicians with experience in the industry, while 34 percent indicated preference for a specific Associate degree or program certificate, and 2 percent would consider a related bachelor's degree as adequate.
- When asked what skills are most important, Northern Inland Region employers working in Facility or Building Operations and Maintenance indicated they value the ability to communicate with customers, in writing and in person (86 percent), understanding of HVAC systems functions, operations, and maintenance (71 percent), and understanding of the entire building design and its impact on energy efficiency (52%).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for HVAC technicians are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
HVAC Technicians	$31,200	$46,800

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Project Managers for Construction or Design Work

Project Managers for Construction or Design Work are responsible for communicating with project partners and ensuring that the project is completed in a timely manner and within budget. The following list describes in more detail some of the tasks that may be required of Project Managers for Construction or Design Work:[28]

- Construction managers plan, direct, and coordinate a wide variety of construction projects.
- They are often called project managers, constructors, construction superintendents, project engineers, construction supervisors or general contractors.
- Project managers for Construction or Design Work determine the best way to get materials to the building site and the most cost-effective plan and schedule for completing the project.
- They oversee the delivery and use of materials, tools, and equipment; worker productivity and safety, and the quality of construction.
- They are also responsible for obtaining all necessary permits and licenses and may direct or monitor compliance with building and safety codes, other regulations and requirements set by the project's insurers.

Occupational Outlook: Concern for the environment has prompted the development of new energy-saving heating and air conditioning systems. An emphasis on better energy management should lead to the replacement of older systems and the installation of newer

[28]Occupational Outlook Handbook, 2008-2009, "Construction Managers," www.bls.gov/oco

more efficient systems in existing homes and buildings. Installation of new air conditioning and heating systems in existing buildings also continues during construction slumps, as individuals and businesses adopt more energy-efficient equipment to cut utility bills.

Sophisticated technology and the proliferation of laws setting standards for buildings and construction materials, worker safety, energy efficiency, environmental protection, and the potential for adverse litigation have further complicated the construction process. Advances in building materials and construction methods, the need to repair or replace infrastructure nationwide, and the growing number of multipurpose buildings and energy efficient structures will further add to the demand for more construction managers. Project Managers for Construction or Design Work are expected to experience significant growth in the immediate future.

- In the Northern Inland Region, employment in this occupation is projected to increase 6.8 percent over the next 12 months (30 new jobs).
- Over the next three years, employment is projected to increase 18.7 percent or by 90 jobs.
- In addition to increased demand for Project Managers, 59 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 27 percent of employers responding "great" difficulty.

Career Pathways: Traditionally, people advanced to construction management positions after having substantial experience as construction craft workers (carpenters, masons, plumbers, or electricians) or after having worked as construction supervisors or as owners of independent specialty contracting firms. However, as construction processes become increasingly complex, employers are placing more importance on specialized education after high school.[29]

- 32 percent of employers surveyed preferred Project Managers with experience in the industry, while 22 percent indicated preference for a specific Associate degree or program certificate, and 22 percent indicated preference for a related bachelor's degree.
- When asked what skills are most important, Northern Inland Region employers working in Design and/or Construction of New Buildings indicated they value the ability to communicate with customers, in writing and in person (69 percent) and general construction experience (58 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for Project Managers for Construction or Design Work are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Project Managers for Construction or Design Work	$45,760	$65,000

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

[29]Occupational Outlook Handbook, 2008-2009, "Construction Managers," www.bls.gov/oco

Occupation: Building Performance or Retrofitting Specialist

Building performance or retrofitting specialist are contractors who improve the energy efficiency of homes or buildings by installing insulation, windows, lighting and other energy efficient products. The following list describes in more detail some of the tasks that may be required of building performance or retrofitting specialist: These workers may also be called weatherization specialists, insulation workers, or other trade specific titles.[30]

- Install energy efficient products for residential or building retrofits, including windows, doors, insulation, lighting and other weatherization materials in compliance with retrofitting standards.
- Replace gas appliances, furnaces, water heaters, air conditioning units, and air filtration systems with more energy efficient upgrades.
- Replace or seal air ducts where air leakage occurs.
- Use tools for cutting insulating materials, welding to join sheet metal or secure clamps, and compressors to blow or spray insulation.

