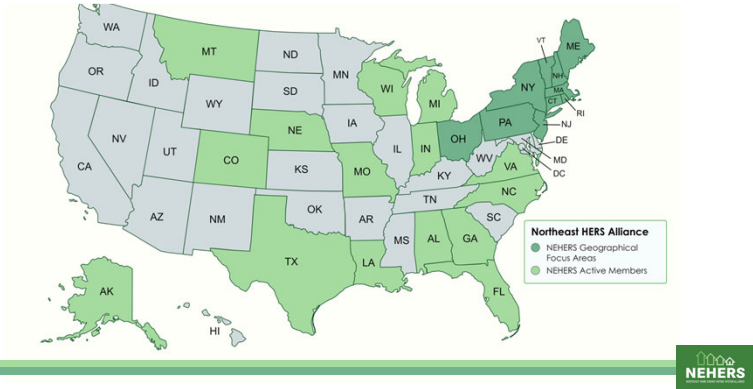


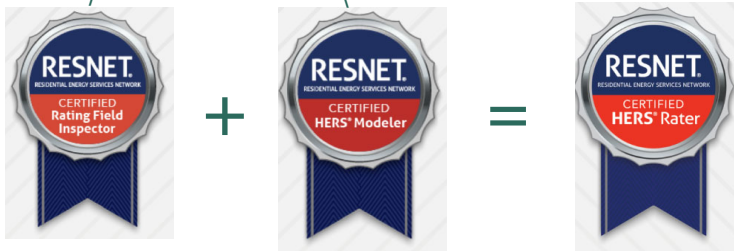
Orientation for Participating Employers in the NEHERS RFI and Modeler Mentorship Program



Participating Employers

Do You Need Help?

Apprenticeship-style entry points into the HERS Rating Industry

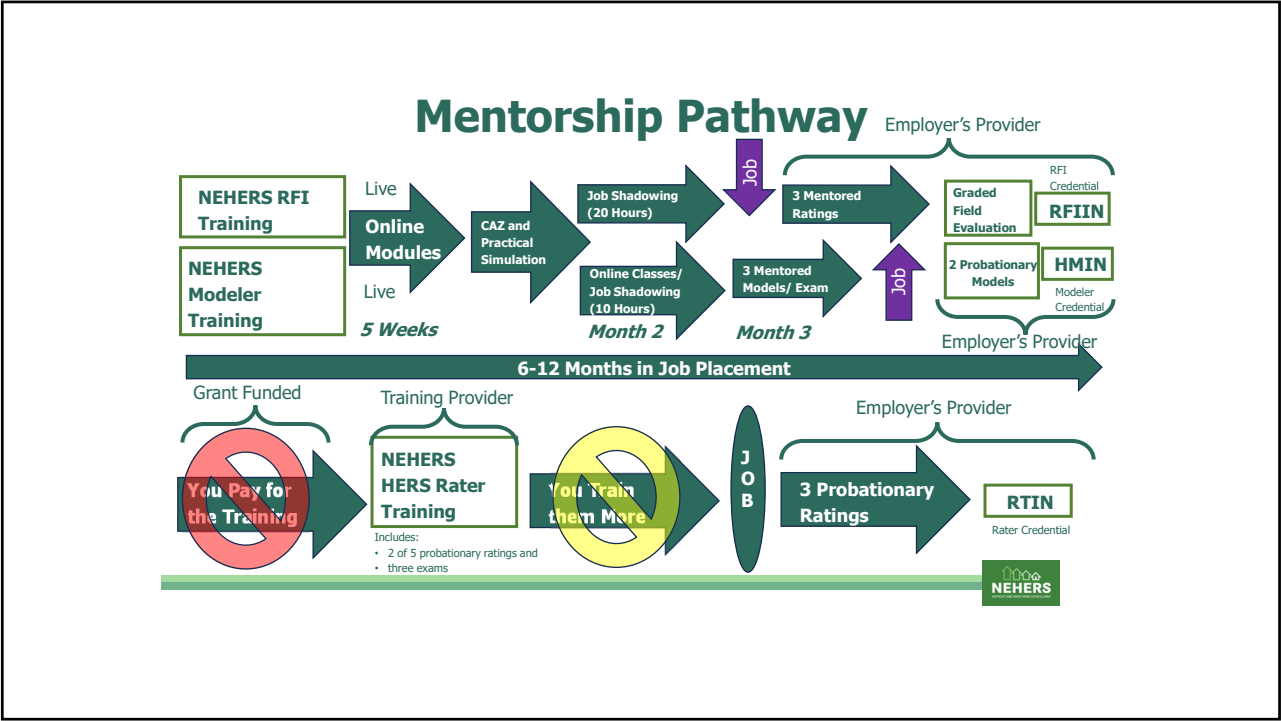


BENEFIT: Hire one of our RFI or Modeler Mentorship students and they will have the option to come back for the full HERS Rater Training in 6-12 months.



