3C-REN

2025 ANNUAL REPORT

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About 3C-REN

3C-REN (Tri-County Regional Energy Network) is a collaboration between the three counties of San Luis Obispo, Santa Barbara and Ventura, in the California Central Coast region. The tri-county region represents a diverse service area that is geographically isolated from utility hubs and has pockets of rural and disadvantaged communities as well as large, underserved Spanish-speaking populations. After several years of experience and cooperative administration of energy and sustainability programs, the tri-county local governments formed 3C-REN in 2019, led by the County of Ventura, to bring ratepayer dollars back to the community and better leverage those funds for the design and delivery of effective programs on a regional level.

Executive Summary

Marking its 7th year of program delivery in 2025, 3C-REN catalyzed energy efficiency and building decarbonization investments in the tri-county region while fostering a strong network of professionals dedicated to this work.

Portfolio Overview

3C-REN continued to accelerate progress toward a more efficient, decarbonized, and resilient Central Coast in 2025. Amid recent significant changes to federal climate policy and investments, 3C-REN supported an environment of stability within the tri-county region by reinvesting utility ratepayer dollars as a California Public Utilities Commission (CPUC) program administrator.

Local stakeholders saw continued investment and progress towards local, regional and state climate goals. This was evident through the distribution of $3 million in energy efficiency incentives for energy upgrades serving 1,000 households and businesses, consistent public presence at 150 events that connected educators with current and emerging building professionals around the topics of building performance and the energy code, and a growing presence within the agricultural community and critical facilities in need of technical support like energy audits and program referrals. The outcome of these efforts is a reduction of 206,413 therm savings at the portfolio level and 643 tons of avoided greenhouse gas emissions, 3,073 attendees educated at energy efficiency and energy code events, and technical assistance provided to 8 agricultural customers and critical facilities.

Incentive Programs: Reducing Energy Use and Lowering Emissions

Four defining themes for 3C-REN's incentive programs in 2025 were 1) strong demand, 2) a commitment to serving Hard-to-Reach (HTR) customers, 3) decarbonization through electrification, and 4) enabling project completion through incentive stacking.

Both of 3C-REN's Population-Level Normalized Metered Energy Consumption (NMEC) programs—one serving single family homes and one serving small businesses—were fully subscribed by mid-year with 78% of the multifamily incentive budget reserved by the end of the year. Program designs motivated by serving HTR customers drove strong participation: 69% of single-family home energy upgrades, 67% of energy upgrades for multifamily properties, and 100% of energy upgrades for businesses met HTR criteria. Decarbonization was a major focus, with heat pumps being one of the most installed efficiency measures in the portfolio. Nearly all, 98%, of upgrades for single family homes were electrification projects, with 69% being heat pump water heater (HPWH) projects and 29% being heat pump HVAC projects. Multifamily properties saw the installation of unitary and central HPWHs and heat pump HVAC, as well as induction stoves. In the commercial sector where HPWH adoption is less common, all electrification projects in 2025 were HPWHs and accounted for 36% of the program's projects. Incentive stacking was critical to make many projects pencil financially. A total of $3.21 million was leveraged alongside 3C-REN's $3 million investment to make projects possible across 3C-REN's incentive programs.

Training Programs: Building Industry Knowledge and Workforce Capacity

While energy efficiency retrofits are essential to meeting climate goals and helping customers manage energy costs, investing in the workforce completing those retrofits is just as important. In 2025, 3C-REN maintained strong relationships and partnerships with architects, engineers, contractors, building department staff and students.

3C-REN's workforce program held 128 training and outreach events, reaching 2,257 total attendees and 1,408 individuals—24% of attendees joined more than one event. By partnering with supply houses to hold tabling events, staff were able to engage 280 contractors at locations they already frequent. Greeting them with coffee, 3C-REN shared the latest code changes, upcoming trainings, and all the resources available to them from the REN. In-person training events also led to deeper engagement, with a contractor bootcamp bringing together dozens of professionals who then had the opportunity to join a supportive mentoring cohort that extended for several months following the bootcamp. Trainings emphasized practical skills in high-performance building, with a particular focus on HPWH installation where attendees learned best practices taught in-person by state and local experts. Learning extended beyond traditional classrooms through educational happy hours, construction site tours, and supply house tabling. These efforts strengthened regional professional networks while preparing the workforce for policies driving electrification.

Strengthening the workforce's understanding of the energy code and green building standards through 3C-REN's Energy Code Connect program worked in tandem with its workforce development program. As the new code cycle approached, engagement was high, with over 200 people attending 3C-REN's forum on how to prepare for the 2025 energy code that took effect January 1, 2026. Twenty (20) training events, focused on various aspects of the energy code and green building standards, reached 546 total attendees and 306 individuals—35% of attendees joined more than one event. A new partnership focused on expanding access to Home Energy Raters (HERS) and EPA 608 certifications resulted in 30 enrollments. More complex and personalized questions about the code were supported by 3C-REN's Energy Code Coaches, who supported 158 inquiries. Addressing these questions in a timely manner helps move projects forward in their respective permitting journey while supporting enhanced code compliance.

Reuben Veek of SunWork trains workforce program participant Vernon Staples how to install a heat pump water heater at a home in Ojai.

3C-REN Agriculture Energy Solutions Program Manager, Victor Briones, and Seinergy technical assistance provider Ian Knisely, outreach to farmers at an event in Ventura County.

Technical Assistance Programs: Advancing Resilience and Growing Agricultural Engagement

In 2025, 3C-REN's first 3 energy audits were completed for community-serving facilities including a unitarian society, an HTR police station, and a community college. These assessments evaluated opportunities across multiple building systems, including HVAC, lighting, solar, battery storage, and building envelope improvements, which helped organizations prioritize upgrades aligned with capital improvement plans and resilience goals. Beyond technical analysis, the Energy Assurance Services program served as a connector, linking community institutions with funding opportunities, industry experts, and broader regional energy resources.

The Agriculture Energy Solutions program marked its first full year of operation in 2025, focusing on building relationships with growers and increasing awareness of available technical assistance from 3C-REN and incentives from Investor-Owned Utilities (IOUs). The program generated 22 leads and completed its first 3 facility assessments and 6 utility bill analyses with participating growers. Recognizing the importance of trust and relationships in the agricultural sector, the program emphasized direct outreach, partnerships with agricultural associations, and participation in regional events. These early engagement efforts laid the groundwork for expanding program participation in the years ahead.

Across all programs, 2025 highlighted demand for energy efficiency services across the Central Coast. By prioritizing underserved communities, building industry capacity, and leveraging partnerships for outreach and incentive-stacking, 3C-REN continues to position the tri-county region for progress toward energy, climate, and resilience goals.

2026 and Beyond

3C-REN's 2026 strategy focuses on scaling proven approaches, strengthening equity outcomes, and deepening coordination with statewide energy efficiency and decarbonization initiatives.

SCALING WHAT WORKS

Grounded in past program performance data, several refinements in 2026 are aimed to scale program outcomes. This includes lowering of incentives that should roughly double the number of energy upgrades and increase energy savings for single family homes and small businesses. For multifamily properties, scaling will be achieved by emphasizing a robust pipeline of leads through the proven approach of direct mail from County representatives. Across all programs, partnerships to reach new audiences and technical assistance to identify energy savings opportunities will remain central to driving participation.

> The strength of 3C-REN is our people. Every program we deliver and every partnership we build is rooted in the passion and creativity of this team. Their commitment to helping our region thrive is what turns good ideas into reality.
>
> **Alejandra Tellez,** 3C-REN Director

ADVANCING EQUITY AND REGIONAL ACCESS

While focused on growth, 3C-REN will preserve a portfolio that dedicates the majority of incentive funds to equity customers, continuing enhanced incentives for customers that meet the criteria. Analysis of program data will support equitable distribution of services to increase program reach within geographically isolated areas. Deepened and newly formed partnerships with businesses and non-profits that serve diverse language communities will expand program access across the tri-county region.

TAPPING INTO THE LARGER LANDSCAPE

Adoption of best practices and avoided duplication of services will continue as 3C-REN deepens coordination with the statewide network of energy program administrators, from investor-owned utilities to community choice aggregators to fellow regional energy networks. 3C-REN will share the insights it gains from its commitment to data-driven program management and highlight the benefits of cross-program collaboration. Together, these coordinated efforts will support broad statewide goals for market transformation, energy affordability and increased long-term grid reliability while showcasing the unique value 3C-REN brings to its regions through integrated support and leveraged investment in the tri-county region.