Occupational Outlook: Demand for building performance and retrofitting specialists will be spurred by the continuing need for energy efficient homes and buildings, both of which will generate work in existing structures and new construction. Building performance or retrofitting specialist are expected to experience decline in the immediate future, but are expected to grow significantly over the next three years.

- In the Northern Inland Region, employment in this occupation is projected to decline by 11.1 percent or 40 jobs over the next 12 months.
- Over the next three years, employment is projected to increase 14.8 percent or by 60 jobs.
- Fifty-five percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 21 percent of employers reporting "great" difficulty.

Career Pathways: For most entry-level specialists working in residential applications, learning is mostly done on-the-job but for commercial and industrial settings a formal apprenticeship program or additional training or education is generally required.[31]

- 42 percent of employers surveyed preferred building performance or retrofitting specialists with a specific Associate degree or program certificate, while 27 percent would prefer experience in the industry and 9 percent would consider a related Bachelor's degree as adequate.
- When asked what skills are most important, Northern Inland Region employers working in Improving Energy Efficiency in Homes (Retrofitting Homes) indicated they value the ability to communicate with customers, in writing and in person (93 percent), and understanding of local and state energy efficiency requirements and incentives for new and existing buildings (57 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for Building Performance or Retrofitting Specialists are:

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[30]Occupational Outlook Handbook, 2008-2009, "Insulators," www.bls.gov/oco
[31]Occupational Outlook Handbook, 2008-2009, "Insulators," www.bls.gov/oco

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Building Performance or Retrofitting Specialists	$32,000	$49,920

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Energy Auditors or Home Energy Raters

Energy auditors or home energy raters are responsible for collecting, analyzing, and validating energy usage in the field and preparing reports on a building or home's total energy profile. The following list describes in more detail some of the tasks that may be required of energy auditors or home energy raters.

- Conduct energy audits, which may include testing heating, ventilation, air conditioning, water heating systems, doors, windows, lighting and insulation for efficiency.
- Use current technology such as infared cameras, blower door testing equipment, barometers, and other diagnostic instruments to gather energy efficient data and compute energy use analysis and overall building performance.
- May install minor energy saving measures and educate customers about how to reduce energy use through lifestyle changes, building retrofits, and utility programs.

Occupational Outlook: Demand for energy auditors or home energy raters will be spurred by the continuing need for energy efficient buildings and residential and commercial cost-saving measures. Energy auditors or home energy raters are expected to experience growth in the immediate future.

- In the Northern Inland Region, employment in this occupation is projected to increase 5 percent over the next 12 months (10 new jobs).
- Over the next three years, employment is projected to increase 26.1 percent or by 30 jobs.
- In addition to increased demand for energy auditors or home energy raters, 42 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 8 percent of employers responding "great" difficulty.

Career Pathways: Energy auditors or home energy raters may advance into the occupation in a variety of ways. Home energy raters may have experience in retrofitting or weatherization occupations, building inspection or as an HVAC technician. Energy auditors may have more technical education or professional experience.

- 38 percent of employers surveyed preferred energy auditors or home energy raters with a specific Associate degree or program certificate, while 25 percent prefer experience in the industry and 8 percent would consider a related Bachelor's degree as adequate.
- When asked what skills are most important, Northern Inland Region employers working in Improving Energy Efficiency in Existing Buildings (Retro-Commissioning) indicated they value the ability to communicate with customers, in writing and in person (92 percent), ability to test and troubleshoot building and process systems, including HVAC, electrical and

electronic systems (58 percent), and understanding of local and state energy efficiency requirements and incentives for existing buildings (50 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for Energy Auditors or Home Energy Raters are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Energy Auditors or Home Energy Raters	$31,600	$47,880

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Resource Conservation or Energy Efficiency Managers

Resource conservation or energy efficiency managers assess current energy and resource consumption and develop strategies to reduce usage. The following list describes in more detail some of the tasks that may be required of resource conservation or energy efficiency managers.

