



Duke Energy Foundation  
526 S Church St  
Charlotte, NC 28202

**RE: Letter of Support for NCCETC Proposal**

Dear selection committee,

I am writing you in support of the N.C. Clean Energy Technology Center (NCCETC) Developing and Piloting Energy Efficiency Job Readiness and Career Awareness Resources in North Carolina project proposal through the Duke Energy Foundation's Powerful Communities: Workforce grant program. Brady Services has been a member of the North Carolina Building Performance Association (NCBPA), who is a collaborator on this grant, for many years and we strongly support their work to advance the building performance industry.

Energy efficiency and building automation is core to our business. Our skilled chiller, boiler and controls technicians are helping to reduce the energy intensity of buildings across North Carolina. We believe that our traditional HVAC business is deeply embedded within the building performance industry, but we explicitly focus on energy efficiency and carbon reduction through our Building Clarity business unit. This team has helped save our clients over \$100M in energy costs since its inception in the early 2000's.

Workforce development has long been a priority for Brady Services. We estimate that for every seven technicians that leave our industry, only three enter. This presents a major challenge for us to serve our clients of today and tomorrow. We need young people to enter our industry as they graduate from technical programs or post-secondary education, increased opportunities for people who are traditionally under-represented in our industry, and pathways for our current workers to upskill and continue to grow their careers. This hits close to home for us: we currently have 90 jobs open, with 20 that haven't been filled for 90+ days. Many of these hard-to-fill positions are building automation technicians.

This is a major challenge for our industry, and Brady Services is leaning in to do our part to support the next generation of HVAC technical education. For the past five years, Brady Services has funded an annual sponsorship through the Association of Community College Facility Operations to be given to students pursuing a degree in automotive, air conditioning, heating and refrigeration or industrial technologies. We have also supported the Guilford Apprenticeship Partners through the Guilford Technical and Community

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College (GTCC) where we have matriculated six students into our workforce. We are working with other community colleges to broaden this program around the state.

We also recently hosted a Community College Instructors Symposium as part of a company-wide initiative to help community colleges evolve their curricula to train students to enter our rapidly evolving industry. During this symposium, we taught HVAC technology instructors about new technologies, changes in regulations and offer a new certification free of charge.

However, there is only so much one company can do. This is where we rely on partners like the NCBPA to help us spread best practices, reach a broader audience and target groups throughout the state. We are very excited about the opportunity for this group to help broaden awareness about the rich opportunities in the energy efficiency industry and strengthen our current and future workforce.

We also commit to participating in the project's surveys, meetings, training events and pilot projects that include curriculum development, career pathways development, apprenticeship programs, diversity training and much more. These resources are direly needed in North Carolina and will help our industry's efforts in other states.

We strongly support the NCBPA, NCCETC and the other collaborators in this grant application. Our company, our people and the future energy efficiency workers of North Carolina will all benefit from your support.

Best,

Jim Brady  
CEO, Brady Services

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