

# PA INDUSTRY PARTNERSHIP ANNUAL REPORT

2012-2013

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## OVERVIEW

Pennsylvania's Workforce Development system is increasingly focused on growing and sustaining Industry Partnerships (IPs), a key institutional innovation for meeting the skills needs of businesses, the career goals of workers and the economic development goals of the commonwealth. To help improve the effectiveness of IPs and ensure that project goals are being met, the Department of Labor & Industry requires each partnership to complete an electronic annual report. **It is critical that ALL sections of this document be fully complete upon submission.**

It is important to note that the answers to the questions posed in this report must be a result of the collaborative effort between the individual responsible for submitting this report and the employers and other members within the IP. The commonwealth is interested in obtaining the collective knowledge of the IP and not just the observations of a single individual. To help insure this happens, after gathering the information from the IP members, **a copy of this completed report must be provided to all members of the IP.**

The goals of this annual report include:

- Capturing the significant accomplishments and outcomes of the IPs;
- Communicating accomplishments and outcomes to show the full range of activities that IPs undertake to improve outcomes for employers, workers, and the commonwealth,
- Identifying exemplary IP approaches and practices that other IPs might replicate and that help demonstrate to legislators and others the value and impact of IPs,
- Helping IP coordinators and members gain insight into the progress their partnership is making over time,
- Compiling a set of performance outcomes that can be shared statewide and nationally.

Additional information may also be collected through follow-up interviews and to develop case studies.

## INSTRUCTIONS

Each project that received Industry Partnership and/or Industry Partnership Training Funds in the 2012-2013 fiscal year is required to complete this report. The responses provided in this report should represent the activities and/or results that were achieved between July 1, 2012 and June 30, 2013. Do not include activities or results accomplished outside of this fiscal year. Doing so will cause skewed data and will result in the compilation of data that does not represent Industry Partnership activities and accomplishments for fiscal year 2012-2013.

Please complete each section in its entirety by inserting all information directly into this document. You can present the information in a narrative form or simply by bullet points. Whichever way you select to present the information, be sure that the information is concise and understandable to the reader.

Once the report is complete, please save it as a Word document. Please save the file with the initials of your targeted industry cluster/sub-cluster and your LWIB name. Examples: BC\_Berks.doc; LT\_Luzerne.doc

When fully complete, please email your document to the Industry Partnerships resource account at [RA-LI-PAWIB-IP@pa.gov](mailto:RA-LI-PAWIB-IP@pa.gov). **This report is due by close of business Friday, July 19th, 2013.**

## CONTACT INFORMATION

Grant title (as submitted on the project proposal): Southeastern PA Smart Energy Initiative	Local Workforce Investment Board (fiscal agent): Chester County
Grant number: 14604	Targeted Industry Cluster: Energy Sub-cluster:
Name and contact information of person to be contacted on matters involving this report:	
First Name: Jim    Last Name: Lauckner	
Title: Project Director    Telephone Number: (610) 458-5700    Email: jlauckner@cceconomicdevelopment.com	

## PARTNERSHIP INFORMATION

- A. Number of years this partnership has been in existence: 7
- B. Funding allocation in PY12-13:            IP: \$24,050.74    IPWT: \$110,808.26
- C. Funding expended in PY12-13: IP: \$24,050.74    IPWT: \$110,808.26
- D. Unexpended funds as of June 30, 2013 (must equal "B" minus "C") :  
  - IP: \$0    IPWT: \$0
- E. Employer Cash Match Required Percentage: 50% cash match for all training grant funds was required.
- F. Employer Cash Contributions: \$60,688
- G. Employer In-Kind Contributions: \$160,578
- H. Current Balance in Sustainability Fund (by sustainability fund we mean a separate financial reserve that can be put toward the administrative, operational, and training activities of the Industry Partnership in the case that there is a temporary or permanent cut off in state support): \$57,961
- I. Number of employers in partnership in PY12-13: 105 employers actively participated this year, of the 1,166 of the organizations and individuals (those not affiliated with a specific company) who asked for SEI's information.
- J. Number of employers engaged in training in PY12-13: 37
- K. Percentage of IP training devoted to consortium-based training in PY12-13: 81%

