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**Energy Resources**

# **Energy Efficiency Workforce Advisory Committee**

**Fall Meeting – October 29, 2025**

*Tagwongo Obomsawin, CEP Program Manager*  
*Kristine McCallister, CEP Workforce Development Coordinator*  
*Sy Coffey, Clean Energy Fellow*





Thank you for joining, the webinar will  
begin momentarily



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# Agenda

- Welcome and Introductions
- DOER, Committee, and Energy Efficiency Landscape Overview
- Review Results of Committee Survey and Interviews
- Discussion and Opportunity for Public Input
- Break
- Committee Workshop (closed session)



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# Introductions

- Maine Department of Energy Resources Staff
- Advisory Committee Facilitator
- Energy Efficiency Workforce Advisory Committee Members
- Members of the Public

Please share your name, organization, and role



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# DOER, Committee, and Energy Efficiency Landscape Overview



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# Maine Department of Energy Resources (DOER)

DOER is Maine's designated state energy office tasked with activities relating to state energy policies, planning, and development.

[maine.gov/energy](https://maine.gov/energy)



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# Clean Energy Partnership

An initiative of the Maine Department of Energy Resources to grow the clean energy economy through **workforce development** and **innovation**.

Funded through a combination of federal and state funds.



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# Training for Residential Energy Contractors

A **Request for Applications (RFA)** was issued July 16, 2025 for programs that advance workforce development and training in the residential energy efficiency sector.

Proposals were due by September 17, 2025 and are currently under review.



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# Energy Efficiency Workforce Advisory Committee

- The Advisory Committee seeks to inform a statewide approach to energy efficiency workforce development.
- Serves as a consultative body to offer diverse perspectives, identify opportunities, and address challenges.
- Comprised of members of industry, labor, support organizations, training and educational institutions, and state government

## Members

All Around Home Performance  
Associated General Contractors of Maine  
CCB, Inc.  
EcoHeat Maine  
Efficiency Maine Trust  
Evergreen Home Performance  
Horizon Homes  
Laird's HVAC  
Logix  
Maine Community College System  
Maine Department of Education  
Maine Department of Labor  
Maine Labor Climate Council  
MaineHousing  
North Atlantic States Regional Council of Carpenters  
Penquis  
Royal River Heat Pumps  
UA Local 716 Maine Plumbers and Pipefitters  
Waldo Community Action Program  
York County Community Action



