

Energy Waste Reduction Low Income Workgroup

November 09 , 2023



Agenda

Welcome	Brad Banks, Energy Waste Reduction Section, MPSC
Energy Efficiency Academy Updates	Jonathan Clark, Walker-Miller Energy Services Jose Goncalves DTE Energy
Slipstream/ Minnesota Center for Energy and Environment Workforce Development Project	Justin Margolies, Senior Product Developer, Slipstream Zak Paine, HVAC Installation Consultant, Slipstream Molly Garcia, Program Development Manager, MCEE Sarah Northrup, Workforce Program Manager, MCEE
Elevate Workforce Projects	Tim Skrotski, Elevate
Justice 40 Accelerator	Brianna Parker, Senior Director, Justice 40 Accelerator, Elevate
Close & Adjourn	Brad Banks, Energy Waste Reduction Section, MPSC



DTE ENERGY EFFICIENCY ACADEMY

Jonathan Clark – Walker-Miller Energy
Services

Jose Goncalves – DTE Energy

THE DTE ENERGY EFFICIENCY ACADEMY IS DESIGNED TO BUILD CAPACITY IN THE ENERGY EFFICIENCY INDUSTRY BY PROVIDING TRAINING, CERTIFICATIONS, AND RESOURCES TO HELP MEET THE NEEDS OF OUR LOCAL COMMUNITIES. TWO AREAS OF FOCUS.

Industry Development Program (IDP – Incubator)

- ▶ IDP represents a commitment to fostering diversity, equity, and inclusion in the DTE's Energy Efficiency Portfolio and the industry at large. Participants will attend weekly sessions designed to:
 - ▶ Educate diverse contractors on the particulars of DTE's Energy Efficiency Portfolio and facilitate access to participate
 - ▶ Identify, address and remove barriers to building successful businesses in the energy efficiency field
 - ▶ Facilitate connections to organizations that offer non-traditional banking products and services

BPI Training Program

- ▶ An 8-week training program on Building Performance Institute (BPI) Envelope Certifications, Healthy Housing Principles (HHP) Certifications and Lead Abatement Worker License through the State of Michigan
- ▶ Provide training opportunities at a local level to serve underprivileged and marginalized communities
- ▶ Students receive a set hourly wage while attending this program along with supportive services such as transportation and childcare assistance, mental health awareness, financial literacy and daily meals

2022 BPI COHORT PROGRAM



2022 BPI PROGRAM



Fall 2022 Cohort

- 10 Enrollments
 - 10 BSP Certified
 - 10 HHP Certified
 - 8 Building Analyst Certified
- Average Wage: \$19.28
- Vetting & Recruiting Process
- On-The-Job Training Structure
- Program Curriculum
 - BPI Envelope implemented 1/1/2023
- Addition of Employer Partners/Vetting

2023 BPI TRAINING



2023 BPI DEMOGRAPHICS

32 TOTAL ENROLLMENTS



Service Territories

- ▶ 30 Wayne County Residents
- ▶ 2 Macomb County Residents

▶ Age

- ▶ 18 to 60+

▶ Gender

- ▶ Male: 27
- ▶ Female: 4
- ▶ Neutral: 1

2023 BPI TRAINING

Cohort 1 – Spring 2023

- 15 Enrollments
- 13 Completions
 - 15 BSP Certified
 - 100% Pass Rate & 82% Average Score
 - 14 HHP Certified
 - 100% Pass Rate & 81% Average Score
 - 13 BA-T Certified
 - 93% Pass Rate & 92% Average Score
 - 9 BA-P Certified
 - 64% Pass Rate & 74% Average Score

Cohort 2 – Fall 2023

- 17 Enrollments
- 16 Completions
 - 16 BSP Certified
 - 100% Pass Rate & 87% Average Score
 - 16 HHP Certified
 - 100% Pass Rate & 92% Average Score
 - 14 BA-T Certified
 - 88% Pass Rate & 95% Average Score
 - 14 BA-P Certified
 - 88% Pass Rate & 85% Average Score

BPI COHORT 1 HIGHLIGHTS



- ▶ 13 of 15 Graduates – 87%
- ▶ 11 of 13 Graduates Placed – 85%
 - ▶ 10 In-Industry
 - ▶ 1 Registered Industry Business
- ▶ Lowest Wage: \$16.50
- ▶ Highest Wage: \$23.00
- ▶ Average Starting Wage: \$19.68
- ▶ 6 Employer Partners

