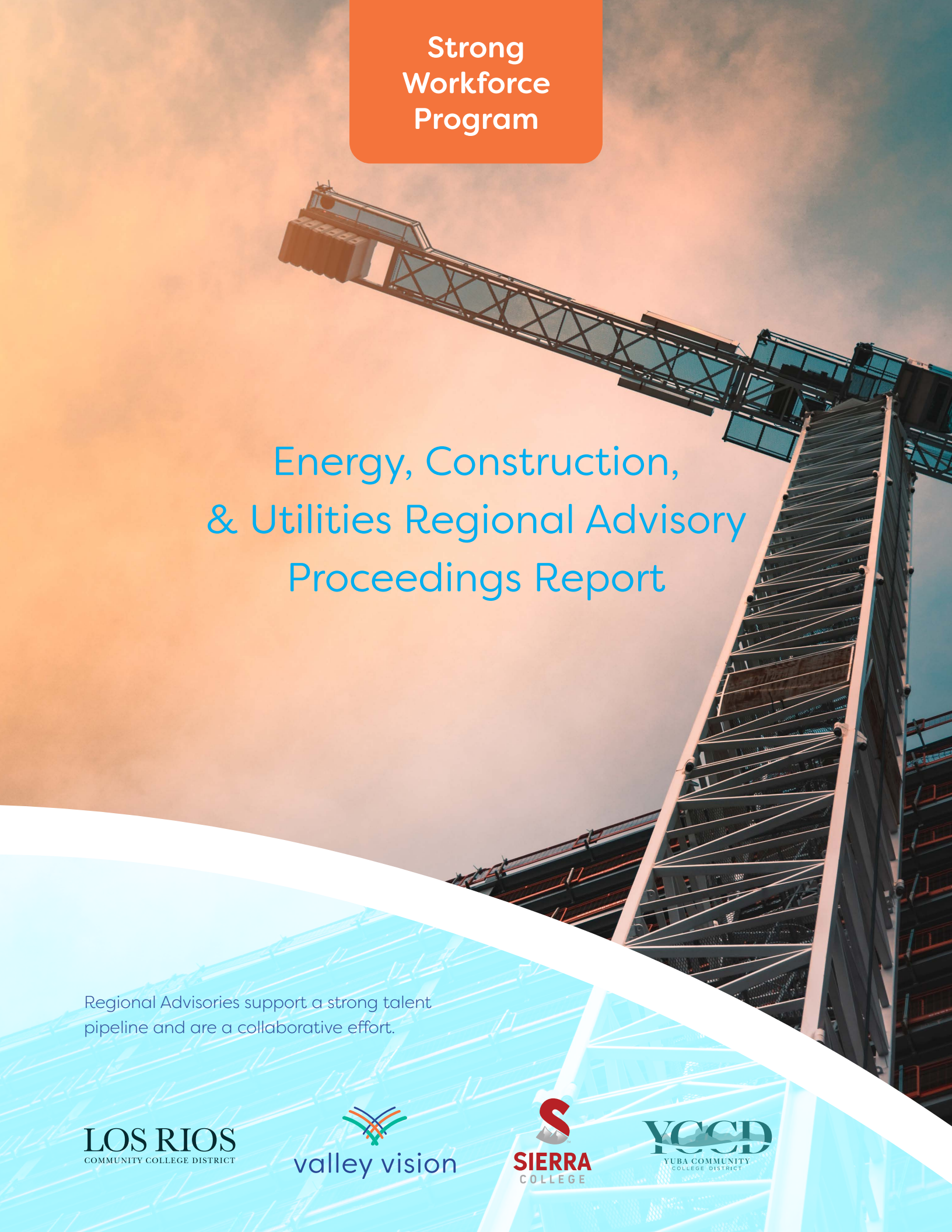




Strong Workforce Program

Energy, Construction, & Utilities Regional Advisory Proceedings Report

Regional Advisories support a strong talent pipeline and are a collaborative effort.