- Develop, plan and analyze energy efficiency measures and programs for public or private organizations to reduce energy consumption.
- Manage energy efficiency projects and policies for an organization or commercial, residential, and governmental clients.
- Perform market analysis and research and consult on demand side energy programs.
- May conduct energy simulation modeling and technology feasibility studies for an organization or commercial, residential, and governmental clients.

Occupational Outlook: Demand for resource conservation or energy efficiency managers will be impacted by the influx of legislation and regulation specific to energy use and energy efficiency. Resource conservation or energy efficiency managers are expected to experience growth in the immediate future.

- In the Northern Inland Region, employment in this occupation is projected to increase 5 percent over the next 12 months (15 new jobs).
- Over the next three years, employment is projected to increase 7.5 percent or by 25 jobs.
- In addition to increased demand for resource conservation or energy efficiency managers, 57 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 5 percent of employers responding “great” difficulty.

Career Pathways: Resource conservation or energy efficiency managers may begin their careers as energy auditors or home energy raters and move into a management position with a combination of work experience and additional education.

- 43 percent of employers surveyed preferred resource conservation or energy managers with a related Bachelor’s degree, while 19 percent indicated preference for a specific Associate degree or program certificate, and 19 percent indicated preference for experience in the industry.

- Over half of employers expressed interest in a two-year Associate degree program for resource and conservation management.
- When asked what skills are most important, employers working in Utilities and Resource Management indicated they value the ability to communicate with customers, in writing and in person (84 percent), understanding of local and state energy efficiency requirements and incentives for new and existing buildings (79 percent), and identify and apply regulatory codes when conducting energy assessments and/or site visits (79 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for resource conservation or energy efficiency managers are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Resource Conservation or Energy Efficiency Managers	$45,000	$56,222

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Building Controls Systems Technicians

Building controls systems technicians combine some of the traditional skill sets of building technicians with advanced skills in controls programming, networking, and systems integration. The following list describes in more detail some of the tasks that may be required of building controls systems technicians.

- Diagnoses, repairs and optimizes complex electronic building controls systems, requiring extensive knowledge of a variety of electronic and/or digital controls systems.
- Ability to test and write modifications in multiple languages of systems software.
- Ability to read and interpret detailed drawings, sequence of operations, specifications, operating manuals and other written materials
- Works closely with other skilled trades and building engineer to trouble-shoot and resolve problems with HVAC and Building Systems.

Occupational Outlook: Demand for building controls systems technicians is increasing due to advancing technology in building systems and the need for qualified workers to monitor, repair and maintain systems to ensure a safe and comfortable building environment. Building controls systems technicians are expected to experience significant growth in the immediate future.

- In the Northern Inland Region, employment in this occupation is projected to increase 12.2 percent over the next 12 months (20 new jobs).
- Over the next three years, employment is projected to increase 33.8 percent or by 70 jobs.
- In addition to increased demand for technicians, 50 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 19 percent of employers responding “great” difficulty.

Career Pathways: Building controls systems technicians may transition into this occupation from related jobs, such as HVAC technician or junior building operator/engineer. With experience and additional education, building controls systems technicians may advance to gain greater responsibility for larger and more complex facilities.

- 58 percent of employers surveyed preferred building controls systems technicians with a specific Associate degree or certificate, while 23 percent would prefer experience in the industry and 12 percent would prefer a related Bachelor's degree.
- Almost half of the employers surveyed expressed interest in a two-year Associate degree or certificate program for building controls systems technicians.
- When asked what skills are most important, Northern Inland Region employers working in Facility or Building Operations and Maintenance indicated they value the ability to communicate with customers, in writing and in person (86 percent), understanding of HVAC systems functions, operations, and maintenance (71 percent), and understanding of the entire building design and its impact on energy efficiency (52 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for building controls systems technicians are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Building Controls Systems Technicians	$40,000	$52,000

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Building Operators or Building Engineers

Building operators or building engineers troubleshoot, install, replace, and repair building energy systems and controls to optimize energy efficiency. The following list describes in more detail some of the tasks that may be required of building operators or building engineers.