Conventional Pathway





NEHERS RFI REQUIREMENTS

<https://www.resnet.us/raters/rating-field-inspector/becoming-rating-field-inspector/>

- ~~No training class required~~ Must meet weekly coursework and program milestones to earn stipend.
- Pass the RESCAZ Exam AND pass the Practical Simulation Exam
- PLUS: 20 hours job shadowing with an experienced HERS Rater
- Get an internship or Job placement
- Weekly Success Coaching
- Weekly Career Mentoring
- Resume / Cover Letter Support
- Internship Application Support
- Transition to Employment Support Groups
- Job Placement Support
- Alumni Network

- Mentored Rating 1
- Mentored Rating 2
- Mentored Rating 3

Practice ratings overseen by a rater in good standing under the internship or employer's Provider

- Pass the Final Graded Field Evaluation

Overseen by a QAD under a Provider

- Apply for RFIIN number through employer's Provider

The NEHERS RFI Program goes above and beyond the RESNET requirements!

NEHERS

NEHERS MODELER REQUIREMENTS

- Training Class Required
 - Mentored Model 1
 - Mentored Model 2
 - Mentored Model 3

Overseen by Training Provider (NEHERS)

- Pass the HERS Modeler Practical Exam
 - Full-time Job Placement
 - Probationary Model 1
 - Probationary Model 2
 - Apply for HMIN Number

Under Employer's Provider
- [RESNET OVERVIEW](#)

PLUS: Pass the RESCAZ

 - Pass the Practical Simulation
 - 10 Hours Job Shadowing with an experienced HERS Rater
 - Weekly Success Coaching
 - Weekly Career Mentoring
 - Resume / Cover Letter Support
 - Internship Application Support
 - Transition to Employment Support Groups
 - Job Placement Support
 - Alumni Network
- The NEHERS Modeler Program also goes above and beyond the RESNET requirements!



HERS Rater Mentorship Program:

Priority is given to candidates who have completed our RFI or HERS Modeler Training and have sustained job placement for 6-12 months.

HERS Rater Training:

- Intensive Training (1-month)
 - Live Training on Zoom (2 weeks)
 - M-F 9 AM – Noon and Weds 1-4 PM
 - Live in the Field (3 days)
 - 30-40 Hours Per Week
- Mentorship with an experienced HERS Rater
- Job Placement Support (if needed)
- Ongoing Success Coaching
- Up to 5 Mentorship Slots in each of our regular [HERS Rater Training](#)

Not Included in our regular HERS Rater Trainings



Community-Based Recruiting Partners

- Afro-American Workforce Development Group (AAWDG)
- African Bridge Network 
- Codman Square Neighborhood Development Corporation  CODMAN SQUARE
NEIGHBORHOOD DEVELOPMENT CORP
- MA Association of Community Colleges 
- Franklin Cummings Tech 
- Local Initiatives Support Corporation (LISC) 
- MassHire  COMMONWEALTH CORPORATION
- MassAbility 
- New England Women in Energy and Environment (NEWIEE) 
- Studio for High-Performance Design and Construction (SHPDC) 
- The Compliance Mentorship Group 
- TREMCO  TREMCO
Construction Products Group
- Worcester Polytech Institute (WPI) 
- And more!



Eligibility Requirements:

- Must be a resident of MA
- Must be 18 years or older by the start of the class
- At least half of each cohort must live in an [Environmental Justice Community](#) and/or meet low-income eligibility criteria.
- Must be authorized to work in the US and sign a letter of attestation that they can provide the paperwork upon request.
- Having a valid driver’s license and access to one’s own vehicle is beneficial but not required.
- Must have a working computer and reliable WiFi (laptop is best)
- Must have a high school diploma or equivalent*

*with the exception of trade school seniors

<https://nehers.org/mentorship/eligibility>



Let Us Recruit for You!

