

Activity	Recruitment, Selection, Hiring of 115 employees.
Responsible Staff	RurAL CAP, NANA, community tribal councils
Date Range	09/01/2011 - 06/30/2012
Expected Outcome	Applicants screened, interviewed, 115 hired, employed for 6-12 weeks.
Measurement	Applications, Hiring Documentation
Objective	Increase energy efficiency and energy conservation in 11 rural villages in the Northwest Arctic Borough.
Activity 1	Building Energy Assessment Visits, Community Energy Fairs
Responsible Staff	Crew Leaders, Members, Project Supervisors, Manager
Date Range	09/01/2011 - 06/30/2012
Expected Outcome	Increased knowledge and improved practices of energy efficiency and energy conservation within each community. Conduct home visits and supply installation in 1000 homes and/or community buildings.
Measurement	Home assessment surveys indicating intended use of energy conserving techniques demonstrated by Crews, use of materials installed, change in behavior. Energy Fair Attendance log.
Objective 3	115 Energy Wise crew members to future employment in the Energy Efficiency field.
Activity	Coordinate crew evaluations, successful project completion with employment opportunities with NANA, NWAB, NWIHA, Alaska Native Tribal Health Consortium, Alaska Village Electrical Cooperative, and RurAL CAP. Complete crew evaluations, letters of reference, and post Energy Wise contact sheets for crews. Advise crews during training and on-going technical support of employment opportunities. Share lists of Energy Wise crews and contact information with partners.
Responsible Staff	RurAL CAP staff, crew leaders, partner contacts
Date Range	09/01/2011 - 06/30/2012
Expected Outcome	Energy Wise Crews who successfully complete training, certification and the Energy Wise Program find employment in energy sector primarily in positions such as Weatherization specialists, construction and building rehab and maintenance, and as Energy Wise trainers for 2012 (Phase 1 crews) and 2013 (Phase 2). 115 crews will be trained, 105 will be employed with Energy Wise, 60* will have continued employment within the two quarters following training. *Due to the seasonal and temporary nature of employment in these communities, there may be some break in employment between Energy Wise employment and construction, Weatherization, rehab, and maintenance position availability. We will work with employers to

	transition Energy Wise crews to these positions as they become available.
Measurement	Post-Energy Wise employment survey of 115 crew members.

1) NARRATIVE OF SERVICES:

Provide a brief narrative of services provided this quarter by applicable Goal/Objective as listed above.

Objective 1:

Progress towards Objective 1 was made during the previous two quarters. No trainings were planned this quarter, as was our original plan for the Energy Wise program. We are finalizing agreements for the coming year (May 2012-2013) with NANA Regional Corporation and will be scheduling three types of trainings (Crew Leader training, Wx Tech 1 and OSHA 10 certification, and Energy Wise Launch week training) for September 2012 - January 2013. We are finalizing an extension of this project with our grant officer and will meet the goals of Objective 1 by having the remaining rural Alaskans complete training during the coming year.

Objective 2:

52 individuals were employed through Energy Wise in the past three quarters. These individuals conducted 537 home visits through the Energy Wise program after being trained and demonstrated increased knowledge and improved skills for practicing energy efficiency and conservation measures during their employment. Energy Wise tasks for home visits concluded in early February, 2012 and temporary positions ended.

Thirty-five individuals from rural Alaska were employed under this project during this time period.

We will be hiring/reactivating approximately 20 temporary positions in early April to continue Energy Wise home/residential education and will rely on those trained and employed through this project for our hiring pool.

Objective 3:

RurAL CAP staff continues to network with our partners, employers in the region, and our own programs to share information about this training and employment project. We are collecting information and following through with our plan to connect Energy Wise trainees and crew members with future employment following their work with the Energy Wise program which will conclude after April 2012. We have begun contacting all of those employed with this program in order to maintain an updated contact sheet of Energy Wise employees including their certification/completed trainings, employment dates and experience with the Energy Wise program, and email, phone, and mailing address. We will be sharing these lists with Weatherization programs, housing authorities, NANA Regional Corp, and other potential

employers. We continue to host regular Energy Wise Working Group teleconferences and solicit input on possible employment opportunities. We will conduct follow-up surveys with Energy Wise employees during the late spring and summer of 2012.

Activity	Target	Current Quarter	Number to Date
Recruited	115	0	73
Enrolled in Training	115	0	65
Completed Training	115	0	61
Entered Employment	60	0	52

2) ACCOMPLISHMENTS: SUCCESS STORIES:

Provide a narrative of participant successes resulting from participation in your program.

Please include photos in a digital format such as a JPEG in a separate document.