- Perform and/or direct the performance of all maintenance of HVAC and energy systems to ensure the highest level of efficiency without disruption to the building.
- Monitor operation of electrical and mechanical equipment supporting the facility and the facility's critical operations.
- Perform routine preventive maintenance on building HVAC and energy systems.
- Knowledge of overall building systems, including equipment monitoring, building automated management systems, as well as a thorough understanding of HVAC and electrical systems.
- Prepare and maintain maintenance logs and records.

Occupational Outlook: Demand for building operators or building engineers is increasing due to advancing technology in building systems and the need for qualified workers to monitor, repair and maintain these systems to ensure a safe and comfortable building or facility environment. Building operators or building engineers are expected to experience no growth in the immediate future, but are expected to grow significantly over the next three years.

- In the Northern Inland Region, employment in this occupation is projected to increase zero percent over the next 12 months.
- Over the next three years, employment is projected to increase 14.3 percent or by 40 jobs.
- In addition to increased demand for technicians, 55 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 14 percent of employers responding "great" difficulty.

Career Pathways: Building operators or building engineers may advance into this occupation with experience as a facility manager or commercial HVAC technician.

- 36 percent of employers surveyed preferred building operators or building engineers with a specific Associate degree or certificate, while 27 percent would prefer experience in the industry and 23 percent indicated preference for a related Bachelor's degree.
- When asked what skills are most important, Northern Inland Region employers working in Facility or Building Operations and Maintenance indicated they value the ability to communicate with customers, in writing and in person (86 percent), understanding of HVAC systems functions, operations, and maintenance (71 percent), and understanding of the entire building design and its impact on energy efficiency (52 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for building operators or building engineers are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Building Operators or Building Engineers	$41,600	$58,531

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Occupation: Compliance analysts or energy regulation specialists

Compliance analysts or energy regulation specialists evaluate if projects are meeting regulatory requirements and/or incentives and provide recommendations as needed to meet compliance. The following list describes in more detail some of the tasks that may be required of compliance analysts or energy regulation specialists.

- Performs energy efficiency compliance assessments, documents compliance status and makes recommendations on corrective action to achieve compliance.
- Develops plans and procedures necessary to achieve compliance with energy and energy efficiency legislation; federal, state and local building codes; and regulations from CEC, CPUC or other regulatory bodies relevant to energy markets.
- Develops audit plans and audit surveillance checklists.

Occupational Outlook: Demand for compliance analysts or energy regulation specialists will be impacted by the influx of legislation and regulation specific to energy use and energy efficiency. However, in the Northern Inland Region, compliance analysts or energy regulation specialists are not expected to experience growth in the immediate future.

- Employment in this occupation is projected to slightly decline by 2.3 percent over the next 12 months (0 new jobs).
- Over the next three years, employment is projected to increase 1.7 percent or by fewer than 3 jobs.
- 48 percent of employers surveyed experience difficulty finding qualified applicants for these positions, with 19 percent of employers responding "great" difficulty.

Career Pathways: Compliance analysts or energy regulation specialists may transition into this occupation from a number of positions, including energy efficiency manager, energy procurement manager, and energy analyst or energy auditor.

