



**Better Buildings Residential Network Workforce/
Business Partners Peer Exchange Call Series: *Home
Performance Training & Mentoring: Lessons and
Resources***

Call Slides and Discussion Summary

August 14, 2014

Agenda

- Call Logistics and Introductions
- Residential Network and Peer Exchange Call Overview
- Featured Speakers
 - Mark Jackson, Community Housing Partners, Christiansburg, VA
 - Amanda Hatherly, New Mexico EnergySmart Academy, Santa Fe Community College
 - Tom White, *Home Energy* Magazine
- Discussion
 - What experience does your organization have with training and/or mentoring energy assessors & contractors (directly or with partners)?
 - What challenges or barriers arise (e.g., funding, recruitment, applicability of content, etc.)? How can those be addressed?
 - What approaches are most effective? Any lessons or tips for selecting or structuring training & mentoring programs?
 - How can programs best focus limited training resources to have the greatest impact (content, training partners, type of training, etc.)?
 - Other questions/issues related to training and mentoring?
- Future Call Topics Poll

Call Participants

- AC Home Performance Inc.
- Building Performance Center, Inc.
- Building Performance Institute
- California Center for Sustainable Energy
- City of Kansas City, Missouri
- City of Providence, Rhode Island
- Community Housing Partners (Christiansburg, Virginia)
- County of Ventura, California
- Ecolibrium3 (Duluth, Minnesota)
- Elevate Energy (Chicago, Illinois)
- Energy Center of Wisconsin
- The Energy Conservatory
- Greater Cincinnati Energy Alliance
- Home Energy Magazine
- Midwest Energy Efficiency Alliance
- Metropolitan Washington Council of Governments
- New Mexico Energy Smart Academy
- Snohomish County Public Utilities District
- Vermont Energy Investment Corporation

Better Buildings Residential Network

- **Better Buildings Residential Network**: Connects energy efficiency programs and partners to share best practices to increase the number of American homes that are energy efficient.
 - Membership: Open to organizations committed to accelerating the pace of existing residential upgrades. Commit to providing DOE with annual number of residential upgrades, and information about benefits associated with them.
 - Benefits:
 - Peer Exchange Calls
 - Tools, templates, & resources
 - Newsletter updates on trends
 - Recognition: Media, materials
 - Optional benchmarking
 - Residential Solution Center

For more information & to join, email bbresidentialnetwork@ee.doe.gov.

- **Better Buildings Residential Network Group on Home Energy Pros**

Join to access:

- Peer exchange call summaries and calendar
- Discussion threads with energy efficiency programs and partners
- Resources and documents for energy efficiency programs and partners

<http://homeenergypros.lbl.gov/group/better-buildings-residential-network>

Better Buildings Residential Network Group on Home Energy Pros Website



Better Buildings Residential Network

Created by Better Buildings Support

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Information



The Better Buildings Residential Network connects energy efficiency programs and partners to share best practices and learn from one another to increase the number of American homes that are energy efficient.

Website: <http://betterbuildings.energy.gov/bbm>

Latest Activity: 8 hours ago

Join the conversation in the discussion forum below. You can use the "Follow" link at the bottom of the forum to receive an email whenever a new discussion is posted.

Open the table of contents below and follow the links to access topical materials and resources.

Helpful Links

- Table of Contents
- Better Buildings Residential Network
- Better Buildings Neighborhood Program Website
- Home Performance with ENERGY STAR
- Home Energy Score

 [Table of Contents](#)
 [+New Discussion](#)
 [Peer Exchange Call Archive](#)
 [Better Buildings Network View](#)
 [Tools](#)
 [Related Events](#)

Discussion Forum



Attend Today's Peer Exchange Calls on Program Sustainability and on Workforce

Don't miss today's calls. "Collaborating with Utilities on Residential Energy Efficiency" begins at 12:30 p.m. Eastern and "Engaging Efficiency First Chapters and Other Trade Associations in Energy Efficiency Programs" begins at 3:00 p.m. Eastern.

Continue

Tags: Peer Exchange Calls

Started by Better Buildings Support 8 hours ago.



Register for Upcoming DOE Webinar About On-Bill Financing

Sign up to attend the DOE State and Local Energy Efficiency Action Network (SEE Action) webinar, "Case Studies: Financing Energy Improvements on Utility Bills," taking place June 11, 2014, from 2:00 to 3:30 p.m. Eastern. To learn more on this topic, read

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- [Tools](#)
- [Better Buildings Network View](#)
- [Peer Exchange Call Schedule and Archive](#)
- [Peer Exchange Archive: Marketing and Outreach](#)
- [Peer Exchange Archive: Workforce Business Partners](#)



CleanEdison updated an event



Entry Level Solar Photovoltaic at Cotuit, MA

September 30, 2012 to

Peer Exchange Call Series

- There are currently 6 Peer Exchange call series:
 - Data & Evaluation
 - Financing & Revenue
 - Marketing & Outreach
 - Multifamily/Low-Income Housing
 - Program Sustainability
 - Workforce/Business Partners
- Calls are held the 2nd and 4th Thursday of every month at 12:30 and 3:00 ET
- Upcoming calls:
 - August 28: No Calls (Summer Break)
 - Sept 11, 12:30 ET: Program Sustainability: Coordinating Energy Efficiency with Water Conservation Services
 - Sept 11, 3:00 ET: Better Buildings Residential Network Orientation
 - Sept 25, 12:30 ET: Marketing & Outreach: Outreach to Faith-Based Organizations
 - Sept 25, 3:00 ET: Multifamily/Low-Income Housing: Energy-Efficient, Cost-Effective Affordable Housing
- Send call topic ideas or requests to be added to additional call series distribution lists to peerexchange@rossstrategic.com

