Before we get started…
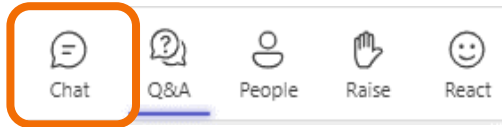
Think of a goal (either your own or one you saw) that was not achieved. Share one thing you think contributed to it not being achieved.

Unmute or type in the chat!

Chat | Q&A | People | Raise | React

Retrofit program enhancements DER/solar expansion province wide

April 2025
Vicki Gagnon, Advisor - Public Sector, DSM

Key messages and updates

- **$10.9 billion**, **12-year** funding commitment from the Ontario government beginning January 2025

- moving away from the existing **time-bound**, start-stop demand-side management program model

- **Program expansion** for residential and business offerings

- **New programming and offers** –

  - **Whole Home Savings program**,

  - expanding **Peak Perks** to small businesses;

  - Installation of **solar PV systems** for businesses

- **Funding to LDCs** on an opt-in basis

Retrofit program – eligible projects

- Projects eligible for the Retrofit program are generally those that provide sustainable, measurable and verifiable reductions in peak electricity demand and electricity consumption

- Incentive levels are predefined and based on the amount of energy or demand savings of the new equipment

What types of projects are eligible?

- Networked lighting controls

- HVAC redesign

- HVAC retrofits

- Chiller replacement

- Variable-speed drive installations

- Computer room air conditioning ***new***

- Solar PV ***new***

Retrofit program – solar DER rooftop solar PV

Now available across Ontario

Prescriptive incentives covering up to 50% of eligible project cost for load displacement-only Solar Photovoltaic (PV) rooftop generation including:

1. **Micro-generation** projects up to **10 kW**-DC are eligible for **$1,000/kW-DC**

2. **Small/medium** generation projects greater than **10 kW-AC up to 1 MW**-AC are eligible for **$860/kW-AC***

*Projects > 1 MW-AC are eligible, but the incentive is capped at 1 MW-AC

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Retrofit program additions

- Prescriptive **computer room air conditioner** measure for data centres (new and existing buildings)

- **Energy Management Information Systems** (EMIS) for industrial facilities with energy managers (part of NRCan-funded GIFMP for industrial facilities)

- Move **prescriptive lighting controls** to Instant Discount Program (networked lighting controls to remain in Retrofit)

Energy manager support

- The initiative supports hiring and retaining of certified energy managers. Energy managers identify energy saving opportunities, build an energy-savings culture, and implement energy management systems.

- To be eligible, the Energy Manager must satisfy the following:

  o Successful completion of the CEM examination by the end of the 1st year as an EM and has a pathway to becoming a CEM;

  o Experience with performing the Energy Manager Duties or having experience with contributing to an energy team with the ability to perform the Energy Manager Duties.

- Funding limit: up to **$100,000** per facility per year

Establishing targets that drive action

Amanda Galusha, Energy Skills Coach

Sophia Corveira, Producer

Download your participant workbook

1. Open link in the chat

2. Click **File** >
   Create a Copy >
   Download a Copy

3. Save to your computer
   and open it

Watch for this icon
to follow along

SAVE ON ENERGY

ESTABLISHING TARGETS THAT DRIVE ACTION

PARTICIPANT WORKBOOK

Energy management efforts are often siloed to a single person or team. To create lasting change, energy management must be a collaborative effort with energy considerations integrated into processes and decisions across your organization. This workshop is designed for energy managers who want to elevate their strategy by integrating energy management into the core of their organization's operations.

Today we will learn practical approaches to break down silos, align energy management goals with other team's objectives and leverage the collective expertise of your organization through collaboration.

IN THIS WORKSHOP, PARTICIPANTS WILL:

▶ Learn a framework for achieving energy goals.
▶ Apply the framework within your own organization.
▶ Identify key results in service of your goals.

This workshop will be hosted via MS Teams.

