

# CELC Community Efficiency Leadership Coalition



**Webinar Series**





# Who is SPEER?



- **REEO: Regional Energy Efficiency Organization**
- **Member-based, non-profit 501(c)3 organization**
- **65+ members from a wide cross section of Energy Efficiency Industries**
- **Focused on Outreach Education and Collaboration on Clean Energy**

**Mission: To advance energy efficiency in Texas and Oklahoma.**



# HOUSEKEEPING



- Questions are welcome in the chat or Q & A
- Presentations will be posted on the SPEER YouTube Channel
- All ICC CEUs will be emailed out within three days



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## Empowering Tomorrow: Strategies for Success in Clean Energy Workforce Development



Angel Moreno  
Director, TRC



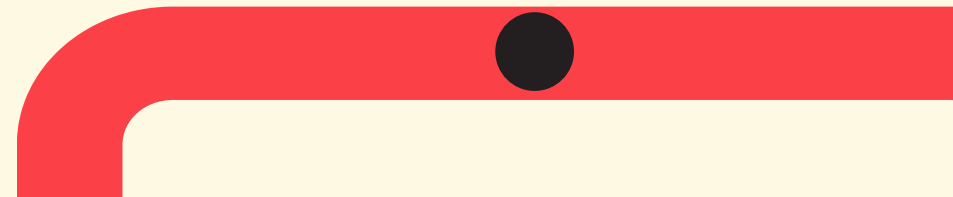
Kimberly Murphy  
Director Talent Acquisition,  
CenterPoint Energy



Laura Giannini  
Director, TRC



Tom Rooney  
Vice President, TRC  
Advanced Energy Group



# Connect with us:



**512-279-0750**



**eepartnership.org**



**@SPEER**



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## TRC Stands for Adaptability

With direction setting perspectives and partnerships, our 8,000+ tested practitioners in advisory, consulting, construction, engineering and management services deliver unique resolutions that answer any built or natural imperative.



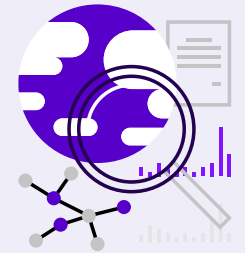
### Our Purpose

TRC exists to create new pathways for the world to thrive, regardless of climate.



### Our Vision

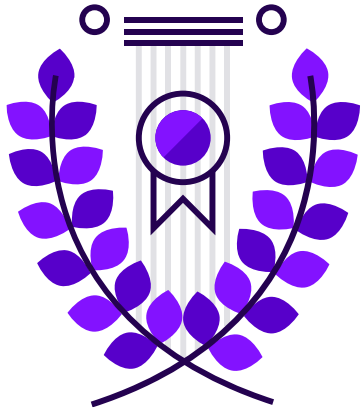
We will solve the challenges of making the Earth a better place to live — community by community and project by project.



### Our Belief

Fixed mindsets will never serve a world in flux.





## A History of Excellence

Engineering News-Record (ENR) recognizes TRC in their rankings year after year for excellence in design services and performance in the markets we serve.

**#17**  
**ENR**

Top 500 Design Firms

**#24**  
**ENR**

Top 200  
Environmental Firms

**#5**  
**ENR**

Power Sector

**#9**  
**ENR**

Hazardous Waste Sector



## Kimberly Murphy, Director CenterPoint Energy — Talent Acquisition

Kimberly Murphy is the Director of Talent Acquisition and Shared Services at CenterPoint Energy, bringing more than 20 years of Human Resources leadership experience across corporate and operational environments. In her role, she leads enterprise-wide Talent Acquisition and Shared Services teams focused on delivering scalable solutions that support organizational growth and attract top talent.



### **CenterPoint Energy’s Workforce Development Efforts**

Workforce development is a strategic business imperative as the company navigates an aging workforce, increasing system complexity, regulatory and safety expectations, and intense competition for skilled technical and leadership talent. In Greater Houston alone, nearly 75,000 annual middle-skill job openings are projected over the next five to seven years, underscoring the urgency of building sustainable talent pipelines aligned to future technologies and the energy transition. Through employer-driven workforce development, strong education and community partnerships, and targeted STEM and veteran outreach, CenterPoint Energy is investing today to ensure long-term reliability, operational readiness, and resilience—recognizing that its people are critical to powering the future.





