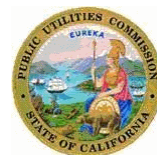


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BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA

Application of Southern California Edison Company (U338E) for Approval of its 2012-2014 California Alternate Rates for Energy (CARE) and Energy Savings Assistance Programs and Budgets.

Application 11-05-017
(Filed May 16, 2011)

And Related Matters.

Application 11-05-018
Application 11-05-019
Application 11-05-020

ADMINISTRATIVE LAW JUDGE'S RULING ADMITTING THE ENERGY SAVINGS ASSISTANCE PROGRAM WORKFORCE EDUCATION & TRAINING WORKING GROUP'S FINAL REPORT AND RECOMMENDATIONS

The attached final Energy Savings Assistance Program Workforce Education & Training Working Group's Final Report and Recommendations is ruled into the record of the above-captioned consolidated proceeding, for the Commission's consideration.

IT IS SO RULED.

Dated August 1, 2014, at San Francisco, California.

/s/ KIMBERLY KIM

Kimberly Kim
Administrative Law Judge

ATTACHMENT A

A.11-05-017
Energy Savings Assistance Program
Workforce Education & Training Working Group
Final Report and Recommendations

July 15, 2013

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Section 1

Background

The Energy Savings Assistance Program (ESAP) Workforce, Education and Training Working Group (WE&T Working Group)¹ is one of three working groups ordered in the California Public Utilities Commission's Decision (D.) 12-08-044.² Subsequent Rulings of Administrative Law Judge Kimberly Kim initiated and established each of the Working Groups and their membership makeup.³

D.12-08-044 also ordered the four Investor Owned Utilities (individually: Pacific Gas and Electric Company, Southern California Edison Company, Southern California Gas Company, and San Diego Gas and Electric Company; and collectively: the Utilities or IOUs) to collect and report data by February 1, 2013 in seven WE&T areas⁴:

- (a) Contractor and subcontractor contract terms (competitive bid, direct award, etc.);
- (b) Contractor and subcontractor compensation schemes (hourly, piecemeal, salaried, etc.);
- (c) Number of inspection failures and the types of failures (including the number of enrolled customers later deemed ineligible, number of incorrectly assessed households and instances of measure installation inspection failures);
- (d) Level and type of IOU training (including lead safety training) and screening (including background check) these specific contractors have completed;
- (e) Customer feedback for these contractors, positive and negative;
- (f) Demographic data of the current ESA workforce, including minority, local, low income, disabled, displaced, and other disadvantaged communities; and
- (g) The IOU's assessment of any other needs of the existing workforce to meet the current and future ESA Program demands.

¹ To avoid confusion with the Mainstream Energy Efficiency WE&T Taskforce, all references to that taskforce, proceeding, and portfolio will be preceded with the words "Mainstream Energy Efficiency."

² D.12-08-044, ordering paragraph 4 directed the Energy Division to form the Mid-Cycle Working Group, Cost-effectiveness Working Group and the Workforce, Education and Training Working Group to review components of the Commission's Low Income Programs.

³ Administrative Law Judge Ruling, issued September 28, 2012 initiated the establishment of the Working Groups. Administrative Law Judge Ruling, issued October 26, 2012 established the Working Groups.

⁴ D.12-08-044, p. 181.

D.12-08-044 further outlines the charge for the WE&T Working Group as follows:

With the IOUs' reports (IOUs' Reports) containing the above information, the WE&T Working Group, led by Energy Division, and generally organized and administered under sections 3.11.5.4, 3.11.5.5, and 5.3.8 of this decision shall evaluate the data submitted and develop and present recommendations addressing the aforementioned seven areas and another other recommendations on significant WE&T issues the Working Group finds necessary for review as part of the next step going forward. Additionally, the IOUs are directed to work with the Energy Efficiency WE&T Working Group to share any pertinent overlapping information from the ESA Program WE&T Working Group efforts.⁵

In addition to evaluating the data gathered and submitted by the IOUs, the WE&T Working Group was tasked with developing and submitting to the assigned Administrative Law Judge a Progress Report of its findings and recommendations, if any, by April 15, 2013.⁶ The WE&T Working Group has also been tasked with submitting its final report of findings and recommendations, if any, by July 15, 2013.⁷ The term of the WE&T Working Group expires 45 days after issuance of this final report.⁸

⁵ D.12-08-044, p. 182.