L. **Non-state funding:** Please list all outside sources of leveraged and pooled funding and approximate dollar amounts that helped to support the activities of your Industry Partnership in 2012-2013 program year. In addition, please list what activities the dollars helped to support and what (if any) funding level you feel this financial resource will be able to provide in the coming year. (All Taft-Hartley, non-profit, foundation, and economic development funding must be listed here. Federal grants must be listed in the next section.)

Outside Funding Source	Funding Amount	Activities Supported	Predicted Funding in 13-14
Sustainability	\$68,422	Programming, Marketing, Company Outreach, Materials, Web Initiatives, Office Supplies, etc. not covered by grant.	\$57,961

M. **Federal grants:** Please list all federal grants (competitive, planning, etc.) and approximate dollar amounts that helped to support the activities of your Industry Partnership in the 2012-2013 program year. In addition, please list what activities the dollars helped to support and what (if any) funding level you feel this financial resource will be able to provide in the coming year.

Federal Funding Source	Funding Amount	Activities Supported	Predicted Funding in 13-14
Jobs for The Future Green Jobs Innovation Fund	\$34,022	Note that SEI is not "supported" by this grant but rather is compensated for managing Philadelphia's Green Jobs Innovation Fund project.	\$52,200

## INCUMBENT WORKER TRAINING

In your partnership proposal, the following training plan was submitted and approved:

Name of Training	Total # of Participants (Projected)	Cost per Training (Projected)	Outcomes (credentials, certifications, wage gains, promotions, etc.)

Certified Energy Manager (CEM)	10	\$1,700	Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Renewable Energy Technicians; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
Certified Energy Management & Verification Professional (CEMVP)	10	\$1,700	Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
Building Performance Institute Certifications	20	\$1,700	Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Electricians; Renewable Energy Technicians; Insulation Workers; Carpenters; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
LEED AP	5	\$700	Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Renewable Energy Technicians; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
IGSHPA Certified Driller or Installer	5	\$1,200	Geothermal and HVAC technician Certification, wage gain or promotion  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
Certified GeoExchange Designer	8	\$1,220	Geothermal and HVAC technician Certification, wage gain or promotion  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
NABCEP Solar	8	\$1,250	Certification, wage gain or promotion, High Demand

PV			Occupations: Energy Engineers; Environmental Engineers; Electricians; Renewable Energy Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
Certified Wind Technician	15	\$711	Certification, wage gain or promotion, High Demand Occupations: Energy Engineer; Electricians; Renewable Energy Technicians; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
RESNET/HERS	12	\$900	Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Electricians; Renewable Energy Technicians; Insulation Workers; Carpenters; Renewable Technology Technicians  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
Company Specific	25	\$7,855	Consortia-based training based on results from employer needs assessment, conducted in August/September of 2012. Training will result in certification, wage increase or promotion.  Training will improve the employees technical skill sets and company's productivity and/or profitability, and be rated at an average of 4 or better on a 5 point scale.
	Enter total # 128	Enter avg. \$\$ \$1,098.63	

Now that training has concluded, please complete the chart below with actual data from your partnership for PY12-13.

Name of Training	Total # of Participants (Final)	Total Cost per Training (Final)	Outcomes (specify by name each credential and certification, must include the percentage of wage gains)
Association of Energy Engineers (AEE)	10	\$1,086.95	Certifications and credentials include 2 Certified Energy Managers (CEM), 1 Business Energy Professional (BEP), 4 Energy Managers in Training credentials (EMIT), 1 Master Certified Energy Auditor (CEA), 2

