

**Results of Electronic Ballot of RESNET Board of Directors on  
Authorizing the RESNET Executive Director to Enter Into the  
Memorandum of Understanding with the United Way of Long  
Island and Organic Think  
April 29, 2011**

***Shall the RESNET Board of Directors authorize the RESNET Executive Director to enter into the Memorandum of Understanding with the United Way of Long Island and Organic Think (Attachment A)?***

Yes (14)

No (0)

Abstain (2)

Not Voting (2)

Dave Bell  
Steve Byers  
Dennis Creech  
Philip Fairey  
David Goldstein  
Andy Gordon  
Mark Jansen  
Lee O'Neal  
Bill Prindle  
Javier Ruiz  
Eurihea Speciale  
Orlo Stitt  
Daran Wastchak  
Barb Yankie

Brett Dillon  
Charles Eley

Ben Adams  
Greg Thomas

The RESNET Executive Director was authorized to enter into the Memorandum of Understanding with the United Way of Long Island and Organic Think.

# **Attachment A**

## **MEMORANDUM OF UNDERSTANDING**

**between**

United Way Long Island, Inc.

**and**

Residential Energy Services Network

**and**

Organic Think, Inc

### **PART 1 - Purpose**

The United Way Long Island, Inc. (UWLI), through the UWLI YouthBuild Program, the Residential Energy Services Network (RESNET) and Organic Think Inc; (OTI) enters into this Memorandum of Understanding (MOU) in order to develop and promote new credentials for entry level field energy technicians and weatherization installers. It spells out how the two organizations will cooperate to meet these goals while furthering a beneficial relationship between the organizations and providing a credentialed workforce for the emerging energy efficiency Industry.

### **PART 2 - Organizations**

#### **United Way Long Island, Inc.**

United Way of Long Island (UWLI) together with its community partners, advances the common good by investing in and developing programs that address Long Islander's critical needs in education, housing, income/financial stability and health. Since 1965, the organization has been helping its neighbors who have significant personal and family problems by providing services in collaboration with 113 partner agencies. The organization has an annual budget of \$18,500,000 and consistently receives superior ratings from funders.

#### **Residential Energy Services Network**

The Residential Energy Services Network (RESNET) is the independent, national nonprofit organization that homeowners trust to improve home energy efficiency and

realize substantial savings on their utility bills. RESNET's industry-leading standards are recognized by the U.S. Department of Energy and the U.S. Environmental Protection Agency, among others. Since 1995, RESNET-certified inspectors have rated more than 1 million homes.

### **Organic Think, Inc.**

Organic Think is a family owned green building and energy efficiency consultation and training company. We work mainly with non-profits and educational institutions to provide practical, affordable strategies for improving the built environment. We are a RESNET HERS Rater, Quality Assurance Designee and Trainer, LEED AP Homes, U.S. Green Building Council LEED® Faculty™/REGREEN Faculty™ and LEED for Homes Green Rater. Our projects include:

- Working with YouthBuild Programs including YouthBuild USA on training, curriculum development and quality assurance. OTI is working in that capacity on a \$1.4 million Department of Energy Weatherization Innovation Grant awarded to YouthBuild USA.
- Providing training, curriculum development and quality assurance for the William J. Clinton Foundation on the Home Energy Affordability Loan (HEAL) Arkansas Program, a home retrofit program focused on low to moderate income Arkansan homeowners.
- Curriculum development and trainer for the USGBC/ASID REGREEN Program
- Working with Mathis Consulting Company on energy code training for North and South Carolina State Energy Offices

### **PART 3 - Background**

The following programs highlight UWLI's Green Training Initiatives for the 2010 year that are relevant to RESNET. These programs allow displaced workers to enter career pathways by equipping them with skills required to advance their income potential. They also enhance local talent which is required to fulfill the need of Long Island's expanding green construction sector. Major projects include the following:

- **YouthBuild Long Island** - Provides education and green construction training skills training for at-risk youth between the ages of 18 and 24 (youths aging out of foster care, youth offenders, high school drop-outs). In 2010, 31 students were enrolled. Of this number, 81% completed the program; 72% received a GED; 96% received an

occupational credential (NWRC, PACT, NCCER, RESNET, HESP, BPI, Green Advantage, OSHA); 85% gained employment upon completion; 28% entered post-secondary education or training; 8% entered a registered apprenticeship program. One energy efficient home was built to benefit a low-income family.