BPI COHORT 1 PROGRAM CHALLENGES



- ▶ Applicants with No Valid Drivers License = 33%
 - ▶ Started working with Detroit Training Center & MPSC EWR Sub-Committee to bring awareness and gameplan potential solutions
- ▶ Personal Trauma
 - ▶ Partnered with CBO DLIVE (Detroit Life is Valuable Everyday) To provide Mental Health Awareness & Trauma Informed Care Sessions during program
 - ▶ 4 Workshop Sessions & Direct access to 1:1 care
- ▶ Field House Availability/Cancellations
 - ▶ Entered into an MOU with Community Action Agency
- ▶ Industry Demand Changes (Job Market)
 - ▶ Adjusted target audience in vetting/pre-screening process for the industry changes that occurred. Industry pivoted from a need for assessors and auditors to a need for shell workers and retrofit installers.
- ▶ Post Graduation Barriers
 - ▶ Continue to provide support to graduates

BPI COHORT 2 HIGHLIGHTS



- ▶ 16 of 17 Graduates – 94%
- ▶ 10 of 16 Graduates Placed – 63%
 - ▶ 6 In-Industry
 - ▶ 2 Registered Industry Business
 - ▶ 2 Continuing Education
- ▶ Lowest Wage: \$23.00
- ▶ Highest Wage: \$25.00
- ▶ Average Starting Wage: \$24.67
- ▶ 8 Employer Partners

BPI COHORT 2 PROGRAM CHALLENGES



- Applicants with No Valid DL = 36%
 - Applicants with suspended licenses were provided the Drivers License Restoration Program information in their non-admittance letter.
 - Walker-Miller Research & Development Department will be sending out surveys to help guide future support
- New Field House Availability/Cancellations
 - Utilized Trainer's Field Training/Testing House
- Industry Demand Changes (Job Market)
 - Proposed to make changes to the BPI Training program to allow for 2 different programs.
 - Working with DTE, MEECA, DHHS to formulate a needs assessment survey

2022 IDP PROGRAM

2022 IDP PROGRAM HIGHLIGHTS

- ▶ Graduated a diverse cohort of 11 members.
- ▶ Identified and prioritize the top 2 barriers and challenges.
- ▶ 100% Attendance rate for In-Person training sessions.
- ▶ 100% completion of Back Office Assessment Plans
- ▶ 20 Submitted EWR Projects (as of 11/30/22)
- ▶ 97.6% Customer Satisfaction Rate

2022 IDP PROGRAM CHALLENGES

- ▶ Post-graduation engagement participation proved difficult to maintain.
- ▶ Program ending so close to year-end didn't allow for the submission or completion of projects
- ▶ Limited participation in EWR Programs

2023 IDP TRAINING

2023 IDP DEMOGRAPHICS

TOTAL ENROLLMENTS

- ▶ All contractors Service the Wayne Metro Area (Detroit)
 - ▶ 18 Graduates
 - ▶ HVAC/Weatherization - 11
 - ▶ General Contractor - 4
 - ▶ Weatherization - 2
 - ▶ Electrician – 1
- ▶ Graduate Progress / Enrollment into Programs
 - ▶ EEA – 2 Enrolled
 - ▶ Multifamily – 2 Enrolled
 - ▶ DTE Website Enrollment (Authorized Contractor) – 2 Enrolled

2023 IDP PROGRAM HIGHLIGHTS

- ▶ 86% Graduation Rate
(21 Onboarded, 18 Graduated)
- ▶ Identified and prioritize the top 2 barriers and challenges
- ▶ 87% Attendance rate for In-Person training sessions
- ▶ 100% completion of Back Office Assessment Plans
- ▶ 96% Customer Satisfaction Rate

2023 IDP PROGRAM CHALLENGES

- ▶ Onboarded Cohorts (21 out of 25)
- ▶ Additional Training Opportunity Identified for Cohorts (Financial Management & Loan Preparation, Industry Certifications, Social Media Marketing and Branding to name a few)
- ▶ Data Implementation/Visibility
- ▶ Stakeholder Communication
- ▶ Limited Engagement from 2022 Cohort Graduates