Certifications			Certified Management and Verification Professionals (CMVP)
Asbestos Certifications	4	\$245	Certifications include Asbestos Building Inspector, Asbestos Project Designer, and Asbestos Management Planner
American Society of Heating and Air-Conditioning Engineers Levels 1&2 HVAC Design	1	\$1,869	ASHRAE Certification
Building Performance Institute (BPI) Certifications	55	\$1,243.59	Certifications include 26 Building Analyst, 12 Building Envelope Professional, 4 Multifamily, and 13 Whole House Air Leakage Control Installers
IGHSPA Certifications	5	\$1,386	Certifications include 3 IGHSPA Certified Installer, 1 IGHSPA Certified Driller, and 1 IGHSPA Certified Designer
ISO 50001 Certification Training	1	\$250	Credential for ISO 50001 Certification (Energy Management Systems) compliance.
LEED Certification	25	\$500	LEED Green Associate Certifications
Solar PV for Municipal Code Officers, Inspectors, and Fire Fighters	10	\$177.64	Credentials, CEUs, contact-hours for recertification and maintenance of NABCEP certifications.  Many professionals are in need of convenient, industry-audited, low-cost continuing education courses and trainings to maintain credentials originally obtained in 2008-2012. These certifications are an increasingly essential aspect of business development as employers promote their trained workforce as a distinct selling point to potential clients.
Passive House Institute United States Certification	2	\$495	PHIUS+ Raters Certification
RESNET Conference (Residential Energy Services	1	\$500	Continuing education credits to maintain/renew HERS (Home Energy Rating System Professional) certification .

Network)			
NABCEP Solar Thermal Design and Installation	1	\$1,195	Solar Thermal Design & Installation Credential from North American Board of Certified Electrical Practitioners
Spray Foam	5	\$890.25	Training towards SPFA Professional Certification Program
	Enter total # 120	Enter total \$\$ \$110,708.25	

**Did the partnership have approved changes to the training plan during PY12-13?** Changes made to the training plan were done so with the approval of the SEI Executive Committee

**If yes, please provide a detailed explanation for these changes.** Changes made to the training plan were done so based on regional demand documented by employers in our needs assessment, trainee availability and vendor training schedules. This allowed us to support the highest-priority training with the least amount of disruption to employers and their employees schedules.

In the section below, please list the top 5 most requested trainings that you plan to provide in the upcoming program year (2013-2014). List the name of the training, the type of the training, the projected number of participants to be trained, and the rationale for offering that specific training within your partnership and/or region. Rationale should not be just "employer demand," an in depth response as to why employers in your partnership need this training is required.

Name of Training	Type of Training	Projected Number of Participants	Rationale for Offering this Training
Association of Energy Engineers (AEE) Trainings	Consortia-based	15	<p>Certifications and credentials, including include Certified Energy Manager (CEM); Business Energy Professional (BEP); Energy Manager in Training (EMIT); Certified Management and Verification Professional (CMVP), wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Renewable Technology Technicians</p> <p>A 2013 survey by AEE found the following:</p> <ul style="list-style-type: none"> <li>• Eighty-seven percent (87%) of certified energy professionals surveyed responded that their company has benefited since they had received their certification</li> <li>• Fifty-nine (59%) of certified energy</li> </ul>