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# Committee Charter

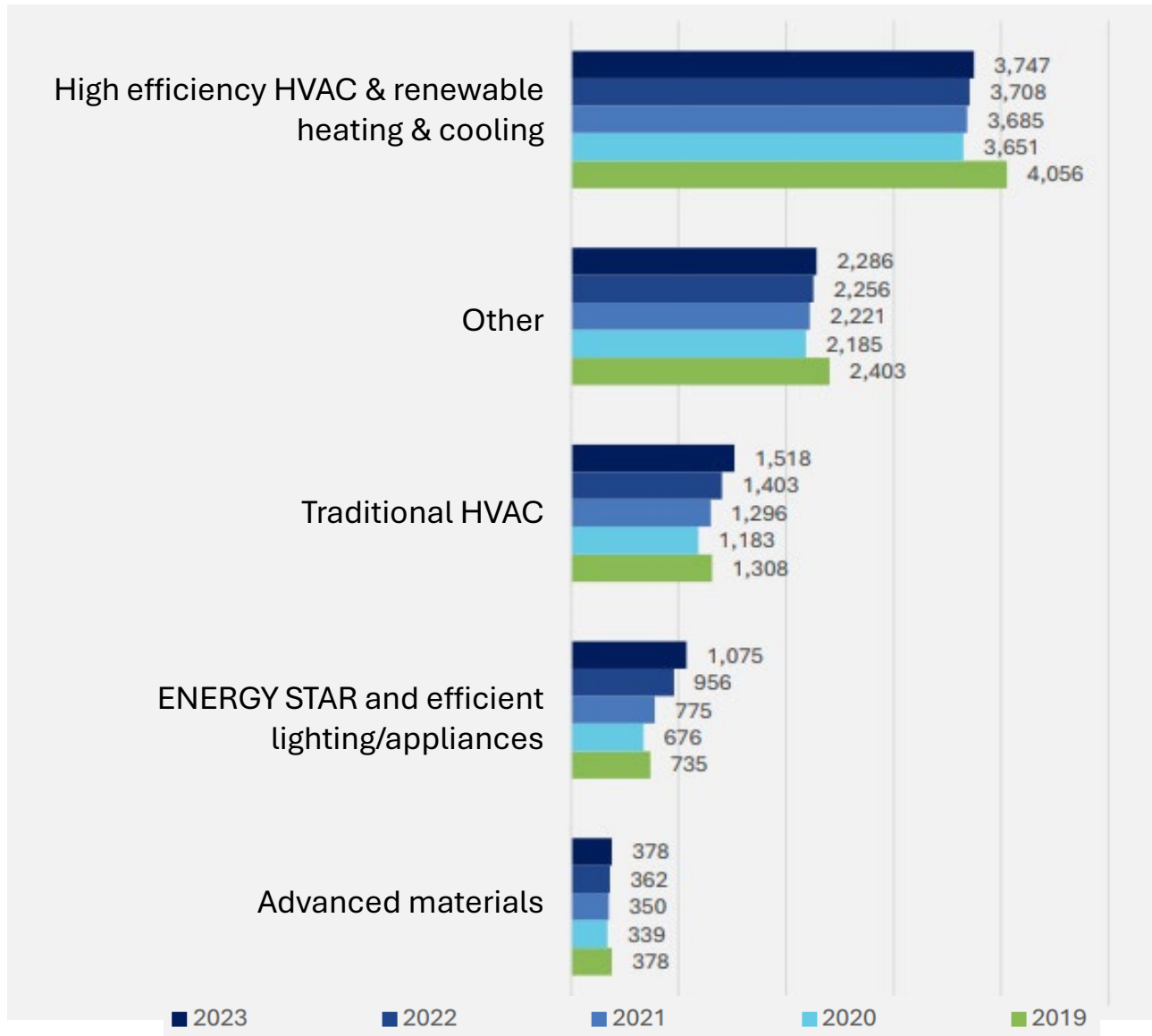
1. Provide feedback on identified project and program plans.
2. Contribute insights into energy efficiency workforce needs and development opportunities.
3. Assist in identifying emerging trends and risks.
4. Share experiences, barriers, and opportunities faced within the industry.
5. Support the development of future initiatives.



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# Maine's Energy Efficiency Workforce



- Largest clean energy technology sector, representing 58% of Maine's clean energy workers.
- Reached 9,003 workers and 1,624 business establishments in 2023
- Includes broad group of technologies:
  - Traditional and high efficiency HVAC and renewable heating and cooling,
  - ENERGY STAR and efficient lighting and appliances
  - Advanced building materials/insulation
  - Recycled building materials
  - Reduced water consumption products and appliances