- Please consider hiring one of our students either as an intern or a full-time employee!
- We have students both from last semester and new students starting this semester who are looking for positions.
- **PLEASE send us any job openings that you have available!**



Training A New Hire

- If you already have a candidate in mind that you want to train...
- Please enroll the candidate in our Mentorship Program BEFORE you hire them.
<https://nehers.org/mentorship/application>
- We can bring them back as an “upskilling” student for the HERS Rater Training if they start with us as a “pre-placement” student BEFORE you hire them.
 - There would be no charge for registration fees to you (savings of over \$3000!)
- If you hire them before they apply/are accepted by our program, they would start with us as an “upskilling” student and we are not allowed to “upskill” the same student twice.
 - We would not be able to bring them back for the HERS Rater Training within the Mentorship Program.
 - But your company may qualify for 50% off the HERS Rater Training through the Commonwealth Corporation’s Express Grant.
 - Details are on our website.



Training Existing Employees

- Please have them apply through our website for the next HERS Rater Training.
- They will need to complete the same application and interview process as a new hire.
- With Tim’s approval, they could bypass the RFI or Modeler training and go straight to HERS School.



The NEHERS Mentorship Program: Sign up candidates here:



<https://nehers.org/mentorship/application>



Participating Employer Levels of Engagement:

- Lebel 1: “How I Became a Rater Series”
- Level 2: Being a Career Mentor
- Level 3 Offering Job Shadowing
- Lebel 4: Hiring an Intern
- Level 5: Apprenticeship Accreditation
- Level 6: Job Placement
- Level 7: Upskilling
- Level 8: Advisory Board



Level 1: “How I Became a Rater” Series

- Help us inspire the next generation of RFIs, Modelers and HERS Raters by telling your story of how you got into this industry!
- We want to show that people from many different backgrounds and walks of life can succeed in this industry.
- Looking for short videos of 10-20 minutes long.
- We will provide a list of questions if you'd like to record yourself.
- We will provide someone to ask you questions if you'd like to be interviewed.
- Contact Serene at serene@nehers.org if you'd like to participate.



Benefits of “How I Became a Rater”

- **Your Benefit:**
 - Share your wisdom and knowledge.
 - Inspire people to join this industry.
- **NEHERS Website Listing:** “How I Became a Rater” Series
- **Cost:** Your time (~30 min)
- **Payment:** Knowing you are helping this program.
- **Paperwork:** None

- **NEHERS Benefit:**
 - Providing prospective students with a robust library of stories about how people from many different backgrounds and walks of life can succeed in this industry.



Level 2: Career Mentor

- Experienced RFIs, Modelers and Raters may serve as a career mentor for our students.
- The role is like a guidance counselor or academic advisor in high school or college.
- Meets weekly with the student for about 30 minutes to an hour for about 3 months (or more if you wish).
- Fill in a short form for NEHERS each week to let us know how it's going.



Does the Career Mentor Also Do the RFI Mentored Ratings? **NO!**

➤ **Career Mentor**

- Experienced rater.
- Paired with current students based on demographics, employment background, interests, and geography.
- May or may not be located near student.
- Meets weekly.
- Welcome to attend our online modules from 5-7:30 PM weeknights as “guest expert.”
- DOES NOT do mentored ratings! (Must be done under provider.)

➤ **Employer Partner/ Field Mentor**

- Must be located near student.
- Hires student as intern or employee.
- Provides a Rater with at least 20 of their own ratings to oversee the mentored ratings.



Benefits of Being a Career Mentor

➤ **Your Benefit:**

- Pass on your wisdom and knowledge.
- Support the diversification of the industry.
- **NEHERS Website Listing:** Mentor Page
- **Cost:** Your time (about 30 min to 1 hour for ~ 3 months)
- **Payment:** None
- **Paperwork:** Weekly time tracking form.
- **NEHERS Benefit:** Experienced rater providing our students with career guidance, similar to an academic advisor in college.