In 2026, 3C-REN is positioned to deliver sustained energy savings and grid benefits while improving program effectiveness and supporting statewide climate and reliability outcomes.

The Santa Ynez Band of Chumash Indians welcomed the 3C-REN team to their reservation for a day of team building and program analysis.

2025
Energy Efficiency Programs Overview

Aerial view of downtown Santa Barbara showing the Courthouse Sunken Gardens and the Engineering Building, home to the County Sustainability Division and Santa Barbara based 3C-REN staff.

Home Energy Savings for Single Family Homes

The Home Energy Savings program for single family homes (HES-SF) helps residents in the tri-county region save money and make their homes healthier and more comfortable with energy efficient upgrades. From installation of heating and cooling systems to insulation and water heating upgrades, incentives enable deeper energy and cost savings. Enhanced incentives are available for Hard-to-Reach (HTR) customers who may need additional support to realize home energy upgrades.

What the Program Does

HES-SF provides residential incentives for energy efficiency upgrades. For single-family homes with one to four units located in the tri-county region, the program pays incentives directly to contractors for projects that save energy, currently using a Population-Level Normalized Metered Energy Consumption (NMEC) program design. Nearly any project that results in metered energy savings is eligible for incentives, with enhanced incentives for electrification projects and HTR customers.

Who the Program Serves

The program targets HTR and underserved customers, also referred to as equity customers, who are eligible for enhanced incentives. In accordance with recent guidance from the Commission in D.23-06-055, non-equity target customers "should not be barred from participation" and may also be served; while these customers may not be the primary audience for this program, HES-SF often fills a gap for customers who have a harder time accessing utility programs due to geographic isolation or program designs that do not meet their needs.

HTR criteria includes geographic location, which includes all of the geographically isolated Santa Barbara and San Luis Obispo Counties, Designated Disadvantaged Communities (DACs) in Ventura and Santa Barbara Counties, a language other than English primarily spoken in the home, income that qualifies for utility assistance programs (CARE and FERA), housing type (mobile homes), or a California Native American Tribe member.

How the Program Works

Residents are engaged in the program through contractors, 3C-REN email outreach, community events, and energy-saving information publicized on 3C-REN and partner websites. Customers work with enrolled contractors to scope and implement their energy-saving projects. There is no prescriptive measure list, but there must be a CPUC-approved work paper for the installed measures. Example projects include heat pump water heaters, heating and cooling systems, insulation, and pool pumps. In spring of 2024, the program stopped allowing new gas equipment to be submitted into the program for incentive payments, in alignment with decarbonization goals.

Customers may view a list of enrolled contractors on 3C-REN's website or complete an interest form to receive direction from 3C-REN on how to participate in the program. Customers are also encouraged to share program materials with contractors who they would like to work with but are not yet enrolled in the program. 3C-REN also offers a concierge service where customers can email or call the concierge directly to get more information about 3C-REN's program, as well as complementary incentive programs. Concierge support is available in both English and Spanish.

Contractors estimate energy-savings associated with projects and submit this information to the program implementer, Recurve; they may do this independently or by working with an aggregator who submits projects on their behalf. 3C-REN has partnered with Recurve to serve as the program implementer. Recurve is a clean-energy analytics software company that uses large-scale utility and meter data to measure and verify energy savings, enabling performance-based programs that pay for actual reductions in energy use rather than predicted ones.

The first step of project submission is preapproval, where Recurve reserves incentives for the project. The total incentives reserved for a project are based on the projected annual energy savings estimates submitted by the aggregator, HTR characteristics of the customer, and whether a project is replacing gas equipment with electric equipment. Projects for HTR customers are able to reserve a higher incentive than market rate projects. Following pre-approval, the project is submitted for final enrollment and incentives are paid directly to contractors. Half of the forecasted incentive total is paid upfront to the aggregator and is required to be passed on to the customer.

The balance of the forecasted incentive total is paid to the contractor quarterly over the course of a year based on actual metered energy savings. The program refers to these payments as "performance payments." When the program first launched in 2022 and through June of 2023, utility data was not available to make performance payments based on metered energy savings; payments were made based on assigned savings. After July 1, 2023 the majority of projects were paid based on metered energy savings.

Services for single family homes are implemented by Recurve using its FLEXmarket platform, with support from Frontier Energy.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

As in 2024, program incentives were fully subscribed by midyear in 2025. Unexpectedly high project volume resulted from the entry of a new highly active aggregator, coupled with the momentum of the existing aggregator pool. The biggest shift in 2025 was a drastic increase in projects for Hard-to-Reach (HTR) customers—69% of 2025 projects versus 7% in 2024, an increase of 886%. This transformative shift was driven primarily by two factors: allocating most incentive funds for HTR customers, and the entrance of the aforementioned aggregator, which focused its work within geographically isolated communities in Santa Barbara County that predominantly speak Spanish. The program design change signaled 3C-REN's priorities to aggregators, and the aggregators responded in turn.

The 2025 incentive budget was stretched across fewer projects than in 2024, as projects for HTR customers receive higher incentives. A total of 342 projects were completed in 2025 by a total of 26 active aggregators and contractors: 10 aggregators and 16 local contractors. Most projects occurred in Santa Barbara County (65%), with fewer projects in Ventura County (17%) and San Luis Obispo Counties (18%). In 2024, most projects (71%) occurred in Ventura County. 3C-REN aims to smooth project distribution in 2026 through additional program design changes and increased contractor recruitment.

First year net energy savings of 68,644 therms and -537,485 kWh came from three energy efficiency measures: heat pump water heaters (70% of projects), heat pump HVAC systems (29%) and pool pumps (1%). Electrification accounted for 98% of projects in 2025. Total avoided greenhouse gas emissions for the program were 183 TCO2e and first year forecasted Total System Benefit (TSB) is $624,136.

Local San Luis Obispo based Mike Horgan from Cairn Collaborative, applying housewrap tape to help with air sealing, which lowers energy costs by creating a tight building envelope.

Home Energy Savings For Single Family Homes

Summary

342
Projects Completed in 2025

1,193
Total Projects Since 2022

$624K
Forecasted Total System Benefit[5]

Incentives

Incentives for 2025 Projects

$3.02M
Total Forecasted Incentives[1]

$1.51M
Total Upfront Incentives Paid in 2025[2]

Incentives for Projects Prior to 2025

$1.91M
Total Performance Incentives[3]

Total Incentives Paid in 2025

$3.42M
Upfront Incentives + Performance Incentives[4]

1 *Total incentives to be paid if all projects in the program year realize 100% of anticipated energy savings*

2 *Total upfront incentives paid to customers in 2025, representing 50% of the Total Forecasted Incentives*

3 *Incentives paid in 2025 for realized energy savings and grid benefits for projects installed prior to 2025*

4 *Upfront incentives for projects completed in 2025, plus 2025 performance incentives for projects completed prior to 2025*

5 *Forecasted Total System Benefit is the estimated monetary value of a project's value over the equipment's useful life*

Home Energy Savings For Single Family Homes

Energy & Greenhouse Gas Savings

-537,485 Net kWh (first year)

68,644 Net Therms (first year)

183 GHG (TCO_2e)

Types of Upgrades Completed in 2025

103
Heat Pump Retrofits

250
Heat Pump Water Heaters

3
Pumps/Motors/ Drives

Realization Rates[5]

76%
Electric Savings (kWh)

77%
Gas Savings (therms)

89%
Total System Benefit ($)

5 *Realization rates reflect the actual energy savings achieved (verified at the meter) against the forecasted savings. Grid benefits such as shifting to off-peak power generated a Total System Benefit realization rate that is higher than the energy savings realization rates.*

Home Energy Savings For Single Family Homes

Electrification

336
Electrification Projects

98%
of Total Projects

Stacking 3C-REN Incentives with Other Programs

11%
of Heat Pump HVAC Projects Stacked

38
Projects

67%
of Water Heater Projects Stacked

230
Projects

Aggregators and Contractors

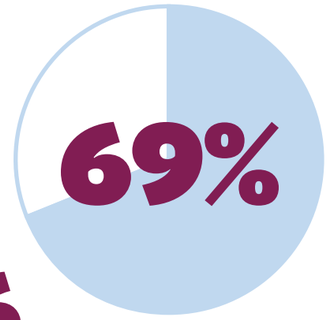
26
Active Aggregators and Contractors

10
Aggregators

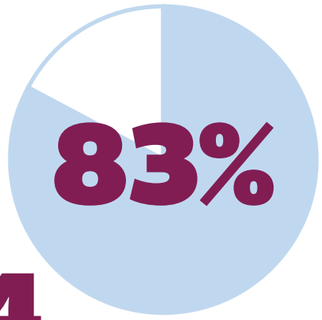
16
Local Contractors

Home Energy Savings For Single Family Homes

Equity Target Customer Projects



236
Projects Serving HTR Customers



284
Projects Serving Geographically Isolated Customers[6]

Projects with Multiple Measures

4%
Multi-Measure Projects

14
Projects

Residential Events

10
Events

498
Attendees

6 Homes in areas other than the U.S. Office of Management and Budget Combined Statistical Areas of the San Francisco Bay Area, the Greater Los Angeles Area and the Greater Sacramento Area, or the Office of Management and Budget metropolitan statistical areas of San Diego County.