⁶ D.12-08-044, ordering paragraph 10 directed the WE&T Working Group to submit to the assigned Administrative Law Judge their Progress Report of its activities since inception and a detailed description of the status of efforts in each of the subject areas it is charged to review with justification showing good cause for any additional and estimated time it may require.

⁷ D.12-08-044, p. 182-183.

⁸ D.12-08-044, p. 183.

Section 2

Summary of Working Group Activity

The WE&T Working Group convened a total of ten meetings between November 15, 2012 and July 15, 2013.⁹ These meetings were held via conference call. A list of WE&T Working Group Participants is provided in Appendix A.

During the first meetings on November 15 and November 26, 2012, the participants researched past efforts to define and determine the demographic data fields. The WE&T Working Group discussed the potential of other workforce tracking efforts and databases used by various stakeholders, including Investor Owned Utilities (IOUs), California Employment Development Department (EDD), California Department of Community Services and Development (CSD), and the Mainstream Energy Efficiency WE&T Taskforce.¹⁰ This research also drew upon a wide range of programs and practices, including General Order 156, the San Francisco Local Hiring Policy for Construction, and the Weatherization Assistance Program under the U.S. Department of Energy and American Recovery and Reinvestment Act (ARRA).

As part of that research, the WE&T Working Group learned that other workforce demographic data collection efforts, including EDD's recently launched Virtual OneStop database platform did not collect the level of data directed for collection in D.12-08-044. From these investigations, WE&T Working Group members determined that replicating or reproducing other program's successes in this data collection effort was not an option as no other programs collect this level of workforce data.

Subsequently, the IOUs collaborated to develop a reporting template for their contractors and timely filed their WE&T reports on February 1, 2013 as directed by D.12-08-044.¹¹ The WE&T Working Group then reviewed these preliminary IOU WE&T Demographic Data filings. In an effort to distill the data, the WE&T Working Group has also refined the reporting template and created a list of researchable questions.

Since issuing its progress report on April 15, 2013, the WE&T Working Group has also tracked and discussed the efforts of the WE&T Consultant for the Mainstream Energy Efficiency Portfolio, particularly its new proposals for data collection.

⁹ WE&T Working Group Meeting dates (1) November 15, 2012, (2) November 26, 2012, (3) December 19, 2012, (4) January 15, 2013, (5) February 19, 2013, (6) March 12, 2013, (7) March 29, 2013, (8) May 22, 2013, (9) June 27, 2013, and (10) July 9, 2013

¹⁰ For instance, additional workforce databases included study of Proteus Inc.'s "POSSE," EDD's Virtual OneStop ("VOS") workforce database, and CSD's quarterly reports.

¹¹ D.12-08-044, p. 182.

Section 3

Status of Working Group Efforts

The WE&T Working Group has focused its activities to date on forming the templates and reviewing the initial collected data from the templates. The WE&T Working Group has also focused on three ways to improve these efforts: incorporating filters by key data fields, articulating hypotheses to test with the data, and determining the ESA Programs' applicability to the Mainstream Energy Efficiency Portfolio.

First, the original templates remain in need of better filtering by certain reporting fields. The Greenlining Institute has proposed delineating the reporting fields further from contractor to job classification for future versions. This proposal would help to refine data collection efforts by filtering for demographic and training backgrounds within specific job categories. The draft of the improved template is provided in Appendix B. As the Working Group discussed, the short deliverable timeline for development and fielding of the tool, coupled with the difficulty in developing and fielding a combined contractor firm and contractor employee level tool, has resulted in data that is too aggregate to yield determinable findings and workforce trends.

