



# Weatherization Workforce Development Resources and Opportunities

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# Workforce Ecosystems

## Career Pathway Ecosystem Diagram



Image source:

[https://betterbuildingssolutioncenter.energy.gov/sites/default/files/attachments/Career%20Pathways%20Fact%20Sheet\\_Final\\_Map\\_1.pdf](https://betterbuildingssolutioncenter.energy.gov/sites/default/files/attachments/Career%20Pathways%20Fact%20Sheet_Final_Map_1.pdf)

# Workforce Resources for WAP

- [Workforce Development Toolkit](#)
- [Retrofit Installer Job Aids](#)
- [3D House](#)
- [Retrofit Installer Badges Toolkit.](#)

## Workforce Development Toolkit for the Weatherization Assistance Program

Weatherization Assistance Program

Weatherization Assistance Program » Workforce Development Toolkit for the Weatherization Assistance Program

Workforce development is the process of recruiting and preparing workers to meet the needs of employers and putting the systems in place to promote success and advancement of workers over the span of their careers.

This toolkit provides workforce development information and resources applicable to the Weatherization Assistance Program (WAP). It is organized by the different stages within workforce development and includes both resources and WAP-specific case studies for each.

### Funding Workforce Development

Many of the workforce development activities described on this page can help improve the quality and efficiency of your organization. As such it is important to plan and budget for this each program year. This section provides some ways that WAP organizations can fund their workforce activities.

TRAINING AND TECHNICAL ASSISTANCE FUNDS	+
ENHANCEMENT AND INNOVATION GRANTS	+
OTHER FUNDING SOURCES	+

### Building a Workforce Pipeline

There are many factors that affect how easy or difficult it is to find workers. Some of these, like the broader state of the economy, are beyond the control of individual organizations or hiring personnel. But there are many steps that organizations implementing WAP programs can take to help grow the pool of potential workers and provide clear pathways for them into weatherization.

One valuable thing a WAP organization can do is to create local workforce and education partnerships. It is not only up to your organization to develop the talent you will need on your staff in the future; there are many organizations in your community that are engaged in working with populations that could be potential WAP workforce.

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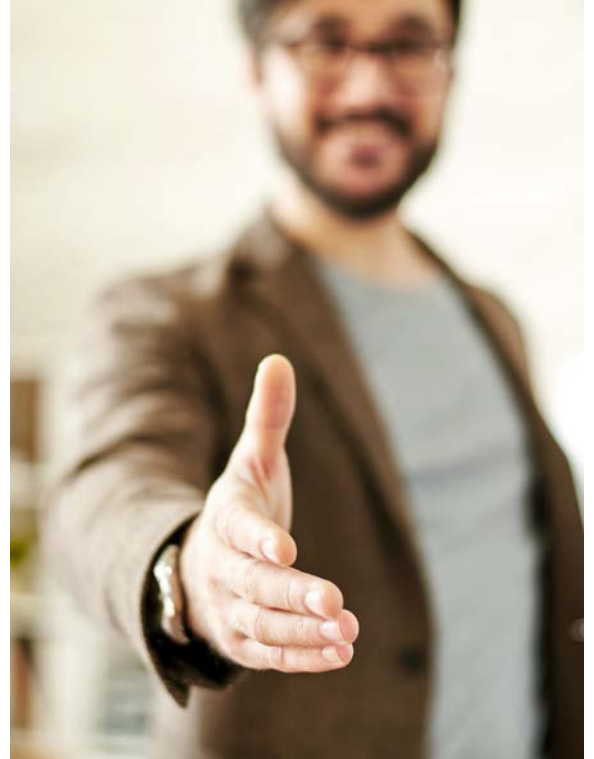
# Upcoming NREL Workforce Development Efforts

To support workforce development needs, NREL is planning the following:

- Offer leadership development training and support with the National Community Action Partnership
- Offer technical assistance on workforce partnerships to help grow and stabilize the WAP workforce pipeline
- Coordinate with the National Association for State Community Services Programs to update the WAP wage survey
- Develop an ACPU Wage Sensitivity Calculator
- Develop online platform for Retrofit Installer Badges
- Convene a working group to develop resources to better support WAP subcontractors.

# What Types of Partnerships Could Support Workforce Development in WAP?

- Apprenticeships
- Americorps/Corps
- Training Centers
- Community-Based Organizations
- High Schools
- Community Colleges/Vocational Schools.



# How Can DOE and NREL Support You?

**Poll Question: For which of the following workforce topic areas might your organization be interested in receiving free one-on-one technical support?**

1. Starting an apprenticeship or pre-apprenticeship program
2. Hiring or partnering with Americorps or other corps programs
3. Partnering with local high schools or community colleges
4. Reviewing job descriptions and job postings/outreach processes
5. Reviewing policies and procedures (organizational culture/retention)
6. Succession planning/change management
7. Identifying when to use staff versus subcontractors.

# Thank you!

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**[www.nrel.gov](http://www.nrel.gov)**

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# HELP NREL LEARN MORE ABOUT THE WAP WORKFORCE!

In order to promote diversity and equity in the Weatherization Assistance Program (WAP) workforce and measure the impact of Justice40 initiatives, the National Renewable Energy Laboratory (NREL) is seeking to collect demographic data of the WAP workforce for the following positions: Retrofit Installer Technician, Crew Leader, Energy Auditor, and Quality Control Inspector.

The form should only take a few minutes to complete, and your responses are confidential.



[bit.ly/WAPdata](https://bit.ly/WAPdata)



*Photos from Energy Resource Center*