# Workforce Development

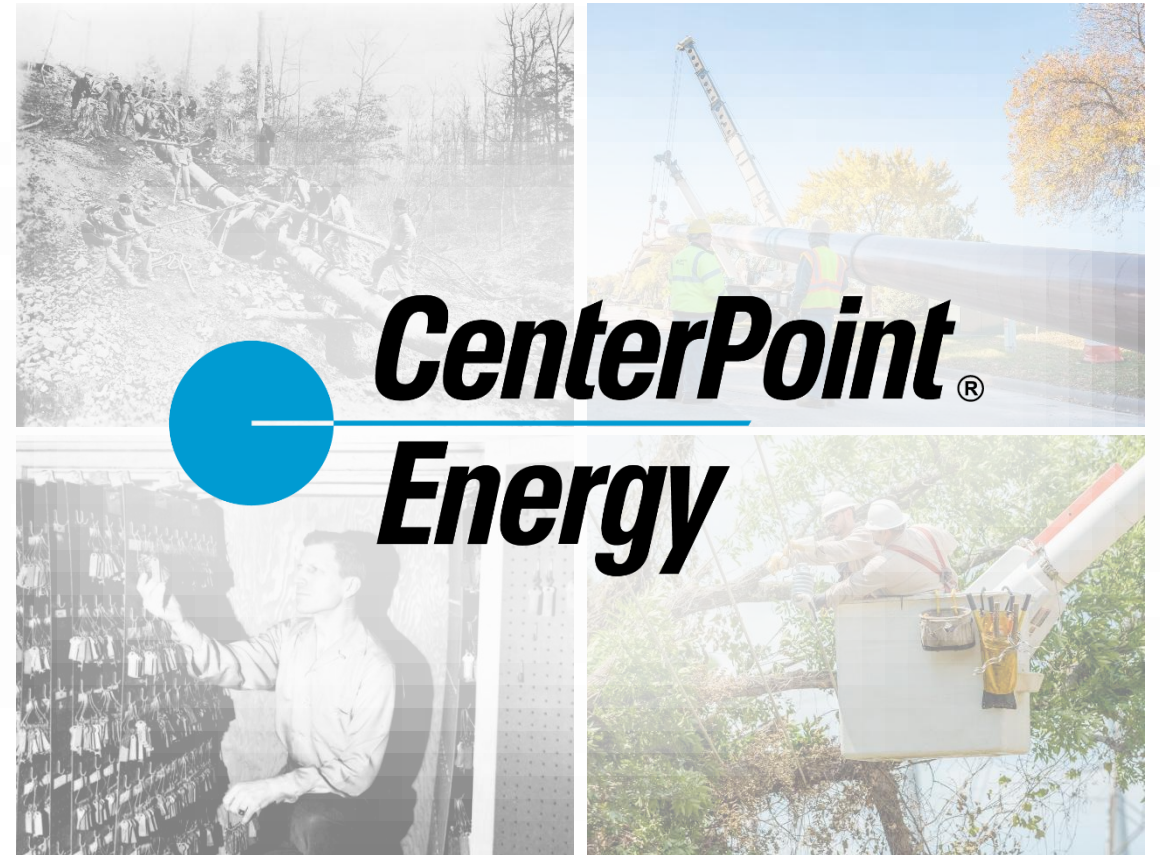
Kimberly Murphy

SPEER Webinar  
April 2026



# Who we are


- The only **investor-owned electric and natural gas utility** based in Texas (NYSE: CNP)
- Our first predecessor company, Houston Gas Light Company, was organized in 1866 to make gas from oyster shells and coal for the street lights in a coastal village in southeast Texas.
- Today, CenterPoint has regulated utility operations in **four states** and employs approximately **8,300 employees**.
- Our strategic vision: **To become the most admired utility company in the United States.**




