



BUILT ENVIRONMENT AND ENERGY ADVISORY COMMITTEE (BEEAC)

Draft Webinar Meeting Summary: April 17, 2025

BEEAC Local and State Government Members in Attendance:

- Al Carr, DOEE (Chair)
- Mati Bazurto, City of Bowie, MD (Co-Vice Chair)
- Valerie Amor, City of Alexandria (Co-Vice Chair)
- Andrea Dixon-Schesventer, Virginia Energy
- Bettina Bergoo, Virginia Energy
- Dale Medearis, NVRC
- Dory Estrada, Takoma Park
- Drew Turro, WMATA
- Erica Bannerman, Prince George's County
- Hokuma Karimova, City of Gaithersburg
- Jeremy Good, Montgomery County
- John Silcox, Fairfax County
- Kathie Hoekstra, City of Alexandria
- Katya Botwinick, DOEE
- Lexie Woolums, City of Bowie
- Lindsey Shaw, Montgomery County
- Luisa Robles, City of Greenbelt
- Maggie Beetstra, Fairfax County
- Michele Blair, City of Laurel
- Morgan Ellis, MDOT

- Najib Salehi, Loudoun County
- Neely Law, Fairfax County
- Shawn O'Neill, Fairfax County
- Yi Sun, Prince William County

Additional Attendees:

- Chantal Vilmar, Montgomery College
- Crystal McDonald, DCSEU
- Deb Harris, ICF
- John Deadwyler, Prince George's Community College
- Warren Lupson, Montgomery College

COG Staff:

- Dan Barry, COG DEP
- Alissa Boggs, COG DEP
- Leah Boggs, COG DEP
- Heidi Bonnaffon, COG DEP
- Robert Christopher, COG DEP
- Maia Davis, COG DEP
- Jeff King, COG DEP
- Tim Masters, COG DEP
- Carly McGovern, COG DEP



1. CALL TO ORDER AND INTRODUCTIONS

Al Carr, Branch Chief, Clean Transportation & Infrastructure, DC Department of Energy & Environment and BEEAC Chair

Chair Al Carr called the meeting to order, and introductions were given.

2. APPROVAL OF THE FEBRUARY 20, 2025 MEETING SUMMARY

Al Carr, BEEAC Chair

The February 20, 2025, BEEAC meeting summary was approved.

3. 2026 REGIONAL ENVIRONMENTAL RESOURCES CLIMATE AND ENERGY WORK PLAN AND BUDGET

COG Staff

Summary of Agenda Item 3: 2026 Regional Environmental Resources Climate and Energy Work Plan and Budget

COG staff presented the draft FY2026 work plan and budget for the region's climate, energy, and environmental programs. The presentation emphasized that while core elements remain consistent annually, the FY2026 plan includes evolving projects responsive to local jurisdiction needs. Key goals include supporting implementation of the regional Climate and Energy Action Plan and achieving the greenhouse gas (GHG) emissions reduction targets of 50% by 2030 and 80% by 2050 from 2005 levels.

The work plan is structured around three main program areas: Climate and Energy, Recycling and Solid Waste, and Agriculture and Forestry. The budget is supported by member dues, the Regional Environmental Fund, and external grants (e.g., DERA, CPRG, and CFI grants). Major FY2026 priorities include:

- Regional mid-course review of climate progress toward 2030 GHG goals.
- Development of local GHG inventories and contribution analyses.
- Expansion of EV infrastructure, solar, and urban forestry.
- Advancing resilience planning, especially through the MIRR program.
- Public outreach, environmental justice engagement, and regional coordination via the Climate and Energy Leadership Awards and updated EJ Toolkit.
- Support for emerging initiatives like a potential regional climate education and outreach campaign.

Members were asked to submit comments or feedback by the end of April 2025 to inform final revisions ahead of presentation to the Climate, Energy, and Environment Policy Committee in May.