LOS RIOS
COMMUNITY COLLEGE DISTRICT


valley vision


SIERRA
COLLEGE

YCCD
YUBA COMMUNITY
COLLEGE DISTRICT

The Los Rios Community College District, in partnership with Valley Vision, and in collaboration with Sierra College and Yuba Community College District, invests Strong Workforce funding to organize and convene Regional Advisories. The objectives of the Regional Advisories are to build strong relationships between employers, educators, and workforce that:

- o Provide timely information on skills gaps and workforce needs, informing partners on major industry trend information;
- o Improve the efficiency of the advisory process for educators and employers;
- o Reflect a regional view of workforce needs and assets;
- o Provide opportunities for more systemic, ongoing engagement that includes workforce partners in key industry sectors.

Regional Advisory meetings help inform decisions on needed investments and enhancements for Career Technical Education (CTE) programs to help fill the growing demand for “middle-skill” positions.

This meeting proceedings report includes key findings, best practices, and minutes from the Spring 2020 Energy, Construction, and Utilities (ECU) Regional Advisory meeting.

Valley Vision supports a robust talent pipeline through our multiple 21st Century Workforce initiatives. We prepare our regional workforce for the future by addressing skills gaps, advancing research, aligning efforts and strengthening systems. Valley Vision’s workforce efforts are supported by the Sacramento Employment and Training Agency (SETA), Golden Sierra Workforce Development Board (WDB), North Central Counties Consortium, Yolo WDB, and local community college districts.

The Strong Workforce program provides Career Technical Education opportunities to increase social mobility and fuel regional economies with skilled workers.





Key Findings

- California is leading the nation in clean energy and decarbonization initiatives, with policies that are driving markets.
- As California works towards a 100% clean energy future, more investment is needed for infrastructure to support energy storage, zero-emission vehicles, and SMART buildings/cities, or buildings/cities that use automated processes to automatically control operations.
- Energy efficiency policies are expected to have largely positive impacts on employment in energy related occupations and minimal to no negative impacts.
- 11 out of 12 high-growth occupations within the sector do not require previous work experience, instead focusing requirements on training.
- The future of ECU will require a “blue-and-white striped collar” workforce, needing a blend of both technical and trade skills.



Meeting Minutes

Welcome & Introduction

Evan Schmidt, Senior Director at Valley Vision, launched the advisory, highlighting important workforce partnerships with the California Community College regional and state Energy, Construction, and Utilities Directors, Orion Walker and James Morante, as well as SMUD, and the Workforce Development Boards. This regional advisory program is part of the Los Rios Community College Strong Workforce Program – supporting more and better career technical education to increase social mobility and fuel regional economies with skilled workers.

Valley Vision supports regional talent development through its 21st Century Workforce impact area, serving as the regional workforce intermediary.

Keynote Speaker: Gregg D. Ander, FAIA

Gregg Ander, Managing Director of Gregg D. Ander LLC and Senior Fellow at Navigant Consulting, provided expertise on how electrification and decarbonization policies are driving the market and impacting the ECU sectors. Mr. Ander emphasized the role California has taken in driving these market changes, especially with regard to the building, transportation and power sectors. He shared that we can expect to see continued electrification and decarbonization activity. Some of the policies discussed that are creating or influencing markets are identified in the table below.

California Decarbonization Policies Impacting the ECU Workforce

Policy	Impact
SB100: 100% Renewable Portfolio Stand (RPS) requires renewable energy and zero-carbon resources supply 100 percent of electric retail sales to end-use customers by 2045.	Less pollution and more clean energy; increasing not only the renewable utility market, but also energy storage, electrification, and transportation.
SB 350: Establishes clean energy, clean air, and greenhouse gas (GHG) reduction goals.	This policy will double the rate of energy efficiency in the state; supporting renewable utility, energy storage, and transportation markets.
AB 398: Extends California's cap-and-trade emissions control program through 2030 and expands California's partial sales and use tax exemption.	Cap and trade is a market-based emissions capping program that creates incentives for companies to invest in cleaner technologies. It also supports increased Zero Emission Buildings (ZEB) and Zero Net Energy (ZNE) efforts.
SB 338: Directs utilities to evaluate how storage, energy efficiency and distributed energy resources can meet peak power needs "while reducing the need for new electricity generation and new transmission in achieving the state's energy goals."	Supports energy storage and Integrated Distributed Energy Resources (IDER) markets. IDER are energy management solutions utilizing technology. Note: Many local governments are implementing regulations around energy storage. In fact, the California Energy Commission (CEC) just approved nine city natural gas bans and electrification preferences for new construction; 30 California cities have adopted these codes since May 2019.
SB 49: Requires the CEC to foster development in smart appliances that can shift demand for electricity to when renewable power production is at its peak.	Supports renewable utility and energy storage markets.
CA Executive Order B-48-18: Directs state government to meet 5 Million Zero Emission Vehicles (ZEV) goal by 2030.	Expands vehicle charging infrastructure and workforce skill; supports renewable utility, energy storage, and transportation markets.