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.

Majority of Customers Served Are Hard-to-Reach

Since 3C-REN first launched its Home Energy Savings Population-Level Normalized Metered Energy Consumption (NMEC) program in mid-2022, it has always featured a program design with higher incentives for customers that meet HTR criteria. Despite enhanced incentives and outreach to both customers and aggregators/contractors about 3C-REN's focus on serving equity customers, uptake by HTR customers remained low in 2023 and 2024 (the first full years of program operation). In 2025, 3C-REN implemented a program design change that allocated 75% of incentive funds for HTR customers.

While project volume was initially low at the beginning of the year, a dramatic shift occurred when a new aggregator enrolled in the program. 3C-REN coordinates regularly with fellow program administrators, including Central Coast Community Energy (3CE), which encouraged 3C-REN to connect with one of their contractors who was doing a large HPWH project volume in their program, with an emphasis on low-income and non-English speaking customers. Stacking 3C-REN's and 3CE's programs delivered deeper value to these customers, often times making no-cost projects possible for customers who need them.

While this new aggregator had a large impact on the portfolio, existing aggregators played a critical role as well. In total, 26 different aggregators and contractors completed 342 projects, 69% of which (236 projects) were for HTR customers.

Representatives from Ameri-Cal Repipe & Plumbing, an enrolled aggregator that served a high number of HTR customers in 2025.

Karen Mortensen giving a tour of her home to state and local government officials in November 2025. The group stands in her kitchen admiring one of her high-efficiency mini-splits.

Cuyama Home Energy Retrofit Program (CHERP)

The Cuyama Valley represents one of the most rural and isolated regions in the tri-county area, with a remote population of roughly 500 that faces a combination of extreme climate challenges and aging home infrastructure that was built in the 1950s to house ARCO oil workers. To address these critical needs, 3C-REN member agency, the County of Santa Barbara, leveraged a Transformative Climate Communities (TCC) grant from the California Strategic Growth Council, specifically allocating funds for home energy retrofits via the Cuyama Home Energy Retrofit Program (CHERP).

Four single family homes in Cuyama completed heat pump projects that successfully stacked 3C-REN's incentives with multiple funding streams, including TECH Clean CA, High-Efficiency Electric Home Rebate Act (HEEHRA), Central Coast Community Energy (3CE), and the CHERP funds. This strategic layering significantly reduced upfront costs, making home energy upgrades accessible for this low-income community.

These projects were possible thanks to the dedicated concierge service provided by 3C-REN staff. Historically, regional contractors refused to work in such a geographically isolated area. 3C-REN facilitated contractor connections and advocated for these HTR customers to receive every available resource. The successfully completed home upgrades are a powerful testament to the program's ability to bring safety, comfort, and resilience to some of the hardest-to-reach homeowners in the tri-county region.

Incentive Stacking Essential to Serve Equity Customers

In 2025, 77% of 3C-REN projects combined with other program incentives. Programs that successfully stacked with 3C-REN include: Central Coast Community Energy (3CE), state-funded TECH Clean CA, federally-funded High-Efficiency Electric Home Rebate Act (HEEHRA), Santa Barbara Clean Energy (SBCE) and a local Santa Barbara County program, the Cuyama Home Energy Retrofit Program (CHERP). Many customers also took advantage of Inflation Reduction Act federal tax credits before they expired at the end of 2025. Of note, 59% of projects in 2025 leveraged 3CE incentives as well, including a bonus incentive for qualifying customers to enroll in a low-income utility rate like CARE or FERA. In addition, 25% of projects in the City of Santa Barbara stacked incentives from Santa Barbara Clean Energy's Home Electrification Accelerator Program, a significant collaboration for the community choice aggregator's new incentive program. For customers with limited resources, failure of a heating, cooling or water heating system can force customers to choose between home safety and comfort and other essential goods like food and utility bills. Combining these programs allows contractors to piece together the financial support to enable high quality, energy efficient upgrades for customers of all backgrounds.

A neighborhood in Santa Maria, a community that saw a high volume of projects serving equity customers in 2025.

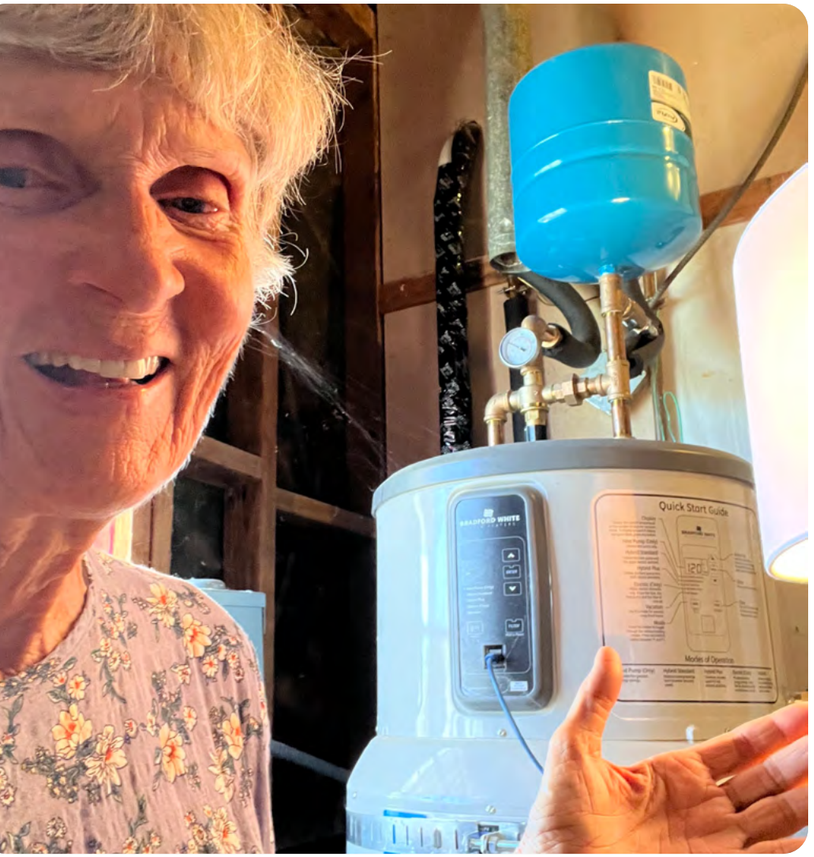
Contractor Profile: Rincon Plumbing Combines Incentives and Training to Deliver Savings to Customers

Zev, President and Owner of Rincon Plumbing Inc. based out of Santa Barbara, is committed to craft and customer satisfaction. To elevate his craft and customer experience, Zev has taken full advantage of the services made available to local contractors from 3C-REN, from incentives to training. Founded in 2018, Rincon Plumbing represents a new generation of contractors on the Central Coast, where an aging workforce is seeing longtime plumbers retire from the trade. Specializing in heat pump water heaters, as well as traditional systems and a range of other services, Zev's business is prepared to meet client needs, including affordable pricing supported by 3C-REN incentives.

Zev first connected with 3C-REN in 2023. Since that time, he has enrolled 16 heat pump water heater projects into 3C-REN's residential program. To deliver the highest quality projects to his customers, Zev has invested in his skills and knowledge by participating in nearly 20 3C-REN events, including workforce development trainings. These include hands-on and in-person HPWH installation training, and several modules of 3C-REN's High Performance Fundamentals certificate program, which cover the foundations of building science and deep dives into heat pump technology.