# Results of Committee Survey and Interviews



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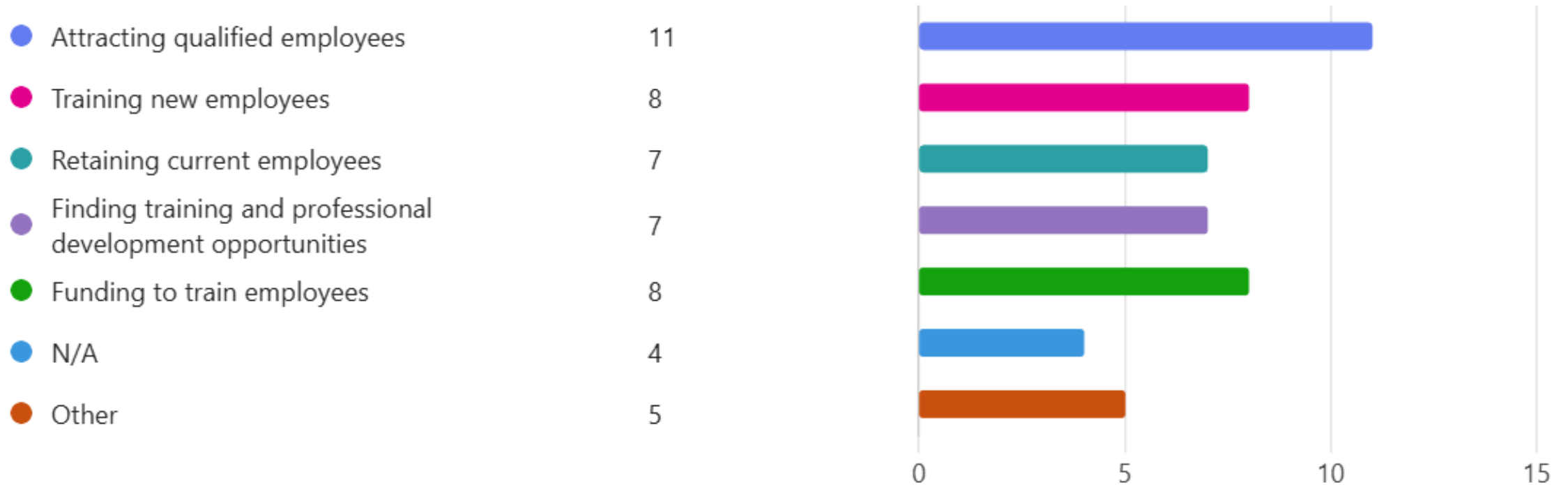
# Initial Committee Survey Results

- Microsoft Forms Survey sent to Committee members in May after initial kick-off meeting
- Total of 19 responses, with 1 duplicate
- Questions included:
  - Name
  - Organization
  - Role within organization
  - Biggest workforce needs related to employers, training providers, and agency/ community partners
  - Expected goals of the Advisory Committee
  - Opportunity for additional input



# Initial Committee Survey Results

4. As an **employer**, what do you see as the biggest workforce needs facing your industry? Select all that apply.



N=19



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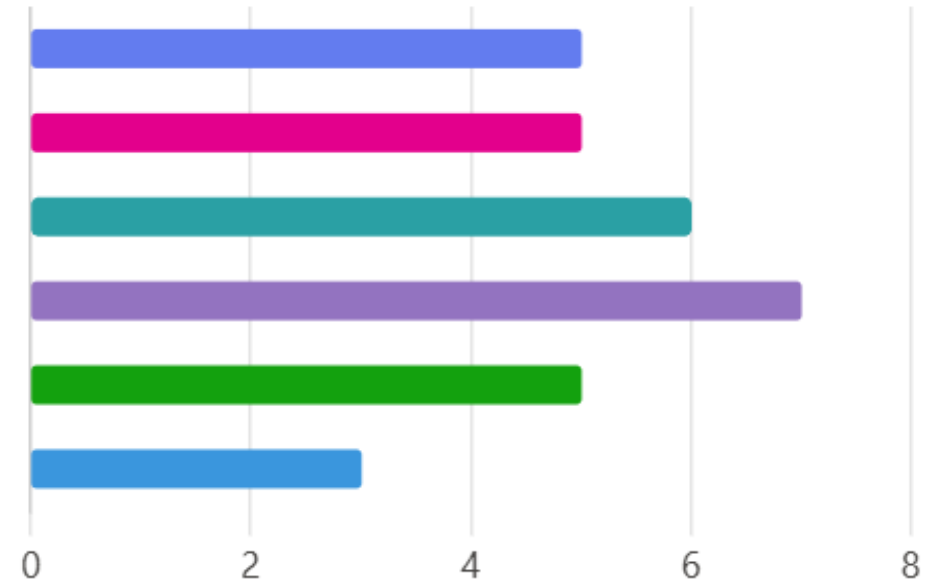


# Initial Committee Survey Results

6. As a **training provider**, what do you see as the biggest challenges to meeting energy efficiency industry needs?\*

\*Energy efficiency includes working with technologies such as heat pumps, advanced building construction and insulation materials, other HVAC equipment, and energy efficient lighting and appliances.