Additionally, Mr. Ander expressed the need for more analytics, artificial intelligence, and advanced automation in response to the increasing integration of technology and big data within the ECU sector. For example, significant investments are already being made towards the Internet of Things (IoT), with a projected three-fold increase in devices connected to the industrial IoT of up to 75 billion in 2025 from 23 billion in 2018.

Mr. Ander also noted the importance and impacts of clean energy generation. The goals of generating clean energy reflect California's emphasis on climate mitigation, adaptation, and resilience. In addition to policies mentioned above, actions that California companies or government agencies are currently taking include:

- **Bulk energy system distribution:** Many energy providers are moving towards bulk energy storage to ensure clean energy is stored and available for peak needs. For example, the California Independent System Operator (CAISO), only ten miles away in Folsom, maintains one of the largest power grids in the world and operates California's bulk electric power system, running a wholesale energy market where providers can get access to and sell their electrical load to the bulk of the state's wholesale transmission grid.
- **Community choice aggregation (CCA):** CCA, also known as municipal aggregation, are programs that allow local governments to procure power on behalf of their residents, businesses, and municipal accounts from an alternative supplier while still receiving transmission and distribution service from their existing utility provider. CCAs are an attractive option for communities that want more local control over their electricity sources, more green power than is offered by the default utility, and/or lower electricity prices. By aggregating demand, communities gain leverage to negotiate better rates with competitive suppliers and choose greener power sources.
- **Microgrid operations:** Microgrids are a series of assets, typically behind-the-meter, that can be exercised to improve economic performance and improve the efficiency of energy distribution.

As we shift towards more clean energy, the sector will have to ensure clean energy reliability and solve for energy storage infrastructure limitations with solutions such as these. Additionally, more investment is needed for infrastructure to support the transportation sector's effort to decarbonize vehicles through the Zero Emission Vehicle Executive Order mentioned above. Additional investments will also be needed in cloud-based and internet technology as construction trends elevate SMART buildings/cities that will require additional digital technology infrastructure.

The integration of these technologies is providing cross-sectoral connections throughout the ECU sectors, in ways not imagined in the past. For example, as cities follow SMART building trends, the ECU sector, in collaboration with the ICT sector, can partner with the public sector to create SMART shot triangulation, traffic control systems, and much more. Mr. Ander closed the session emphasizing the importance of collaboration and synergy around these new policies and market changes to ensure that we meet our state electrification and decarbonization goals.

Panel Discussion

The panel discussion focused on how regulatory and industry partners are responding to the policy and market changes discussed in the keynote session. The advisory panel discussion featured:

- Amy Schulz, PhD, MBA, Dean of Career, Continuing, & Technical Education, Sierra College (moderator)
- Steve Geiger, Solar Installation Training Officer & Technical Academy Manager, GRID Alternatives
- Hannah Goldsmith, Zero Emission Vehicle Market Development Lead Advisor, California Governor's Office of Business & Economic Development (GO-Biz)
- Alex Morris, Executive Director, California Energy Storage Association (CESA)
- Laurie Rodriguez, Director, Human Resources, Diversity & Inclusion, SMUD
- Gabriel Taylor, P.E., Senior Engineer, California Energy Commission (CEC)
- Rick Wiley, President, Villara Building Systems

Advancing Action in Response to Decarbonization and Electrification Policy:

Gabriel Taylor, from the CEC, kicked off the panel emphasizing the significance of the current policy transition we are seeing today. 50 years ago, California was experiencing an energy crisis because we were dependent almost exclusively on oil. Today we face energy challenges that reflect the immediacy and impacts of climate change. It will require a wholesale change in the way we generate, distribute, and consume energy to integrate current demand with existing supply. The CEC is developing policies that will decarbonize building practices and support the decarbonization of new low-income housing. Mr. Taylor shared that there has been growing interest for these changes, with both economic and policy drivers aligning to support 100% zero carbon energy by the year 2045.