			professionals surveyed indicated that they are receiving higher professional visibility since receiving their AEE certification
BPI Certifications	Consortia-based	30	<p>Certifications, including Building Analyst; Multifamily; Building Envelope; Whole House Air Leakage Control Installer, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Electricians; Renewable Energy Technicians; Insulation Workers; Carpenters.</p> <p>A certificate from the Building Performance Institute is the "gold standard" for professional accreditation in the residential sector, including multi-family buildings.</p> <p>The training we plan to support through the supplement the Building Analyst certification offered by community colleges through the TAACCCT grant.</p>
International Ground Source Heat Pump Association Certifications	Consortia-based	10	<p>Certifications include IGHSPA Certified Driller, Installer, or Designer; wage gain or promotion for Geothermal and HVAC technician Certification; Energy Engineers; Electricians; Renewable Energy Technicians;</p> <p>The training we plan to support through the supplement the Installer certification offered by community colleges through the TAACCCT grant.</p>
Continuing-ed, "Best Practices," and advanced technical skills for Solar PV & Thermal Workers, municipalities, and fire fighters.	Consortia-based	15	<p>Credentials, CEUs, contact-hours for recertification and maintenance of NABCEP certifications.</p> <p>Many professionals are in need of convenient, industry-audited, low-cost continuing education courses and trainings to maintain credentials originally obtained in 2008-2012. These certifications are an increasingly essential aspect of business development as employers promote their trained workforce as a distinct selling point to potential clients.</p>
Leadership in Energy and Environmental Design Certifications	Consortia-based	10	<p>LEED Green Associate or Accredited Professional Certification, wage gain or promotion, High Demand Occupations: Energy Engineers; Environmental Engineers; Renewable Energy Technicians; Renewable Technology Technicians</p> <p>A LEED professional credential signifies a worker is</p>



			a leader in the field and an active participant in the green building movement who contributes expertise to the design, construction, operations and maintenance of buildings and neighborhood. Many employers
		Enter total #: 80*	

*\* SEI's full training plan for PY 2013-2014 projects training grants for 130 trainees, assuming funding levels are maintained. Additional trainings will likely include CNG Fuel System Inspector Certification, NGV Technician and Fleet Operations Safety Training, Green Advantage Certification, Certified Spray Foam Professional, RESNET/HERS/PHIUS rater Certifications, etc.*

## MEASURING IMPACT

In order to make sure they are meeting their goals, Industry Partnerships need to measure the success that their activities are having for the employers and employees in their partnership.

### What has been the overall impact of the partnership on workers?

Employee involvement in SEI training, seminars, and Working Groups increased their knowledge and improved technical skill sets, making workers more competent and valuable to their employers. Despite reduced funding SEI was able to support the training of 120 regional workers in certificate programs or trainings that would lead to a promotion or wage increase. 90% of trainees rating training a four or above on a five point scale and 97% of employers said training both increased employers' technical skill sets and 98% reported training would increase employer profitability.

As the economic recovery continues, employers proactively seek every experience and educational opportunity to stay competitive. Additionally, employers are striving to differentiate themselves from competitors by employing a highly-trained workforce, for both marketing and work-quality purposes. Workers from participating companies were able to learn and contribute via industry-specific Working Groups such as Energy Efficiency, Geothermal, Biofuels, and Solar. Others donated time to serve on our Board or committees offering their industry expertise while honing management and business skills.

### What has been the overall impact of the partnership on employers?

Employers benefit both financially and strategically by ongoing engagement with SEI. Training grants provide additional resources for companies while advancing the skills of their incumbent workers, which differentiates them from their competitors who neglect skill maintenance and upgrades within their workforce. 98% of employers said training both increased their profitability and improved trainee technical skill sets.

In addition to training, SEI has connected a number of members to business and economic development resources, such as HR and hiring resources through Hire One and the Mid-Atlantic Employers Association, SBA financing for business expansion and energy projects, small business advising through SCORE and the Kutztown Small Business Development Center, and IT and communications consulting through the ITAG's management consulting group.

Lastly, networking and relationship building through SEI's four Working Groups (efficiency, solar, geothermal, and biofuels) continue to foster immeasurable collaboration as employers (some of which are competitors) work together to solve mutual issues and share resources in the interest of industry growth.

### How do you prioritize employer and worker needs?

Both worker and employer needs are solicited in our annual needs assessment. Data from the survey provide SEI with input to direct staff efforts and prioritize activities for every program year.

The needs assessment is supplemented with annual strategic planning sessions involving the Executive Committee and Board, and occasionally high-level industry guests. SEI held strategic planning in August 2012.