Home Performance Training & Mentoring Lessons Learned:

**Mark Jackson, Vice President
Community Housing Partners
Christiansburg, VA**

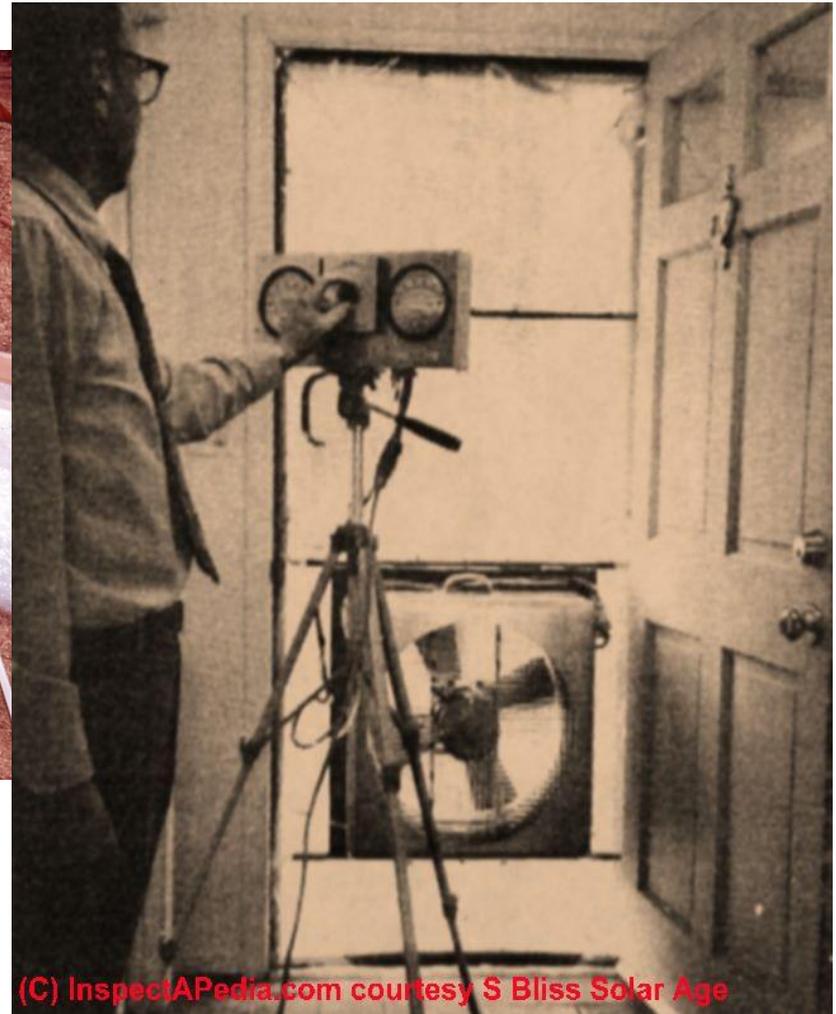


ENERGY
SOLUTIONS

Home Energy Professionals (HEP) Project : Gateway to the Home Performance Industry



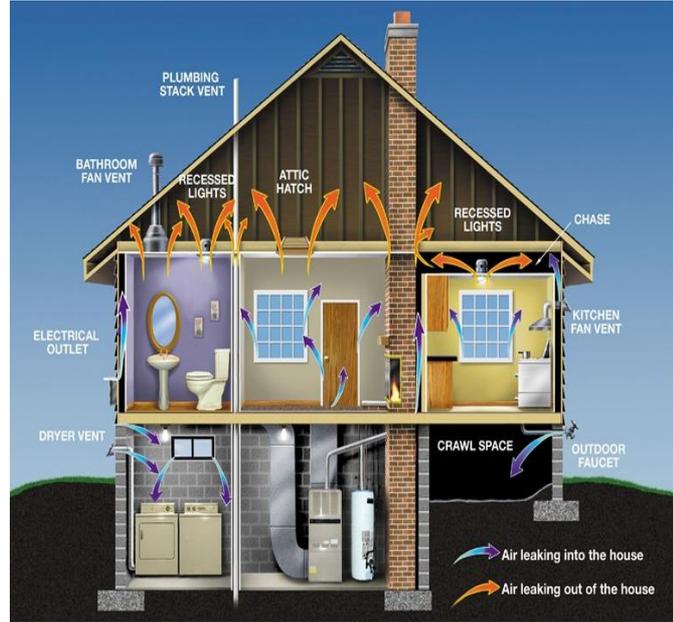
Where the industry started.



(C) InspectAPedia.com courtesy S Bliss Solar Age



Where we are now!



DOE Weatherization setting the BAR!

DOE Weatherization helped set the standard for the residential energy efficiency retrofit and home performance industry by developing:

Guidelines for Home Energy Professionals Project (HEP)



Home Energy Professionals Project

-Standard Work Specifications

-Job Task Analysis

-Worker Certification

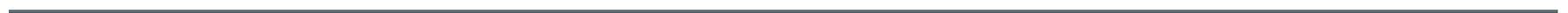
-Training Center Accreditation



Standard Work Specifications (SWS)

Defining the Work

-The Standard Work Specifications (SWS) define the minimum acceptable outcomes for any weatherization or home performance task to be effective, durable, and safe.