Secondly, hypotheses or "researchable questions" were deemed necessary to comprehend the data's scope and volume. This list would help to refine and ease further data collection efforts by focusing on specific issues, such as community access to certain energy efficiency job categories with career ladders and good wages. With input from the WE&T Working Group, Brightline Defense Project has formed a list of researchable questions, provided in Appendix C.

Finally, the WE&T Working Group also has discussed the applicability of its efforts to the Mainstream Energy Efficiency Portfolio, including the WE&T Consultant selection process. Per A.12-07-001, the "Decision Approving 2012-14 Energy Efficiency Programs and Budgets," the Investor Owned Utilities (IOUs) will be hiring an expert entity (WE&T Consultant) to help design a comprehensive approach to the WE&T issues inherent in their energy efficiency portfolios, no later than March 31, 2013.

Since the granularity of the results of the ESA data collection was hampered by aggregate data and lack of a clear research plan, the efforts of the WE&T Consultant may be useful to developing a robust process and queries. The process should consider testing a readily applicable subset of the energy efficiency portfolios, such as Direct Installation programs. The WE&T Consultant could help to refine and/or design a WE&T data collection tool that provides rigorous results upon which policy decisions can be made about workforce development in future portfolios, or consideration of other measurement approaches for obtaining the desired data.

While formulating this data collection plan, the WE&T Working Group expects the WE&T Consultant to address most, if not all, of its adopted recommendations as provided in Section 4 as well as research questions as provided in Appendix C. These recommendations and research questions have emerged from discussing the recent experiences of diverse interests, including IOUs, community-based organizations, contractors, and regulatory agencies. Given its capacity for research as an academic institution, the WE&T Consultant may be able to provide more recent data and address the final recommendations of the WE&T Working Group. Improving data collection efforts could then inform workforce strategies in future proceedings for both ESA and the Mainstream Energy Efficiency Portfolio.

Section 4

Working Group Recommendations

The WE&T Working Group has reached general consensus around these recommendations and request that the WE&T Consultant address some, if not all, of the recommendations:

- (1) Currently, the data collected for the ESA Program is not granular enough to provide definitive workforce demographics, causality between training and energy savings, and data on career ladders since it was not collected by individual work position. In order to meet the timeframe outlined by the D.12-08-044, efforts to revise the initial template have been limited, and while refined data collection is not “impossible,” it would require more time. A refined template from the initial data collection efforts should make the workforce data more comprehensible. Additionally, self-reported data by participating ESA Program contracting firms and their employees may yield less reliable data than preferred.
- (2) Adopted by the WE&T Working Group, the list of researchable questions should be addressed by the WE&T Consultant to hone the direction of workforce data collection and determine the workforce needs and successes within the ESA Program. The questions should be considered and revised as appropriate to reflect workforce needs and successes within the Mainstream Energy Efficiency portfolio.
- (3) Future data collection would also benefit from the WE&T Consultant research plan development.
- (4) In order to begin to adequately answer the research questions posed, more granular and standardized data is needed. If data collection templates are found to be useful for answering the researchable questions, the data will need to be stored in a manner that facilitates analysis. As such, we recommend the creation of a database that will allow the researcher to offer a standardized format used to collect data which can easily be compared across contractors. The researcher can easily assign a random digit to each individual to conceal individual identities and data can easily be exported to a statistical program for more advanced analyses. The researcher can set constraints on the data to make sure data is entered in a standardized format. The researcher can choose from numerous off-the-shelf products that are relatively inexpensive and secure.

