



# Seattle City Light Energy Efficiency Construction Workforce Study

Conservation Resources Division  
September 24, 2014

[www.seattle.gov/light/conserve](http://www.seattle.gov/light/conserve)



## PURPOSE AND OBJECTIVES: ANSWER FOUR QUESTIONS

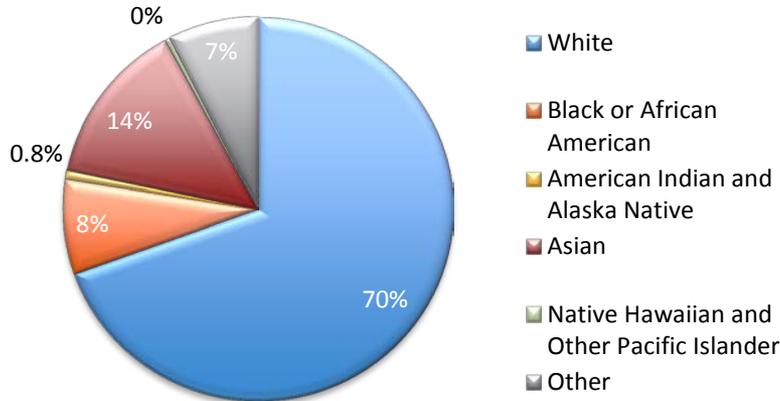
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1. **Who is currently working on energy efficiency projects that are supported by City Light incentives**
2. **What gaps currently exist?**
3. **In what ways can our non-residential energy efficiency programs promote a more diverse workforce?**
4. **What actions should we pursue to address gaps and opportunities?**

# THE BROADER CONSTRUCTION WORKFORCE HAS OPPORTUNITIES TO INCREASE DIVERSITY AND LOCAL INCLUSION

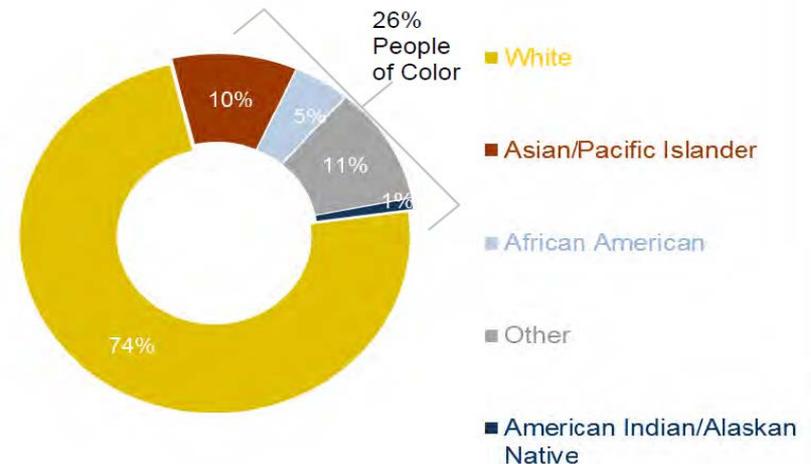
- Only 6% of Seattle construction workforce resides in the City,
- Women comprise only 4% of Puget Sound Area Construction workforce
- African Americans and Native Americans also under-represented compared to local population demographics

2010 Seattle Demographics



\*Other – Nonwhite Hispanic and Latino, Two Or More Races, Some Other Race

Construction Workforce in City of Seattle, 2012



“Seattle Construction Industry Labor Market Assessment”, 2014

# THE ENERGY EFFICIENCY WORK FORCE: MORE DATA NEEDED

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- Contractor Survey underway
- Target companies are the 38 firms who installed projects that received 80% of Incentives
- Survey topics include:
  - Workforce Demographics
  - Subcontractor utilization
  - Union/ non-union hiring and training practices
  - Utilization of apprentices
  - Awareness and utilization of local pre-apprenticeship training programs

# CITY LIGHT ENERGY EFFICIENCY PROGRAMS

City Light offers four full scale non-residential energy efficiency programs:

- ***Commercial Retrofit***
- ***New Construction***
- ***Industrial***
- ***Small Commercial***

*80% of incentive payments and 85% of energy savings come from medium to large commercial and industrial customer projects*

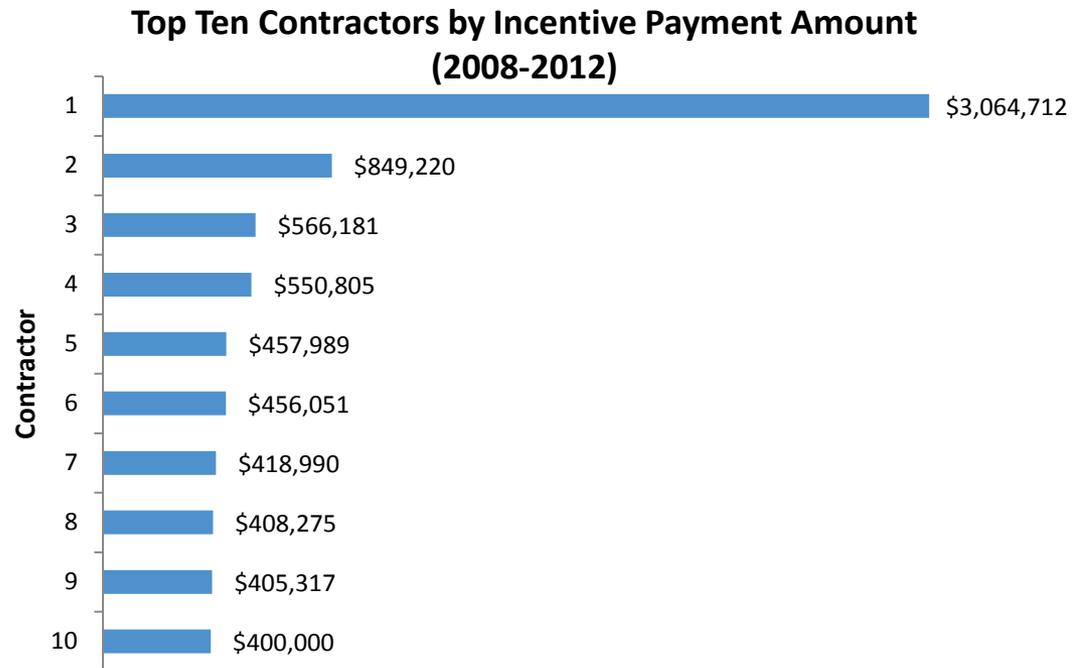
In **all** of City Light non residential programs the customer hires the contractor:

- Our agreements are with our customers and the customer receives the incentive for any upgrades



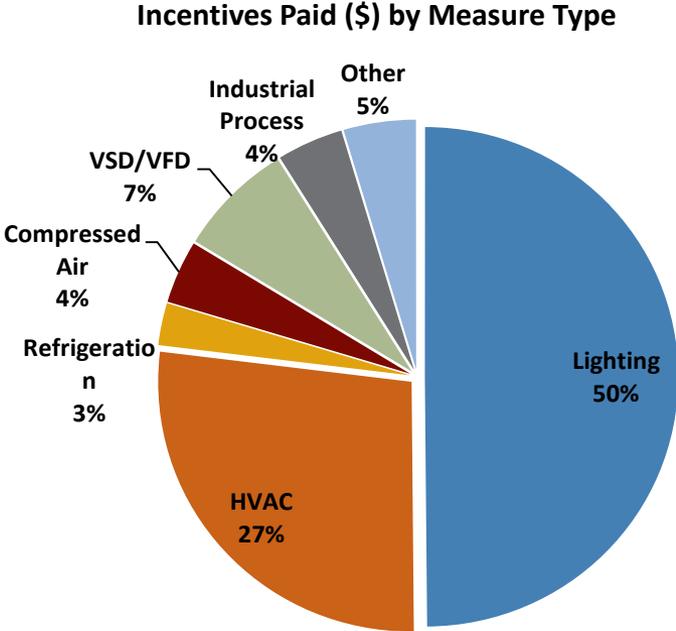
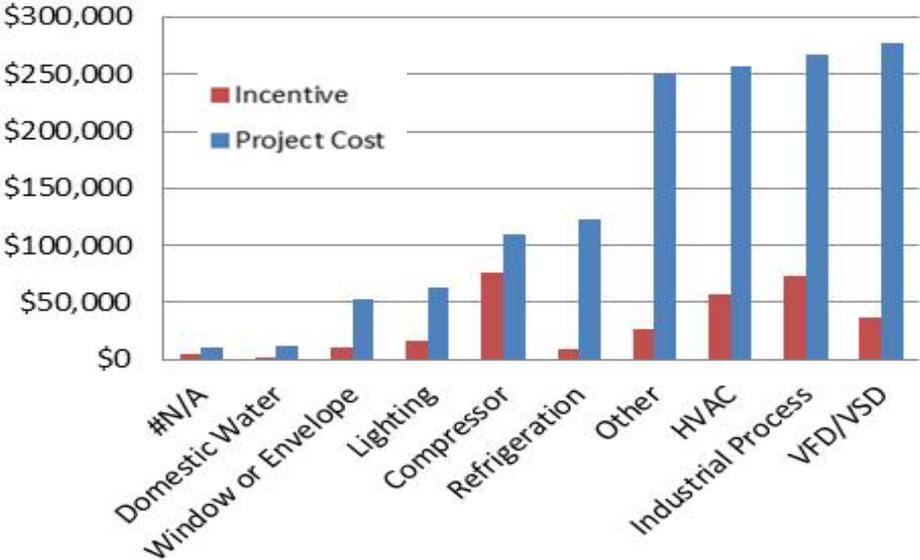
# A RELATIVELY SMALL NUMBER OF CONTRACTORS DO THE MAJORITY OF INCENTIVE PROJECTS

- 81% of our customers used a contractor to complete energy retrofits and 19% of our customers completed the work themselves
- 191 different contractors were involved in completed projects
- The top 10 contractors were involved in 47% of all the incentives paid for completed projects



# MOST OF OUR PROJECTS ARE RELATIVELY SMALL

- The average project cost is \$24,000 ; City Light incentives cover about 25% of the installed cost
- On average, labor comprises about 30% of the total project cost and larger projects have lower labor content
- 64% of projects receive less than \$15,000 in City Light incentives; 10% receive more than \$50,000
- 50 % of incentivized measures are lighting related



## NEXT STEPS

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- Phase 1 wrap up:
  - Complete contractor survey
  - Develop problem statement based on survey and interview results
- Complete Phase 2:
  - Develop and evaluate alternative solutions
  - Summarize research results, combine it with stakeholder input and compile a report and recommendations to present to the Mayor and City Council

## WHAT ARE OTHERS DOING?

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Utility/Jurisdiction	Program
Seattle, Community Power Works	High Road Agreement
CA Public Utilities Commission	Contractor and Workforce Standards, Workforce Training, Inclusion Program
Massachusetts Mass Saves Program	Responsible Contractor Standards, Safety Standards, Protection from unfair labor practices
San Francisco Utilities Commission	Community Benefits Policy, Contractor Assistance Center
Clean Energy Works Oregon	High Road Agreement
NY State Energy and Research Authority (NYSERDA)	Workforce Development Programs, Financial Support for Training and Education