**What is the process for determining the most suitable training provider?**

In instances when SEI is tasked with choosing training vendors there are several criteria used to evaluate potential providers, per an internal procurement policy adopted by SEI in 2010. First and foremost, no less than three proposals are gathered to evaluate both financial and curriculum diversity. Vendors are also evaluated based on organization background, references, and track record of obtaining trainees relevant certifications. Lastly SEI employers are encouraged to provide feedback on training vendors they have worked with in the past.

**Did your IP utilize development funds to support a pipeline initiative? If yes, please explain in detail.**

Yes, SEI utilized a local grant from the CCRES foundation, EITC donations and our sustainability account to conduct pipeline development activities.

**How do you track and increase employer investment?**

The Smart Energy Initiative attracts employer investment by aligning our efforts with areas of interest expressed and documented by employers. In doing so, we guarantee ongoing engagement and investment by our company base. This requires constant communication with a broad spectrum of employers in the region, which we accomplish via our working groups and Board meetings, as well as hundreds of one-on-one conversations throughout the year.

**How do you track and increase employer engagement?**

Individual and organizational participation in all Board, Executive Committee, Working Group and subcommittee meetings, special events, youth events, and trainings are recorded in Salesforce Customer Relationship Management (CRM) platform.

Employers stay engaged because of the breadth of services and resources available to them (at no or little cost) due to their engagement with SEI. Through the other Chester County-based Industry Partnerships and the resources available at the CCEDC, employers have access to small business consulting, project or business expansion financing, hiring incentives and tax credits, IT consulting, and business development through SEI's new Advisory Services program.

We continue to find that the biggest source of new employer engagement comes from word-of-mouth, as companies share positive experiences involving SEI with their peers in the industry.

## **PARTNERSHIP ADMINISTRATION**

### **How did you collaborate with outside entities and leverage outside resources?**

SEI continues to work closely with organizations such as the Delaware Valley Regional Planning Commission, Marcellus Shale Coalition, the Energy Efficient Buildings Hub, Sustainable Business Network, AFC First Financial Group, the Energy Coordinating Agency, the Regional WIBs and Chambers of Commerce, the Department of Labor Region II, EnergyWorks, the Corporation for a Skilled Workforce, PhillyWorks, the Pennsylvania Department of Environmental Protection, the Clean Cities Philadelphia program, Finishing Trades Institute, Associated Building Contractors (SEPA chapter), Delaware Valley Industrial Resource Council, the Federation of Neighborhood Centers, Wider Opportunities for Women, and other regional organizations. We have been asked to share our partnership's knowledge, provide SEI member input, provide technical programming and represent employers in various outlets. The value of collaboration results in all partnering organizations receiving benefits and avoiding duplication of efforts.

SEI is coordinating a meeting of many of the above groups for the 2013-2014 project year, with the purpose of increasing collaboration and better leveraging of regional resources.

### **What indicators does the partnership currently measure in order to determine impact on stakeholders, businesses, workers, and the local economy?**

Aside from the metrics collected on training evaluations (90% of trainees rating training >4 on a 5 point scale, and 97% saying training both increased employers' technical skill sets, and 98% reporting increased profitability), by providing financial support, SEI training grants serve as a catalyst towards employee development while directing significant business to local training vendors, all of which are located in or have a large footprint in Pennsylvania. SEI's \$110,708.26 in training funds covered less than half of trainings requested (totaling \$227,407.17) by employers 40+ organization applying for funds. This resulted in a training-related in-kind match of over \$150,000 from employers.

### **How does the partnership collect participant promotion and wage gain information?**

SEI does not collect this information as it was not outlined in the 2012 guidelines. In the future, this data could be collected in the training outcomes survey completed by all trainees in the future, although the timing and length of the actual grant period make it difficult to document these outcomes in the same program year in which training is completed.

However all participants are required to submit social security numbers, which SEI staff then reports for each trainee in the Commonwealth Workforce Development System for wage gain tracking by L&I staff.

### **How long does it take to obtain participant promotion and wage gain information?**

As indicated, this information has not yet been collected. While trainees immediately begin to implement lessons learned through training and apply new skills to their work, realistic data on wage gains and promotions would not be obtainable in most cases until 2-3 quarters after training occurs.