Appendix A

WE&T Working Group Participant List

• John Fasana - Southern California Edison Company
• Charles Segerstrom, Lisa Shell, Mary O’Drain, Gary Girardi, Frances Thompson - Pacific Gas and Electric Company
• Sandra Williams - San Diego Gas & Electric Company
• Mark Aguirre, Emma Ponco, Iris Montoya, Steven Hruby - Southern California Gas Company
• Eddie Ahn - Brightline Defense Project
• Ryan Young - Greenlining Institute
• Ortensia Lopez – El Concilio of San Mateo County
• Camille Watts-Zagha – California Public Utilities Commission DRA
• Tory Francisco, Lisa Paulo – California Public Utilities Commission Energy Division

Appendix B

Data Collection Template Improvements

(see attached for original and improved templates)

Appendix C

List of Researchable Questions

For Questions 1-9, while interested about the entire scope of the ESA workforce, we believe in prioritizing data collection efforts to answer these questions for jobs in the Outreach, Assessment, and Installer categories.

1. Is the ESA Program fully maximizing potential opportunities for job creation, incubation, or development for displaced and disadvantaged workers?
2. How many ESA Program workers come from economically disadvantaged local communities/neighborhoods?
3. How much workforce diversity exists in ESA Program WE&T programs (by race, gender, disabled, other metrics)?
4. How much of the ESA workforce has access to career ladders and ability to diversify their skillsets?
5. How much turnover exists in the ESA workforce?
6. How is the ESA Program addressing the training needs and barriers to employment of rural, urban and suburban populations?
7. What successful workforce policies and program development have contractors utilized in connecting disadvantaged communities to employment opportunities after training?
8. How many hours are worked?
9. What are the pay ranges for each position?
10. Are ESA Program installation, enrollment, assessment failure rates too high? Are they acceptable?
11. How can these rates be correlated to payment schema or training regime?
12. Is there a correlation between increased training and higher energy savings?
13. Is there a correlation between better wages/benefits and higher energy savings?

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	B	C	D	E	F	G	H	I	J
		Home Inspections in 2012			Types of Failure [4]		Customer Comments [5]		
	Activity [1]	Contract Type [2]	Home Count [3]	Inspection Count	Inspection Failure	Incorrect Assessment	Enrolled Customers Later Deemed Ineligible	Positive	Negative
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012									
Contractor 1 Management/Supervision									
Contractor 1 Warehouse									
Contractor 1 Office Work									
Contractor 1 Outreach									
Contractor 1 Assessment									
Contractor 1 Installer									
Contractor 1 Inspector									
Contractor 2 Management/Supervision									
Contractor 2 Warehouse									
Contractor 2 Office Work									
Contractor 2 Outreach									
Contractor 2 Assessment									
Contractor 2 Installer									
Contractor 2 Inspector									

Legend: [1] Enter one or more letters per line.

A = Appliance Supplier B = Assessment C = Installations D = Inspections H = HVAC Installer

[2] Enter one or more letters per line. S = Subcontractor C = Competitive Bid D = Directed Award

[3] Count will be greater than IOU total homes treated because multiple contractors often serve a given home.

[4] Enter home count for each type of failure.

- Inspection Failure = Installation does not pass inspection

- Incorrect Assessment = Recommended measures do not match feasible measures

- Enrolled Customers Later Deemed Ineligible = Income Above Program Guidelines

[5] Enter number of comments received in each column.

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	K	L	M
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	2012 Compensation Type [6]		
	Hourly	Salary	Per Unit
Contractor 1 Management/Supervision			
Contractor 1 Warehouse			
Contractor 1 Office Work			
Contractor 1 Outreach			
Contractor 1 Assessment			
Contractor 1 Installer			
Contractor 1 Inspector			
Contractor 2 Management/Supervision			
Contractor 2 Warehouse			
Contractor 2 Office Work			
Contractor 2 Outreach			
Contractor 2 Assessment			
Contractor 2 Installer			
Contractor 2 Inspector			

Legend: [6] Enter number of current active employees - if more than one compensation type, enter in each applicable column.
(Per Unit e.g., if compensation is per measures installed, per inspection, per assessment, per appliance ordered)
[7] N/A to revised template.