Job Task Analysis (JTA's)

Validate the Training

- The JTAs for the four major energy upgrade job classifications define what a worker needs to know and do also known as the Knowledge – Skills – Abilities (KSA's).

The four job classifications are:

- Retrofit Installer Technician
- Crew Leader
- Energy Auditor
- Quality Control Inspector

Training and Certification

Certify the Worker

- The Certification Blueprints synthesize the content of the SWS and the JTAs to lay out a road map for robust worker certifications.
- Nationally Recognized Industry Credentials that are Portable and Transferable Between the Public and Private Sectors.



TEST CENTER

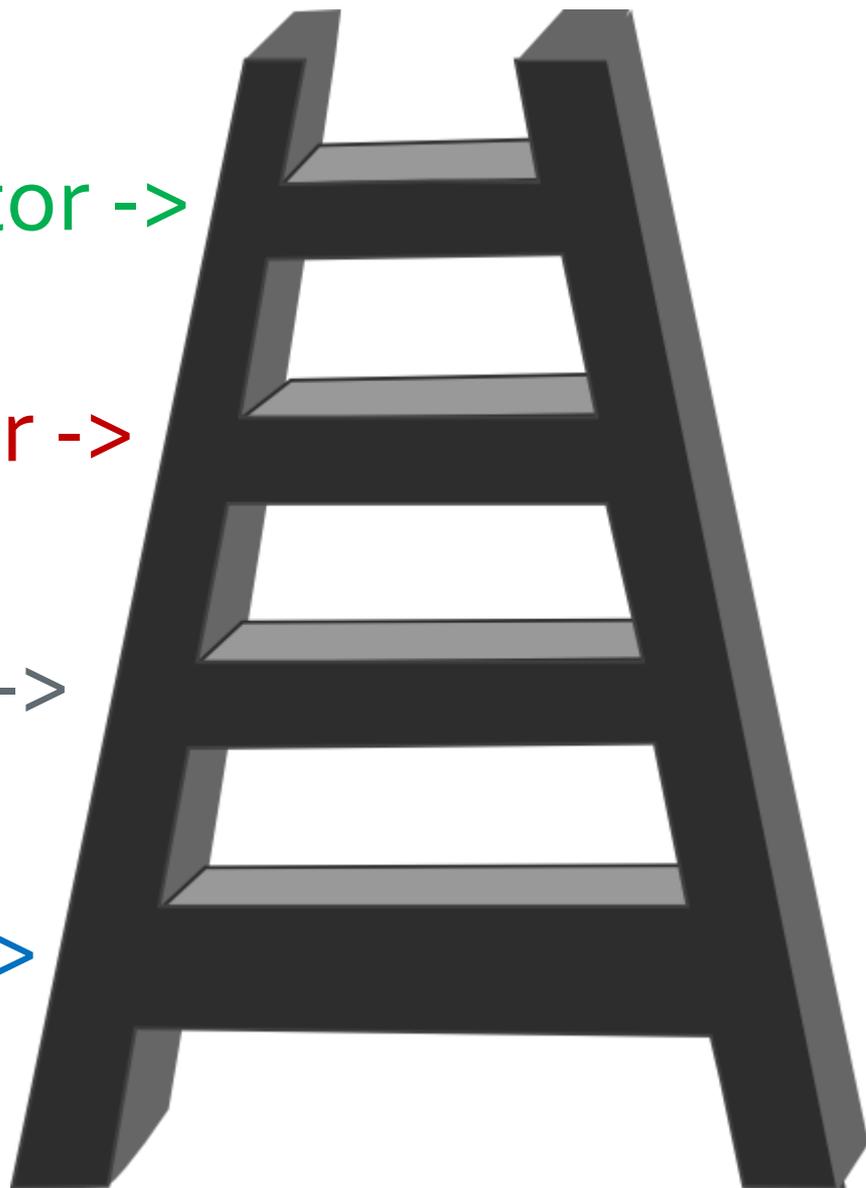
Home Energy Professional Career Ladder

Quality Control Inspector ->

Energy Auditor ->

Crew Leader ->

Retrofit Installer Tech ->



Training Center Accreditation

National Accreditation of Training Centers



- Drive consistency across the country

**-Raise the bar nationally
for quality training and retrofits**



How to get the Best Bang for the Buck!

* DYNAMIC ONLINE COURSES *



Energy Auditor
An Introduction to Energy Auditing

home help logout

course map

- 1 Course Introduction
- 2 Carbon Monoxide and...
- 3 Math & Science for E...
- 4 Client Interaction &...
- 5 The Client Interview
- 6 The Manometer
- 7 The Blower Door
 - 7.1 Conducting a Wa...
 - 7.1.1 The Walk-T...
 - 7.1.2 The Walk-T...
 - 7.1.3 The Walk-T...
 - 7.1.4 The Walk-T...
 - 7.1.5 The Walk-T...
 - 7.1.6 The Walk-T...
 - 7.2 Set Up
 - 7.3 The Manometer
 - 7.4 Running a Blowe...
 - 7.5 Reading the Num...
 - 7.6 Explaining the ...
 - 7.7 Blower Door Video
 - 7.8 Quiz
- 8 Duct Leakage Testing
- 9 CAZ Testing
- 10 ASHRAE 62.2 Calculat...
- 11 Conclusion
- 12 Final Test

overall progress: 50% (3/6)

number of exercises completed: 3/13

section completed
mandatory activity
blocking activity

(540) 260-9081
550 Industrial Drive
Christiansburg, VA 24073
Athena © 2014 CHP Energy Solutions

7.7 Blower Door Video

Please watch this video on the [blower door](#).



