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2025 California Building Energy Action Plan Presentation at full DACAG Meeting

Existing Buildings Branch, Energy Efficiency Division
February 2026



Briefing Outline

- Expected Project Timeline
- Overview of the California Energy Action Plan
- Recommendations
- Select Major Issues in Building Decarbonization
- Questions & Discussion

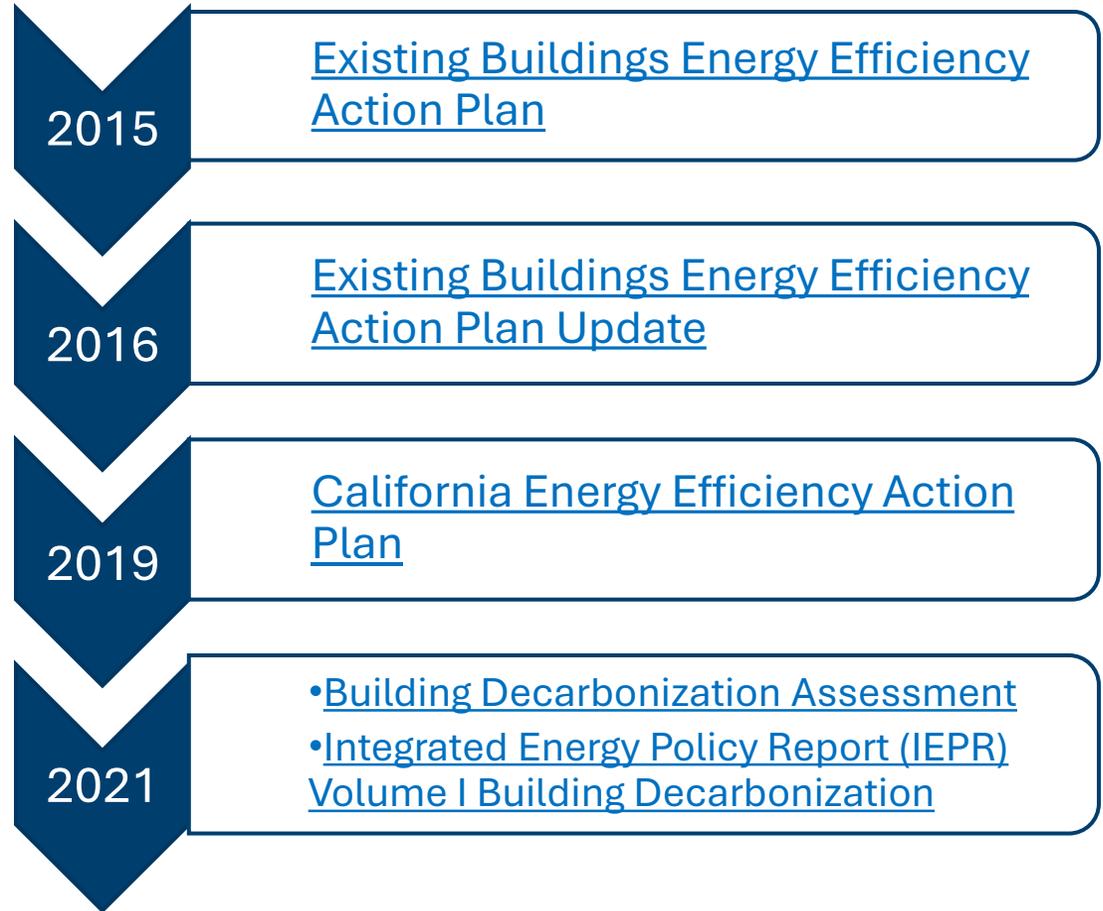


Overview of the California Energy Action Plan

Published every 2-3 years:

- Update on decarbonization progress
- Summary of major issues and challenges
- Recommendations focused on legislation, regulations, programs and research

[Energy Efficiency in Existing Buildings | California Energy Commission](#)





Timeline & Milestones

Date*	Milestone
March 12, 2024	First public workshop on the 2024 California Building Energy Action Plan
December 19, 2025	Draft report released
January 29, 2026	Public workshop on Draft Staff Report
February 20, 2026	Deadline for public comment from workshop
June 2026*	Adoption at CEC Business Meeting

**Subject to change*



2025 California Building Energy Action Report Structure

Executive Summary

- Introduction
- Purpose and Format
- Summary of Findings
- Summary of Recommendations

Chapter 1: History and Scope

- Statutory Authority
- Previous Action Plans and related reports
- Six-Million-Heat-Pump Goal and Public-Private Partnership
- Technical scope

Chapter 2: Major Issues in Building Decarbonization

- 21 technical sections addressing major issues in building decarbonization and potential opportunities