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF
Employee Information for Workers in 2012 [8]												
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	Total	Female	Disabled	Veteran	Displaced	White American [10]	Black American [11]	Hispanic American [12]	Native American [13]	Asian Pacific American [14]	Other	Decline to State
	Ethnic Origin											
Contractor 1 Management/Supervision												
Contractor 1 Warehouse												
Contractor 1 Office Work												
Contractor 1 Outreach												
Contractor 1 Assessment												
Contractor 1 Installer												
Contractor 1 Inspector												
Contractor 2 Management/Supervision												
Contractor 2 Warehouse												
Contractor 2 Office Work												
Contractor 2 Outreach												
Contractor 2 Assessment												
Contractor 2 Installer												
Contractor 2 Inspector												

- Legend:
- [8] Enter the number of current active employees for each column.
 - [9] Displaced workers are defined as persons 20 years of age and older who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished.
 - [10] White Americans-persons having origins in any white racial groups of Europe / Asia.
 - [11] Black Americans-persons having origins in any black racial groups of Africa.
 - [12] Hispanic Americans-persons of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin.
 - [13] Native Americans-persons having origin in any of the original peoples of North America or the Hawaiian Is-lands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians.
 - [14] Asian Pacific Americans-persons having origins in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh.

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ
	Language Fluency [15]						Decline to State			Employees CARE Eligible [16]	Background Check Performed (Y or N)
	English	Spanish	Cantonese	Mandarin	Korean	Filipino	Vietnamese	Other			
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012											
Contractor 1 Management/Supervision											
Contractor 1 Warehouse											
Contractor 1 Office Work											
Contractor 1 Outreach											
Contractor 1 Assessment											
Contractor 1 Installer											
Contractor 1 Inspector											
Contractor 2 Management/Supervision											
Contractor 2 Warehouse											
Contractor 2 Office Work											
Contractor 2 Outreach											
Contractor 2 Assessment											
Contractor 2 Installer											
Contractor 2 Inspector											

Legend: [15] Enter number of current active employees - if fluent in more than one language, enter in applicable columns.

[16] Enter number of current active employees meeting CARE eligibility criteria.

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	AR	AS	AT	AU	AV	AW	AX	AY	AZ	BA
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	2012 Employees Living in a Neighborhood Where They	Education - Highest Grade Level for 2012 Workers [18]			Education - Highest Grade Level for 2012 Workers [18]			2012 Workers Certifications / Licenses [19]		
		Less Than High School	High School Graduate or GED	Some College	Community College Degree	Four Year Degree	Graduate Degree	Home Improvement Salesperson Registration	Lead Safe Practices	Other
Contractor 1 Management/Supervision										
Contractor 1 Warehouse										
Contractor 1 Office Work										
Contractor 1 Outreach										
Contractor 1 Assessment										
Contractor 1 Installer										
Contractor 1 Inspector										
Contractor 2 Management/Supervision										
Contractor 2 Warehouse										
Contractor 2 Office Work										
Contractor 2 Outreach										
Contractor 2 Assessment										
Contractor 2 Installer										
Contractor 2 Inspector										

Legend: [17] Enter the number of current active employees that live in a neighborhood where they work.

Note: Include employees in this column who live in rural areas and work in the same towns or counties where they live.

[18] Enter the number of current active employees in each column according to their highest level of education. For "Other" column, enter number of employees and list in a footnote the licenses and how many workers hold each license.

[19] Enter the number of current active employees holding the certifications / licenses.