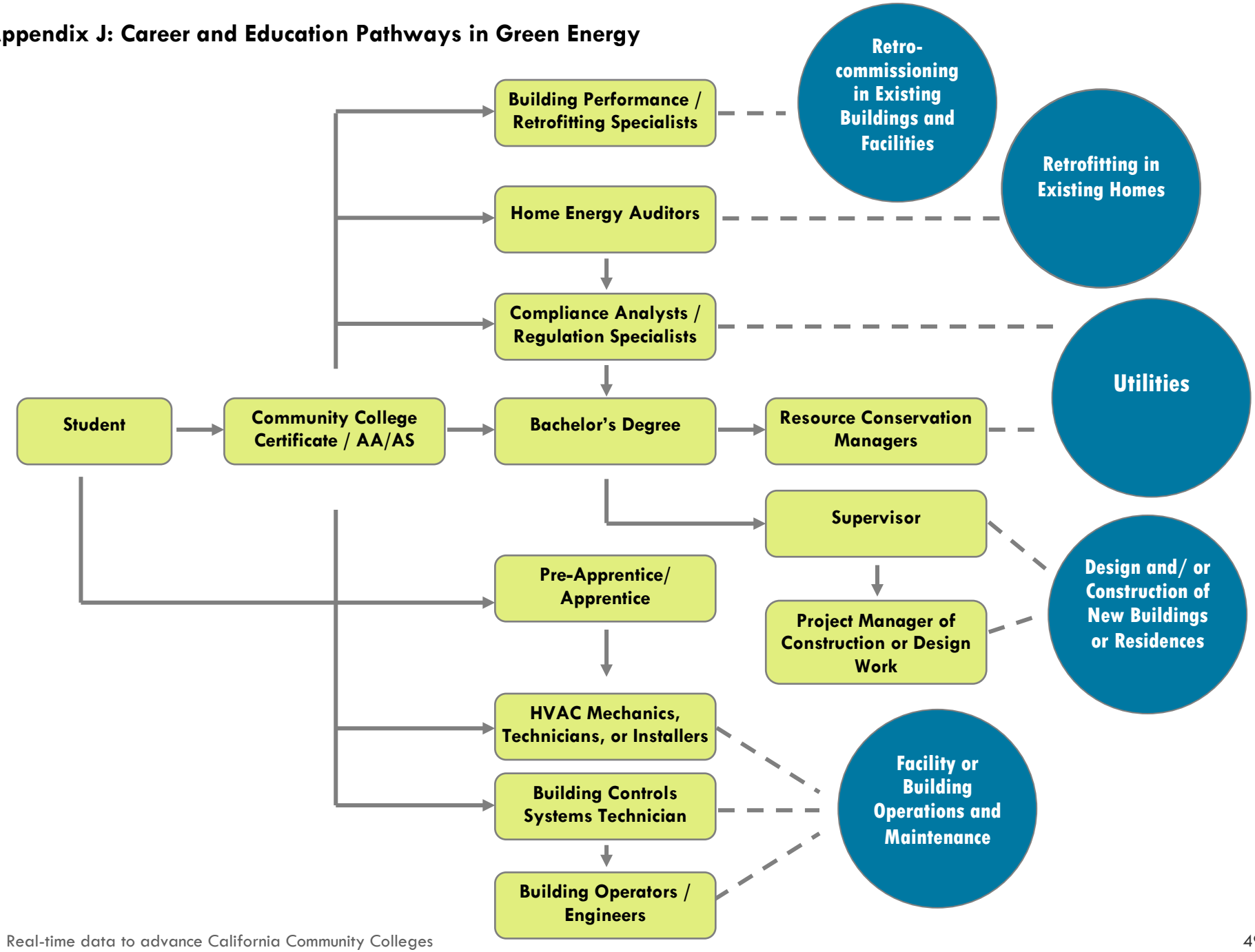
- 41 percent of employers surveyed preferred compliance analysts or energy regulation specialists with a specific Associate degree or certificate, while 22 percent would prefer experience in the industry and 22 percent would prefer a related Bachelor's degree.
- When asked what skills are most important, employers working in Utilities and Resource Management indicated they value the ability to communicate with customers, in writing and in person (84 percent), understanding of local and state energy efficiency requirements and incentives for new and existing buildings (79 percent), and identify and apply regulatory codes when conducting energy assessments and/or site visits (79 percent).