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Establish targets that drive action

Learn how defining your target can impact success
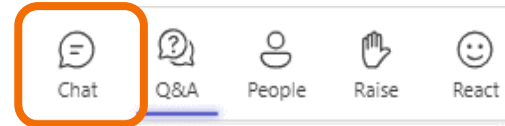
Apply a framework to improve target effectiveness

Plan to improve targets within your organization

What's wrong with this target?

Reduce utility costs

Unmute or type in the chat!

Chat   Q&A   People   Raise   React

SMART targets

S	M	A	R	T
Specific	Measurable	Achievable	Relevant	Time-bound

Target= Reduce utility costs

Target= Reduce **electricity and natural gas** costs

Target= Reduce electricity and natural gas costs by **80%**

Target= Reduce electricity and natural gas costs by **30%**

Target= Reduce electricity and natural gas costs **at owned facilities** by 30%

Target= Reduce electricity and natural gas costs at owned facilities by 30% **by 2030**

Could this new target still be improved?

Reduce utility costs

Reduce electricity and natural gas costs at owned facilities by 30% by 2030

Common pitfalls when setting targets

Failure happens when targets:

x Are not SMART

x Lack focus on what needs to happen

x Lack alignment on how to achieve the goal

x Lack clarity around accountability

Not only does the target need to be clear, but there should also be clarity around what **needs to happen to achieve it.**

Introducing a target-setting framework

A method that involves establishing **objectives** and **key results**

What is a target-setting framework?

A goal-setting method

For individuals, teams and organizations
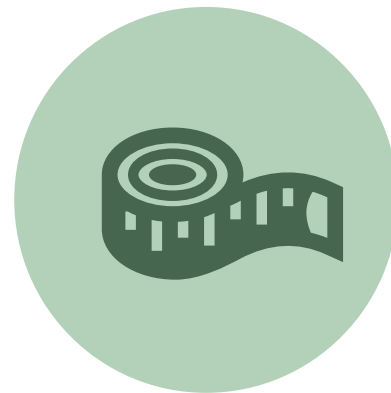
To set and track measurable goals

Netflix growth plan

Objective

- Expand global reach

Key results

- Launch Netflix services in five new countries

- Achieve 10 million new international subscribers

- Increase content production in local languages by 25%

Objective: The *what*

A clear goal that provides direction and inspiration.

Consistently arrive at work by 8 a.m.

Key results: The *how*

- Things that **must** happen to achieve the objective

- Key results should be specific, numeric, and time-bound

Unmute or type in the chat!
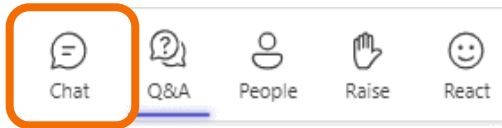
To arrive at work by 8:00 a.m., the following must happen:

🔑 Leave the house by 7:15 a.m.

🔑 ???

🔑 ???

Benefits of a target-setting framework

Focus

Alignment

Commitment

Accountability

Adaptability

Examples of energy-related objectives and key results

For each example objective,
identify **the weakest key result**.

"Does this provide clarity on what
needs to happen to achieve the objective?"

Objective: Cut municipal energy consumption by 20%

Key results:

1. Increase employee awareness about energy waste

2. Upgrade all lighting to light-emitting diodes (LEDs)

3. Recommission all buildings over 80,000 square feet

Objective: Cut a paper mill's energy costs by 15%

Key results:

1. Implement a heat recovery system to recover at least 25% of dryer waste heat

2. Train staff and verify compliance of all staff on energy-efficient operating procedures

3. Create an energy policy and have it signed by all executives and communicated to all employees

Objective: Reduce building portfolio energy-based greenhouse gas (GHG) emissions by 60% by 2040

Key results:

1. Reduce average building energy use intensity by 20%

2. Maintain a 0% increase in annual weather-adjusted utility costs

3. Electrify space heating for 80% of buildings

Tips for effective key results

Start with the **end in mind**

Make it **measurable**

Make it **manageable**

Breakout activity

In your breakout room:

1. Read the case study

2. As a group, **identify three key results** to support the university's objective

Keep an eye on the countdown timer in the top-left corner:
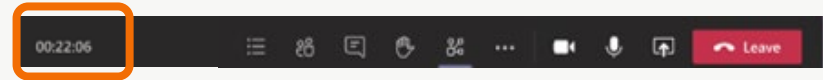
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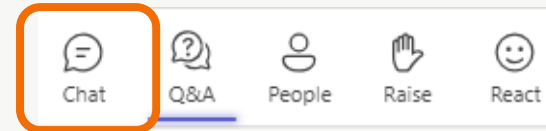
Breakout debrief
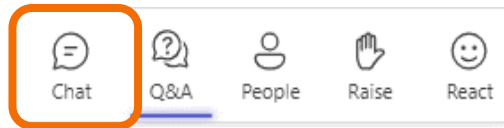
What key results did you come up with?

The importance of information, collaboration and consensus

Gather data and information → Collaborate with the right people → Build consensus around objectives and key results (OKRs)
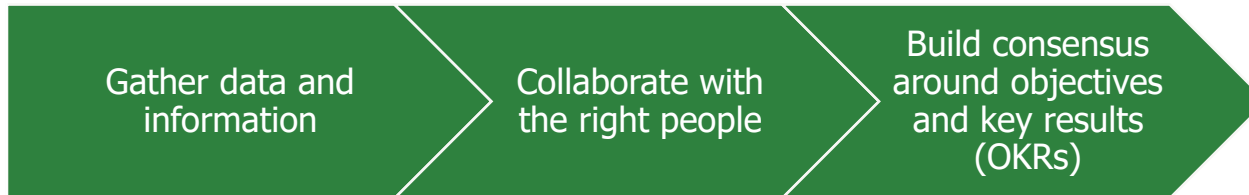
Setting targets for your organization

Does your organization have an existing energy objective?
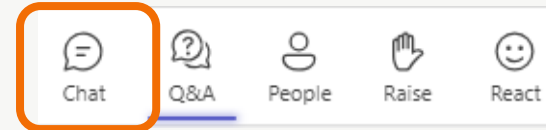
Unmute or type in the chat!

Breakout activity 2

In your breakout room:

- Discuss what could be your **OKRs**
- What **information** do you need**?**
- **Who** needs to be involved?

Keep an eye on the countdown timer in the top-left corner:

00:22:06

If you need assistance, type in chat:

Chat | Q&A | People | Raise | React

Breakout debrief 2

What could be your OKRs?

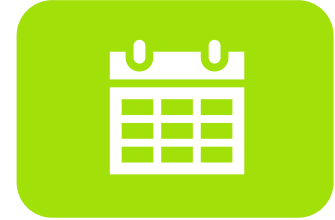What investigation or information is needed?

Who needs to be involved?

Tips for getting started

"An hour of planning can save you ten hours of doing."

-Dale Carnegie

Host a strategic alignment session

Create a clear timeline

Bottom-up versus top down

Communication strategy

Establishing targets – group coaching session

Get in-depth support with energy coaches!

In this virtual event, you will work with coaches in small groups to refine your OKRs and plan to implement them at your organization.

Date: April 24, 2025
Time: 1:00 p.m. – 2:30 p.m. ET

Registration link: In the chat!

Stay connected with tools and resources

- Virtual one-on-one coaching: <u>Post-webinar support intake form</u> for tailored support for organizations to manage energy resources effectively

- Monthly bulletin: <u>Sign up</u> to receive monthly training updates on all Save on Energy training and support for new tools and resources

- <u>Live training calendar</u>: Visit this page to easily register for upcoming events and workshops

- <u>Training and support webpage:</u> Visit this page to access all training and support materials

Upcoming survey: We want your feedback!

The survey will be sent from:
surveyinfo@forumresearch.com

- Check your email! A survey is coming your way soon

- Why? Help us improve our training programs

- Who? Conducted by Forum Research on behalf of the IESO

- Time? Takes only five minutes to complete

- Confidentiality: Your responses are anonymous and won't impact participation or incentives

Thank you!

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Sign up for Save on Energy's quarterly business newsletters for the latest program, resource and event updates

Before you go...

Share one thing you will do in the next week to help your organization's targets drive action.