Hannah Goldsmith, the Lead Advisor for ZEV Market Development at Go-Biz, shared that Go-Biz is focused on supporting California businesses by addressing ZEV (Zero Emission Vehicles) market barriers through permitting incentives. Ms. Goldsmith also noted that the GO-Biz ZEV team helps local jurisdictions streamline their permitting processes to meet AB 1236 requirements to support ZEV charging infrastructure development. Additionally, she shared that the California Air Resources Board (CARB) Innovative Clean Transit Rule would limit transit agencies from purchasing non-ZEV vehicles after 2029.

The California Energy Storage Alliance (CESA) advances the role of energy storage in the electric power sector and represents all different types of energy storage including the Tesla power wall. Alex Morris, Executive Director of CESA, shared that energy storage is going to be part of the new electric system, fundamentally driven by clean energy resources like solar and wind, used to integrate and operate the grid. CESA also supports electric transportation as part of that energy solution.

Industry partners provided a variety of insights about their organization's efforts to advance decarbonization/electrification. Rick Wiley, from Villara Building Systems, shared that in the next five years, virtually every new home is going to have solar on the roof and will no longer require gas installations, which will cause major shifts in the industry. Shifts increasing heat pump usage will increase year-round service work, versus high demands in peak seasons. These changes will also decrease plumbing services like gas pipe installations. Villara Building Systems has developed a number of patented products that are energy efficient and comfort designed and will be delivering a new home electric, battery storage system as a response to these demands. Additionally, the CEC has been working with heat pump manufacturers to develop a heat pump water heater that services hot water and energy storage to bring to market in California.

“The future will require a blue and white stripe collar workforce, able to not only work hands-on, but interact with the other elements of the build and customer through technology.”

GRID Alternatives is the nation’s largest nonprofit solar installer and the North Valley has installed nearly 58 megawatts of clean solar energy for low income households and the agencies that serve them. Steve Geiger also shared that GRID is starting to support EV and storage initiatives by providing technology solutions and career pathways for communities impacted by social, environmental injustice. GRID Alternatives is currently partnering with the California Workforce Development Board on a Workforce Accelerator Fund project fund to identify pathways for the clean economy. Laurie Rodriguez, Director of Human Resources, Diversity and Inclusion at SMUD, shared their efforts to understand skills of the future, both in terms of upskilling and reskilling their current talent, emphasizing that about 75% of the jobs that will exist in the next 15 years do not currently exist.

Expanding the Energy, Construction, & Utilities Workforce

The panel session also focused on expanding the ECU workforce. New or different workforce or skill needs that were mentioned by panelists include:

- **Transportation:** Hannah Goldsmith projected an increased need for electrician training programs focused on charging infrastructure installations.
- **Buildings:** Gabriel Taylor shared that more digital and technical expertise will be needed by the sector to meet these decarbonization goals and ensure homes are increasingly energy efficient. This was seconded by Rick Wiley, who described this transition in the trades as blue and white striped collar work. He continued on saying, *“The future will require a blue and white stripe collar workforce, able to not only work hands-on, but interact with the other elements of the build and customer through technology.”*
- **Professional and IT Skills:** Laurie Rodriguez added that critical thinking, human relationship skills, and continuous learning agility will be important in response to the growth of automation and digitalization. She also shared growing IT skill needs throughout the sector.
- **Energy Storage:** Alex Morris emphasized the need for more energy storage education as the sector moves towards more clean energy sourcing practices.

During the Question & Answer portion of the session, participants noted the high workforce demands of the sector, as well as the challenges of policy mandates on small businesses and educational systems. Specifically, participants noted the front-end costs incurred from policy mandates, including new equipment or changes to programs that may not have assured returns on investment. Additional concerns mentioned include limited high school, on-site job training opportunities and conflicting funding resources that direct students to four-year colleges, competing with Strong Workforce Program initiatives.

