

The **Better Buildings Initiative** calls on private, public, and non-profit organizations across all sectors to make substantial commitments to improve the energy efficiency of their buildings and plants, save money, and increase competitiveness. The U.S. Department of Energy (DOE) is expanding the initiative to engage leaders in a set of **Better Buildings Accelerators** designed to demonstrate specific innovative policies and approaches, which upon successful demonstration will accelerate investment in energy efficiency across our homes, buildings, and industrial facilities.

Workforce development is one of the key pillars of Better Buildings. It is essential to advance the American job force in step with technological progress. Across new construction and retrofit markets for U.S. buildings, workers need clear pathways to increase building efficiency and productivity. Additionally, lacking awareness of specific clean energy careers in the buildings sector leaves many jobs unfilled or under-filled by workers lacking necessary knowledge and skills. This results in building systems that are costlier, harder to get, and lower performing than they should be.

By tackling these issues through cross-sector collaboration between national organizations, federal agencies, and regional, state, and local leaders in building industries, the **Better Buildings Workforce Accelerator** is designed to increase the quantity, quality, diversity, and productivity of today's building energy efficiency workforce. This three year effort will support the vision of the U.S. building workforce as a global leader in delivering quality efficiency products and services to American residents and businesses, thereby increasing energy affordability across the economy.

The Better Buildings Workforce Accelerator will:

- ▶ Convene industry and public sector stakeholders to identify gaps in the workforce pipeline.
- ▶ Develop a common understanding of appropriate building science competency levels in key professions and develop educational materials tailored to each profession.
- ▶ Increase awareness of and interest in building efficiency jobs and career paths among high school counselors and teachers, college career counselors, and currently underrepresented groups in the building efficiency workforce.
- ▶ Provide technical assistance for vocational education providers to upgrade laboratories and programs that offer hands-on experience with high-performance buildings.
- ▶ Support partners to develop and implement high-quality workforce training and continuing education programs that give American workers the skills they need to design, construct, maintain and operate high-performance buildings.
- ▶ Pilot test innovative education and training programs to deliver building energy systems that perform measurably better.
- ▶ Contribute to resources that help other communities nationwide to replicate successful approaches identified by Accelerator Partners.
- ▶ Recognize champions, highlight their successes, and encourage adoption of best practices.

Accelerator Partners agree to:

- ▶ Appoint a lead to interface with DOE and coordinate the organization's support and involvement in this effort.
- ▶ Establish at least one specific, measurable, actionable, realistic, and time-bound (SMART) goal, in coordination with DOE, to achieve during the three year Accelerator and regular milestones to track success toward achieving this goal. Goals should target at least one of the following three categories:
 - Increasing interest and awareness of building energy efficiency careers nationwide, in particular targeting communities underrepresented in the current building energy efficiency workforce.
 - Simplifying and streamlining pathways from education, training, and apprenticeship to careers in the building energy efficiency workforce.
 - Augmenting existing education, training, and apprenticeship programs to fill knowledge gaps and improve skill competencies within the building energy efficiency workforce.
- ▶ Participate in quarterly Accelerator meetings by measuring and reporting progress on goals and engaging in active conversation with other Partners.
- ▶ Share best practices to help other communities and organizations nationwide replicate successful approaches validated by Accelerator Partners.
- ▶ Share Accelerator efforts and accomplishments in relevant events, meetings, and publications.

The U.S. Department of Energy agrees to:

- ▶ Convene public and private partners to work collaboratively to accomplish the goals of the Accelerator through quarterly meetings.
- ▶ Provide technical assistance and develop technical tools to improve building energy content in educational and training programs.
- ▶ Report progress in meeting national and Partner-level SMART goals that contribute to increasing the quantity, quality, diversity, and productivity of today's building efficiency workforce.
- ▶ Recognize Accelerator Partners for their leadership in addressing these issues through speaking opportunities, awards, case studies, reports, blog posts, press releases, and/or social media content.
- ▶ Seek feedback from accelerator partners on potential strategies and efforts related to research, development, and field validation of efficiency technologies, products, and services.

Better Buildings Workforce Accelerator Partner Agreement

My organization is committed to the goals of this Better Buildings Accelerator and pledges to lead in growing, streamlining, and improving the building energy efficiency workforce.

Organization: City of Milwaukee, WI

Address: 200 E Wells Street, Room 603, Milwaukee, WI 53202

Point of Contact: Erick Shambarger **Title:** Director of Environmental Sustainability

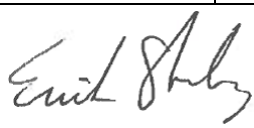
Phone: 414-708-9187 **Email:** eshamb@milwaukee.gov

Three-Year Specific, Measurable, Achievable, Relevant, Time-Bound (SMART) Goal:

The City of Milwaukee and its workforce development partners would like to develop and publicize clear pathways for new workers to enter and have success in the energy efficiency workforce. The City and its will partners focus their efforts with economic equity in mind, with a goal of helping at least thirty people of color find secure work in this sector with family supporting wages and supporting an improved and diversified EE workforce beyond the project period. **The chart below is preliminary. The City will work with US DOE and community partners to review and revise these goals consistent with other city and regional planning efforts.**

Goal Category: Build Interest: Streamline Pathways: Improve Skills:

Milestone	Deliverable	Target Deadline
Formalize energy efficiency workforce working group and Industry Advisory Group and finalize goals, including identifying specific EE workforce categories.	Workforce Goals reviewed and finalized	December 2020
Work plans and streamlined pathways proposed with local workforce investment board, trade unions, technical college, or other workforce partners	MOU's with respective employment agencies drafted and proposed	June 2021
Work plans executed with local workforce investment board, trade unions, technical college, or other workforce partners	MOU's with respective employment agencies drafted and signed	December 2021
Work plans with respective workforce partners implemented. Begin recruiting approximately 100 trainees, assuming attrition through pathways.	Workforce partners publish energy efficiency career pathways online	June 2022
First cohort of new workers enrolled in new career pathways	Records of new workforce entrants	December 2022
First cohort of workers certified and employed	Employment records of 30 new energy efficiency workers	June 2023

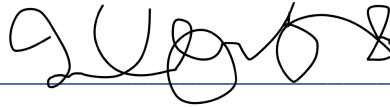
Partner Representative Signature:  Date: 7/14/2020

U.S. DOE USE ONLY:

By signing the below, Madeline Salzman (U.S. DOE Representative Name) agrees that:

- The prospective Accelerator Partner's goal is on theme and broadly beneficial to the goals of the Better Buildings Workforce Accelerator;
- The prospective Accelerator Partner's goal is, in fact, specific, measurable, achievable, relevant, and time-bound (SMART);
- The prospective Accelerator Partner's identified milestones, deliverables, and target deadlines reasonably and appropriately lead toward achievement of the SMART goal;
- U.S. DOE has discussed the expectations and goals of Accelerator partnership with the prospective Accelerator Partner.

U.S. DOE Representative Signature: _____



Date: 7/17/2020

General Terms: All parties concur that this agreement is wholly voluntary and may be terminated by any party at any time, and for any reason, with no penalty. Partner will not construe, claim, or imply that its participation in the Better Buildings Initiative constitutes Federal Government approval, acceptance, or endorsement of anything other than the Partner's commitment to the initiative. Partner understands its participation in the Better Buildings Initiative does not constitute Federal Government endorsement of Partner. Partner understands that the activities it undertakes in connection with the Better Buildings Initiative are voluntary and not intended to provide services to the Federal Government. Partner will not submit a claim for compensation to any federal agency. The Better Buildings Initiative will honor all requests to keep Partner's information and data confidential as allowed by law.