LOOKING AHEAD TO 2024

2024 BPI PROPOSED STRUCTURE

Upskilled Training

- **Description:** This program is designed to upskill students' skills and credentials to allow for growth and advancement within their current company. Students will go to training 3 days out of the week and report to their employer 2 days out of the week. Students will also receive a stipend for participating in the program.
- **Number of Cohorts:** 2
- **Anticipated Participants:** 25
- **Location(s):** Detroit (15) & TBD
West Michigan DTE Service Territory (10)

Training Curriculum (5 Weeks)

- Building Science Principles
- Healthy Housing Principles
- Building Analyst Technician
- Building Analyst Professional

2024 PROPOSED BPI "NOVICE" TRAINING

Entry-Level Training

- **Description:** This program is designed for students to obtain select industry recognized credentials, participate in On-The-Job Training while receiving supportive services. After completion graduates will have the ability to be placed in entry level positions within the industry
- **Number of Cohorts:** 1
- **Anticipated Participants:** 10
- **Location(s):** Detroit

Entry-Level Training Curriculum (7 Weeks)

- OSHA 10
- Confined Space Training
- Building Science Principles
- Healthy Housing Principles
- Lead Abatement Worker (State of Michigan)
- Air Leakage Control Installers
- On-The-Job Training (OJT)

POTENTIAL CAREER PATHS & OPPORTUNITIES

Upskilled Career Paths

- Crew Leader
- Energy/Home Assessor
- Energy/Home Advisor
- Weatherization Specialist
- Project/Program Manager
- Building Inspector

Entry-Level Career Paths

- Crew Member
- Retrofit Installer
- Insulation Technician
- Air Seal Technician
- Lead Abatement Worker
- Weatherization Foreman

2024 IDP UPDATES – PRE PHASE (JANUARY 2024 – APRIL 2024)

- **Communication Plan:** Increase lead time for marketing, advertising and communication to ensure maximum visibility to desired Community Based Organizations and contractors.
- **Onboarding Process:** Make necessary adjustments to the onboarding process, including a more comprehensive application review process and interview of cohorts to ensure the desired cohort members are selected for entry into the program.


2024 IDP UPDATES – PARTICIPATING PHASE (APRIL 2024 – JULY 2024)

- **Expand In-Person Training Series:** Add four (4) additional classes to address potential gaps in training: Legal and Regulatory Framework, Financial Management & Loan Preparation, Industry Certifications, Human Resources Training and Back Office Support, Lead Development, Marketing and Branding, social media
- **Cohort Stipends & Wrap-Around Services:** Cohort members can apply for stipends designed for identified business needs or support (Industry Certification, Back Office Support, Business Funding, etc.)

2024 IDP UPDATES – POST PHASE (AFTER JULY 2024 GRADUATION)

- **Alumni Network:** The Alumni Network strengthens the reach and influence of the IDP, contributing to a sustainable cycle of growth, mentorship, and empowerment. The Alumni Network will offer continued educational and development opportunities, advanced training, and access to resources and industry events, allowing participants to stay updated on industry trends and innovations.
- **Alumni Network Advisory Panel:** The goal of this panel is to support continued alumni professional development; help remove barriers to the growth of alumni and current cohort members and assist with creation of the alumni engagement strategy. Attend 4 meetings (1.5 hours each).

DTE

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ENERGY EFFICIENCY ACADEMY

<https://empoweringmichigan.com/energy-efficiency/>

Slipstream/ Minnesota Center for Energy and Environment Workforce Development Project

Justin Margolies,
Senior Product Developer,
Slipstream

Zak Paine,
HVAC Installation Consultant,
Slipstream

Molly Garcia,
Program Development Manager,
MCEE

Sarah Northrup,
Workforce Program Manager, MCEE



ELEVATE

Detroit Clean Energy Contractor Accelerator

MPSC Low Income Workgroup

**Tuesday,
November 9, 2023**

Project Overview



Elevate recognizes the lack of diversity in contracting firms in the clean energy space is a result of generations of systemic oppression and a long-term approach is necessary for success. Elevate serves as a bridge to the clean energy economy, educating building owners, contractors, and communities on climate change and strategic actions we can take to mitigate it.



The Detroit Clean Energy Contractor Accelerator will support Black and Brown contractors in expanding their opportunities in the clean energy industry while leveraging funds and demonstration projects to develop resilience hubs. We will help these contractors grow their businesses through solar, battery, building electrification, and EV projects; providing support services, training, and mentoring. Preparing the Detroit workforce for federal climate action Inflation Reduction Act funds.