02:00 / 05:52

previous page next page

Energy Auditor
An Introduction to Energy Auditing

home help logout

The Blower Door

The **blower door** is the most valuable tool of the weatherization worker. The blower door is a shrouded frame with a fan that seals off the doorway and allows you to depressurize or pressurize the home to measure the home's air leakage. The initial blower door test will guide you through the development of the work scope and help you make decisions about [ventilation](#) needs regarding the structure being weatherized.



previous page next page

section completed
mandatory activity
blocking activity

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550 Industrial Drive
Christiansburg, VA 24073
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How to get the Best Bang for the Buck!

*** HANDS-ON FIELD TRAINING / MENTORING***



Discussion: Community Housing Partners

- There have been roughly 2,500-3,000 graduates per year from the training programs
- Courses are 50% hands-on practice in labs and 50% classroom instruction; there is no field time requirement or component, though it is recommended.
- Free online introductory training helps bring all students to the same level of understanding of building science prior to classroom instruction.
- Some subsidies are available depending on the market and the student, and available grants. Group discounts are available.

Home Performance Training & Mentoring Lessons Learned:

**Amanda Hatherly, Director
New Mexico Energy\$mart Academy
Santa Fe Community College**



SANTA FE COMMUNITY COLLEGE

Amanda Hatherly



BORING



ATTIC AIR SEALING TRAINER

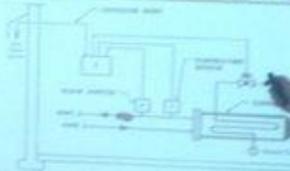
ATTIC AIR SEALING TRAINER

- Attic Crawling with Tools
- Attic Flashlights
- Attic Ladders
- Attic Wall Protection
- Sealing of Gypsum Board
- Sealing of Insulation

DIAGNOSTIC CABIN

- Air Sealing
- Attic Bypasses
- Blower Door Tests
- Combustion Requirements
- Combustion Zone Testing
- Pressure Diagnostics
- Worst Case Air Testing

Exercise 1B: Converter Control with Reset Schedule



1. Which is the primary sensor?
The Water Supply (HWS) or Outside Air Temperature (OAT)?
2. What type of reset is this control system?
Direct Reset, or Reverse Reset?
3. What action is needed at the controller to warm the HWS loop?
The Steam Valve opens or closes.

© 2010 Honeywell International Inc.



Driving Forces of Air Leakage

Temperature and pressure differences—usually between inside and outside the house.

The bigger the temperature or pressure difference, the greater the air and heat flow.

-Jamb Replacement Method (Double Hung Window)

GENERAL CONSTRUCTION AND CARPENTRY

- Remove existing frame, sash pulley weights, etc.

***TIP:** Score all painted joints with a sharp utility knife prior to removal of window trim. Use a thin-bladed pry bar to prevent marring the trim.*

- Install a complete vinyl unit that fits inside the existing frame against the exterior window stops.
- Seal perimeter with low expanding foam to ensure an air tight installation.
- Reinstall existing interior trim and seal with caulk.
- Always employ lead-safe work practices when lead-based paint will be disturbed.

FLIPPED CLASSROOM



RESOURCES



The Animals Save the Planet - Energy Efficient Penguin



Brad Turner

Residential Green Building Services Program Manager

Combustion Safety for Homes

Southfaceenergy - 65 videos

WX

ncat ExxonMobil
A GREAT SHOW ON ENERGY EFFICIENCY

HOME | EPISODES | ABOUT | BLOG | CONTACT



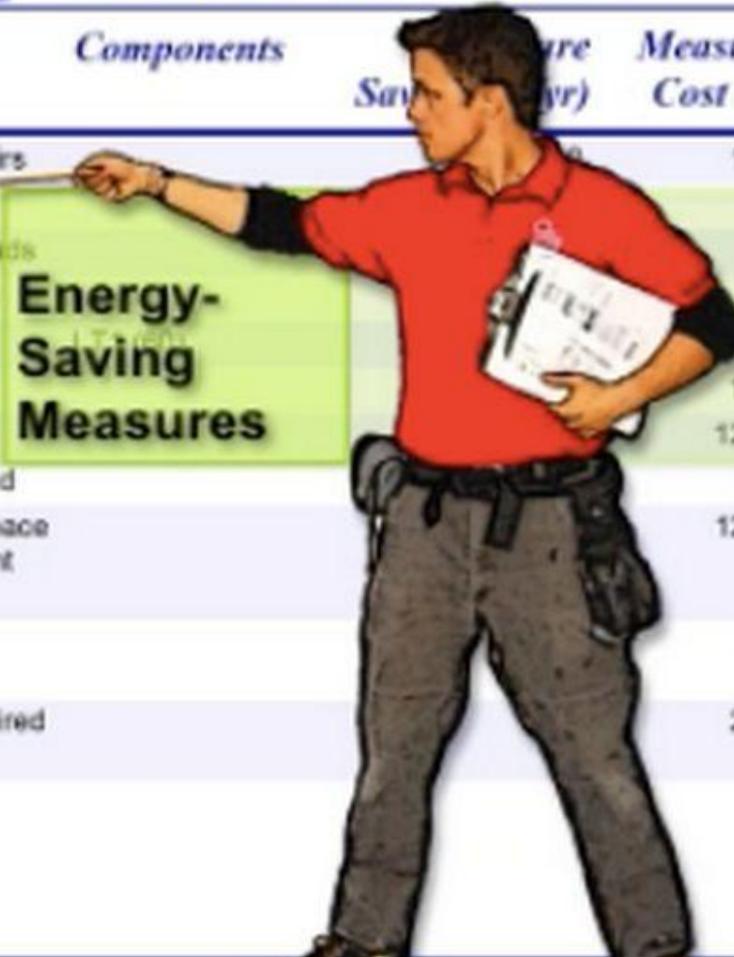
Auditing: The Challenge of the Site Visit