Chapter 3: Progress Toward Doubling Energy Efficiency Savings in Electricity and Gas by 2030

- Updated targets towards SB 350 goal to achieve a cumulative doubling of energy-efficiency savings by 2030

Appendix A: Senate Bill 306: Equitable Building Decarbonization Program Status Report

- Progress achieved in establishing Equitable Building Decarbonization Program



Executive Summary: Recommendations

1. Continue to prioritize funding for incentives to achieve GHG targets	8. Strengthen alignment across agencies and levels of government to maximize the benefits of building decarbonization for all Californians
2. Maintain focus on Equity	9. Enhance Energy Code compliance strategies
3. Prioritize energy efficiency investments to improve affordability	10. Design building performance standards for large commercial and multifamily buildings
4. Continue investing in technology innovation	11. Implement an accessible home energy rating and labeling program
5. Increase equitable access to low-cost and zero-cost financing	12. Develop automated load flexibility programs to support grid reliability and energy affordability
6. Expand the decarbonization workforce with well-paid jobs	13. Collect and analyze actionable data to guide the energy transition
7. Empower homeowners and building owners with decision-making resources	14. Create market conditions that position heat pumps as the leading technology for decarbonizing buildings



Chapter 2: Major Issues in Building Decarbonization

<i>Affordable Building Decarbonization Financing</i>	Voluntary Whole-House Home Energy Rating and Labeling
<i>CEC Building Decarbonization Incentive Programs</i>	Embodied Carbon
<i>Bill Impact Estimation and Electricity Rates</i>	Benchmarking and Building Performance Standards
<i>Health Benefits of Building Decarbonization</i>	Building Energy Efficiency Standards
<i>Remediation Costs for Residential Buildings</i>	Regulatory Standards for Existing Buildings
Tenant Protections	Code Compliance for Existing Building Retrofits
<i>Decarbonizing Manufactured Housing</i>	Advancing Load Flexibility
Hard to Reach Communities	Electric Vehicle Supply Equipment Retrofits
Building Local Workforces	Data Standardization and Sharing
<i>Residential Panel Optimization and Sizing</i>	Refrigerant Use, Recovery, and Reclamation
<i>Equity Metrics</i>	



Chapter 2: Major Issues in Building Decarbonization - Tenant Protections [1 of 2]

Context

- Decarbonization can be in opposition of tenant interests, by increasing rent and displacement. This could impede the progress of decarbonization.

Analysis Highlights

- 44% of California households live in rental housing, almost half of which are low income
- 21% of renters in the Pacific region of US have high energy burden
- Inconsistent protections in existing programs

Barriers

- Landlord-tenant split incentive
- Decarbonization projects could increase rent and displacement
- Patchwork of local tenant protection laws
- Protections may discourage landlords from making decarbonization upgrades
- Programs lack resources/authority to enforce



Chapter 2: Major Issues in Building Decarbonization - Tenant Protections [2 of 2]

Opportunities

- Consistent protection requirements & enforcement across programs
- Statewide guidance on best practices could improve programs
- Conduct research into building owner perception of decarbonization related
 - Benefits
 - Barriers
 - Tenant protections

Relevant Recommendations

- #2: Maintain focus on equity
- #7: Empower homeowners and building owners with decision-making resources
- #8: Strengthen alignment across agencies and levels of government to maximize building decarbonization benefits



Chapter 2: Major Issues in Building Decarbonization - Hard to Reach Communities

Context

- Hard to reach communities face numerous barriers to decarbonization.

Analysis Highlights

- 6% Rural Households
- California Native American Tribes require government-to-government outreach
- 19% have limited English

Barriers

- Limited contractor availability and higher costs in rural areas
- May lack capacity to apply to programs
- Messaging not always appropriate or effective

Opportunities

- Tailor programs in partnership with community-based organizations to meet specific needs
- Establish ongoing outreach efforts independent of specific programs
- Centralize funding and ensure funding continuity for engagement and outreach