Occupational Wages: In the Northern Inland Region, the annual wages (based on survey responses) for compliance analysts or energy regulation specialists are:

	Entry Level Median Annual Wage	Experienced Level Median Annual Wage
Compliance analysts or Energy regulation specialists	$38,720	$46,800

Entry level is loosely defined as new hires up to one-year experience on-the-job, while experienced level is more typically defined as those workers with more than three years experience on-the-job.

Appendix J: Career and Education Pathways in Green Energy



Appendix K: Examples of Industry Certifications in the Energy Efficiency Sector

Workers who attain industry certifications will have greater opportunities for career advancement. Community colleges can play a role in preparing students for these industry certifications as part of course and program development.

Energy Auditor/Home Energy Rater
Individuals can attain specialized certifications through the California Association of Building Energy Consultants (CABEC) to demonstrate they understand what is required to achieve compliance with Title 24 Building Energy Efficiency Standards and can proficiently perform calculations.

These two certifications are the Certified Energy Plans Examiner (CEPE) and the Certified Energy Analyst (CEA). A summary of these certifications can be found at: http://www.cabec.org

Building or Facility Operations and Maintenance
The Association of Energy Engineers (AEE) offers a number of certifications that enable individuals to establish a standard of professional competence which is recognized throughout the industry. Certified Energy Manager (CEM), Certified Building Commissioning Professional (CBCP), and Certified Measurement and Verification Professional (CMVP) are just three of the thirteen (13) certifications offered by the AEE. A summary of these certifications can be found at: www.aeecenter.org/certification

The International Facility Management Association (IFMA) has two certifications: Facility Management Professional (FMP) and Certified Facility Manager (CFM). A summary of the certifications offered by the IFMA can be found at:
http://www.ifma.org/learning/fm_credentials/index.cfm

Appendix L: Northern Inland Region College Programs Related to Energy Efficiency Occupations

Three of the five colleges in the Northern Inland Region offer or plan to offer programs or courses related to the eight energy efficiency occupations identified in this report. The following table provides details about the current and proposed programs.

Current College Programs in Energy Efficiency, Enrollments/Capacity, Future Offerings and College Contacts

College	Current Program (s)	Enrollments/Capacity	Future Program (s)	Contact
Butte College	Related Courses: CNST 20/ENGR 20 – Energy Systems BIT 10/CNST 10– Green Building Technology and Practices CNST 25/ENGR 25– Green Building and LEED Certificate Related Not-for-Credit Courses: ▪ Energy Management in the Workplace	CNST 20/ENGR 20 and BIT10/CNST10 were offered for the first time in the Spring 2009. They were full with 24 students enrolled.	Green Building Systems Certificate (Fall 2010) Energy Boost Not-for-Credit Courses (Spring 2009) Energy Auditor Not-for-Credit Courses (Spring 2009/Fall 2010) HVAC Mechanics, Technicians, or Installers Not-for-Credit Courses (Spring 2010)	Jon Stallman Sustainability Coordinator stallmanjo@butte.edu 530-864-5110
College of the Siskiyous			ERSC 52 - Building Performance and Efficiency Course (Late Fall 2009/Spring2010)	Christy Cummings Dawson CTE Grant Manager cummingsc@siskiyous.edu 530-938-5305
Shasta College	Not-for-Credit Certificates: ▪ Home Inspection ▪ HVAC Technician Related Degree: • Construction Technology	4-5 students have completed the home inspection and HVAC technician programs as of August 2009.	Weatherization Not-for-Credit Certificate in partnership with the Shasta Builders' Exchange, Conservation Corps, and City of Redding (Launch date to be determined) Sustainable Construction Technician Certificate (Fall 2010) Related For Credit Courses: • Building Codes and Standards: Basic Green Building Technology for Dwellings (Spring 2010) • Green Building Technology and Energy and Safety Codes (Spring 2010) • Energy Efficiency for the Homeowner (Spring 2010)	Brad Banghart Dean bbanghart@shastacollege.edu 530-225-4835 Joan Bosworth Dean jbosworth@ShastaCollege.edu 530-242-7565