- Running Length: 27:38
- Date Added: 4/20/10
- Location: Rutin, NY
- Individuals Featured: Dan Wood
- Episode Keywords: auditing, start up, site visit
- Standardized Curriculum:
 - Learning Objectives
 - Downloadables:
 - 4/19/10 - 882 x 540 - .mp4
 - 4/19/10 - 540 x 360 - .mp4
 - 4/19/10 - 540 x 360 - .pdf

ANIMATED VIDEOS

Energy Saving Measure Economics

| Index | Recommended Measure | Components | Measure Savings (yr) | Measure Cost (\$) | Measure SIR | Cumulative Cost (\$) | Cumulative SIR |
|-------|---|------------|----------------------|-------------------|-------------|----------------------|----------------|
| 1 | Attic incidental repairs | | 0.0 | 150 | 0.0 | 150 | 0.0 |
| 2 | Infiltration Redctn | | 1.1 | 70 | 1.1 | 220 | 1.0 |
| 3 | Low Flow Showerheads | | 20.3 | 35 | 20.3 | 255 | 3.1 |
| 4 | DWH Pipe Insulation | | 8.6 | 15 | 8.6 | 270 | 3.4 |
| 5 | Lighting Retrofits | | 7.6 | 50 | 7.6 | 320 | 4.1 |
| 6 | Air Seal Attic Floor | | 1.8 | 100 | 1.8 | 420 | 3.5 |
| 7 | R-50 Attic Insulation | | 1.5 | 1200 | 1.5 | 1620 | 2.0 |
| 8 | CO Monitor is Needed | | 0.0 | 80 | 0.0 | 1700 | 0.0 |
| 9 | Replace unvented space heater with direct-vent unit | | 0.0 | 1200 | 0.0 | 2900 | 0.0 |
| 10 | Smoke Detector is Needed (2) | | 0.0 | 50 | 0.0 | 2950 | 0.0 |
| 11 | Ventilation fan Required (1) | | 0.0 | 200 | 0.0 | 3150 | 0.0 |