4. JURISDICTION UPDATES AND ROUNDTABLE PEER EXCHANGE

BEEAC Committee Members

Local government members were asked to highlight energy events, projects, and programs as well as address three questions setting the stage for the main agenda item. The three questions were:

1. What climate-related workforce development programs (e.g. clean fuel automotive technology, tree maintenance, electrician, HVAC, waste collection education, solar installers.) are available in your community?

2. Are you coordinating with your economic development office?

3. How do you partner with or promote local climate-related workforce development programs?

The following updates were provided by members:

The City of Bowie reported that it is in the early stages of developing a workforce development center in partnership with Prince George's County. This center, expected to launch in May, will integrate BGE's workforce development programming, which includes training in energy efficiency. The intent is to build a pipeline of trained local workers equipped to contribute to climate action, particularly in the energy space. Bowie representatives also expressed interest in identifying and incorporating additional sustainability-focused training opportunities into the new program.

The City of Takoma Park noted that although its sustainability office is small and currently lacks dedicated economic development staff, it has sought to build bridges with regional initiatives. The city is working with Electrify DC and helping promote the upcoming Healthy Homes Fair on May 10, which includes a focus on electrification-related workforce opportunities. Takoma Park is also supporting the launch of Electrify DMV, an online platform intended to serve as a centralized hub for residents seeking information about jobs and training in electrification and clean energy fields. While the city does not operate a standalone program, it actively connects its residents with broader regional efforts.

The District of Columbia's Department of Energy and Environment (DOEE) shared an in-depth overview of its robust workforce development efforts. DOEE currently operates eight green training programs, the most prominent of which is Green Trades DC. This pre-apprenticeship program partners with IBEW Local 26 and prepares participants—particularly District residents who face employment barriers—for careers in the electrical trades, including solar installation and building electrification. The program also provides wraparound services such as transportation assistance and childcare to help participants stay enrolled. In addition, DOEE supports training through the DCSEU's Train Green initiative, which provides no-cost certifications in energy efficiency and renewable energy skills. DOEE highlighted its recently launched Green Buildings Career Map, an interactive online tool that allows users to explore career pathways and access local training opportunities. Outreach efforts include working with high schools, universities, and sports teams like the Mystics and the Spirit to raise awareness and promote programs—particularly among women and historically underrepresented groups.

The DC Sustainable Energy Utility (DCSEU) added to the discussion by outlining its own contributions to green workforce development. Through its Train Green program, DCSEU focuses on improving the marketability of local contractors by offering free training and certifications in areas such as green building design and energy efficiency. Its Workforce Development Program places DC residents in externships twice a year with host organizations, including the Metropolitan Washington Council of Governments, helping participants explore green career paths while gaining hands-on experience. DCSEU emphasized the importance of mentorship and partnerships with contractors and organizations to support job placement and long-term employment.

Throughout the exchange, participants identified several shared challenges. These included limited staffing capacity within small municipalities, difficulties coordinating across departments (such as sustainability and economic development), and the ongoing need for dedicated funding to support wraparound services, job placement, and outreach. Despite these issues the discussion highlighted

commitment across the region to building a diverse and inclusive green workforce, with local governments playing an active role in convening partners, piloting new initiatives, and connecting residents to emerging opportunities.

5. PANEL DISCUSSION: BUILDING A CLIMATE-READY WORKFORCE IN THE WASHINGTON REGION

ICF, Deb Harris

Tabaris Smith, Regional Director, DMV-Emerald Cities Collaborative

John Deadwyler, Program Director, Workforce Development and Continuing

Education, Prince George's Community College

Warren Lupson, Montgomery County Community College

This panel discussion explored regional efforts to strengthen climate-related workforce development in support of EPA's Comprehensive Climate Action Plan (CCAP) requirements under the Climate Pollution Reduction Grant (CPRG) program. The CCAP mandates an analysis of anticipated workforce shortages that may impede progress on regional climate goals and requires identification of actionable solutions and key partners.