Going the extra mile for his clients, Zev has also leveraged a water heater loaner program available for emergency replacements that allows customers to install a temporary water heater while they set up their infrastructure to support a heat pump water heater upgrade.

Zev and his employee, Jesus, after a successful 65 gallon HPWH installation.



Karen Mortensen stands in her garage and shows off her heat pump water heater.

Customer Profile: Energy Upgrades in the Remote Community of New Cuyama

Last summer, extreme heat made Karen Mortensen's home increasingly difficult to live in. With no insulation and an aging cooling system, some rooms became nearly uninhabitable. "In my bedroom, it would be 90 degrees and going up," she said. "I had a hard time even sleeping."

Karen had long wanted to make improvements, but cost was a barrier. By combining 3C-REN's Home Energy savings program with the Cuyama Home Energy Retrofit Program (CHERP), Karen was able to install a heat pump water heater and 3 high-efficiency mini-split systems for heating and cooling at no cost. "If it had cost me money, there would have been no way I could have done it," she explained.

Today, her home is comfortable year-round, with reliable heating and cooling in the spaces she uses most. Karen shared her positive experience with the program, noting, "It transformed my life. I wouldn't have made it through the summer without it."

Opportunities in 2026 and Beyond

3C-REN's Normalized Metered Energy Consumption (NMEC) program design allows for the precise tracking and reporting of real-world energy savings. 3C-REN will continue to consider design changes to alleviate the technical burden required to administer an NMEC program. The largest shifts in 2026 will be budget allocations by county to promote more equitable project distribution, expansion of enhanced incentives for customers who are enrolled in low-income utility programs, and the lowering of incentive multipliers for both market rate and equity target customers. With lower incentives, the program will scale its impact to serve a higher volume of single-family homes and improve overall benefits to the grid, all while maintaining its core commitment to equity participants.

To meet these ambitious targets, the program is deepening its collaboration with 3C-REN's workforce development initiatives and actively recruiting more participating contractors. Enrolled contractors will gain access to 3C-REN's expert workforce instructors to troubleshoot questions in the field, as heat pump best practices may still be new to some Central Coast contractors. Expanding the program's contractor base extends beyond desired project completion goals; it can bolster the regional economy by demonstrating that installing energy efficiency measures is a viable and attainable business practice. As the program matures, it serves as the primary vehicle for 3C-REN to become a household name to turn to as a trusted resource for safer, more comfortable, and more energy-efficient homes.

> I love that this program allows us to track the difference we make with measured meter data.
>
> **Jonathan Vannarath of Ameri-Cal,** an enrolled 3-REN contractor

Home Energy Savings For Multifamily Properties

The Home Energy Savings program for multifamily properties (HES-MF) helps multifamily property owners in the tri-county region save money and make their homes or properties healthier and more comfortable with energy efficiency upgrades. From installation of heating and cooling systems to insulation and water heating upgrades, rebates enable property owners to implement projects and achieve deeper energy and cost savings that may otherwise not have been possible. Enhanced incentives are available for Hard-to-Reach (HTR) customers who may need additional support to realize home energy upgrades.

Ashley Dinh (3C-REN Technical Assistant) in front of a central heat pump water heating system.

What the Program Does

For multifamily properties with five or more units located in the tri-county region, the program offers technical assistance to identify energy-saving opportunities. The program pays incentives to the property owners for implemented energy upgrades that reduce energy usage and greenhouse gas emissions. The program emphasizes comprehensive, whole-building upgrades and electrification measures for HTR properties, but is also able to serve market rate properties.

Who the Program Serves

The program targets HTR and underserved customers, who are eligible for enhanced incentives. In accordance with recent guidance from the Commission in D.23-06- 055, non-equity target customers "should not be barred from participation" and may also be served. While these customers may not be the primary audience for this program, HES-MF often fills a gap for customers who have a harder time accessing utility programs due to geographic isolation or program designs that do not meet their needs. For the multifamily program, the HTR criteria include geography, language, income, Native American Tribal membership, and housing type. 3C-REN had developed its own definition of underserved for its multifamily program in 2021 during the program design phase, nearly two years prior to the Commission's formal adoption of an underserved definition in D.23-06-055. In addition to the CPUC's criteria of being an SB 535 disadvantaged, or AB 1550 low-income community, 3C-REN's definition of underserved includes properties with fewer than 100 units and deed restricted or naturally occurring affordable housing. 3C-REN also uses the CPUC underserved definition.[1]

How the Program Works

Multifamily property owners and managers, and associated stakeholders are engaged through direct outreach in the form of physical mailers, calls, emails and events. Customers enter the program by completing an interest form on 3C-REN's website and participating in an intake call with a technical assistant to discuss the property in more detail. Next, an initial site assessment is conducted to confirm site conditions and identify energy efficiency opportunities. Technical assistance may include energy bill analysis, support developing a project scope, and identifying other incentive programs a project may qualify for to help make a project more affordable.

Project scopes must include at least three measures and meet a minimum threshold of greenhouse gas (GHG) savings equivalent to 0.25 MT CO2e per unit. The program also offers an alternative pathway for participation to allow for partial building upgrades, under which an incentive is determined based on the equivalent number of units of overall GHG savings.

There is not a prescriptive list of measures to choose from. Any upgrades that achieve GHG savings (and have an approved work paper) qualify for the program, and upgrades can be made in both common areas and in-unit. Enhanced incentives are available for high-performance measures with high GHG reductions. Once a scope is finalized, the incentive is reserved and installation begins. Contractors are not required to be enrolled with 3C-REN. After installation is complete, a post-installation site visit is conducted to verify the work is done. Finally, the payment is sent directly to the property owner or their contractor depending on the arrangement.

The HES-MF program is implemented by the Association for Energy Affordability (AEA), with support from Frontier Energy.

California Public Utilities Code section 1601 (2025):

1 *"Underserved community" means a community that meets one of the following criteria:*

- a. *Is a "disadvantaged community" as defined by subdivision (g) of Section 75005 of the Public Resources Code.*
- b. *Is included within the definition of "low-income communities" as defined by paragraph (2) of subdivision (d) of Section 39713 of Health and Safety Code.*
- c. *Is within an area identified as among the most disadvantaged 25 percent in the state according to the California Environmental Protection Agency and based on the most recent California Communities Environmental Health Screening Tool, also known as CalEnviroScreen.*
- d. *Is a community in which at least 75 percent of public school students in the project area are eligible to receive free or reduced-price meals under the National School Lunch Program.*
- e. *Is a community located on lands belonging to a federally recognized California Indian tribe.*

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

The HES-MF program facilitated $4,061,588 worth of investment in energy efficiency upgrades in 2025. By providing rebates worth $1,411,299 and leveraging another $1,991,334 from outside incentive programs, 3C-REN and partners helped offset 84% of project costs. This amounted to 12 projects serving 605 units and 908 bedrooms. All projects included at least one end use being converted to heat pumps, with 6 properties installing central heat pump water heating systems, 3 properties installing unitary heat pump water heating systems, and 4 properties installing heat pump HVAC systems. First year net therm savings for claimed measures were 101,656, while net kWh and kW savings were -1,001,945 and 2.04 respectively with negative numbers reflecting fuel substitution projects. Total system benefit was $1,329,233.

Nearly all projects were completed at underserved properties. In fact, 83% of all 2025 projects were completed at properties in underserved communities, as defined by the CPUC (California Public Utilities Code section 1601 (2025)). A total of 92% of projects served Equity Target sites. Furthermore, 75% of projects included at least one tenant-benefitting upgrade to lower tenant energy use, such as attic insulation or ductless mini-split heat pumps. 3C-REN's rebate structure and technical assistance will continue to prioritize underserved properties and more challenging projects that will only happen with program support. At the end of 2025, there were 42 projects in the pipeline.

Landscape of the City of San Luis Obispo where a 19-unit multifamily property was upgraded with attic insulation and a central heat pump water heater.