### **How do you monitor and determine in-kind contributions from employers?**

Individual and organizational participation in all Board, Executive Committee, Working Group and subcommittee meetings, special events, youth events, and trainings are recorded in Salesforce Customer Relationship Management (CRM) platform. Each individual's participation in one of the aforementioned events is tracked along with an hourly rate for time "donated" to the partnership.

### **What percentage of employer partners utilize IP training funds?**

35% of companies who participated in SEI this year utilized training funds. Many more requested funding but their requests did not fit within the guidelines for incumbent worker training grants set by L&I, or within the regional needs identified in the training needs assessment.

### **Are all employers required to provide a cash contribution or just those that participate in training?**

Only those firms receiving training funds are required to provide a cash match, although many of SEI's signature programming events, such as the Annual Energy Briefing, are ticketed events requiring a small contribution to SEI's sustainability.

Additionally, employers contribute cash to the partnership through event sponsorships and website advertising.

### **Are all employers required to provide in-kind contributions or just those that participate in training?**

There are no in-kind requirements to participate in SEI, however all participating companies provide in-kind contributions via meeting and event attendance or training activities. This year's in kind contributions alone amounted to 120% of the total grant award.

## **CONTINUOUS IMPROVEMENT**

### **What does the partnership feel has been their greatest accomplishment over the past year?**

The partnership's greatest accomplishment was a strategic planning session conducted in August 2012, stemming from the realization that industry and, in turn, our partnership had successfully navigated deregulation, phase I of Act 129, and the PA Sunshine Program.

From the planning session, the Executive Committee and staff devised a holistic plan for the upcoming program year focused on new and ongoing areas of activity such as the downstream affects of Marcellus Shale development and abundance of natural gas, Phase II of Act 129, and the Philadelphia bench-marking law (which has already spurred activity in areas not affected by the program's requirements). The plan encompassed high-level energy market and policy research

and new areas of focus, the development of an Advisory Services program, a refined programming calendar, and a host of new additions (both energy-related organizations and employers) to the Board to ensure ongoing strategic insight from the industry.

The final outcome of the strategic planning session was a commitment to host annual strategic planning.

Additionally, the requirement that employers provide a cash-match of 50% for all training grants was an important accomplishment; in doing so SEI was able to secure the funds necessary to adequately administer the partnership while ensuring that training supported was of the utmost priority to employers.

**What does the partnership feel were their greatest challenges and why?**

Again this year the greatest challenge remains staying ahead of the curve in an inherently volatile industry. State and federal policy and incentive programs continue to dramatically alter workforce and industry needs on an annual basis. The ongoing presence of inexpensive natural gas and the state's focus on Compressed Natural Gas (CNG) fleets has opened the door to a new segment of the energy industry that can benefit from SEI's past success providing workforce and economic development in other sectors.

**Has your partnership discussed possible solutions to these challenges? If so, what are the partnership's proposed strategies for overcoming these challenges next year? If not, please explain your strategy for discussing challenges and coming to a consensus on possible solutions with partnership members.**

In order to stay abreast of industry developments and needs involving natural gas, SEI organized several conference calls with the Marcellus Shale Coalition, ultimately resulting in an invitation for MSC to join SEI's Board. Additionally, SEI is a member of the Delaware Valley Regional Planning Commission's Pennsylvania Partnership to Promote Natural Gas Vehicles (P3NGV) new Advisory Group, and is already working closely with the Department of Environmental Protection to identify workforce development needs arising from the push to CNG vehicles. This will be a priority of SEI in the 2013-2014 project year.

Additionally, SEI has worked with Pat Clancy, Executive Director, TAACCCT Program at Community College of Philadelphia, and Katherine Gajewski, Director, Mayor's Office of Sustainability at City of Philadelphia, to address the regional issues referenced above.