- **Green Academy & Green Job Corps** – Provides 6 weeks of training to prepare students, of all ages, for a new green career. Students earn credentials from BPI, USGBC Green Associate, and OSHA, while following the nationally accepted U.S. Department of Energy’s Weatherization curricula and lesson plans. In 2010, 300 individuals received training.
- **Weatherization Assistance Program (WAP)** - United Way of Long Island is contracted by the New York State Homes & Community Renewal to assist income-eligible families and individuals, residing in special needs housing, to reduce their heating/cooling costs and improve the safety of their homes through energy efficiency measures. In 2010, the Weatherization Team performed weatherization measures for 298 units of housing. This represents 120 homes consisting of 15 not-for-profit providers. In total, 840 individuals benefited from this service. United Way exceeded the 2010 production goal by 10%.
- **Weatherization Innovation Pilot Project (WIPP)** – United Way received a \$300,000 grant from the U.S. Department of Energy to establish and perform weatherization services on low-income households in YouthBuild communities across the United States. On Long Island, students will complete a weatherization field placement training alongside professional contractors. This experience will provide students with employment linkages with local weatherization and home performance businesses. The grant builds on United Way’s success as a Weatherization Assistance Program (WAP) provider, targeting special needs and government owned affordable housing projects on Long Island.

The hub for all of these Green Training Initiatives is located at UWLI’s state-of-the-art E3 Career Training Center housed in a multi-level 5,000 sq. ft. facility (easily accessible by public transportation - adjacent to the Deer Park railroad station) at 10 Dunton Ave., Deer Park, NY. The Training Center is Long Island’s first such lab that prepares trainees for lifelong careers in the high-growth, high-demand green and home energy retrofit industry. In a controlled and highly structured and supervised environment, students work side-by-side with experienced and dedicated staff members learning all facets of

construction. Trainees receive general classroom instruction about green building and Energy Star strategies.

UWLI works with underserved youth and displaced workers to access the education they need to prosper in the 21st century economy. UWLI's Green Training Initiatives prepare students for entry level employment positions in the following green jobs: energy auditor, weatherization technician, home performance technician, photovoltaic solar installer, solar thermal heating installer, green building construction worker, specialty construction worker (SIPs and ICF installer), advanced framing/optimal value engineering, home automation and energy controls technician, high-efficient heating cooling and ventilation technician, green manufacturing (Smart Grid components, wind turbine assembly and fabrication), air sealing and insulation technician (dense pack insulation, blown wet spray cellulose, open and closed cell foams).

#### PART 4 - Goal of the Agreement

The goal of this MOU is to lay a framework of a long mutually beneficial relationship between UWLI, RESNET and OTI +. UWLI, RESNET and OTI + will work together to create three new national, stackable and transportable RESNET credentials (THE NEW CREDENTIALS), supporting standards, quality assurance protocol, test questions and curriculum. The suggested names of the credentials are as follows:

- Home Energy Retrofit Technician Level I (HERT I)
- Home Energy Retrofit Technician Level II (HERT II)
- Energy Field Technician (EFT)

This relationship will further RESNET's involvement in the existing homes and retrofit market, helping to fulfill its 2011 Priority of Tapping the Retrofit Market. The organizations, where applicable and practical, support one another in these endeavors. THE NEW CREDENTIALS will be nationally available and include mechanisms for national distribution of marketing materials, training materials, testing services.