Workforce, Education, and Training Working Group
Data Collection Template Improvements

A	BB	BC	BD	BE	BF	BG	BH	BI	BJ
Utilities Training Requirements [20] (Y or N)									
	Outreach & Assessment Training	Installation Standards [19]	NGAT	Duct Testing & Sealing	HVAC Training	Inspector Training	Database Training	Computer Based Training	Other
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012									
Contractor 1 Management/Supervision									
Contractor 1 Warehouse									
Contractor 1 Office Work									
Contractor 1 Outreach									
Contractor 1 Assessment									
Contractor 1 Installer									
Contractor 1 Inspector									
Contractor 2 Management/Supervision									
Contractor 2 Warehouse									
Contractor 2 Office Work									
Contractor 2 Outreach									
Contractor 2 Assessment									
Contractor 2 Installer									
Contractor 2 Inspector									

Legend: [20] Installation standards training includes asbestos safety awareness. Elaborate on description of training offered and whether such training is optional or required. Explain if only required for certain types of workers.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities Data Entered by Contractors

A	B	C	D	E	F Home Inspections in 2012			H	I	J
					Home Count [3]	Inspection Count	Types of Failure [4]			
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	Activity [1]	Contract Type [2]								
Contractor 1										
Contractor 2										
Contractor 3										
Contractor 4										
Contractor 5										
Contractor 6										
Contractor 7										
Contractor 8										
Contractor 9										
Contractor 10										
Contractor 11										
Contractor 12										
Contractor 13										
Contractor 14										
Contractor 15										
Contractor 16										
Contractor 17										
Contractor 18										
Contractor 19										
Contractor 20										
Contractor 21										
Contractor 22										
Contractor 23										
Contractor 24										
Contractor 25										

Legend: [1] Enter one or more letters per line.

A = Appliance Supplier B = Assessment C = Installations D = Inspections H = HVAC Installer

[2] Enter one or more letters per line. S = Subcontractor C = Competitive Bid D = Directed Award

[3] Count will be greater than IOU total homes treated because multiple contractors often serve a given home.

[4] Enter home count for each type of failure.

- Inspection Failure = Installation does not pass inspection

- Incorrect Assessment = Recommended measures do not match feasible measures

- Enrolled Customers Later Deemed Ineligible = Income Above Program Guidelines

[5] Enter number of comments received in each column.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities
 Data Entered by Contractors

A	K	L	M	N	O	P	Q	R	S	T
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	2012 Compensation Type [6]			2012 Employee Activity [7]						
	Hourly	Salary	Per Unit	Management / Supervision	Warehouse	Office Work	Outreach	Assessment	Installer	Inspector
	Contractor 1									
Contractor 2										
Contractor 3										
Contractor 4										
Contractor 5										
Contractor 6										
Contractor 7										
Contractor 8										
Contractor 9										
Contractor 10										
Contractor 11										
Contractor 12										
Contractor 13										
Contractor 14										
Contractor 15										
Contractor 16										
Contractor 17										
Contractor 18										
Contractor 19										
Contractor 20										
Contractor 21										
Contractor 22										
Contractor 23										
Contractor 24										
Contractor 25										

Legend: [6] Enter number of current active employees - if more than one compensation type, enter in each applicable column.
 (Per Unit e.g., if compensation is per measures installed, per inspection, per assessment, per appliance ordered)
 [7] Enter number of current active employees matching each job type.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities
 Data Entered by Contractors

A	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF
Employee Information for Workers in 2012 [8]												
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	Total	Female	Disabled	Veteran	Displaced [9]	White American [10]	Black American [11]	Hispanic American [12]	Native American [13]	Asian Pacific American [14]	Other	Decline to State
	Contractor 1											
Contractor 2												
Contractor 3												
Contractor 4												
Contractor 5												
Contractor 6												
Contractor 7												
Contractor 8												
Contractor 9												
Contractor 10												
Contractor 11												
Contractor 12												
Contractor 13												
Contractor 14												
Contractor 15												
Contractor 16												
Contractor 17												
Contractor 18												
Contractor 19												
Contractor 20												
Contractor 21												
Contractor 22												
Contractor 23												
Contractor 24												
Contractor 25												