Level 3: Job Shadowing

- Provide a HERS Rater who is:
 - in good standing with RESNET,
 - has completed 20 of their own ratings,
 - is willing to allow our students to shadow them in the field.
- Please notify Regina at regina@nehers.org when you have opportunities available for our students.
 - She will post it for our students and help coordinate logistics for them to meet up with you.
 - Fill in a short (2-minute) Field Hours Tracking form for each outing:
 - <https://forms.gle/4pYpGgq3hTdGW3Wc6>



Benefits of Offering Job Shadowing

- **Your Benefit:**
 - Try out different students without committing to any one student.
 - Someone to help carry equipment and tape ducts.
 - Pass on skills and knowledge to the next generation.
 - Support the diversification of the industry.
- **NEHERS Website Listing:** Participating Employer Page (with signed MOU)
- **Cost:** As much or as little time as you want.
- **Payment:** None
- **Paperwork:**
 - Sign the NEHERS MOU.
 - Site visit tracking form.
- **NEHERS Benefit:**
 - Students learn new things from a range of different people.
 - Students get to try out different employers.



Level 4: Hire an Intern

NOTE: The Fall Semester is full but it is still worth getting set up for next semester!

Step 1: Enroll in the [MassCEC Internship](#) Program as an employer.

Step 2: Post an internship opportunity within the MassCEC System.

Step 3: Hire one of our students at \$18/hour FT for up to 3 Months.

- Fulfills NEHERS job-shadowing requirements
- Allows completion of credentialling under your Provider.

Step 4: Submit reimbursement paperwork to MassCEC for up to:

- up to \$4320 for fall/spring session

Step 5: Ideally, hire them as an employee!



Benefits of Hiring an Intern

- **Your Benefit:**
 - Work consistently with same student, see if they are a good fit for you.
 - Can be reimbursed for paying them up to \$18/hour FT for up to 12 weeks.
 - See if you want to hire them.
- **NEHERS Website Listing:** Participating Employer Page (with signed MOU)
- **Cost:** Pay student up front for \$18/ hour up to FT up to 12 weeks. (Can be less.)
- **Payment:** Reimbursement from MassCEC for \$18/ hour up to FT up to 12 weeks.
- **Paperwork:**
 - Sign the NEHERS MOU.
 - Sign up with MassCEC, post internship opportunity, hire, add student to payroll as W2.
 - Submit paperwork to MassCEC for reimbursement.
- **NEHERS Benefit:**
 - Trial run for student working at a HERS Company, will see if it's a good fit.
 - Fulfills our job-shadowing requirements.
 - Access to employer's provider to complete RFI mentored ratings/GFA and Modeler mentored models = complete credentialling and get RFIIN or HMIN.



Level 5: Apprenticeship Accreditation

- Let NEHERS know if you are interested in partnering with us to explore becoming accredited with MA as an apprenticeship program.
 - This is a new avenue we are exploring.
- Our RFI or Modeler trainings would be considered a “pre-apprenticeship” program for your in-house training.
- You would need to fill out paperwork and submit an application with the state.
- Each employer would need to file separately.



Benefits of Apprenticeship Accreditation

- **Your Benefit:**
 - Exercise your adventurous spirit and help NEHERS break new ground.
 - Attract new talent interested in apprenticing in the HERS Industry.
- **NEHERS Website Listing:** Participating Employer Page (with signed MOU)
- **Cost:** Any fees required by the state to apply.
- **Payment:** There can be significant tax incentives for employers who are accredited.
 - Incentives could help defray costs of on-the-job training.
- **Paperwork:**
 - Sign the NEHERS MOU.
 - Submit paperwork to the state for accreditation.
 - Process any paperwork related to the tax incentives.
- **NEHERS Benefit:**
 - Trial run for student working at a HERS Company, see if it's a good fit.
 - Fulfills our job-shadowing requirements.
 - Access to employer's provider to complete RFI mentored ratings/GFA and Modeler mentored models = complete credentialing and get RFIIN or HMIN



Level 6: Job Placement

- For RFI Candidates
 - Hire the student
 - Oversee three mentored ratings
 - Oversee Final Graded Field Evaluation
 - Submit the request to RESNET for the RFIIN Number through your provider.
- For Modeler Candidates
 - Hire the student.
 - Over see the remaining 2 probationary models under your Rating Provider
 - Submit the request to RESNET for the HMIN Number through your provider.