An overview was provided by a consultant supporting the CCAP development, who outlined a four-pronged approach to the workforce analysis: (1) forecasting labor shortages across climate-critical sectors; (2) aligning training programs with the implementation needs of the CCAP's greenhouse gas (GHG) measures; (3) identifying gaps in current program offerings; and (4) engaging regional stakeholders to recommend solutions. The analysis will focus on sectors such as EV infrastructure, building decarbonization, HVAC, solar, and waste management, with particular attention to Lightly Impacted Disadvantaged Communities (LIDACs). The findings will contribute to a regional workforce blueprint rooted in the Department of Labor's "Good Jobs" principles.

Panelists from a local community college, a regional nonprofit, and a technical training institution presented diverse strategies for growing the climate workforce. One institution described its Sustainable Energy Workforce Development Program, which offers no-cost training in solar installation, weatherization, HVAC, and electric vehicle servicing. Partnerships with utilities and employers enable students to gain hands-on experience and in some cases secure employment even before completing the program.

Another institution highlighted its curriculum expansion into building automation systems—critical for meeting building decarbonization mandates—and stressed the value of industry advisory boards in aligning course content with evolving workforce needs. The organization noted ongoing challenges in recruiting instructors and maintaining program capacity in response to growing demand.

The third panelist, representing a regional nonprofit focused on equity in the green economy, discussed contractor incubators and youth career exploration programs designed to scale up participation from minority- and women-owned businesses. Their programs provide business development support, grant opportunities, and technical training aligned with building energy performance standards (BEPS) and local sustainability goals.

The panel also addressed persistent barriers to workforce access and retention. These included limited coordination between employers and training providers, lack of sustained funding for wraparound services such as childcare and transportation, and underrepresentation of low- and moderate-income residents in program pipelines. Panelists emphasized that these barriers often

make it difficult to transition from training to immediate employment—especially when many climate technologies are relatively new and do not yet require extensive repair or maintenance work.

One participant asked whether panelists are tracking underemployment and unemployment in equity emphasis areas and tailoring their outreach accordingly—particularly given the rise of the gig economy and job displacement in vulnerable communities. Another asked whether trained labor from these programs could be linked with affordable housing initiatives, such as Habitat for Humanity, to integrate energy efficiency into new home construction. There was also interest in expanding workforce efforts to include tree planting and maintenance activities, which align with regional climate adaptation and urban forestry goals.

Finally, an audience member raised the topic of emerging technologies, asking whether workforce planning includes future job opportunities related to electric bicycles, given rising youth interest and government incentives. Panelists acknowledged the importance of anticipating such trends and integrating them into longer-term workforce strategies.

The discussion underscored the importance of regional coordination, early education pathways, and scalable models for workforce equity. It also laid the groundwork for more focused outreach and analysis in the CCAP development process and highlighted promising practices for building a climate-ready workforce across the Washington region.

6. 2025 ANNOUNCEMENTS, MEETING SCHEDULE AND ADJOURNMENT

All Carr, BEEAC Chair

COG Staff

In the final agenda item, COG staff provided key announcements and reminders before adjourning the meeting. Members were encouraged to participate in the upcoming Climate and Energy Leadership Awards program, which was launching the following week. Staff also reminded members to complete the Climate Goals Mid-Course Review Survey, which will help assess regional progress toward the 2030 greenhouse gas reduction target.

Additionally, the draft Environmental Justice (EJ) Subcommittee Action Plan was highlighted as available for review and comment. Staff noted that this plan has been developed with extensive input and focuses on improving equity in regional climate and air quality work.

Lastly, the upcoming 2025 BEEAC meeting schedule was confirmed. The meeting was then formally adjourned.

2025 BEEAC Meeting Schedule (Virtual meeting only):

- June 12, 2025
- September 18, 2025
- November 20, 2025

All meeting materials including speaker presentations and video recording can be found on the MWCOG website by clicking the link below –

<https://www.mwcog.org/events/2025/4/17/built-environment-and-energy-advisory-committee/>

Reasonable accommodations are provided upon request, including alternative formats of meeting materials.
For more information, visit: www.mwcog.org/accommodations or call (202) 962-3300 or (202) 962-3213 (TDD)