# What we do and where we operate


CenterPoint Energy is headquartered in Houston, TX

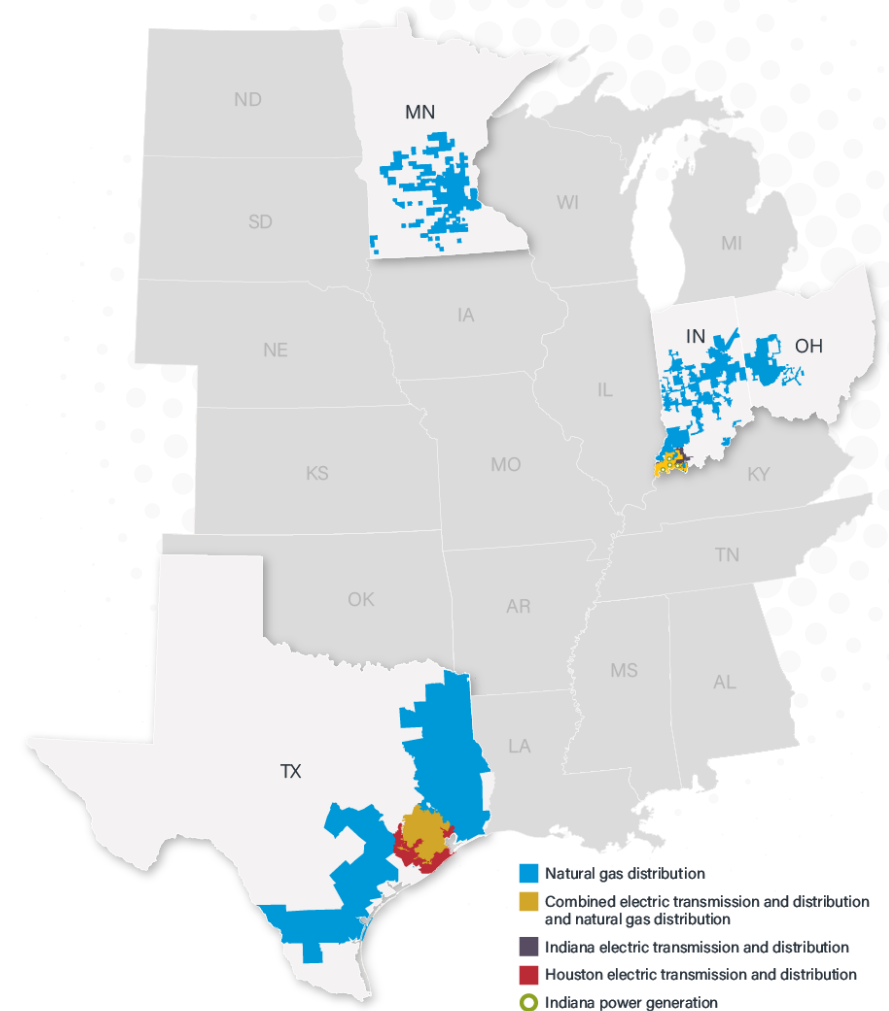
- Regulated **electric business** in:

 **Texas:** As a transmission distribution service provider (TDSP) in the ERCOT market, we maintain the wires, poles and electric infrastructure in the Greater Houston area. We serve nearly **2.8 million customers**.

 **Indiana:** We operate a vertically-integrated electric utility, serving approximately **150,000 customers** in Southwestern Indiana, where we also operate more than **500 megawatts** of electric generation capacity.

- Regulated **natural gas** businesses in:

 We serve more approximately **3.9 million** residential, commercial and industrial natural gas customers in **Indiana, Minnesota, Ohio and Texas**.



# Did you know?....

- Greater Houston is projected to have nearly 75,000 annual openings for middle-skill jobs over the next 5–7 years. These roles require more than a high school diploma but not a four-year degree. (Aspen Institute)
- The region has created over 480,000 jobs since the bottom of the recession—three jobs for every one lost—intensifying the need for workforce pipelines. (Aspen Institute)
- Houston continues to strengthen its position as a national leader in employer-driven workforce development. The Greater Houston Partnership (GHP) has been formally recognized for its workforce development achievements. (ProsourcePeople.com)
- Workforce trends in energy transition, AI, healthcare tech, and cybersecurity will define Houston’s next decade of job growth.