Energy-Saving Measures

Materials

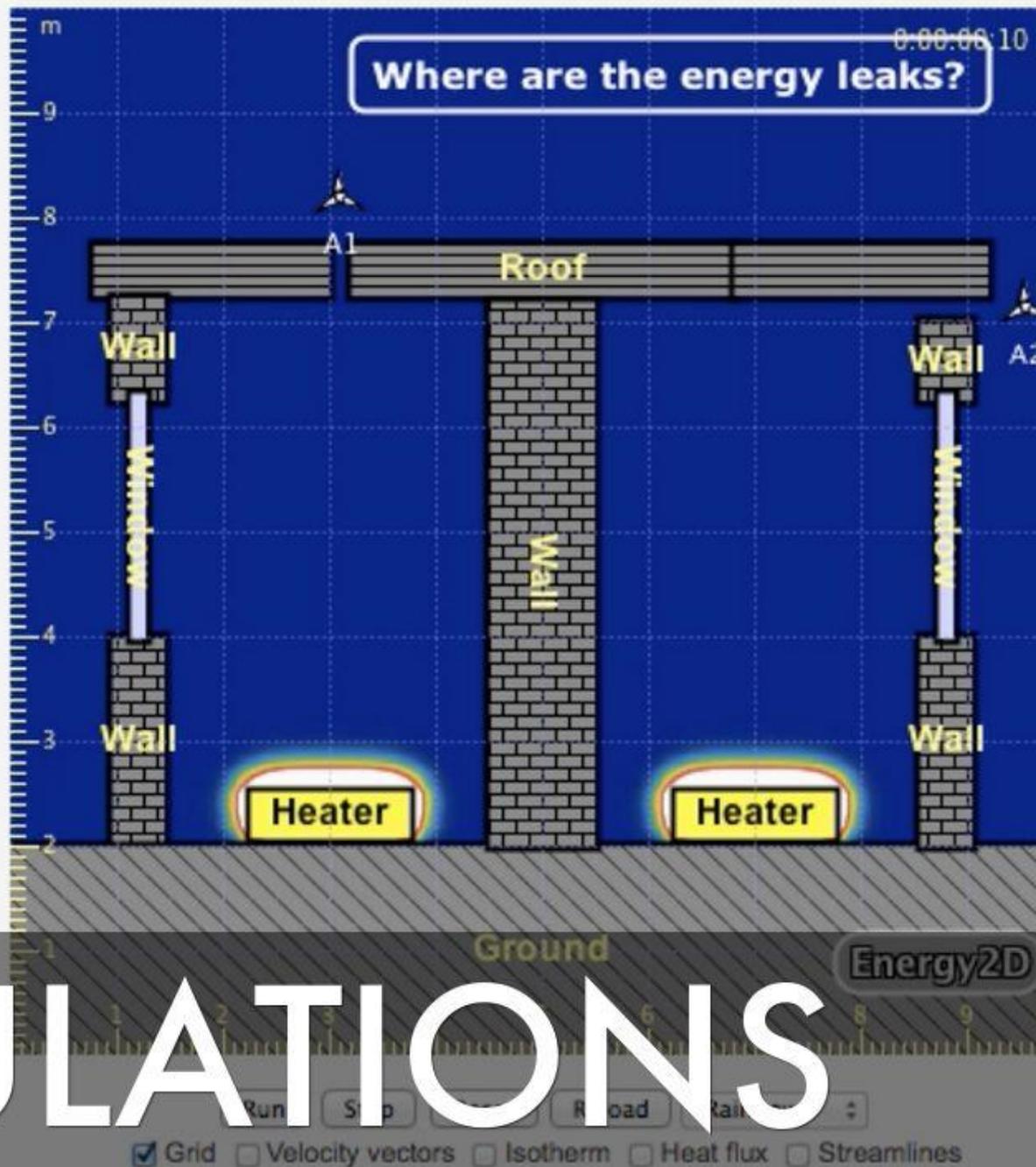
to use Energy2D applets

you do not see a square simulation window to the right, make sure [Java is installed](#) and [is enabled in your browser](#).

there are thermometers present in the simulation, their results can be shown on a graph. When the graph shows up, use the arrow buttons on it to rescale it if necessary. To tell which curve corresponds to which thermometer, click on the thermometers. To clear the current data in the graph, press DELETE. To load the data in the graph, move the mouse cursor along a curve.

for more actions, right-click on an empty spot in the simulation window and select items from a pop-up menu to change the properties of the model and the view.

objects can be dragged, resized, or deleted. Right-click them and select "properties" from a pop-up menu to view and change their properties.



SIMULATIONS

The Perfect Wall, Roof, and Slab — Building Science Podcast

Helpful?
0
Sign in to
vote

Dr. Joe Lstiburek talks about enclosure design principles for energy-efficient houses. Insulation, air conditioning, heating, and forced-air delivery systems have all changed the physics of how houses work. Houses didn't used to rot, but too many of them do now.

POSTED ON MAY 6 2009 BY **JOE LSTIBUREK, GBA ADVISOR**



Download .mp3

This podcast series is excerpted from a two-day class called Building Science Fundamentals with

Drs. Joe Lstiburek and John Straube of Building Science Corporation. For information on attending a live class, go to BuildingScienceseminars.com

This week Dr. Joe talks about enclosure design principles of energy efficient buildings

PODCASTS



DISCUSSIONS



A man with a beard and a plaid shirt stands in a room under construction. He is looking towards the camera with a neutral expression. The room has exposed wooden studs and sheetrock. To his right is a large window with a teal frame, looking out onto a brick wall. A dark horizontal bar is overlaid across the middle of the image, containing the word "SELFIES" in white, bold, sans-serif capital letters.

SELFIES



WEBINARS



SAVE \$\$\$

CONN: CONN
MASS: MASS
NH: NEW HAMPSHIRE
RI: RHODE ISLAND
VT: VERMONT

HANDS-ON





PEER TO PEER





IREC

Interstate Renewable Energy Council

**ACCREDITED
TRAINING
PROVIDER**

TM



Home energy

www.homeenergy.org



THANK YOU

Discussion: Energy\$mart Academy, Santa Fe Community College

- The Academy is able to track student engagement online through their participation in online discussions, and sharing in weekly webinars.
- Free access to open-source resources is an emphasis at Energy\$mart Academy, including online videos that are available for others to take.
- Instructors conduct quality assurance on ride-along visits to identify anything that is not going well.
- Some graduates go on to pass the national credential exam, which provides a positive reflection on the quality of the training.

Home Performance Training & Mentoring Lessons and Resources:

Tom White, Publisher
Home Energy Magazine

Home Energy Magazine, homeenergy.org

The screenshot shows the Home Energy Magazine website. The browser address bar displays the URL <http://www.homeenergy.org/list/category/nav/trainingandcert>. The page features a navigation menu with categories: Home Performance, Business Development, Training Guide, Departments, Issues, and Blog. The main content area is titled "Training & Certification" and includes a "Spotlight Article: Beyond Building: Training for the Green-Collar Economy" by Ely Flores. A sidebar on the right promotes the "habitat conference" with the tagline "IDEAS CONNECTIONS COLLABORATION". Below the main article, there are two more article teasers: "Training in the 21st Century: From Sage on the Stage to Guide on the Side" and "Beyond Building: Training for the Green-Collar Economy".

Home Performance Business Development Training Guide Departments Issues Blog

Home > Home Performance > Training and Certification

Training & Certification

Spotlight Article:
Beyond Building: Training for the Green-Collar Economy

Ely Flores, a 2005 graduate of a YouthBuild program in Los Angeles, is a Grid Alternatives outreach manager and works with low-income families to install solar panels to reduce their home energy costs. At Greenbuild 2012 in ...

>> **Keep Reading**

habitat conference
IDEAS
CONNECTIONS
COLLABORATION

FILTER ARTICLES All articles in this category

Training in the 21st Century: From Sage on the Stage to Guide on the Side
Author: **Amanda Hatherly** PREMIUM CONTENT July 01, 2014 Imagine you have just walked into the classroom. Right now the teacher is standing at the front, explaining some of the finer details of the second law of thermodynamics. The students are sitting at tables, ... [continue reading]

Beyond Building: Training for the Green-Collar Economy
Author: **Chris Cato** PREMIUM CONTENT July 01, 2013 Ely Flores, a 2005 graduate of a YouthBuild program in Los Angeles, is a Grid Alternatives outreach manager and works with low-income families to install solar

No-Regrets Remodeling, 2nd Edition
Get the original guide to energy-efficient remodeling. Create a comfortable, healthy home that saves energy!
>> **Order Here!**

Home Energy Training Guide



RETURNING TRAINER SIGN IN | NEW TRAINER? [REGISTER](#)

User Name

.....