Benefits of Job Placement

- **Your Benefit:**
 - Reduced costs for recruiting, screening, and training.
 - Hiring candidates with some experience.
 - Wrap-around support for 6 months to support retention.
 - If successful placement, option to send student back for full HERS Rater Training.
- **NEHERS Website Listing:** Participating Employer Page (with signed MOU)
- **Cost:** Wages and benefits for a FT W2 employee.
- **Payment:** Increased capacity for builders to hire your company to do ratings.
- **Paperwork:**
 - Sign the NEHERS MOU.
 - Hiring and onboarding new employee.
 - Regular check ins with NEHERS.
 - Provide data on starting wage, title, job description, contract or pay increases for 6 months after the training for our grant reporting requirements.
- **NEHERS Benefit:**
 - This is the point of our program.



Level 7: Upskilling

- Have us train one of your current employees!
- If they are currently employed and then become an RFI or Modeler student in our program, we cannot bring them back for the Rater Training under the Mentorship Program.
 - But you can help us get them fully credentialed.
 - Some MA companies qualify for the MA Express Grant which would reimburse 50% of the Rater Training registration fee.
- If approved by Tim to join our HERS Rater Training without first being an RFI or Modeler student:
 - there is no cost to the employer for registration fees
 - The employer would pay for travel, meals and lodging for the field week for students that are not-income eligible.



Benefits of Upskilling

- **Your Benefit:**
 - Promote employee with low to no cost.
 - NEHERS provides a Success Coach and Career Mentor for up to 6 months.
 - By accepting grant funding employer agrees that the student will receive a title and wage increase upon completion of the training and credentialling.
- **NEHERS Website Listing:** Participating Employer Page (with signed MOU)
- **Cost:** The grant covers the registration fee.
 - if the student is not income eligible, the employer is responsible for meals, travel and lodging for the field week of the HERS Rater Training
- **Payment:** Increased capacity for builders to hire your company to do ratings.
- **Paperwork:**
 - Sign the NEHERS MOU.
 - 3 Probationary Ratings after training. Requesting RTIN through your Provider.
 - Provide data on starting wage, title, job description, contract or pay increases for 6 months after the training for our grant reporting requirements.
- **NEHERS Benefit:**
 - This is the point of our program.



Level 8: Program Development Advisory Board

- Meet quarterly with like-minded folks who want to strengthen access for under-represented demographics in this industry.
- Provide feedback to NEHERS about any gaps in the students' training so that we can continue to improve our programming.
- Help strategize the overall growth of the industry.
 - Women in the HERS Industry Roundtable
 - People of color in the HERS Industry Roundtable
 - Small Business Expansion Roundtable
 - Legacy Planning/ Silver Tsunami Roundtable



Benefits of Employer Participation

- Labor Efficiency
- Workforce Diversity
- Community Engagement
- Workforce Development
- Cost Savings (Both Recruitment and Training)
- Enhanced Retention
- Addressing Industry Gaps
- Positive Impact on Company Culture
- Your company logo on our Participating Employer's page
- Extra help in the field
- Pre-screened, qualified, and trained candidates
- Opportunity to collaborate with us on how to improve the program design.

Your input and feedback is essential to the success of this program!



Lunch and Learns

- Want to know more? Sign Up for a Lunch and Learn!
 - *Lunch is provided by NEHERS!*
 - [Lunch & Learn Link](#)
 - Email Regina at regina@nehers.org



FALL 2025 Program Timeline

- Students completed OSHA by August 22nd.
- Classes began on: August 25th
- Tim will do field work training with the students on September 6th and 13th.
- **Currently seeking:**
 - **Job shadowing partnership opportunities**
 - **Contact Regina at regina@nehers.org with details.**
 - **Internships!** (Sign up now as an Employer for next Spring!)
 - **Job Placements:**
 - We have students from last semester and this semester looking.
- RFI = 5.5 week course/ Modeler = 14-week course
- Course Completion by December 6th.



Connect with Us!

Check out our website for:

Info about our Mentorship Program
for RFIs and Modelers:

<https://nehers.org/mentorship>

Upcoming (Free) Webinars on Topics
Related to the HERS Industry:

<https://nehers.org/webinars>

Info about Future HERS Rater Trainings:

<https://nehers.org/hers-rater-trainings>

Please follow NEHERS on **Facebook** and **LinkedIn**

Questions: betsy@nehers.org or call/text 978-633-3013