## Why it Matters

- Aging workforce and skilled trade retirements
- Increased system complexity and resiliency demands
- Competition for technical and leadership talent
- Regulatory, safety and reliability expectations



## Workforce Development means

- Building critical skills and leadership capabilities
- Creating sustainable internal and external pipeline
- Preparing the workforce for future technologies and roles
- Ensuring operational readiness and continuity

## Community & Education Partnerships

- Schools, colleges and universities
- Workforce boards and community organizations
- Trade associations and utilities
- Veteran transition programs
- STEM and workforce outreach



## Key Takeaways

- Workforce Development is a business imperative
- Investment today ensures reliability tomorrow
- Leaders play a critical role
- Sustainable pipelines drive success
- People fuel the future

Q&A



## Tom Rooney, Vice President TRC — Advanced Energy

Tom Rooney has more than 30 years of experience in the energy industry with a primary focus on designing, implementing, and evaluating energy efficiency programs. As Vice President in TRC's Advanced Energy group, he provides senior-level oversight of TRC's suite of residential and commercial / industrial energy efficiency and distributed energy programs throughout the U.S. He holds a B.S. in Mathematics and an M.S. in Environmental Studies.

**Tom launched TRC's initial Apprenticeship Program in 2022 and has overseen five rounds of Apprentices for the Advanced Energy group.**



### TRC's Workforce Development Efforts

TRC has more than 8,000 employees and engages in several internal workforce development efforts including the Student Training and Enrichment Program (STEP), Strengthening Passion in Rising and Inspiring Talent (SPIRIT), and the Advanced Energy Apprentices Program. We will highlight the benefits of these efforts, how they fit together and then provide a more in-depth view of the Apprentices Program.





# TRC Workforce Development

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Member of **WSP**

# TRC's Workforce Development Efforts

The time is now to build a strong workforce



**STUDENT TRAINING AND ENRICHMENT PROGRAM**



#RISEtoLEAD  
**RECOGNIZE, INSPIRE, STRENGTHEN, EMPOWER**



#StartWithSPIRIT  
**STRENGTHENING PASSION IN RISING & INSPIRING TALENT**



**LEADERSHIP ESSENTIALS AND DEVELOPMENT**



**Advanced Energy Apprenticeship Program**

# STEP



## What will the program include?



Weekly Lunch & Learns hosted by TRC leaders



Regional networking groups for interns to connect with one another



One-on-one mentorship



Enrichment groups including Women's Network & Diversity and Inclusion Network



Participation in CORE (Center of Research & Expertise)



Team final project presented at the end of the summer



High potential for full-time transition



## What is STEP?

STEP, or Student Training and Enrichment Program, is TRC's 12-week summer program that provides interns with learning opportunities through hands-on projects.



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Member of **WSP**

**Spirit**

#StartWithSPIRIT

## What is SPIRIT?

SPIRIT (Strengthening Passion In Rising & Inspiring Talent) is an enriching one-year program for our early-career employees to ensure a smooth onboarding process and an exciting kick-off to their careers at TRC.



Engagement Activity with Emerging Leaders



Regional in-person events



Career-Focused “Success Sessions”



Onboarding Workshops



**Take10:** Manager to Employee Wellness Program



SPIRIT Spotlights



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# Advanced Energy Apprentices Program

TRC provides creative, responsive, and flexible solutions that build strong workforces across the nation — for our clients and our company.



Focusing our systems on recruiting, developing, and retaining talent — with a clear understanding of each employee's professional interests and personal goals.



Comprehensive services for workforce development programs, such as instructor-led training, on-the-job training, internships, self-learning tools, and more



Collaborating with community-based organizations to create trade ally networks and build large pools of qualified contractors among small and disadvantaged businesses



Advancing diversity, equity, and inclusion initiatives to recruit among races, ethnicities, ages, genders, LGBTQ+, veterans, and underserved communities



A **two week pre-training** ensures apprentices are familiar with all the technology we use daily before their on-the-job training begins.

Training through a 90-day **paid apprenticeship**, the Program provides on-the-job learning with TRC. At the end of the program, successful participants may have the opportunity to join the TRC team.

Taking our **diversity, equity, and inclusion** initiatives to the next level, this program opens new avenues for more opportunities among underserved communities, veterans, and job seekers with varying education levels and experience.

Teaching clean energy concepts and skills is easy. Finding a **good fit** for the team can be a challenge. Through their apprenticeship, participants get to work with us and learn what we do. We get to identify candidates who can add to the strength of TRC, today and tomorrow.

Focusing on Employee Retention, this program builds a workforce for the **long term**. We want to understand participants and their motivations that go beyond salary. We also want participants to understand why **TRC is the place where you will want to stay**.