**In your opinion, how effective has the PA WIB been in administering the IP grants?**

While the Chester County Economic Development Council has managed the IPs, any assistance we needed from PAWIB has been accessible.

**What changes could be made at the state level to improve IPs?**

The IPs could be improved at the state level by:  
Acknowledging and supporting that the IPs are one of the Commonwealth's most effective outreach to the Business Community  
Continuing to foster the partnership with Economic Development  
Increasing and diversifying funding to support more services beyond training

Holding quarterly updates, one of which could be held at the IP Summit at Penn State

## ATTACHMENT 1: TRAINING PLAN INFORMATION

In order to make sure you are meeting the goals set forth in the approved submitted training plan, please complete the form below for **EACH** training offered through your partnership during the program year.

- A. **Name of Training:** Association of Energy Engineers Certifications
- B. **Total Number of Participants:** 10
- C. **Total Number of Training Completers:** 10
- D. **Overall Cost of Training:** \$10,869.45
- E. **Did training completers receive credentials?** 4
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:** 4 Energy Managers in Training (EMIT)
- F. **Did the training completers receive certificates?** 6
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**
    - 2 Certified Energy Managers (CEM)
    - 1 Business Energy Professional (BEP)
    - 2 Certified Measurement and Verification Professional (CMVP)
    - 1 Certified Energy Auditor (CEA)
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

90% of trainees rated the training >4 on a 5-point scale 100% of trainees reported training improved technical skill sets 100% of trainees reported improved productivity and employer profitability
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- A. Name of Training: Asbestos Abatement
- B. Total Number of Participants: 4
- C. Total Number of Training Completers: 10
- D. Overall Cost of Training: \$10,869.45
- E. Did training completers receive credentials? 1
  - a. If yes, give the specific name of earned credentials and the number of participants that earned each:
- F. Did the training completers receive certificates? 4
  - a. If yes, give the specific name of earned certificates and the number of participants that earned each:  
4 Asbestos Occupations Certification
- G. Did training completers receive promotions? Did not collect this information
  - a. If yes, how many?
- H. Did training completers receive wage gains? Did not collect this information
  - a. If yes, give the total number receiving wage gains as well as the percentage wage gain overall:
- I. Please add any additional outcomes from the training below:

100% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability

- A. **Name of Training:** American Society of Heating, Refrigerating and Air-Conditioning Engineers Level I & 2 HVAC Design
- B. **Total Number of Participants:** 1
- C. **Total Number of Training Completers:** 1
- D. **Overall Cost of Training:** \$1,869
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**  
Credential towards ASHRAE High-Performance Building Design Professional certification
- F. **Did the training completers receive certificates?** 4
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**  
4 Asbestos Occupations Certification
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability

- A. Name of Training: Building Performance Institute Certifications
- B. Total Number of Participants: 55
- C. Total Number of Training Completers: 55
- D. Overall Cost of Training: \$68,397.52
- E. Did training completers receive credentials?
  - a. If yes, give the specific name of earned credentials and the number of participants that earned each:
- F. Did the training completers receive certificates? 55
  - a. If yes, give the specific name of earned certificates and the number of participants that earned each:
    - 26 Building Analyst certifications
    - 12 Building Envelope certifications
    - 4 Multifamily certifications
    - 13 Whole House Air Leakage Control Installer certifications
- G. Did training completers receive promotions? Did not collect this information
  - a. If yes, how many?
- H. Did training completers receive wage gains? Did not collect this information
  - a. If yes, give the total number receiving wage gains as well as the percentage wage gain overall:
- I. Please add any additional outcomes from the training below:

89% of trainees rated the training >4 on a 5-point scale  
96% of trainees reported training improved technical skill sets  
96% of trainees reported improved productivity and employer profitability

- A. **Name of Training:** International Ground Source Heat Pump Association Certifications
- B. **Total Number of Participants:** 5
- C. **Total Number of Training Completers:** 5
- D. **Overall Cost of Training:** \$6,930
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**
- F. **Did the training completers receive certificates?** 5
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**
    - 3 IGSHPA Certified Installers
    - 1 IGSHPA Certified Driller
    - 1 IGHSPA Certified Designer
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability

- A. Name of Training: ISO 50001 Certification Training
- B. Total Number of Participants: 1
- C. Total Number of Training Completers: 1
- D. Overall Cost of Training: \$250
- E. Did training completers receive credentials?
  - a. If yes, give the specific name of earned credentials and the number of participants that earned each: Credential for ISO 50001 Certification (Energy Management Systems) compliance.
- F. Did the training completers receive certificates?
  - a. If yes, give the specific name of earned certificates and the number of participants that earned each:
- G. Did training completers receive promotions? Did not collect this information
  - a. If yes, how many?
- H. Did training completers receive wage gains? Did not collect this information
  - a. If yes, give the total number receiving wage gains as well as the percentage wage gain overall:
- I. Please add any additional outcomes from the training below:

100% of trainees rated the training >4 on a 5-point scale 100% of trainees reported training improved technical skill sets 100% of trainees reported improved productivity and employer profitability
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- A. **Name of Training:** Leadership in Energy and Environmental (LEED) Design Green Associate
- B. **Total Number of Participants:** 25
- C. **Total Number of Training Completers:** 25
- D. **Overall Cost of Training:** \$12,500
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**  
25 LEED Green Associate Certifications
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

83% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability

- A. **Name of Training:** Solar PV for Municipal Code Officers, Inspectors, and Fire Fighters
- B. **Total Number of Participants:** 10
- C. **Total Number of Training Completers:** 10
- D. **Overall Cost of Training:** \$1,776.43
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale 100% of trainees reported training improved technical skill sets 100% of trainees reported improved productivity and employer profitability
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- A. **Name of Training:** Passive House Institute United States Certification
- B. **Total Number of Participants:** 2
- C. **Total Number of Training Completers:** 2
- D. **Overall Cost of Training:** \$900
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**  
2 PHIUS+ Rater Certifications
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability



- A. **Name of Training:** Residential Energy Services Network (RESNET) Conference
- B. **Total Number of Participants:** 1
- C. **Total Number of Training Completers:** 1
- D. **Overall Cost of Training:** \$500
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**  
Continuing education credits to maintain/renew RESNET/ HERS (Home Energy Rating System Professional) certification.
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale 100% of trainees reported training improved technical skill sets 100% of trainees reported improved productivity and employer profitability
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- A. **Name of Training:** North American Board of Certified Energy Practitioners (NABCEP) Solar Thermal Design & Installation
- B. **Total Number of Participants:** 1
- C. **Total Number of Training Completers:** 1
- D. **Overall Cost of Training:** \$1,195
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**  
Continuing education credits to maintain/renew RESNET/ HERS (Home Energy Rating System Professional) certification.
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**  
Entry-level NABCEP Solar Thermal Certificate
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale  
100% of trainees reported training improved technical skill sets  
100% of trainees reported improved productivity and employer profitability

- A. **Name of Training:** Spray Foam Certification Training
- B. **Total Number of Participants:** 5
- C. **Total Number of Training Completers:** 5
- D. **Overall Cost of Training:** \$4,451.25
- E. **Did training completers receive credentials?**
  - a. **If yes, give the specific name of earned credentials and the number of participants that earned each:**
- F. **Did the training completers receive certificates?**
  - a. **If yes, give the specific name of earned certificates and the number of participants that earned each:**  
5 SPFA certifications
- G. **Did training completers receive promotions?** Did not collect this information
  - a. **If yes, how many?**
- H. **Did training completers receive wage gains?** Did not collect this information
  - a. **If yes, give the total number receiving wage gains as well as the percentage wage gain overall:**
- I. **Please add any additional outcomes from the training below:**

100% of trainees rated the training >4 on a 5-point scale 100% of trainees reported training improved technical skill sets 100% of trainees reported improved productivity and employer profitability
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