Detroit Clean Energy Contractor Accelerator Project Objectives:



Five diverse contractors served through BIPOC Contractor Accelerator with a focus in clean energy services



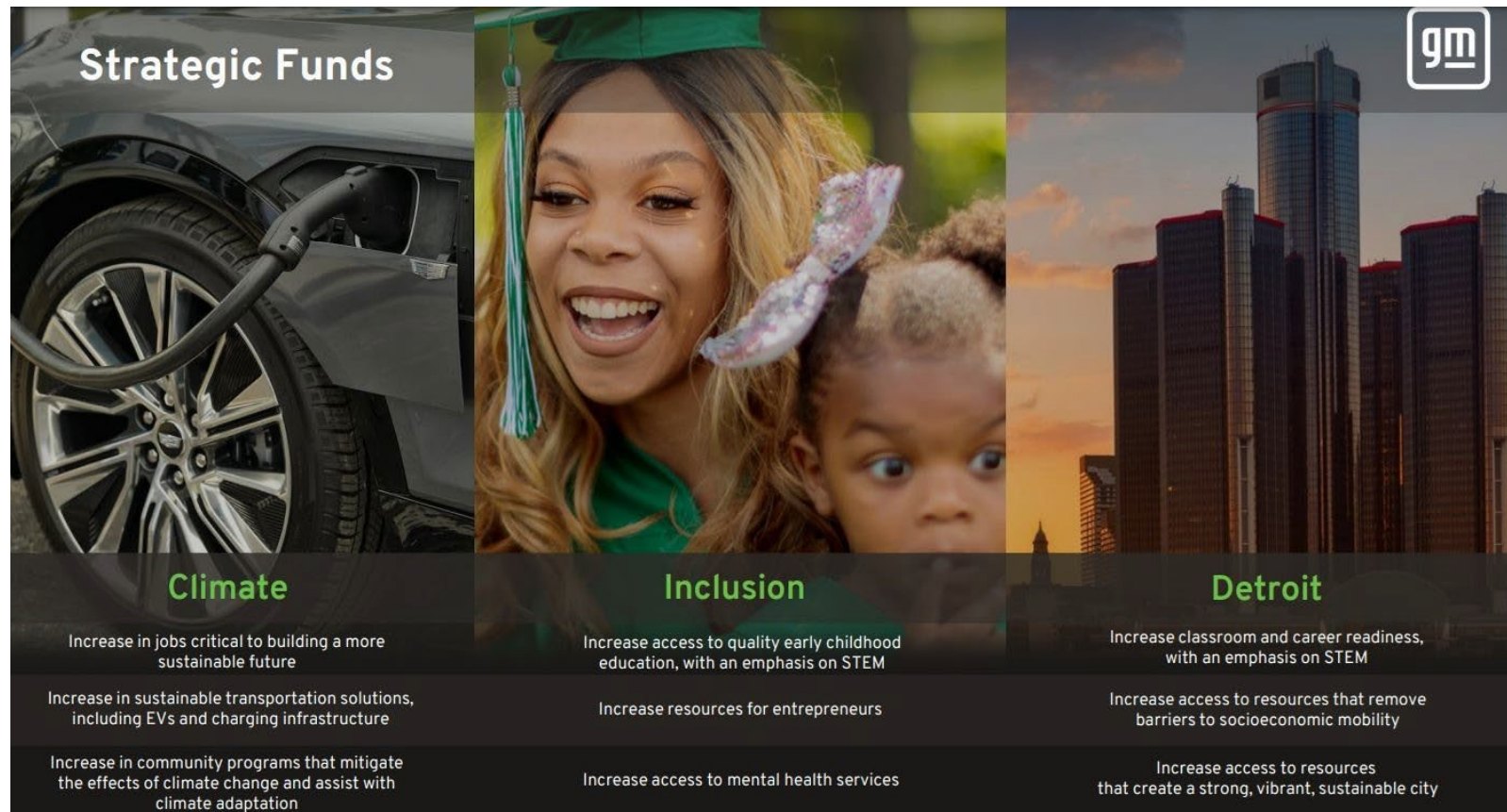
Position BIPOC contractors to increase revenue that will increase the clean energy workforce in Detroit



Conduct a program evaluation, support Resilient Eastside Initiative project implementation, and support contractor growth