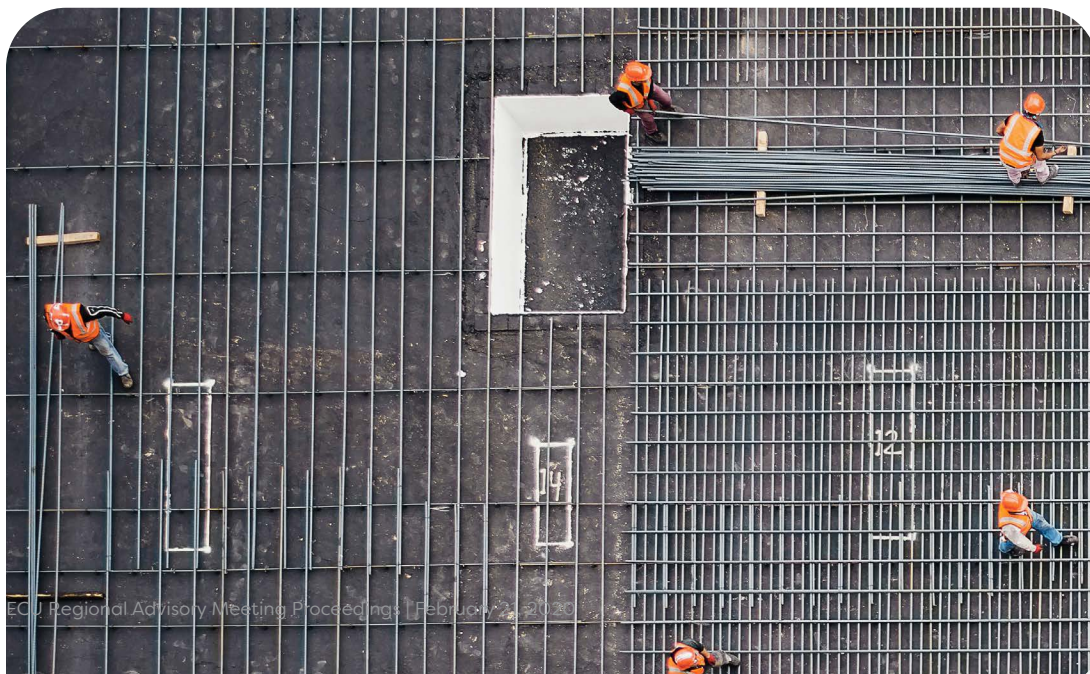
Workforce Engagement & Sector Strategies

To conclude the event, James Morante, the Statewide ECU Director for the California Community Colleges Chancellor's Office, shared sector demand data and stakeholder engagement strategies to build the sector's workforce. Mr. Morante shared that 11 out of 12 high-growth occupations within the sector do not require previous work experience. Instead they require training through an accredited institution, education at a post-secondary level or bachelor's level, or on-the-job with an employer. This validates all programming, certifications, apprenticeships, and degrees are valuable to growing the workforce of this sector. Additionally, he noted that policies directed at increasing energy efficiency are expected to have largely positive impacts on employment in energy related occupations and minimal to no negative impacts.

Although in-demand job opportunities, industry collaboration, living wages, and local education & training program availability have all increased, there is still a shortage of workers in the sector, especially within underrepresented communities and populations. Mr. Morante emphasized that it is important to engage (not just market to) these populations to ensure a diverse and sustainable workforce. He encouraged working through trusted community partners to share program information to these specific populations. Additionally, it is important to educate communities on the breadth of educational programs and pathways available across the different community college institutions. Lastly, Mr. Morante stressed the importance of collaboration across the sector's stakeholder ecosystem, highlighting industry and community partnerships.

Conclusion

The Energy, Construction, and Utilities sector is undergoing significant changes focused towards clean energy and sustainable building practices. Decarbonization and electrification policies are guiding these changes, however, these regulations pose unique sets of challenges and opportunities to an already short supplied workforce. Collaboration across the ECU stakeholder ecosystem is necessary to build a future ready workforce and achieve state energy goals. As California leads clean energy and sustainable building practices, we have the opportunity to set the example of what an integrated solution between education, industry, and community partners looks like.





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Energy, Construction, & Utilities

Regional Industry Advisory Meeting

February 21, 2020 | 8:30-12:00 PM

SMUD Rubicon Room | 6301 S Street, Sacramento, CA 95817

MEETING OBJECTIVES

- Connect regional employers with community college resources.
- Inform community college faculty about the growing electrical skills needs across industry sectors to best prepare students for the workforce.

MEETING SUMMARY

As the state works to achieve a low-carbon future, regulatory practices are dramatically changing the market for energy, construction, and utilities work. Learn about our growing clean energy economy and the emerging electrical skills needed across industry sectors as we work to build more resilient communities.