Relevant Recommendations

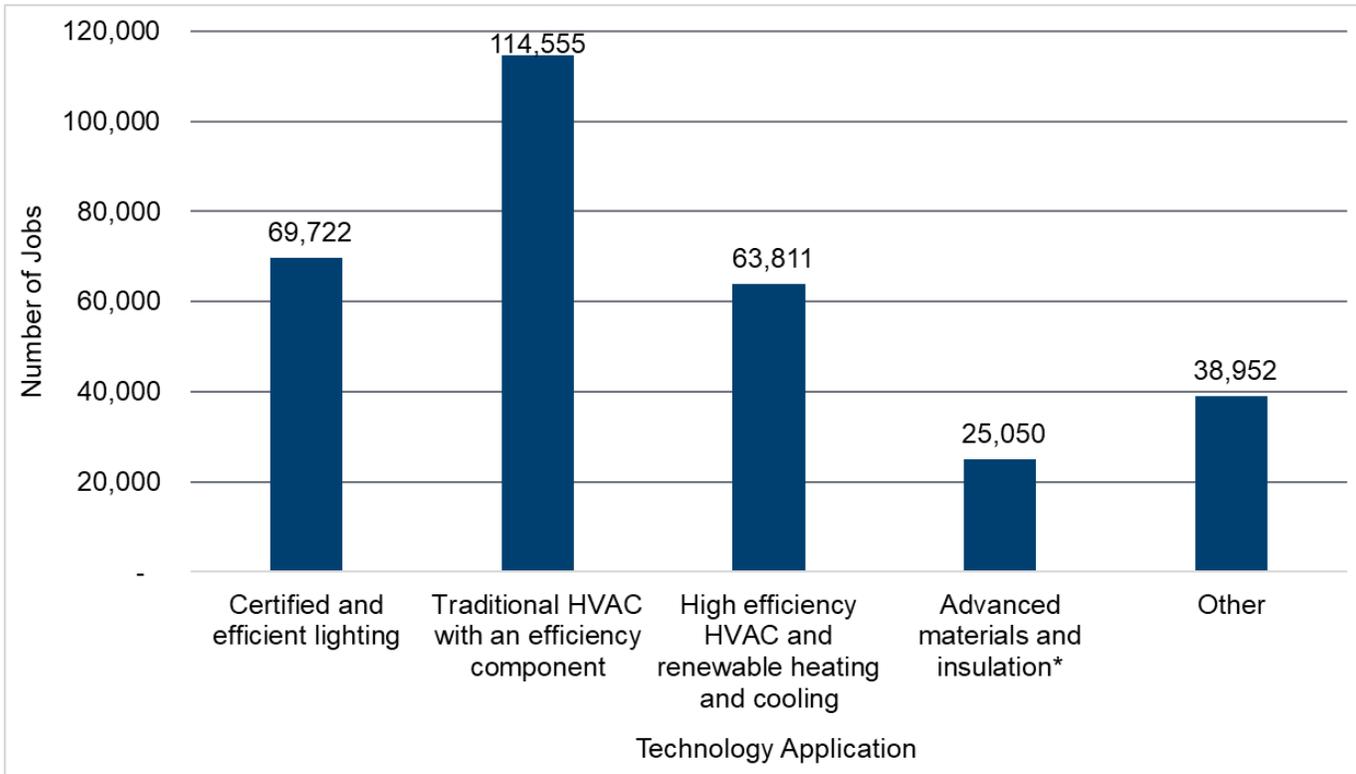
- #2: Maintain focus on equity
- #6: Expand the decarbonization workforce with well-paid jobs
- #7: Empower homeowners and building owners with decision-making resources
- #8: Strengthen alignment across agencies and levels of government



Chapter 2: Major Issues in Building Decarbonization - Building Local Workforces [1 of 2]

Context

- A skilled workforce with “high-road” jobs is needed to install decarbonization measures for CA to meet climate and energy goals



Analysis Highlights

- Decarbonization will reduce jobs in gas but increase jobs in electricity sector
- Contractors and installers are needed for decarbonization retrofit work
 - Sheet metal workers
 - Electricians
 - Plumbers
 - Pipefitters
 - HVAC
- Upskilling and reskilling are needed for quality installations



Chapter 2: Major Issues in Building Decarbonization - Building Local Workforces [2 of 2]

Barriers

- Shortage in workforce needed for decarbonization retrofits
 - Licensed contractors and tradespeople

Opportunities

- Electrification and decarbonization anticipated to create 42,000—81,000 additional jobs by 2045
- California has many workforce programs and apprenticeships
 - Can be leveraged by creating partnerships with decarbonization programs

Relevant Recommendations

- #6: Expand the decarbonization workforce with well-paid jobs



Discussion Questions

- Are there any other proposed recommendations or technical areas from the Action Plan you would like to discuss?
- Do you have any other observations based on your experiences or knowledge, about how building decarbonization should or should not be done, from an equity point of view?
- What input do you have regarding how to build workforces equitably to meet California's decarbonization goals?



Contact Information

Program Webpage: [Energy Efficiency in Existing Buildings](https://www.energy.ca.gov/programs-and-topics/programs/energy-efficiency-existing-buildings) at <https://www.energy.ca.gov/programs-and-topics/programs/energy-efficiency-existing-buildings>

Subscription List: Energy Efficiency Program for Existing Buildings at <https://public.govdelivery.com/accounts/CNRA/signup/31719>

- Submit written comments to Docket: **23-DECARB-03**
- Comments on report are due **February 20, 2026**

Staff Contact: ExistingBldgDecarb@energy.ca.gov