#### 5. Areas of Cooperation

The following are the areas where UWLI, RESNET and OTI agree to cooperate:

##### 1.a. Creation of Standards + Testing Material

- 1.1.i. UWLI and OTI will create draft HERT I and II and EFT standards, testing procedures and test questions, quality assurance procedures, and knowledge and skills areas.

- 1.1.ii. Incorporation of the RESNET IR + Combustion Safety Guidelines
  - 1.1.iii. Alignment with DOE Residential Retrofit Guidelines Core Competencies, Skills and Abilities.
  - 1.1.iv. RESNET allied industry associations will be polled to offer input on the credentials so that it will be appealing to their membership to seek the credentials. Encourage other Industry Associations to adopt our models. Roundtables and/or focus groups will be used prior to the adoption of the standards.
  - 1.1.v. Investigation into SIMULATION TESTING similar to the Combustion Safety + Work Scope.
  - 1.1.vi. RESNET will create a task force to work with the UWLI and OTI that will review and approve the draft guidelines before they are submitted to the RESNET Board.
  - 1.1.vii. After a public review and comment process, the RESNET Board will consider the adoption of the new classifications
- a. Creation of Professional Development Pathway Model
    - 1.i. Develop a career lattice for energy efficiency and retrofit work, energy rating/auditing/QAD then post secondary educational succession through community colleges and/or trade schools and Colleges and Universities. The end goal is to provide a training succession template for other organizations that conduct training and youth development for groups such as YouthBuild programs, etc. Create a model for various programs to have HERT, EFT, HESP, Building Performance Auditor, EnergySmart Contractors and CHERS raters on staff.
- c. Program Pilot
 

UWLI and OTI will pilot the delivery of THE NEW CREDENTIALS and QA procedures through it's current initiative under the YouthBuild USA DOE Weatherization Innovation Pilot Program in Long Island, New York.
- 1.d. Marketing/Goodwill
    - 1.1.i. UWLI and RESNET support the adoption and proliferation of the credentials throughout RESNET, YouthBuild and Department of Energy Weatherization Assistance Program, CDBG projects, community colleges

degree + non-degree programs, industry trade associations, labor unions, pre-apprenticeships programs, etc.

1.1.1.1.Support of Designation / Recognition Programs: RESNET will work with OTI + UWLI to develop marketing that promotes the new RESNET credentials, supporting standards, quality assurance protocol, test questions and curriculum. OTI + UWLI and RESNET will assist in the distribution of such information to their respective members and other interested parties

1.1.1.2.Membership Support: RESNET will work with OTI + UWLI to develop marketing that introduces the benefits of RESNET membership to OTI + UWLI projects. OTI + UWLI will work with RESNET to develop marketing that introduces the benefits of THE NEW CREDENTIALS to RESNET members. OTI + UWLI and RESNET will assist in the distribution of such information to their respective members. Appropriate laminated credentials/ID cards, patches/badges and other personnel related marketing and branding opportunities will be developed by RESNET.

1.1.1.3.Positioning Certified Home Energy Raters to Embrace THE NEW CREDENTIALS and Standards: OTI + UWLI and RESNET will discuss how to garner support from RESNET allied applicable existing networks and programs for THE NEW CREDENTIALS and career pathways. The discussion items will include defining what the role of the verifier will be in the process, what will they verify, what skills a verifier must have above the basic training, and what training opportunities by UWLI and OTI can be used.

1.1.ii. Inclusion of THE NEW CREDENTIALS with the Energy Smart Contractor Program: RESNET is developing guidelines for the designation of contractors to be RESNET EnergySmart Contractors. The guidelines that are developed will allow contractors and programs to team with each other and a certified HESP and/or rater to be recognized as a Home Performance Team for Comprehensive Retrofits. UWLI, RESNET and OTI will build a comprehensive model that will incorporate THE NEW CREDENTIALS into the Home Performance Team or act as stand alone credential for independent contractors.