GO

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2014 Training Guide

[HOME](#) | [TRAINING GUIDE HOME](#) | [LIST OF TRAINERS](#) | [FIND A PROGRAM](#) | [REGISTER A PROGRAM](#)



Welcome to the *Home Energy* Guide to Training Programs for Home Performance Professionals

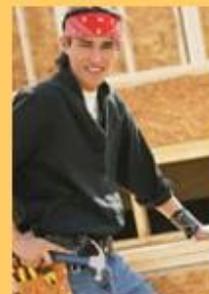
[Advance your career](#) as a home performance professional, or [list your training program](#) and updates here.

Not yet a subscriber? Have a look around the main [Home Energy site](#), enjoy our free content, and consider a [subscription](#) to the magazine —available both online and in print bimonthly!

Home Energy magazine is the place people in the home performance profession come to talk. *Come join in the conversation!*

[SAMPLE TRAINER LISTING](#) ([See larger version](#))

Students



Find

a Training Program Suitable for YOU!

Trainers



Register

List Your Program

ACI (Affordable Comfort, Inc.) Events

www.affordablecomfort.org



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ACI (Affordable Comfort, Inc.) is the leading educational resource for the home performance industry.

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Events



Overview

2014 Regional Conferences

- 2014 NEW ENGLAND REGIONAL HOME PERFORMANCE CONFERENCE
- 2015 NORTHWEST

Overview

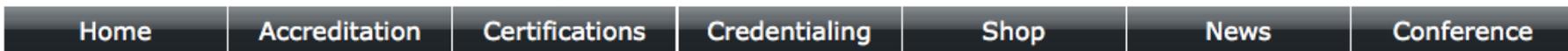
ACI offers the industry's leading educational events and trade shows in partnership with the nation's leading experts in home performance and weatherization. Our events combine our unparalleled education component with the ideal networking environment for all sectors of the industry



HVAC Excellence Accreditation



Proctor Login | Test Results | Replacement Cards

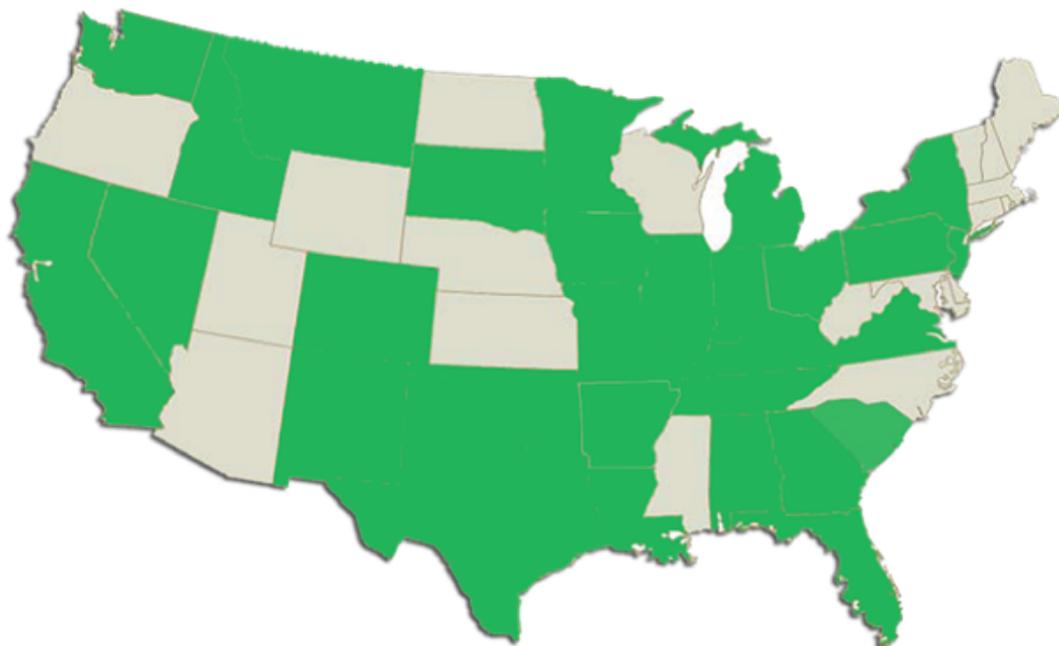


Site Map > Accreditation

Programmatic Accreditation

In 1999 HVAC Excellence was the first organization to create programmatic accreditation for HVACR programs in the United States. Since that time, HVAC Excellence has grown to the industry's largest and oldest provider of HVACR programmatic accreditation.

As of January 2014 there are now accredited programs in 32 states have chosen to validate the quality and integrity of their programs with HVAC Excellence.