AGENDA

8:30-9:00 AM	Registration & Networking
9:00-9:10 AM	Welcome & Meeting Overview Evan Schmidt , Senior Director, Valley Vision
9:10-9:40 AM	Keynote Speaker: Gregg Ander, FAIA, Managing Director, Gregg D. Ander, LLC <i>Learn about decarbonization and electrification policies that are impacting the sector.</i>
9:40-10:50 AM	Panel Discussion Moderator: Amy Schulz, PhD, MBA , Dean of Career, Continuing, & Technical Education, Sierra College Steve Geiger , Solar Installation Training Officer & Technical Academy Manager, Grid Alternatives Hannah Goldsmith , Zero Emission Vehicle Market Development Lead Advisor, CA Governor's Office of Business & Economic Development Alex Morris , Executive Director, CA Energy Storage Association Laurie Rodriguez , Human Resource Services Director, SMUD Gabriel Taylor, P.E. , Senior Engineer, CA Energy Commission Rick Wiley , President, Villara Building
10:50-11:00 AM	Audience Q&A
11:00-11:30 AM	Statewide ECU Initiatives <i>Learn about the state initiatives that are aligning workforce development with emerging policy and technology.</i> James Morante , Statewide Director, Energy, Construction & Utilities, California Community Colleges
11:30-12:00 PM	Wrap Up & Networking

ECU Regional Industry Advisory Participant List

Gregg Ander, Gregg Ander LLC
Angela Anderson, Project Lead The Way
Raquel Arata, American River College
Crystal Babowal, UC Davis
Chris Baker
Melanie Biesecker, GRID Alternatives
Jose Bodipo-Memba, SMUD
Antoine Broustra, UC Davis Graduate School of Management
Shanell Brumfield, Foundation for California Community Colleges
Chris Bunch, PRIDE Industries
Leah Burdick, PRIDE Industries
Julia Burrows, Office of the Mayor, City of Sacramento
Tiana Cameron, PHCC of California
Terri Carpenter, SETA
Rebekah Casey, GRID Alternatives
Steven Casperite, Placer School for Adults
David Castaneda, U.S. Small Business Administration
Kelly Ceballos, PHCC of California
Megan Ching, Association for Energy Affordability
Molly Chlebnikow, Foundation for California Community Colleges
Laura Coleman, Centers of Excellence for Labor Market Research
Damon Conklin, SRBX
Armando Cornelio, Capital College & Career Academy
Sergio Cortez, Associated Builders & Contractors NorCal
Shiloh Costello, SMUD
Yzabelle Dela Cruz, Valley Vision
Frank Devai, Community Resource Project
Renee DeVere-Okie, SACOG
Kevin Dobson, Capital College & Career Academy
Michelle Dowling, UC Davis
Anna Fontus, Capitol Impact
Danielle Foster, City of Sacramento
Suzanne Fox, Consulting by Fox
Kevin Galvez, San Juan Unified School District
Hector Garcia, CA Public Utilities Commission
Louie Garcia, Sierra College
Steven Geiger, GRID Alternatives
Lynne Goldsmith, ECOS
Hannah Goldsmith, GO-Biz
Jennifer Green, MCE
Thomas Hall, CleanStart
Colette Harris-Mathews, Cosumnes River College
Andrew Kehoe, City of Sacramento
Roy Kim, SETA
Seaver Klug, Sierra Overhead Analytics
Kathy Kossick, SETA
Rick Larkey, North State Building Industry Foundation
Chris Leone, Associated Builders & Contractors NorCal
Gina Lujan, Hacker Lab
Elaine Lytle, Yolo County