- 1.1.iii. UWLI and OTI Presence at the 2012 RESNET Building Performance Conference: RESNET will provide to OTI + UWLI a complementary booth at its trade show at the February 2012 RESNET Conference in Austin, TX. RESNET will also schedule a 90-minute break-out session for UWLI and OTI to explain THE NEW CREDENTIALS, Standards and curriculum and to explore how raters can team up with programs and contractors. RESNET conference staff will collaborate with UWLI and OTI staff to discuss the most appropriate opportunities to participate in future RESNET conferences.
- 1.1.iv. Scholarships for RESNET conference, 25 merit based national youth scholarships. The scholarship will only cover conference registration.
- 1.1.v. RESNET will provide a representative or designee to present these New Credentials and workforce opportunities at YouthBuild events to YouthBuild trainees, graduates and staff. Events to include, but not limited to, the US Department of Labor Learning Exchanges and YouthBuild National Directors Council in Washington, DC.
- 1.1.vi. Create RESNET Training Providership for these credentials and identify OTI as the first provider.
- 1.1.vii. Expanding the utilization of HERS ratings into the Existing Homes Market: To support a pathway for the candidates that seek the proposed credentials. Building on existing collaborative efforts, UWLI and OTI and RESNET will prepare a plan of action to expand the UWLI-RESNET 'new homes' activities into the 'existing homes' market. UWLI and OTI and RESNET will develop a program that can be recognized by DOE (i.e., Building America Program, Home Performance with EnergyStar Homes Program and HomeStar/Energy Efficiency Tax Credits if enacted by Congress), EPA (i.e., EnergyStar HVAC QI Program), and other Federal retrofit efforts (e.g., Renewables and Energy Efficiency Program).
- 1.1.viii. Explore opportunities for incorporation of the credentials into Home Performance with EnergyStar RESNET will explore ways to incentivize the incorporation and inclusion of certified HERT and EFT into retrofit programs and existing network of raters and providers. RESNET will work with OTI + UWLI in identifying the training necessary for candidates.

1.1.ix. Other: Other areas that OTI + UWLI and RESNET may identify as worthy of joint exploration.

6. MOU Administration

1.a. Each **organization** agrees to identify a contact person(s) to monitor and assess implementation and application of the MOU within their **organization** and to address inquiries, disputes or questions arising from the implementation of the agreement.

1.b. Each **organization** agrees that this MOU is a dynamic and evolving instrument that may be amended with the consent of both **organizations**. The **organizations** agree to initiate periodic reviews of this agreement every year after 2011, and the operation of the MOU when such request is made by one of the **organizations**.

1.c. Each **organization** agrees to give written notice to the other of its intent to withdraw from this MOU at least ninety (90) days before the **organization** withdraws.

7. Signature of Organizations

**United Way Long Island**

**RESNET**

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Printed Name)

\_\_\_\_\_  
(Printed Name)

\_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Date)

**Organic Think Inc**

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(Signature)

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(Printed Name)

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(Title)

