

ASSESSMENT OF THE WORKFORCE ASSOCIATED WITH NATIONAL GRID'S 2018 RHODE ISLAND ENERGY EFFICIENCY PROGRAMS

National Grid spent \$116,214,809 on energy efficiency programs in 2018. Ratepayers provided these funds. As a result, Rhode Island customers will save 206,209 MWhs of electricity and 497,119 MMBtus of natural gas annually.

Success of programs was due to the efforts of a broad range of workers and a diverse set of employers that provided services for National Grid and its customers.

STUDY OVERVIEW

The study objective was to describe in detail the workforce that supported and delivered Rhode Island energy efficiency programs and services in 2018. The study reports on numbers and types of workers associated with programs, comparing 2018 with past years. It identifies and recommends future research into workforce development and training needs, and it suggests new workforce initiatives that National Grid should undertake to ensure the success of future programs.

METHODS

- Quantitative analysis of efficiency measures installed in all market sectors
- Interviews with stakeholders and workforce, including program managers, contractors, and installers
- Calculation of full time equivalent (FTE)¹ employees associated with Programs

KEY FINDINGS

- 804.1 full-time equivalent workers were associated with 2018 Rhode Island programs.
- Aggregate number of FTEs increased for the fourth consecutive year.
- 1,415,216 hours of worker time were devoted to delivering programs and services.
- One "full-time equivalent" worker often represents the combined labors of multiple persons.
- 1,109 individual companies and agencies were associated with delivering the programs.
- 73% of these entities are either headquartered or have a physical presence in Rhode Island.
- Employers, in addition to National Grid, included: program design and management specialists; marketing professionals; equipment distributors and suppliers; product retailers; architects and property developers; engineering firms; project expeditors; independent electrical, plumbing, HVAC, and weatherization contractors; quality assurance inspection firms; rebate processing houses; waste material recyclers; and program evaluators.

RECOMMENDATIONS FOR NATIONAL GRID

- Support additional workforce development and training to ensure the future success of programs and initiatives.
- Improve two-way communications with trade allies, providing timely information of potential program changes and soliciting trade ally market knowledge in program design decisions.
- Consider the impacts on existing skilled energy efficiency workers when making program changes.
- Take steps to conserve the current workforce to support future planned and proposed energy efficiency initiatives.
- Address workforce requirements as part of all future assessments of market needs and opportunities.
- Commission a study of workforce and training needs for all programs, including strategies to mitigate them; and specifically, with respect to the near-term promotion of cold climate air source heat pumps, convene a stakeholder task force to address workforce issues, challenges, and opportunities.

¹ One FTE equals 1,760 hours of actual work (i.e., not including holiday, sick, or vacation time), the equivalent of one (1) person working eight (8) hours a day for 220 work days in an average year.

2018 Program FTEs by Market Sector

Electric Programs

Residential Non-Income Eligible	170.9
Residential Income Eligible	45.8
Commercial and Industrial	250.0

Gas Programs

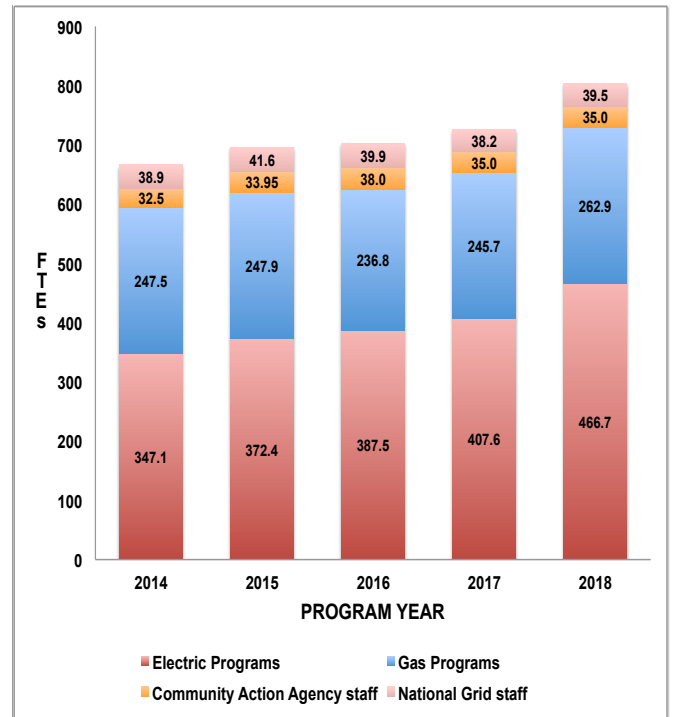
Residential Non-Income Eligible	191.6
Residential Income Eligible	39.4
Commercial and Industrial	31.9

Community Action Agency staff 35.0

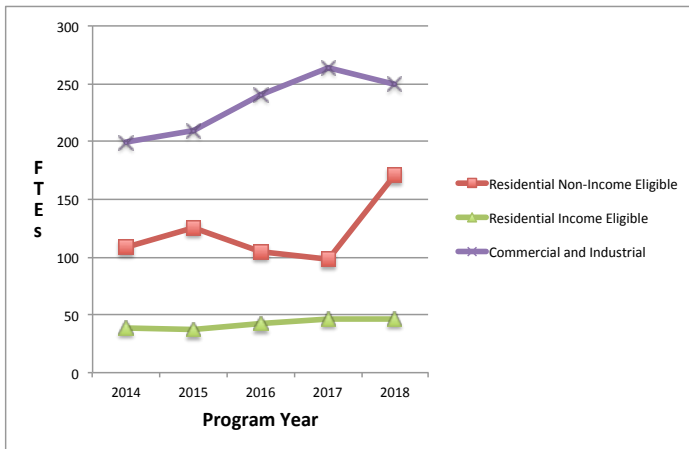
National Grid staff 39.5

TOTAL RHODE ISLAND FTE JOBS 804.1

Total Electric and Gas FTEs by Year



Electric Program FTEs 2014 to 2018



Gas Program FTEs 2014 to 2018