Home Energy Savings For Multifamily Properties

Summary

12
Projects Completed in 2025

605
Units Completed in 2025

$1.33M
Total System Benefit

$1.41M
3C-REN Rebates for 2025 Projects

$1.99M
Rebates Co-leveraged from Other Programs

$4.06M
Total Project Costs (value of upgrades)

Home Energy Savings For Multifamily Properties

Energy & Greenhouse Gas Savings

-1,001,945 Net kWh

2.04 Net kW

101,656 Net Therms

207 GHG (TCO_2e)

Types of Projects Completed

- Heat Pump HVAC
- Heat Pump Water Heaters
- Hot Water Pipe Insulation
- Attic Insulation
- LED Lighting
- Variable Speed Hot Water Recirculating Pumps
- Refrigerators
- Induction cooktops
- Dishwashers
- Clothes washers
- Low Flow Faucets or Aerators
- Low Flow Showerheads
- Smart Thermostats

Home Energy Savings For Multifamily Properties

Project Pipeline

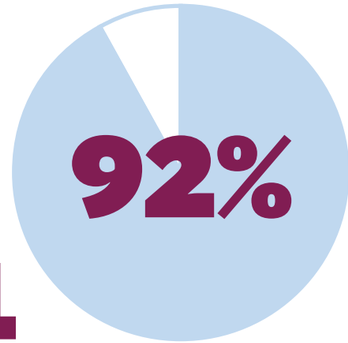
37
New Qualified Leads

21
Site Assessments

42
Number of projects in the pipeline at the end of 2025

Equity Customer Projects[1]

6
Projects Serving HTR Sites



11
Projects Serving Equity Target Sites

1 *Equity Target Customer Sites include projects in census tracts that meet the definitions of CPUC Underserved, Hard-to-Reach or Disadvantaged Communities.*

Storage Tanks for Valentine Road Apartment's central heat pump water heating system.

America Diaz (3C-REN Technical Assistant) and David Ross (Senior Project Manager from Ventura Housing, the housing authority of the City of Ventura) in front of Valentine Road Apartment's central heat pump water heating system.

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.

Affordable Housing Electrification: Incentives & Technical Support Advance Valentine Road Apartments

3C-REN is proud to have been a partner to the housing authority of the City of Ventura in its largest Homekey initiative and second retrofit project at Valentine Road Apartments. The project transformed a former 142-room hotel into 134 studio apartments for individuals experiencing or at-risk of homelessness.

In addition to addressing the urgent need for housing, Valentine Road Apartments is an example of all-electric affordable housing. 3C-REN helped the housing authority navigate replacing the existing gas boiler system with a new heat pump water heating system. This included vetting multiple equipment options on sizing and design, functionality, and total cost of ownership.

3C-REN also supported this retrofit by providing $286,000 in incentives and leveraging another $441,427 from the Low-Income Weatherization Program (LIWP). These incentives supported the installation of the central heat pump water heating system, including pipe insulation and a variable speed recirculation pump, along with LED lighting and electrical upgrades. Solar power and battery storage systems were included in the project through the LIWP funding. These improvements eliminate gas usage at the property, lower overall energy usage, enhance comfort, and reduce utility costs over time to free up funds for tenant services.

Despite the project serving residents who are at risk of homelessness, this project does not meet the CPUC's HTR definition.

High-Touch Technical Assistance and Maximized Co-Leveraged Funds

HES-MF technical assistance enables the completion of complex projects through informed decision making and the co-leveraging of complimentary funding programs, which strapped property staff don't have the ability to pursue on their own. This leads to projects that would otherwise not have been achievable.

Nearly $2 million in incentive funds were leveraged from programs like TECH Clean CA, the Low-Income Weatherization Program (LIWP), and the Central Coast Community Energy (3CE) Electrify Your Home program. This is the largest annual co-leveraging total to-date for the HES-MF program. Programs like TECH Clean CA that rely on contractors to submit projects tend to serve larger multifamily properties in high density areas, where larger construction firms have the capacity to engage directly with the program. 3C-REN technical assistance works to bring some of that funding to communities that are harder to reach.

A central heat pump water heating system for a 135-unit low-income senior home in Santa Maria is an example of this work. HES-MF program staff monitored the hot water load to identify distribution issues upfront and to help properly size the heat pump system to replace the existing gas boiler. Staff then connected the owner with an experienced design-build contractor who was able to float the project cost for the building owner and take the rebates directly to ease the financial and administrative burden. 3C-REN provided $249,750 in incentives and leveraged $366,663 from the LIWP and 3CE programs to make it a 100% cost-covered upgrade with savings of 15,330 net first-year therms. A five-year maintenance plan was included in the contractor scope of work to conduct preventative measures to maintain the highest performance of the installed systems.

David Segan (3C-REN Technical Assistant) and Jean Fulton (Community Manager of Vandenberg Senior Residences) in front of the property's central heat pump water heating system.

> 3C-REN's implementation partner, Association for Energy Affordability (AEA), has been awesome to work with and we greatly appreciate the rebate program and the funds made available to us. Without this rebate program we would have not been able to upgrade our gas boiler hot water system to the fully electrified version we are now so fortunate to have. AEA and the contractor they identified for us for our design build project made the process low effort, smooth and enjoyable. I cannot recommend them enough for a project like this and this rebate program made our project come to life.
>
> **Property management staff** at a senior home in Lompoc

Small property owner with new heat pumps in Ventura.

Small Property Success Stories

A majority of projects completed through HES-MF are at properties with 25 units or less. These "mom-and-pop" properties are often overlooked by rebate programs given their small size and relative lack of resources, but 3C-REN's local outreach efforts and high-touch technical assistance has led to many being served in the tri-county region, where multifamily properties tend to be smaller than in urban areas.

Led by County staff, 3C-REN has direct access to County agencies that can compile targeted lists of multifamily property addresses. Thousands of letters and postcards were mailed to smaller properties located in the geographically isolated counties of Santa Barbara and San Luis Obispo and considered Hard-to-Reach. This was first done in late 2022 and repeated in 2025 for the hardest to reach areas. Letters were sent directly from County Boards of Supervisors and County agency heads, lending credibility and gaining the attention of property owners who may overlook generic mailer materials. Each mailer effort has resulted in a large quantity of quality leads from small property owners.

Seven of these small projects were completed in 2025, and all 7 upgraded to high efficiency electric heat pumps for HVAC or water heating. These projects include a central heat pump water heater serving a 19-unit property in San Luis Obispo, unitary heat pump HVAC units serving a 20-unit property in Ventura, and a full-electrification project at a 12-unit property in Santa Barbara.

Comprehensive Upgrades and Flexible Installs Yield Higher Energy Savings and Workforce Benefits

HES-MF program design encourages comprehensive, multi-measure projects and allows for any qualified contractor to do installation with any equipment that meets or exceeds minimum efficiency requirements. This design supports a diverse list of implemented upgrades, from insulation to heat pumps and increases customer satisfaction and installation quality by allowing owners to work with their preferred local contractors and allowing contractors to select equipment that best meets a property's needs. 3C-REN provides the owner and contractor with detailed standards for both equipment efficiency and installation based on industry best practices. These installation requirements are tailored based on a property's existing conditions and the type of upgrades being implemented.

Encouraging comprehensive upgrades means more holistically-efficient buildings—owners originally interested in just windows or lighting often expand scope significantly. It also benefits regional workforce development by exposing installers to a variety of high efficiency products and guiding them with installation—a benefit that is hard to achieve through larger programs that tend to install the same products at every site. In 2025, over 15 different upgrade types were installed, ranging from envelope measures to appliances and unitary and central heat pumps. For the 6 projects that replaced central gas water heating systems with central heat pump water heating systems, 3 different heat pump manufacturers were used, and 4 different contractors completed the installs.

Clockwise from left: Packaged through-wall heat pump HVAC, attic Insulation, heat pumps for a central HPWH system, residential HPWH systems.

> Without 3C-REN, we would have defaulted to a less efficient system and left significant incentive dollars on the table. Every dollar saved is a dollar we can invest directly in the people who call Valentine Road home.
>
> Valentine Road Apartments Project **Staff from Ventura Housing, the housing authority of the City of Ventura**

Opportunities in 2026 and Beyond

The HES-MF program will continue to provide underserved property owners with high-touch technical assistance and reliable rebates in 2026, which will be the program's fifth year in operation. Each year 3C-REN has deepened its coordination with property owners, contractors, interested parties, and other efficiency programs. 3C-REN's on-the-ground presence generates trust and opportunities that often aren't otherwise possible.