● Funding for new and modern equipment	5
● Available lab/instructional space	5
● Finding and retaining qualified instructors	6
● Attracting trainees	7
● N/A	5
● Other	3



N=19



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# Committee Interviews

Between June and August 2025, a total of 18 interviews were conducted with Advisory Committee members.

The purpose of the interviews was to:

1. Establish baseline information on each organization
2. Understand current challenges faced within the industry
3. Identify gaps between education, training, and employment within the industry
4. Develop ideas for programming/ topics to help guide this committee



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# Committee Interview Findings

Due to the limited sample size of these interviews, these findings should not be viewed as representative of the entire industry; however, these insights from a subset of industry representatives can help identify key challenges, opportunities, and trends. These are draft findings for deliberation and do not represent Agency Policy.

- **Changes to federal funding and policy** are causing uncertainty within the industry and impacting clarity in planning for the future.
- Traditional classroom education that emphasizes theoretical knowledge should also be **paired with hands-on instruction** to apply that knowledge.
- Contractors primarily utilize **on-the-job training and mentorship** to train workers, and some contractors indicated a preference to hire inexperienced workers and train in-house.
- Individuals starting a career in the industry **face a variety of barriers** including a perceived lack of training accessibility, transportation challenges, limited exposure in early education, and a lack of qualified instructors.
- While there are **disconnects between education, training, and industry needs**, there are also opportunities for practical skills development, job readiness, and online training.

*(continued on next slide)*



# Committee Interview Findings

*(continued from previous slide)*

- **Pre-apprenticeships, apprenticeships, and hands-on learning labs** are promising training models for the industry, and some contractors expressed a desire for resources to alleviate concerns over the administrative burden, initial cost, and complexity of standing up new models.
- There are **differences in programs, requirements, and standards** across state entities, making it difficult to recruit eligible contractors for weatherization projects.
- Several contractors, especially heat pump installers, shared that **additional industry standards**, such as licensing or certifications, would result in better quality workmanship and increased customer satisfaction.
- There is a growing need to train workers across different technologies and disciplines to support **whole home electrification** in addition to traditional methods.
- The industry will likely see an **increased demand for servicing**, not just installing, heat pumps and will need a trained workforce to support this demand.

Due to the limited sample size of these interviews, these findings should not be viewed as representative of the entire industry; however, these insights from a subset of industry representatives can help identify key challenges, opportunities, and trends. These are draft findings for deliberation and do not represent Agency Policy.



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# Discussion and Opportunity for Public Input



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**Break**

**Thank you for  
those that were  
able to join!**



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## Break & Thank You

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**Sign up for the  
DOER email  
newsletter**







# Break-Out Group Activity

**30 minutes for discussion**

**Be prepared to report out to the  
larger group**

- What is the current landscape for the energy efficiency workforce?
- What are the biggest pain points?
- What should the Committee focus its efforts on in the next year?
- What is a goal that could be addressed through the Committee and Department of Energy Resources?



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# Break-Out Groups

## Presentations and Discussion

- What is the current landscape for the energy efficiency workforce?
- What are the biggest pain points?
- What should the Committee focus its efforts on in the next year?
- What is a goal that could be addressed through the Committee and Department of Energy Resources?



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# Committee Next Steps

## Facilitated Discussion

- What should be the top 3 focus areas for this Committee?
- What should an outcome be for the next quarterly meeting?
- What should the outcome(s) be in one year?



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# Thank You & Next Steps



- DOER to send meeting materials and summary
- Next full committee meeting in early 2026
  - Scheduling preferences?



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# Thank You

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