Victoria Maryatt, Folsom Lake College
Andrea McEvoy, UC Davis Graduate School of Management
Alexandra McGee, MCE
Gabriel Meehan, Sacramento City College
James Morante, California Community Colleges
Coleen Morehead, CLEAR Strategies
Josh Morgan, Sierra College
Alex Morris, CA Energy Storage Association
Ewurafua Moses, Peanak Ventures
Benjamin Murti, SETA
Matt Nootenboom, Sacramento Area Electrical Apprenticeship
Amanda Opperman, UC Davis Graduate School of Management
Arianne Ortegaray, GRID Alternatives
Kriztina Palone, City of Sacramento, Office of Innovation and Economic Development
Dennis Pearson, EDD, Veteran Services
Elizabeth Price, UC Davis
Brad Prudhel, Sacramento City College
MaryRose Repine, tacat
Amanda Reynaud, North State Building Industry Foundation
Don Robinson, Butte College
Rick Robinson, Cosumnes River College
Laurie Rodriguez, SMUD
Kevin Rogers, Cosumnes River College
Alice Rush, Folsom Lake College
Aziz Saleh
Luis Sanchez, Community Resource Project
Jim Schafer, PRIDE Industries
Evan Schmidt, Valley Vision
Amy Schulz, Sierra College
Terry Seabury, Western Electrical Contractors Association
Bailey Smith, CARB
Cynthia Sommer, Los Rios CCD
J.D. Stack, Empower Advisors
Meaghan Stiles, Congresswoman Doris Matsui
Ryan Tan, SMUD
Dave Tanel
Gabriel Taylor, California Energy Commission
Erin Teague, Sacramento Association of Realtors
Tara Thronson, Office of Yolo County Supervisor Don Saylor
Tim Vanover, PRIDE Industries
Orion Walker, California Community Colleges
William Walker, SETA
Carolynn Washington, Legal Services of Northern CA (HICAP)
Rick Wiley, Villara Corporation
Tom Williams, Butte College
Randy Ximenez, Community Builders of Northern California
Jon Zeh, Sacramento City College

ECU Regional Industry Advisory Speaker Bios



Gregg D. Ander, FAIA

Managing Director
Gregg D. Ander, LLC.

Gregg D. Ander is the Managing Director of Gregg D. Ander, LLC. and Senior Fellow at Navigant Consulting providing consultative services on a variety of power and energy sector issues. He recently stepped down as the Vice President of Power Strategies at the Energy Foundation in San Francisco, where he oversaw a portfolio of investments including utility generation, distributed energy resources, energy efficiency, and cross cutting. He has held numerous senior management positions during his 30-year career at Southern California Edison, worked at the California Energy Commission, and was in private practice in Wisconsin and Arizona. Mr. Ander serves on the Board of Directors of the Sustainable Building Industry Council (SBIC) and the New Buildings Institute (NBI) and has authored over 70 energy- and environment-related articles.



James Morante

Statewide Director, Energy, Construction & Utilities
California Community Colleges

In addition to his role as the Statewide Director for ECU, James Morante is the founder of Engage Strategies. He brings more than 20 years of experience in coalition building, community outreach, workforce development and communications. He was the architect who imagined, coordinated and implemented one of the most aggressive military hiring commitments in the utility industry. Those efforts culminated in a visit from United States Vice President Joe Biden, who cited the work as “best-in-class.” James has also pioneered award-winning workforce initiatives, including the transformation of a nationally-recognized employer workforce training program. James attended UC Davis, where he earned his B.A. in Political Science.



Amy B. Schulz, PhD, MBA

Dean of Career, Continuing, and Technical Education
Sierra College

Amy B. Schulz, PhD, MBA has focused her career on empowering people to develop essential and technical skills in order to play a meaningful role in a shifting economy. In her current position as Dean of Career, Continuing & Technical Education at Sierra College, Dr. Schulz oversees 13 career and technical educational instructional departments, the Strong Workforce Program, non-credit and fee-based continuing education, and contract education. Dr. Schulz holds a PhD in Organizational Systems from Saybrook University. Amy also holds an MBA from University of Texas-Rio Grande Valley (formerly University of Texas-Pan American) and a Bachelor's of Arts in Economics from UC Davis.

ECU Regional Industry Advisory Speaker Bios



Steve Geiger

Solar Installation Training Officer, Technical Academy Manager
GRID Alternatives North Valley, Inc.

Steve began his relationship with GRID Alternatives serving on the North Valley Board of Directors. Before coming on board to join GRID as North Valley's Solar Installation Training Officer and Technical Academy Manager, Steve worked as an Advanced Solar Photovoltaic Systems Instructor and served as Professor and Chair of the Construction & Energy Technology Department at Sierra College. Steve is a BPI (Building Performance Institute) Building Analyst Professional certified energy efficiency auditor, as well as an OSHA Construction Outreach Trainer, and a Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Instructor. Steve has also started a solar photovoltaic training program at Cosumnes River College.