The HES-MF incentive budget in 2026 is roughly $3.2 million, and 3C-REN's goal is to serve more participants and achieve higher savings than in previous years. Rebates for heat pumps will be increased in 2026 to accommodate higher project costs and fluctuations in funding availability from other programs that stack with 3C-REN. An exciting development in 2026 is the launch of a new multifamily incentive program from Clean Power Alliance (CPA), which will enable more projects to be completed in Ventura County, where properties can't access Central Coast Community Energy (3CE) incentives.

The outreach through County mailers that has proven successful for reaching small property owners will be continued in 2026, focusing on Santa Barbara and Ventura counties. Meanwhile, direct outreach and relationship development will be focused on large-portfolio owners, including housing authorities. 3C-REN will use a quarterly newsletter to provide high level updates to these stakeholders. Marketing strategies will be refined to adjust to pipeline needs, for example shifting focus to large-property owners when the pipeline includes a healthy number of small-property owners.

3C-REN will continue to incorporate Integrated Design Side Management (IDSM) technical assistance, where appropriate, by leveraging existing programs and complementary funding opportunities for solar, energy storage, and electric vehicle charging. In 2026, 3C-REN will continue coordinating with the University of California Santa Barbara, recipient of a CA Energy Commission REACH 2.0 grant, to install electric vehicle charging at multifamily properties.

Commercial Energy Savings

The Commercial Energy Savings (CES) program helps commercial business renters, lessees, and owners in the tri-county region install energy efficient upgrades. Enrolled aggregators are offered incentives to install energy-saving improvements, with greater incentives for Hard-to-Reach (HTR) customers who may need additional support to achieve energy upgrades. The program helps businesses become more energy efficient while also supporting sustainable decarbonization efforts, fostering a healthier environment.

What the Program Does

The CES program provides incentives for energy efficiency upgrades for small- to medium-sized businesses, nonprofits, and public agency facilities. Incentives are offered to contractors or aggregators to install energy upgrades such as heat pumps for HVAC (heating, ventilation, and air conditioning) and water heating, lighting, building envelope, and refrigeration. The program emphasizes comprehensive, whole-building upgrades and electrification measures. The program utilizes a Population-Level Normalized Metered Energy Consumption (NMEC) program design which measures a baseline of energy usage prior to installation and will monitor progress for a year after project completion.

Who the Program Serves

To be eligible for incentives, customers and projects must meet all three of the following criteria:

- Located in either San Luis Obispo, Santa Barbara, or Ventura counties;
- Receive electric distribution and natural gas services from any combination of PG&E, SCE, and SoCalGas; and,
- Associated with an eligible North American Industry Classification (NAICS) code.

Following verification of these criteria, nearly any project that results in metered energy savings is eligible for incentives. With 3C-REN's focus on reaching customers not historically served by larger energy programs, enhanced incentives are offered for HTR customers. These customers meet criteria such as low energy use, geographic isolation or located within designated Disadvantaged Communities (DACs), facing language barriers, leasing or renting rather than owning property, or member of a California Native American Tribe.

How the Program Works

The CES program is implemented by Recurve using its FLEXmarket platform, with regulatory support from Frontier Energy.

Businesses are introduced to the program through a variety of channels: already working with an enrolled contractor, contact with local green business programs, outreach from 3C-REN staff, local events, and energy-saving resources shared on 3C-REN and partner websites. After customers submit an interest form on 3C-REN's website, the program's commercial concierge initiates contact with the businesses to better understand their energy efficiency goals and are connected to enrolled contractors if eligible. Contractors estimate energy savings associated with projects and submit this information to the program implementer, Recurve; they may do this independently or by working with an aggregator who submits projects on their behalf. 3C-REN has partnered with Recurve to serve as the program implementer. Recurve is a clean-energy analytics software company that uses large-scale utility and meter data to measure and verify energy savings, enabling performance-based programs that pay for actual reductions in energy use rather than predicted ones. Projects are submitted for preapproval to secure incentives and then for final enrollment after installation. Incentives are paid directly to the contractors, with additional incentives for HTR customers. Contractors receive 20% of the estimated incentive upfront, with the remaining balance paid over the course of a year, based on performance. Contractors are not required to pass any portion of the upfront incentive payment to the customers. The incentive balance is performance-based, meaning payments depend on the actual metered energy savings from the project.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

In 2025, there were 53 projects submitted into the program, a 100% increase from 2024 when the program launched. Thirty six percent (36%), or 19 projects, were considered electrification, switching from fossil fuels to heat pump technology. Refrigeration projects totaled 64% in 2025 with 1 project installing refrigeration and lighting as multiple measures. The program served 53 HTR customers, accounting for 100% of total program participants and received incentives that were double the market rate. First year net kWh savings for claimed projects are 197,323 and net therm savings are 36,113. Greenhouse gas savings were 253.67 TC2e.

Incentive stacking with other programs was instrumental in driving down installation costs for heat pump water heater projects in 2025. Sixteen (16) heat pump water heater projects stacked with the TECH CLEAN California Program, equaling 84% of the total heat pump water heater projects installed. It is important to note that the commercial program incentive budget became fully reserved by August 2025 due to high demand and new projects had to wait for renewed funding in the following program to be submitted for reservation.

Commercial Energy Savings

Summary

53
Projects Completed in 2025

100%
Equity Target Customer[1]

$1.09M
Total Forecasted Incentives[2]

$127,981
Total Upfront Incentives Paid in 2025[3]

$744,527
Forecasted Total System Benefit

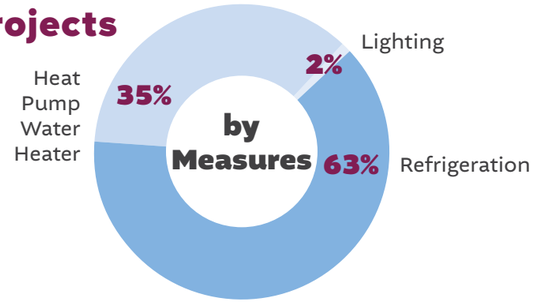
1 *In 2025, 100% of commercial projects served HTR customers*

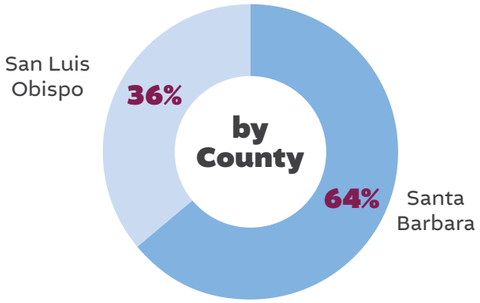
2 *Total incentives to be paid if all projects in the program year realize 100% of anticipated energy savings*

3 *Total upfront incentives paid to customers in 2025, representing 20% of the Forecasted Incentive Payments*

Commercial Energy Savings

Projects





Aggregators and Partners

19
Enrolled Aggregators

4
Green Business Program Partners

35
Commercial Business Leads

Stacking 3C-REN Incentives with Other Programs

84%
of Heat Pump Water Heater Measures Stacked

16
Projects

$52,700
Total Stacked Incentive Amount

Commercial Energy Savings

Energy & Greenhouse Gas Savings

197,323 First Year Net kWh

36,113 First Year Net Therms

254 GHG (TCO^2e)

Realization Rates[4]

50%
Electric Savings (kWh)

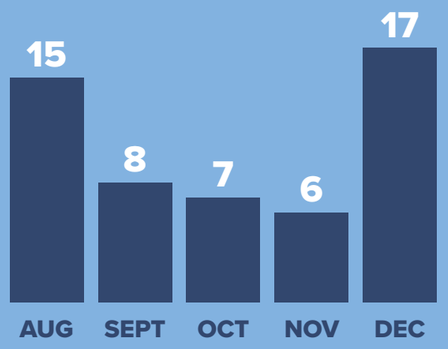
31%
Gas Savings (therms)

49%
Total System Benefit ($)

4 Realization rates reflect the actual energy savings achieved (verified at the meter) against the forecasted savings. The majority of commercial projects were installed late in 2025, therefore minimal measurement data is available. Realization rates are expected to increase as projects mature.

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.



Number of 2025 projects that entered tracking by month.