To learn more, contact John Kingston: [jkingston@trccompanies.com](mailto:jkingston@trccompanies.com)



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# Apprentice Program Overview



Member of **WSP**

- Mentors from Advanced Energy practice
- Professional learning environment in the clean energy space
- Hire character. Train skill. *Peter Schutz*
  - Non-traditional candidates: Veterans, “returnships”, diverse populations
  - From: Community based organizations, Hiring our Heroes
- **90 Day Learning Period**
  - “Intent to hire” approach
  - After 90 days
    - Hire candidate for full time position
    - End employment or extend for certain roles

# Apprentice Cohorts



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## 1. Energy auditing and inspections

- Hands on, field work
- Data collection and measurement
- Brief interviews with building staff

## 2. Research and Data Analysis

- Billing data entry and analysis
- Web-based and survey related research tasks
- Remote work allowing for more flexibility in hiring

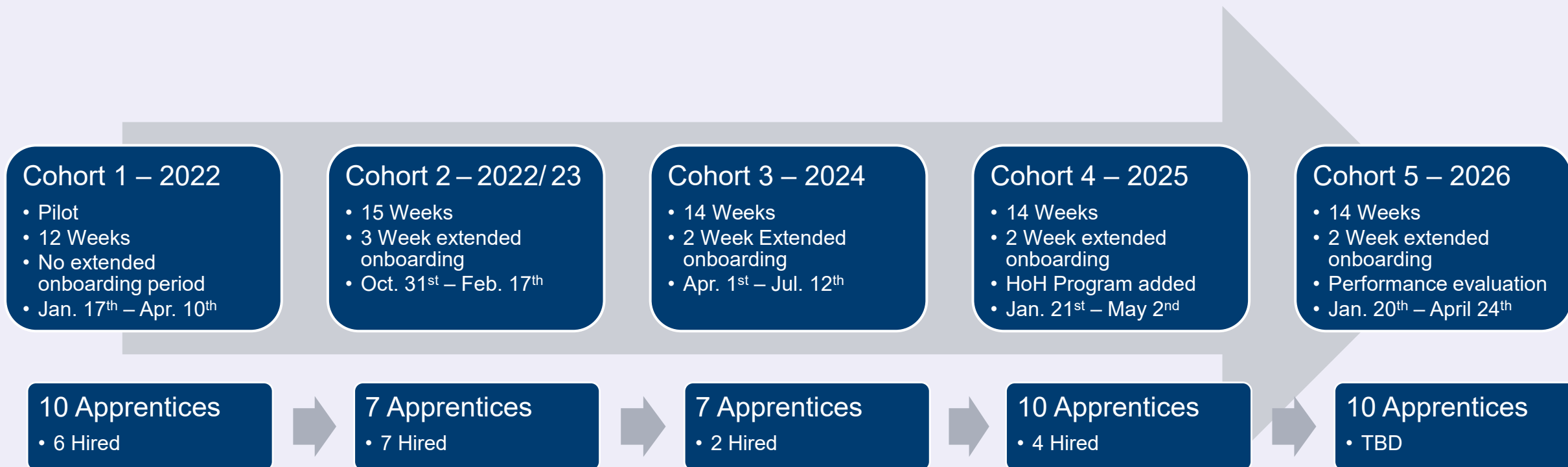
## 3. Outreach and Marketing

- Leverage community-based organizations connections
- In-person and web-based event planning and support
- Field and office components





# Advanced Energy Apprenticeship Program Timeline



## 44 Apprentices to date

- 19 hired from Cohorts 1-4
- 10 completing Cohort 5

**Thank you!**



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Member of **WSP**



## Laura Giannini, Director TRC — Advanced Energy

Laura Giannini has sixteen years of experience in energy efficiency programs, with ten years dedicated to clean energy workforce development and market transformation initiatives. She connects with businesses, industry groups, education, government, and community organizations to identify resources, trends, and innovative ideas related to growing an effective clean energy workforce. She supports a range of NYSERDA workforce initiatives and specifically oversees the delivery of the NYSERDA Clean Energy Internship and the On-the-Job Training Programs. Laura holds a B.S. in Civil Engineering.

**Laura manages program implementation services for NYSERDA's Workforce Development and Training program portfolio.**



### **NYSERDA's Workforce Development Efforts**

The New York State Energy Research and Development Authority (NYSERDA) serves as the lead agency in New York State responsible for promoting clean energy workforce development. Learn how NYSERDA's funding and resources support a diverse range of workforce development programs and training activities to help businesses, organizations, and individuals build their clean energy future.



