

Panel 13a: Workforce

Improving the energy performance of U.S. buildings offers employment opportunities to put Americans to work constructing, manufacturing, and designing a more affordable future. Recruiting, upskilling, and retaining this workforce to deliver these solutions requires coordination across government, educational institutions, labor organizations, and industry employers. This panel will focus on the barriers and opportunities facing the building construction and renovation workforce, with a focus on identifying existing market gaps and promising solutions that successfully fill these gaps. Current workforce challenges include: (1) lack of market stability that supports reliable and positive career opportunities for workers; (2) knowledge, skills, and abilities (KSAs) gaps for work required to execute projects and efforts, (3) lack of interested and qualified candidates in existing available job opportunities, and (4) lack of awareness of the variety of careers and career pathways available in the building energy industries.

Panel papers will address the following areas of interest:

- Publication of labor analysis, wage analysis, landscape assessment, and/or market analysis exploring the current conditions and context of specific occupations necessary to improve affordability and performance of U.S. buildings
- Identification of the required knowledge, skills, and abilities in the context of specific jobs necessary to improve the performance and affordability of U.S. buildings, including through the use of tools like job task analyses, skills standards, and review of existing training and certification programs
- Identification of worker needs, training needs, and/or business needs to improve rates of increasing awareness of available jobs, pulling prospective workers into training and entry-level careers, and enabling career advancement
- Identification of programs and models with demonstrated success in recruiting, training, placing, and retaining new workers into jobs to improve the performance and affordability of buildings that provide real economic opportunity to workers. Papers showcasing models with successful partnerships across labor, industry, and governmental organizations are preferred