Hannah Goldsmith

Lead Advisor, Zero Emission Vehicle Market Development
CA Governor's Office of Business and Economic Development

As the Lead Advisor for Zero Emission Vehicle Market Development at the Governor's Office of Business and Economic Development, Hannah Goldsmith is primarily focused on accelerating the transition to zero-emission technologies in the medium- and heavy-duty transportation sectors. Prior to joining the GO-Biz ZEV team, Hannah was the Deputy Executive Director of the California Electric Transportation Coalition, a non-profit industry association, which supports and advocates for the transition to a zero-emission transportation future. Hannah began her environment and energy focused career as a staff attorney in the Chief Counsel's Office of the California Energy Commission. Hannah has been driving electric since April 2016, and currently drives a Bolt EV.



Alex Morris

Executive Director
California Energy Storage Alliance

Alex Morris joined CESA in 2015 is responsible for policy, legislative and regulatory affairs, and operations and events on behalf of this 501(c)6 industry trade association. Alex has roughly 15 years of experience in energy, strategy, and advocacy work, leading major efforts to shape and promote smart policy or regulatory outcomes at the California legislature, the CPUC, the CAISO, the FERC, and other agencies. Alex also brings extensive utility-focused strategic consulting experience to CESA, working closely with utility, private, environmental, and trade groups to shape and execute on market development, value creation, and barrier removal. He previously worked for electric utilities PG&E and SCE after receiving his MBA from the University of California, Davis.

ECU Regional Industry Advisory Speaker Bios



Laurie Rodriguez

Director, Human Resources, Diversity & Inclusion
SMUD

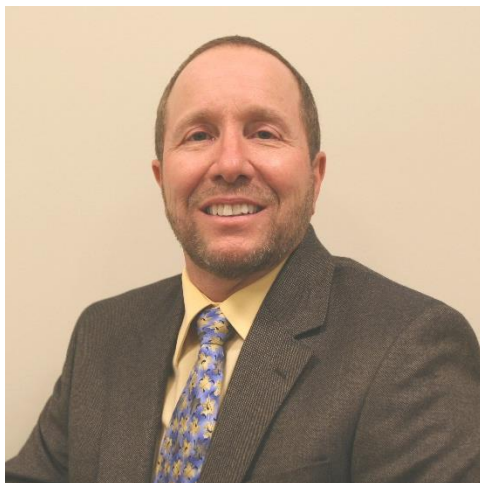
Laurie Rodriguez brings 20 years of experience in the areas of human resources, leadership and organizational effectiveness. She has led and supported small, medium, and large operations in a number of industries throughout her extensive career and currently oversees recruitment, hiring, compensation and classification, employee benefits, fair employment, policy, payroll, employee relations, labor relations, integrated disability management, culture, learning and development at SMUD – the nation's sixth largest community-owned electric utility. She also serves as SMUD's Inclusion Officer, responsible for embedding diversity and inclusion into enterprise-wide strategies, services, and solutions.



Gabriel D. Taylor, P.E.

Senior Engineer
California Energy Commission

Mr. Taylor is a Senior Engineer at the California Energy Commission, focused on building decarbonization and demand flexibility. He formerly served as an Advisor to Energy Commission Chair David D. Hochschild, and before that, as an Advisor to Commissioner Jeffrey D. Byron. Mr. Taylor is also the Energy Commission representative to the Governor's Sustainable Building Working Group, a role he has held for nearly a decade. Mr. Taylor has been with the Energy Commission since 1999, working on a variety of program areas including building and appliance standards; renewable energy; and power plant air quality impact analysis. Mr. Taylor holds a Bachelor's degree from the University of California, Berkeley where he double majored in Mechanical Engineering and Materials Science Engineering, with an emphasis in energy technology and policy.



Rick Wylie

President
Villara Corporation

Rick Wylie is President of Villara Corporation, a major provider of Title-24 design, energy-efficiency strategies, and installer of HVAC, plumbing, solar, and other energy saving products. Under his leadership, Mr. Wylie, a technical engineer, visionary, and inventor, has spearheaded the drive for new and better products thru continuous education and improvement. Mr. Wylie graduated from the Apprenticeship Program at American River College in 1982 where he studied air conditioning and refrigeration, sheet metal, solar heating and welding. Mr. Wylie is currently a Board Member of the North State Building Industry Association and Vice Chair of the Sacramento Employment and Training Agency's Sacramento Works Board of Directors.