Area of Focus	OTI + UWLI Responsibilities	RESNET Responsibilities
<b>Creation of Standards + Testing Material</b>	<ul style="list-style-type: none"> <li>• OTI + UWLI will create draft Home Energy Retrofit Technician standards, testing procedures and questions, quality assurance procedures, and knowledge and skills areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate the cooperation of Industry and Trade Organizations to vet THE NEW CREDENTIALS.</li> </ul>
<b>Creation of Professional Development Pathway Model</b>	<ul style="list-style-type: none"> <li>• Develop of a professional pathway model that begins with THE NEW CREDENTIALS as an entry point for progression into existing RESNET credentials and programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate the cooperation of Industry and Trade Organizations to vet the accompanying structure and professional pathway model and encourage its adoption and incorporation.</li> </ul>
<b>Convene post secondary stakeholder groups for educational succession and career lattice</b>	<ul style="list-style-type: none"> <li>• Convene the group and facilitate the gathering of stakeholder information.</li> <li>• Work with RESNET to interpret the information gathered into the final career lattice.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the formation of this group by encouraging stakeholder involvement.</li> <li>• Work with OTI + UWLI to interpret the information gathered into the final career lattice.</li> </ul>
<b>Testing Material</b>	<ul style="list-style-type: none"> <li>• Explore the utilization of simulation testing for THE NEW CREDENTIALS.</li> </ul>	<ul style="list-style-type: none"> <li>• Explore the utilization of simulation testing for THE NEW CREDENTIALS.</li> </ul>
<b>Program Pilot</b>	<ul style="list-style-type: none"> <li>• OTI and UWLI will pilot THE NEW CREDENTIALS and QA procedures within existing projects, namely the YouthBuild USA DOE Weatherization Innovation Pilot Program and the Home Energy Affordability Loan (HEAL) Arkansas Program, a project of the William J. Clinton Foundation.</li> </ul>	<ul style="list-style-type: none"> <li>• RESNET will support the pilot program through marketing and committee involvement.</li> </ul>
<b>Marketing Credentials</b>	<ul style="list-style-type: none"> <li>• Support the adoption and proliferation of the credentials throughout as many organizations as possible/applicable.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the adoption and proliferation of the credentials throughout as many organizations as possible/applicable.</li> </ul>

Area of Focus	OTI + UWLI Responsibilities	RESNET Responsibilities
<b>Membership Support</b>	<ul style="list-style-type: none"> <li>• OTI + UWLI will work with RESNET to develop marketing that introduces the benefits of THE NEW CREDENTIALS to RESNET members.</li> <li>• OTI + UWLI will distribute information about RESNET membership to their respective contacts.</li> </ul>	<ul style="list-style-type: none"> <li>• RESNET will work with OTI + UWLI to develop marketing that introduces the benefits of RESNET membership to OTI + UWLI projects.</li> <li>• RESNET will assist in the distribution of such information to their respective members, including their network of various providers, raters, etc.</li> </ul>
<b>Representation On RESNET Committee</b>	<ul style="list-style-type: none"> <li>• OTI + UWLI will name a representative to the RESNET committee that will review and approve the draft guidelines before they are submitted to the RESNET Board.</li> </ul>	<ul style="list-style-type: none"> <li>• RESNET will develop a committee to oversee the work governed by this MOU.</li> </ul>
<b>Conference/Event Representation</b>	<ul style="list-style-type: none"> <li>• OTI and UWLI will send representatives to RESNET conferences and events.</li> </ul>	<ul style="list-style-type: none"> <li>• RESNET Representation at YouthBuild events.</li> <li>• RESNET conference staff will collaborate with OTI + UWLI staff to discuss the most appropriate opportunities to participate in future RESNET conferences.</li> </ul>
<b>Conference Scholarships</b>	<ul style="list-style-type: none"> <li>• Assist in recruiting scholarship applicants for the National RESNET Conference.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the attendance of disadvantaged youth to the National RESNET Conference.</li> </ul>
<b>Establish Training Providership</b>	<ul style="list-style-type: none"> <li>• Assist in drafting guidelines for entities that wish to provide this type of training.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the creation of HERT and EFT training provider guidelines.</li> <li>• Recognize OTI and UWLI as the first providers of this type.</li> </ul>
<b>Support Existing Homes Market</b>	<ul style="list-style-type: none"> <li>• OTI + UWLI and RESNET will prepare a plan of action to expand the OTI + UWLI-RESNET 'new homes' activities into the 'existing homes' market.</li> </ul>	<ul style="list-style-type: none"> <li>• OTI + UWLI and RESNET will prepare a plan of action to expand the OTI + UWLI-RESNET 'new homes' activities into the 'existing homes' market.</li> </ul>