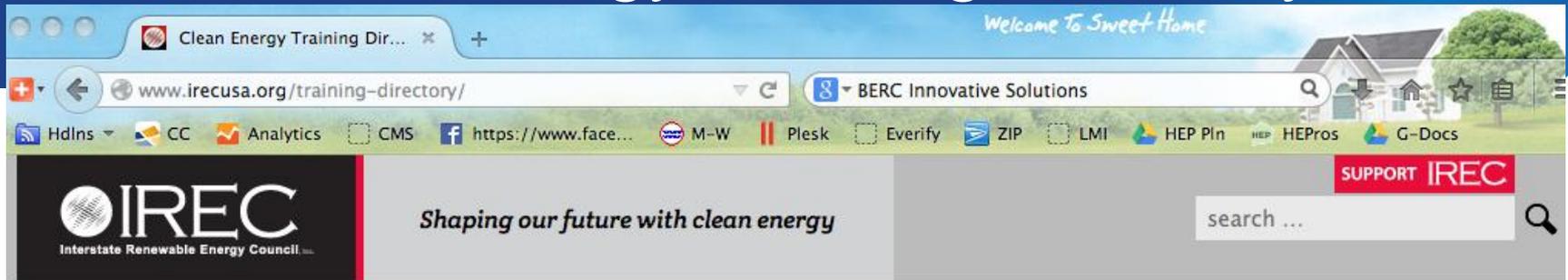


Important Links

- [Accredited Programs](#)
- [Accreditation Application](#)
- [Accreditation Manual](#)
- [Accreditation Annual Report](#)
- [Accreditation PowerPoint Overview](#)

Accreditation Team Leaders

IREC Clean Energy Training Directory



[Regulatory Reform](#) [Credentialing](#) [Standards Development](#) [Workforce Education](#) [Publications](#) [News and Events](#) [About IREC](#)

[Home](#) > [Clean Energy Training Directory](#)

Clean Energy Training Directory

Looking for training providers that offer workshops and hands-on training for renewable energy and energy efficiency courses? Interested in four-year universities that offer undergraduate and graduate level courses in renewable energy and energy efficiency?

Whether you're in high school or college, you're changing careers or are a returning veteran, the new IREC Clean Energy Training Directory is the ideal tool to help you find the right clean energy program for you. Click here for a list of [IREC Accredited Training Providers](#).



Search Training Directory

Country

United States

State

All States

Excellence in Building Science Education

buildingscienceeducation.net/programtask-groups/task-group-criteria-for-excellence-in-building-sc... BERC Innovative Solutions

CC Analytics CMS https://www.face... M-W Plesk Everify ZIP LMI HEP Pln HEP HEPros G-Docs ACTE Blog LinkedIn HootSuite YT

EXCELLENCE IN BUILDING SCIENCE EDUCATION
Transforming the Design/Construction Profession

search here ... **Go**

Home **About** **Programs/Task Groups** **Resources** **Events/News** **University Consortium**

Home › Programs/Task Groups › Criteria for Excellence in Building Science Curricula

Criteria for Excellence in Building Science Curricula

Task Group: Following the 2012 Annual Meeting of the University Consortium, a task group was formed to develop the criteria for excellence in building science education curricula. Current leaders of the task group include:

- Pat Huelman (Chairman) – University of Minnesota
- John Straube (Co-chairman) – University of Waterloo

Development of Criteria Metric: Criteria for excellence in building science education curricula and associated content are being developed to define, and set the expectations for, building science education. The criteria will provide a metric against which universities can assess building science curricula, key courses, teaching methodologies, and learning outcomes. The criteria will help guide the development of such teaching materials. The metric would also support the work of accrediting organizations and licensing and certification programs. Further, it will support the annual award for “excellence in building science education” and the student competition programs for quality, high performance buildings.

Criteria Task Group

[Task Group Working Files](#)

- KSAs for Key Disciplines
 - KSAs/Core Competencies
 - Matrices - Disciplines vs. Key Subject Areas
- Teaching Resources
- Definition of Building Science
- DOE Matrix Review

[Task Group Past Meetings](#)

Task Group Members

Charter Members

Lessons and Tips – Home Performance Training and Mentoring

- Agree on the Standard Work Specs
- Define Your Training Competency Goals
- Use Job Task Analyses and Knowledge/Skills/Abilities for Defined Classifications
- Share best practices on the Trainers and Mentors Group on HomeEnergyPros.lbl.gov

Discussion: Home Performance Training & Mentoring

- What experience does your organization have with training and/or mentoring energy assessors & contractors (directly or with partners)?
 - What challenges or barriers arise (e.g., funding, recruitment, applicability of content, etc.)? How can those be addressed?
 - What approaches are most effective? Any lessons or tips for selecting or structuring training & mentoring programs?
- How can programs best focus limited training resources to have the greatest impact (content, training partners, type of training, etc.)?
- Other questions/issues related to training and mentoring?

Discussion and Lessons Learned

- Hands-on training is essential, both through lab experience and in-field mentoring.
 - If someone is teaching you to parachute, wouldn't you like them to tandem jump with you the first time?
- There are many training resources available for free, such as online videos. Using these can free up in-person time for practical experience instead of basic lectures.
- Training should be engaging and stimulating for students, and encourage active participation through a variety of opportunities (e.g., online forums, webinars, simulations, lab experience, mentoring).
- Look for accredited training programs to ensure high-quality instruction and consistency with national standards.

Discussion and Lessons Learned

- BPI is encouraging partners to diversify training options, including open source online options, to help people learn building science principles.
- Apprenticeships are valuable to complement training:
 - Community Housing Partners helped students apprentice with weatherization professionals, and many were offered jobs.
 - Other students participated in a Realistic Job Preview (RJP) where they worked on-site with crews for a day, and contractors decided whether to hire them.
- Guided peer-to-peer learning, such as online discussion forums and having students take video “selfies” of them explaining concepts, can make a big difference as a component of training.