



Clean Energy Works: Portland/Community Workforce Agreement Meeting Minutes

Community Benefit Dialogue
Monday, August 24th from 2:00pm – 4:00pm
Located at the White Stag Building
70 NW Couch St, Portland OR 97204

Individuals Present:

Connie Ashbrook: OTI	Ivan Maluski: Sierra Club
Colin Bishop: Change to Win	Steven McGrath: Sustainable Solutions
Sara Brockmeier: CSG/ETO	Judith Mowry: ONI
Barbara Byrd: Oregon AFI-CIO	Ben Nelson: Laborers' Union
Bob Calwhite: Carpenters	Mary Nemmers: MACG
Pat Daniels: Irvington Covenant Construction Hope	Tania Parks: Sustainable Solutions
Al Devita: Laborers' Union Training and Apprenticeship	Medge Purcell: Urban League
Diane Ferington: Energy Trust	Maurice Rahming: NAMCO
John Gardner: CAWS/WSI	William Regan: PATTT
Brian Hansen: Bull Mountain	Nicolette Reibold: CSG/ETO
Jack Hansen: Bull Mountain	Juan Serratos: Human Solutions
Jeremy Hays: Green for All	Derek Smith: City of Portland Planning, Sustainability
Alan Hipolito: Verde	John Steffens: Carpenters P.N.C.I
Caitlin Horsley: EOI/PDC	Lyubov Tsinovkina: Human Solutions
Jennice Jackson: Irvington Covenant Construction Hope	Anna Volkova: Human Solutions Adam
Tony Jones: MCIP	Deborah Williams: PCC/ETAP
Bill Kowalczyk: Portland Youth Builders	Jeri Williams: ONI
Lynn Knox: EOI/PDC	Ron Williams: Oregon Action
Victoria Libov: IRCO	Loretta Young: City of Portland
Bev Logan: MACG	

Agenda:

- Introductions
- Overview & Review of tasks
- Breakout Groups
 - Training
 - Labor and Contractor Standards
 - Assuring Diverse Workforce
- Group report out
- Next Steps
- Next Meeting



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Overview

Energy Efficiency/Financing/Service Delivery

- 500 Home Pilot
- 30 currently started, estimated 100,000 homes need weatherization
- Basic weatherization – Floors, attics, walls, H2O, Furnace
- Imbed principles
- Audit – Low interest long term loan repay on utility bill – no upfront cost
- Shore Bank Cascadia –providing financing in partnership with utilities
- Goal of Pilot: Prove concept
- Develop Elements for subsequent rounds of RFQ

Review of tasks

- Develop a set of standards and elements that can be communicated through a Community Workforce Agreement
- Establish a process for oversight and evaluation
- Identify a Mechanism for formal adoption of the Community Workforce Agreement
- Work towards Linking the training and job opportunities to the project
- Identify upcoming Trainings that can prepare both existing and new contractors to participate in the work as it is identified as more opportunities emerge
 - Scope of Training

Bike Rack (formerly known as parking lot)

- Create chart outlining levels for hiring requirements
- Scale Up Modeling to map needed workforce and training as opportunity grows
- Work towards identifying model for neighborhood based Approach

Upcoming Trainings

Both BPI Certification and Trade Ally Trainings are currently scheduled. There are benefits to becoming a Trade Ally with the Energy Trust of Oregon. The intake process is web-based, and currently 10 slots are open for the next training dates scheduled for October 19th-23rd –

- Trade Ally Training is 5 day training. There are 4 spaces reserved for new organizations looking to participate through the Clean Energy Works opportunity.
- In order to participate in the BPI training provided by CSG you must be a Trade Ally. Once certified, contractors must be involved with continuing education activities to maintain their status. BPI certification through CSG cost \$4000 for 11 days of training (75% is reimbursable through the Energy Trust for Trade Allies) and one on one specialization. Contractors receive continued benefits. Becoming a trade ally is free.
- There are also additional initiatives underway to teach homeowners about Energy Efficiency.

Breakout Groups

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- *Training*
- *Labor and Contractor Standards*
- *Assuring Diverse Workforce*

Assuring a Diverse Workforce

- Training and Contractor Language – utilizing of trainees or graduates of a qualified training program in which a majority of enrollees are women, minorities, veterans, or residents of a low income neighborhood or household. Graduates of qualified training programs must perform at least 50% of covered work hours.
- Ex-Felons or Convicts. Language in the agreement. (Will this influence their ability to be bonded)
- Technical Assistance through the trade ally and that there is proper communication with the current homeowners.
- Local Hire Provisions, City of Portland and Multnomah County
- Trade Allies needs to have cultural competency training
- Hiring preferences for Pre-Apprenticeship graduates – Research Legalities. If you set the minority placement standards on the training programs and then have hiring guidelines on the contractors to hire from those training programs then you will receive the local hire goals.
- 50% minority and veterans participation hours worked on the projects. Contractors would have a first source hiring agreement from the training programs
- Sustainable source of funding for the training programs who specialty training for weatherization. 1% training fee on project dedicated to Pre-Apprenticeship and Apprenticeship programs
- Responsible contractor training. Cultural competency training prior to bidding or enrolled in. Contractual language “Currently enrolled and must participate in cultural competency training within the next 3 months, etc...”
- Procurement points for successful track record in hiring and maintaining people of color and women.
- Instead of using the term aspirational goal, change to Mandatory Goals. Research possibility for contractors to receive incentive for going beyond the mandated goals.
- Part of the bid package, contractors will provide a detailed 2-3 page plan on how they have hired and maintained minorities in the past. Or if the organization is smaller in size or just emerging they will be required to create a future minority hiring work plan on how they will hire, maintain, and welcome diversity in their workforce.

Training

- Contractors
- Technicians
- Supervisors
- Auditors



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- Comparing the different curriculums
- DOE/ETO/EAST – using the Weatherization Handbook
- Identifying a pool of qualified pool of trainers to be certified to create a pipeline of opportunities from recruitment to placement through retention –
- Map the need – free up contractors to focus on the quality of the jobs being done to standards by creating a pool of qualified workers by standardizing available training programs

Labor and Contractor Standards

- 180% of minimum wage status unless Federal prevailing wage is higher
- Provide health insurance for the employees (incentives for people who do), no undue burden on small contractors that cannot provide insurance.
- All Contractors to be home performance certified, this needs to continue to be a part of this program.
- Organizing neutrality,
- Targeted local hiring. Contractors to hire a % of workers who've gone through a designated list of training programs.
- Preference to Oregon based contractors
- Contractor diversity goals are specific and are met.
- Assistance for contractors to find subs that are MWESB
- On the Job Training (OJT) Mentoring
- Oversight and Accountability Process
- 1% for training fund. How to absorb cost of training mandates to make the loan affordable. Part of the potential 1% would cover staffing to see that the Accountability and Oversight could be accomplished.

Next Steps

- Create Chart for needed Certifications for Generals and Subs
- Create Matrix for Standards of Training
- Create a baseline demographic matrix of current contractors
- Broader sustainability goals.
- Minutes and Draft
- Begin developing a process for accountability and oversight

Next Meeting

The City of Portland Clean Energy Works Dialogues will be held

Monday, August 31st

2:00 – 4:00

Located at the White Stag Building
70 NW Couch St, Portland OR 97204