During this quarter, those who had completed training in previous quarters of the project continued their employment with the Energy Wise program. Thirty-five individuals were employed through Energy Wise during this time period in the communities of Ambler, Buckland, Kivalina, Noatak, Noorvik, and Shungnak. They completed 537 energy efficiency and conservation based home visits in their communities. These home visits include the installation of energy savings supplies and providing in-depth energy savings education with residents. Twenty-five of these individuals were employed for 1.5-2.5 months through this program. Ten individuals were employed for one quarter (three months) or more.

Residents in their communities are already starting to see savings and have reported an average savings in their electrical bills of \$35/month, which shows the success of the trained Energy Wise crews. This is an approximate 10% reduction in electrical energy consumption during the month of January 2012, one of the coldest months on record in the NANA region.

While no trainings occurred this quarter, we expect to have a number of success stories in the coming quarter as we begin to survey crew members and find out how the Energy Wise training and employment impacted them and what additional employment they have been able to leverage as a result.

3) PLANNED ACTIVITIES FOR NEXT REPORTING PERIOD:

Describe the grant activities you expect to complete during the next quarter.

From April 1-June 30, 2012 we expect to complete the following:

- Develop a project evaluation plan and implementing initial phases.
- Complete Crew evaluation activities as Crews finish their temporary employment with the program. Evaluations will be added to files and crews will be updating their contact information which will be shared with potential employers.
- Meet with Alaska Works Partnership and confirm training schedule.
- Maintain Crew contact, training/certification, and evaluation information to share with partners for future hiring. A follow-up survey will be conducted in late spring/early summer to find out where crews are working now.
- Network with partners regarding employment opportunities, especially as the spring/summer construction season approaches.
- Present an updated report to NANA Regional Corporation's Village Economic Development Committee in April to confirm 2012 Energy Wise program contract for the next five villages to finish project implementation and meet program goals.

4) ON TIME AND ON BUDGET:

Are the grant activities progressing as planned? Are you within your budget? If not, what is the cause? What is the solution? How can we help?

Grant Agreement and Database Access

Grant activities are progressing as planned. We received the final agreement on November 18, 2011, and were sent MIS training information on 12/16/11, so we are catching-up with all grant requirements and database training/entry as quickly as we can. We have identified a newly hired administrative assistant as the best candidate to complete the data entry process for MIS. She has just received her MIS training access and plans to spend time over the next few weeks getting our entries into the system.

Drug Screening Requirement

During the first quarter, we learned of an additional requirement from our match funding partner who is providing funding for employment of trainees in the Energy Wise program, NANA Regional Corporation. They require that any applicant pass a drug screening test before hire. This has made some of our trainees, who successfully completed Wx Tech 1 and OSHA 10 sessions, ineligible for employment. While all new hires have completed at least the Energy Wise Launch training, this policy has impacted workplan by reducing the number of individuals hired who have completed both Wx Tech 1/OSHA 10 and Energy Wise Launch Week/Hands-on training. We believe we can still successfully employ those who have not completed the Wx Tech 1 and OSHA 10 module and ready them for future employment. We are reviewing our workplan, timeline, and partnership agreement with AWP to find ways to offer Wx Tech 1 and OSHA 10 to a broader pool of participants in the next round of training.

Additional Energy Wise Launch Week Modules

In the communities of Ambler and Buckland, we experienced some attrition from the program following the initial Energy Wise Launch Week trainings in mid-November. In Ambler, Crew Members were involved in or related to those involved in a snow machining accident that included multiple drownings. While this incident was not related to any training or employment with the program but in off-work/training hours, it greatly impacted several program participants who then left the program. In Buckland, a few participants had family/personal incidents that caused them to leave the program. To remedy the situation, our Energy Wise Specialist, Jamey Gilila, traveled back to both communities in early December and provided a second Energy Wise Launch Week training for new individuals.

Coordinating Schedules with Alaska Works Partnership

Alaska Works Partnership (AWP) was able to provide Wx Tech 1 and OSHA 10 training in four of the six villages we are working with for the Energy Wise Program this fall/winter. We are still working with them to coordinate training in Shungnak and Kivalina. They were not able to provide these two trainings as originally planned due to a shortage of certified trainers. We continue to trouble-shoot this issue and offer additional dates. We plan to meet with them in the coming weeks to find training alternatives - such as certifying additional trainers or making alternative travel plans. As we complete our agreement with NANA to provide Energy Wise to the next five communities, we will work with AWP well ahead of time to confirm dates and trainings or find additional training venues.

Fluctuating Travel Costs

We have encountered some higher and lower costs in travel (higher hotel rates in Kotzebue at the only hotel in town, lower airfare for some flights), which on average should cancel each other out. We will continue to track costs closely and maintain strong communication with DTF regarding remaining within our budget.

Extension Expectations

We created our workplan and budget to cover an 18 month time period, starting July 1, 2011. We have been working with DTF staff to amend our grant agreement to allow for these extra months.

Please email the completed report to Julie Frizzell, Program Coordinator:
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