

Project Title: Oregon Weatherization Workforce Diversification and Expansion

Topic Area: Supporting workforce development and creating pathways to careers in the home performance, energy efficiency, and renewable energy sectors by recruiting, hiring and retaining individuals underrepresented in these industries.

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Team Member Organizations: Community Action Partnership of Oregon, Oregon Human Development Corporation, Oregon Training Institute

This project takes an innovative approach to training weatherization auditors in the following ways:

- Targeting marginalized populations to apply for technician and auditor positions within the weatherization provider network.
- Leveraging trusted relationships with BIPOC organizations to identify weatherization technician and auditor position candidates and increase awareness of the career paths within the weatherization network.
- Developing training curriculums and materials in languages other than English that are focused on providing distinct learning objectives and scaffolded skill sets.
- Partnering with contractors to provide on-the-job training to new technicians and auditors.
- Developing a network of experienced technicians and auditors to provide peer mentoring support to new personnel.

The end of project goal is to have created a system that promotes advancement in the energy efficiency sector that is scalable to the progressing levels of employment within the field. It will be accomplished by empowering recruits from underrepresented communities to progress into and throughout the field of energy conservation, leveraging the network of relationships existing in weatherization to connect participants with opportunities to further enhance their mobility in the field. The effectiveness of the project can be measured directly by the participation of recruits in continued trainings, placement of recruits in various industries and positions, and availability of applicants to the sector.