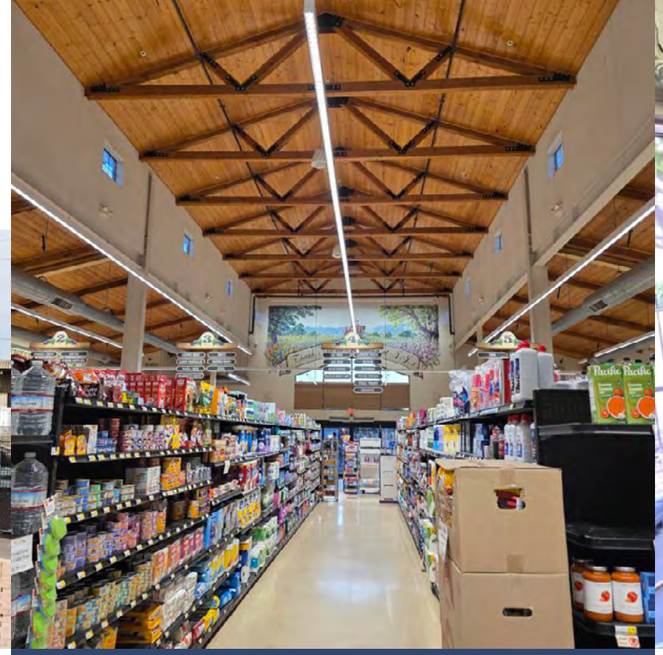
First Projects Completed and Incentives Fully Subscribed

The CES program saw its first enrolled and completed projects in 2025, proving demand for energy efficient and electrification measures in small to medium businesses. The first projects were enrolled early in the year and by August, the entire incentive budget had been reserved, serving 53 businesses. Although the program aimed to stay open for the full calendar year to minimize uncertainty with program accessibility, it was considered a program success to fully subscribe the incentive budget, serving only HTR businesses in their energy efficiency journeys.

Incentives for Tortilleria Mexico #4 in Santa Maria supported a heat pump water heater project.

100% of Projects for Hard-to-Reach Businesses

By design, the commercial program primarily aims to serve HTR customers given geographic location, language, business-size, and other criteria. In 2025, the program allocated 75% of the incentive budget to HTR customers and the remaining 25% to market rate projects. Since the 25% set aside for market-rate customers had not been used by the time the HTR budget was fully subscribed, the full commercial program budget was completely used for HTR projects, supporting local businesses in receiving energy efficiency equipment who might not have otherwise been able to prioritize those upgrades. Examples of businesses served include local markets, restaurants, liquor stores, and dry cleaners.



A grocery store in San Luis Obispo County completed lighting and refrigeration upgrades.

Program Served First On-Bill Financing Project

A grocery store in San Luis Obispo County considered an HTR business fell outside the eligibility criteria for all other energy programs; however, despite these barriers, the customer was committed to upgrading their lighting and refrigeration to reduce operating costs and ensure long-term viability as a business. To realize this project, the program worked closely with the customer's aggregator, Taper (now Ecology Action), to secure 3C-REN incentives and address the project's substantial capital requirements.

By initiating a strategic partnership with PG&E's On-Bill Financing (OBF), the program created a streamlined process that allowed the customer to secure a 0% interest loan paid on their utility bill. Between this financing pathway and the 3C-REN incentive, the entire cost of the project was covered with no out-of-pocket expense to the owner. Beyond the cross-program collaboration, the project is forecasted to deliver massive energy savings, totaling 95,622 kWh and 4,725 therms annually.

Heat pump water heaters provide hot water to a taqueria in Santa Maria.

Tri-County Businesses Give Heat Pump Water Heaters a Try

Although most programs incentivizing HPWHs currently serve the residential sector, the 3C-REN commercial program is one of the first programs in the state to offer incentives for HPWHs for small to medium commercial properties through a Population NMEC program design. Despite limited historical performance data to support the installation and reliability of HPWHs in commercial spaces, local tri-county businesses were open to trying them out and taking advantage of 3C-RENs incentive program to offset costs.

Incentive stacking with other programs was also useful in driving down customer costs. Sixteen (16) HPWH projects were stacked with the TECH CLEAN California Program (TECH), equaling 84% of the total commercial heat pump water heater projects installed in 2025. HPWH projects that received TECH incentives utilized an additional $52,700 in stacked incentives which reduced the total project costs by 10% to 31%, depending on scope. As the program measures actual metered savings from these HPWH projects over the next year, 3C-REN will be able to measure success through real performance data and is hopeful that through this program, others will follow suit, increasing HPWH adoption in commercial buildings in the state.

3C-REN enrolled aggregators are encouraged to participate in workforce training events, such as the Heat Pump Water Installation course held in Santa Maria.

> Joining the 3C-REN program as an aggregator gives you a real chance to scale your impact by tapping into funding, resources, and local partnerships you wouldn't have on your own. It also makes it easier to reach more customers and deliver projects faster while staying aligned with regional energy goals.
>
> **Ecology Action (formerly Taper),** Enrolled Commercial Aggregator

Opportunities in 2026 and Beyond

In 2025, the program completed its first projects and established credibility with contractors and aggregators, however, in an effort to achieve a higher Total System Benefit (TSB) value the program will reduce its HTR multiplier in the 2026 program year. This reduction will allow the project portfolio to better meet TSB goals. 3C-REN will also continue to consider program design changes to alleviate the technical burden required to administer an NMEC program, as with 3C-REN's HES-SF NMEC program.

An anticipated challenge in 2026 is the loss of previously engaged enrolled contractors who have indicated they may not submit projects in 2026 given the lower potential to earn incentives for HTR projects. Due to this, the program will focus on contractor outreach to engage with new contractors and aggregators to expand the enrolled contractor directory and increase customer outreach by 3C-REN staff. Enrolling more contractors and aggregators will broaden the network, ensuring measure diversity in the program and provide customers the opportunity to compare bids and select the best quote for their needs. A primary focus during contractor outreach is to engage with contractors who can serve the County of Ventura, as there were no projects installed in Ventura County in 2025. Additionally in 2026, the program will assign an incentive allocation dedicated to serving Ventura County customers. The program will strive to enroll its first projects in Ventura in 2026.

The program previously contracted with Green Business Programs (GBPs) and incentivized lead generation. However, contractors have proven to be the more effective driver of project enrollment. Starting in 2026, the contract with GBPs will incentivize completed projects rather than lead generation, with a shift towards completed projects and businesses realizing actual energy savings. The program will continue and expand its commercial concierge service to guide customers through their options and equitably connect contractors to interested customers who have submitted interest forms on the 3C-REN website.

Energy Code Connect

The Energy Code Connect (ECC) program aims to establish the tri-county region as a leader in California Energy Code and Green Building Standards compliance and enforcement. Through education and technical support, professionals in both the public and private sectors are equipped with the knowledge and training to increase comprehension, compliance, and enforcement of California's energy and green building codes (Title 24 Part 6 and Part 11 respectively).

Local community members learn from Ryan Cullinen from Allen Construction about fire hardening for existing structures at the Regional Forum in Santa Barbara.

What the Program Does

ECC offers a comprehensive suite of services to simplify the energy code and help improve compliance. ECC focuses on three services: Energy Code Coach, regional forums, and training.

Energy Code Coach: Helps building professionals navigate California's ever changing and complex Energy Code. Energy code experts provide prompt and personalized support online, over the phone, or in the field. Coaches provide local building professionals and residents with code citations and other resources to support comprehension, compliance, and enforcement of the California energy and green building codes. Coaches develop personalized resources for jurisdictions and contractors to help professionals better understand and comply with compliance forms, code requirements, and local reach codes.

Regional Forums: Focused on energy and green building codes and related policies and technologies, forums convene professionals from both sides of the building counter, as well as other stakeholders. Events are educational, with subject matter experts (SMEs) speaking to the latest developments in the state's energy efficiency landscape, and interactive, fostering networking for shared understanding as the industry works towards common goals.

Training: Educational events increase overall comprehension, leading to enhanced compliance and enforcement of codes and standards across the territory for both public and private sector building professionals. Content is curated to address needs and knowledge deficits identified by regional stakeholders, and curriculum is refreshed to reflect the most up-to-date information on California's energy codes and green building standards. Training topics include code cycle updates, compliance forms, modeling, permitting, deep dives into code sections, Home Energy Rating System (HERS) measures and more.