- Legend:** [8] Enter the number of current active employees for each column.
 [9] Displaced workers are defined as persons 20 years of age and older who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished.
 [10] White Americans-persons having origins in any white racial groups of Europe / Asia.
 [11] Black Americans-persons having origins in any black racial groups of Africa.
 [12] Hispanic Americans-persons of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin.
 [13] Native Americans-persons having origin in any of the original peoples of North America or the Hawaiian Is-lands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians.
 [14] Asian Pacific Americans-persons having origins in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines; Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities
 Data Entered by Contractors

A	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	English	Spanish	Cantonese	Mandarin	Korean	Filipino	Vietnamese	Other			
	Contractor 1										
Contractor 2											
Contractor 3											
Contractor 4											
Contractor 5											
Contractor 6											
Contractor 7											
Contractor 8											
Contractor 9											
Contractor 10											
Contractor 11											
Contractor 12											
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Contractor 14											
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Contractor 18											
Contractor 19											
Contractor 20											
Contractor 21											
Contractor 22											
Contractor 23											
Contractor 24											
Contractor 25											

Legend: [15] Enter number of current active employees - if fluent in more than one language, enter in applicable columns.
 [16] Enter number of current active employees meeting CARE eligibility criteria.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities
 Data Entered by Contractors

A	AR	AS	Education - Highest Grade Level for 2012 Workers [18]				AX	AY	AZ	BA
			Less Than High School	High School Graduate or GED	Some College	Community College Degree				
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	2012 Employees Living in a Neighborhood Where They Work [17]									2012 Workers Certifications / Licenses [19]
Contractor 1										
Contractor 2										
Contractor 3										
Contractor 4										
Contractor 5										
Contractor 6										
Contractor 7										
Contractor 8										
Contractor 9										
Contractor 10										
Contractor 11										
Contractor 12										
Contractor 13										
Contractor 14										
Contractor 15										
Contractor 16										
Contractor 17										
Contractor 18										
Contractor 19										
Contractor 20										
Contractor 21										
Contractor 22										
Contractor 23										
Contractor 24										
Contractor 25										

Legend: [17] Enter the number of current active employees that live in a neighborhood where they work.
 Note: Include employees in this column who live in rural areas and work in the same towns or counties where they live.
 [18] Enter the number of current active employees in each column according to their highest level of education.
 For "Other" column, enter number of employees and list in a footnote the licenses and how many workers hold each license.
 [19] Enter the number of current active employees holding the certifications / licenses.

Workforce, Education, and Training Data Collection Template Used by IOUs to Comply With D.12-08-044 Ordering Paragraphs 8 and 9
 Data Entered by Utilities
 Data Entered by Contractors

A	BB	BC	BD	BE	BF	BG	BH	BI	BJ
WE&T Data Collection Template 12-21-2012 for Energy Savings Assistance (ESA) Program Contractors Providing Services in 2012	Utilities Training Requirements [20] (Y or N)								
	Outreach & Assessment Training	Installation Standards [19]	NGAT	Duct Testing & Sealing	HVAC Training	Inspector Training	Database Training	Computer Based Training	Other
	Contractor 1								
	Contractor 2								
	Contractor 3								
	Contractor 4								
	Contractor 5								
	Contractor 6								
	Contractor 7								
	Contractor 8								
	Contractor 9								
	Contractor 10								
	Contractor 11								
	Contractor 12								
	Contractor 13								
	Contractor 14								
	Contractor 15								
	Contractor 16								
	Contractor 17								
	Contractor 18								
	Contractor 19								
	Contractor 20								
	Contractor 21								
	Contractor 22								
	Contractor 23								
	Contractor 24								
Contractor 25									

Legend: [20] Installation standards training includes asbestos safety awareness. Elaborate on description of training offered and whether such training is optional or required. Explain if only required for certain types of workers.

(End of Attachment)