# NYSERDA Workforce Development & Training Programs

**Laura Giannini, Workforce Development & Training Team  
Program Implementation Contractor (TRC)  
April 23, 2026**



# NYSERDA's Role in the Market

## Delivering market solutions that:

**Increase** statewide energy efficiency and renewables

**Deliver** energy savings due to reduced energy use

**Reduce** greenhouse gas emissions

**Increase** private investment in clean energy

**Accelerate** growth and scale up New York's clean energy economy

**Build** a clean energy workforce for the future

## **NYSERDA is helping expand New York's clean energy workforce, equitably and in communities across the State.**

Our funding supports workforce development and training with a focus on opportunities for New York's disadvantaged communities.

### **Who We Help:**

- Businesses and employers
- Jobseekers and students
- Schools, training providers, and community partners
- Building owners and property managers

### **How We Help:**

- Funding to train and upskill current employees
- Funding to hire and train new employees
- Support for internships, apprenticeships, and fellowships
- Promoting awareness and interest in clean energy trades
- Career pathways for experienced workers transitioning to the clean energy sector

**NYSERDA can help New Yorkers find their career in the State's growing clean energy economy.**

## For 2026 – 2030, NYSERDA is administering \$83 million in Energy Efficiency and Building Electrification Workforce Development and Training Programs.

There are three primary workforce development offerings :



**Clean Energy Career Pathways Training**



**Targeted Skills Training & Upskilling**



**“Earn as Your Learn”  
On-the-Job Training  
Wage Reimbursement  
& Retention Incentives**



**Career Pathways Training projects provide new entrants with technical skills, supportive services, and job placement support to obtain their first clean energy job.**

NYSERDA competitively awards funding to training providers, informed by business needs, to deliver robust career pathways training that includes a combination of:

- ✓ Rigorous and high-quality clean energy technical skills
- ✓ Workforce preparation activities (e.g., job readiness, coaching, mentoring)
- ✓ Job placement support, mentoring, and ongoing coaching



**The Targeted Skills Training & Upskilling program will fund training projects that will enhance the knowledge, skills and competencies required to help existing clean energy workers advance in their careers.**

NYSERDA will support clean energy upskilling and training for clean energy workers.

- “Upskilling” is training that advances skills and knowledge in a clean energy job, contains content on new technologies, and/or updates industry best practices.
- Training projects will be competitively awarded and provided through a range of training providers
- Technology areas covered will include building electrification/heat pumps, energy efficiency, and building weatherization, as well as renewable energy, energy storage, smart grid, and EV charging technologies.
- To be eligible for funding, applications must demonstrate that their proposal will fill a critical training gap and market need, that there is market demand for the training, and a clear plan to ensure existing clean energy industry workers and the intended audience will participate in the proposed training.



**NYSERDA's On-the-Job Training Program provides wage subsidies to employers hiring new workers for in-demand clean energy jobs.**

NYSERDA funding supports hiring, training, and industry certifications for new employees at energy efficiency & clean technology businesses.

Funding up to \$11,000 per new hire, with higher incentives for businesses who hire residents of disadvantaged communities or priority populations.

Training plans are customized for the individual and their individual role.

# Planned New Initiatives

## ➤ Clean Energy Teaching Resources

Web-based platform will be developed that contains freely accessible clean energy educational resources that are responsive to the needs of New York State (NYS) students and teachers.

## ➤ Clean Energy Educator Training

Professional development opportunities for NYS educators to advance their understanding of clean energy in NYS communities

## ➤ Clean Energy Career Exploration

Funding to support initiatives that are clean energy focused and/or integrate a clean energy component. Initiatives for youth include:

- Summer programming
- Work-based programming
- Experiential programming

- Focus on Disadvantaged Communities
- Targets of 2,000 NYS educators and 10,000 NYS youth



Builds on recent projects including a Roadtrip Nation Career Awareness Documentary, a pilot Educator Training Program, and development of “Energize Your Future” Career Exploration Resources

# Questions?

Contact:

[wfinfo@nyserda.ny.gov](mailto:wfinfo@nyserda.ny.gov)

More info about NYSERDA's programs:

[www.nyserda.ny.gov/wfd](http://www.nyserda.ny.gov/wfd)



**QUESTIONS?**