D-CECA Partnerships

- GM Climate Equity Fund
 - Funder
- Michigan Minority Contractor Association
 - Growth Plans, back-office support, and mentoring
- American Microgrid Solutions
 - Solar and battery storage training
- OpConnect
 - EV infrastructure training
- Detroiters Working for Environmental Justice
 - Healthy Homes Contractor Accelerator



Lenox Center Solar and Battery Storage Training

Battery and Storage in Person Event

Date: June 29, 2023

Lenox Center (AB Ford Park)

100 Lenox St., Detroit, MI 48215

Hands On Solar and Battery Storage Training

Delivered By: American Microgrid Solutions - Nate Mills

Topics Covered: Solar and Battery Storage systems and installation overview.

Learning Objectives: Solar and Battery Storage installation means and methods.

Objectives:

- ✓ Component walkthrough
- ✓ General arrangements
- ✓ Applicable code considerations
- ✓ System monitoring and control
- ✓ <https://www.youtube.com/watch?v=Gkn7VaBxuf4>



Dreamtroit EV Infrastructure Training

EV Infrastructure In Person Event

Date: September 21, 2023

Dreamtroit

331 Holden St. in Detroit, MI 48208

Hands On EV Infrastructure Training

Delivered By: OP Connect - Dexter Turner

Topics Covered: EV Infrastructure systems and installation overview.

Learning Objectives: EV Infrastructure installation.

Objectives:

- ✓ Component walkthrough
- ✓ Conduit installation (e.g., concrete work, trenching)
- ✓ General arrangements
- ✓ Applicable code/permitting considerations
- ✓ Inspection and system testing



2023 D-CECA Cohort No. 1 Graduation



Shaker Mann with Flintstone Construction is an entrepreneur, electrical engineer by training, and Certified Energy Manager. His current work includes purchasing and rehabbing commercial and multifamily properties. Shaker indicated “The best part of the program was completing the Growth Plans, it allowed me to plan my goals and growth to achieve greater success with my business in the clean energy field.”

Cohort No. 1 Clean Energy Ready

Contractor	Skills	Years of Experience	No. of Employees	Clean Energy ready
Detroit Voltage	Electrical Contracting	6 Years	6	EV Infrastructure
Ryter Cooperative Industries	Solar Project Management	7 Years	5	Solar, Battery Storage, EV
Blanket Insulation Services	Insulation & Energy Efficiency Assessments	12 Years	15	Single Family Home Decarbonization
KMR Construction	Electrical and Construction Contracting	18 Years	7	EV Infrastructure
Flintstone Construction	General Contracting Electrical Engineer	3 Years	1	Net Zero Multifamily Development

D-CECA Cohort No. 2

Year Month	2023				2024								Goal	Metric
	N	D	J	F	M	A	M	J	J	A	S	O		
Program Design & Development													Establish accelerator program with support from community stakeholders.	Develop onboarding materials and services via MI Minority Contractor Association
<i>Community Stakeholder Engagement</i>			◇											
<i>Program Design and Implementation Plan</i>			◇											
<i>On Boarding Materials</i>				◇										
Clean Energy Contractor Accelerator													Facilitate workshops and training and support minority contractors . Including back office support.	Host 4 workshops, helioscope training, and develop/implement growth plans for 5 contractors
<i>Deliver Contractor Support Services</i>												◇		
<i>Workshops and Training Sessions</i>			◇		◇		◇		◇					
<i>Develop & Refine Growth Plans</i>												◇		
Demonstration Projects													Ready contractors for Federal funding	1 solar plus storage and 1 EV charging stations with contractor training
<i>EV Infrastructure</i>										◇				
<i>Solar plus Storage</i>								◇						

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ELEVATE





Justice 40 Accelerator

Brianna Parker,
Senior Director, Justice 40 Accelerator, Elevate

MAJOR COMPONENTS OF SB 273 (ON EWR)

- Part of a 5-bill “Climate” package
 - SB 271 (renewables & non-carbon generation)
 - SB 273 (EWR)
 - SB 502 (Expansion of MPSC authority)
 - SB 519 (“Economic transition office”)
 - HB 5020 and 5021 (siting renewables)
- Key elements of SB 273
 - Increases EE savings requirements & associated utility incentives
 - Allows utilities to promote electrification & has important details
 - Brings munis and co-ops back under EWR policy
 - Some major requirements regarding low-income customers

Close & Adjourn

Thank You!