Who the Program Serves

A hallmark of the ECC program is its focus on the full building community, including public sector staff, private industry professionals, and building owners. It supports enforcement on one side, compliance on the other, and overall comprehension across the board. Though the ECC program primarily serves the public sector, engaging the private sector, building owners, and residents is essential for the success of the program and overall compliance in the region. Given the array of professions that touch the energy code in the design and construction of new and existing buildings, ECC offers services to building officials, plan examiners, inspectors, architects, engineers, energy consultants, contractors from various trades, building owners, and more. Participants are encouraged to take advantage of all ECC services.

How the Program Works

Energy Code Coach: The Energy Code Coach is implemented by San Luis Obispo-based In Balance Green Consulting, with support from Central Coast Energy Compliance. Energy Code Coach support in Spanish is implemented by Energy Conservation Consultants. Inquiries are submitted via an online form or by calling the Energy Code Coach hotline. Coaches respond within 24 hours by phone or email or offer in-person support at the counter or in the field. Additionally, monthly blogs are published addressing common questions, offering insights and solutions to help the community navigate energy code requirements. The Energy Code Coach service can also develop and lead customized trainings for public and private sector staff on specific energy code topics to alleviate uncertainties and ensure teams are on the same page.

Regional Forums: Regional forums use keynotes, expert panelists, interactive breakout discussions, and networking opportunities to share the latest information and best practices related to energy code and policy and their broader implications for the Central Coast community. Attendees leave with enhanced knowledge and meaningful connections in the industry. Regional Forums are held twice a year, in alternating formats. One Forum is held virtually to reduce attendance friction with travel times and taking time off from work yet, still allows attendees to learn from SMEs about the latest developments in energy policies. The second Forum is offered in-person, rotating locations between the three counties, to better facilitate deeper conversations and networking opportunities.

Training: ECC training events generally follow the same processes as Building Performance Training (BPT) events. Instructors with specialized code expertise and knowledge about how the State's code is applied locally teach courses both virtually and in-person. HERS Rater Certification training is also offered in partnership with ConSol which includes a self-paced online training, in-field training, and the exam.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

In 2025, the ECC program experienced one of its strongest years to date, with participation across all offerings continuing to grow and reaching levels comparable to the program's most active years. Over the course of the year, the program delivered 20 courses that attracted 546 total attendees. A primary focus was preparing industry professionals for the 2025 California Energy Code updates taking effect January 1, 2026, while additional trainings covered Quality Insulation Installation (QII), registries, energy performance modeling, and CALGreen requirements. Complementing these educational offerings, the Energy Code Coach technical assistance service reached an all-time high, responding to 158 Energy Code and CALGreen inquiries, further solidifying 3C-REN as a trusted and essential energy code resource within the tri-county region.

Building on this momentum, ECC aimed to expand access to qualified HERS Raters within the tri-county region. In partnership with ConSol, the program launched HERS Rater and EPA 608 Certification trainings, enrolling 30 participants in the HERS Rater program and 31 in EPA 608 certification, helping ensure that homeowners in the tri-county region have improved access to honest, certified professionals needed to perform HERS testing. Additionally, ECC introduced a Spanish Energy Code Coach webform and dedicated hotline, expanding equitable access to technical assistance for Spanish-speaking professionals. These initiatives reflect ECC's continued growth and increased impact within the building industry.

Captain Chris Olmstead, Santa Barbara County Fire Department, responds to an attendee's question at the Regional Forum: Preparing Buildings for Wildfire Resiliency in 2025 and Beyond.

> I've attended quite a few of 3C-REN's training sessions/webinars, and the folks over at 3C-REN are amazing. Energy Code isn't always the easiest thing to digest and the folks at 3C-REN do a really great job of making it palatable for building professionals, builders, and owners alike—so thank you sincerely for everything that you do!
>
> County of Santa Barbara Building Permit Technician

Energy Code Connect

Summary

368 Organizations engaged in Energy Code Connect activities

36% Jurisdictions engaged in Energy Code Connect activities

Energy Code Coach

14%
Jurisdictions Using Code Coach

158
Inquiries

57
Organizations Using Code Coach

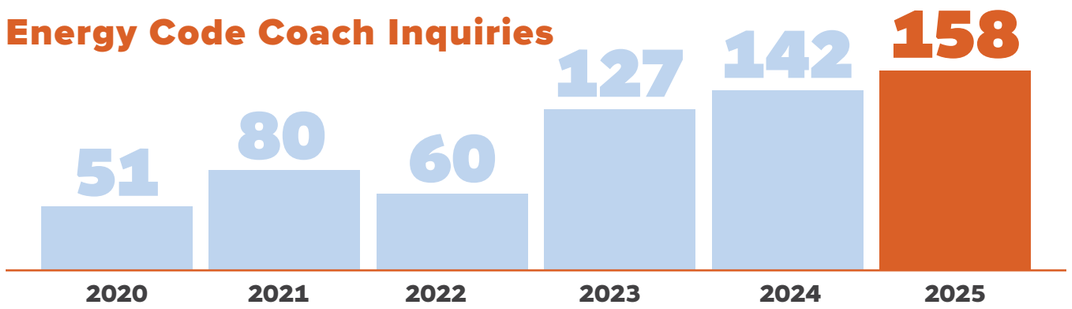
Code Coach Outreach

137
Organizations Outreached to Annually

100%
Jurisdictions Receiving at Least One Marketing Touch

Energy Code Connect

Energy Code Coach Inquiries



Training Events

20
Events This Year

138
Events Since 2020

Event Attendees

546 Attendees

306 Unique Attendees

2,745 Attendees Since 2020

35%
Percent of Attendees Who Attended More Than One Event

Energy Code Connect

Regional Forums

2
Forums

270
Attendees

170
Organizations Represented

Certifications

30 Enrolled in HERS Rater

1 Completed training for HERS Rater

31 Enrolled in EPA 608 Universal

3 Certified in EPA 608 Universal

Equity Target Attendees[1]

54
HTR Attendees

11%

73
Equity Target Attendees

40%

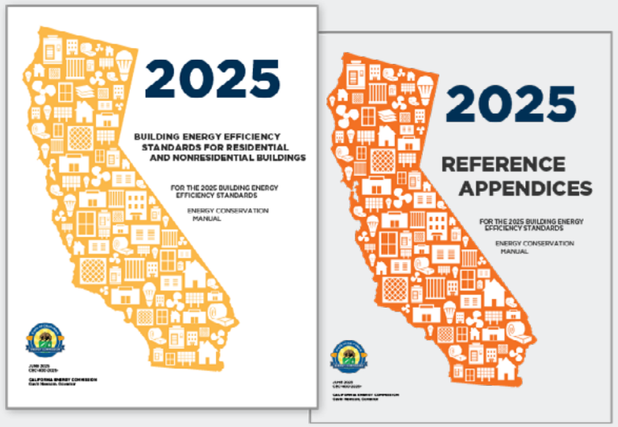
1 Equity Target Attendees include attendees with addresses in census tracts that meet the definitions of CPUC Underserved, Hard-to-Reach and Disadvantaged Communities.

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.

HERS Rater Success Story on the Central Coast

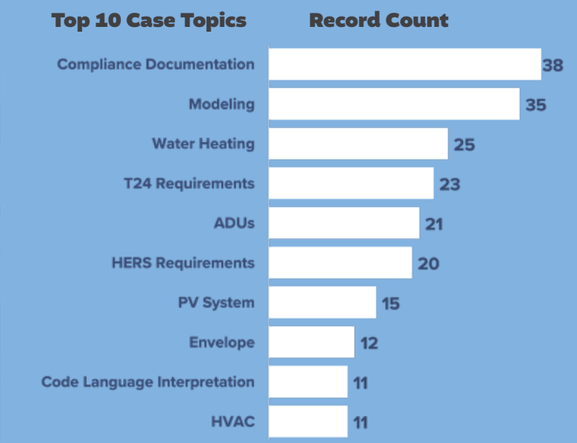
While the exact numbers are difficult to pin down, 3C-REN estimates there are approximately 8 HERS Raters serving the tri-county region, which is home to roughly 1.5 million residents and spans 7,873 square miles, making its land mass larger than the state of New Jersey. Given this, 3C-REN was thrilled to learn more about a local HERS Rater who received his certification from ECC's previous HERS Rater Certification training, offered in partnership with CalCERTS before its closure. Philip Piceno of Wolf Den Energy Services, who has officially became a HERS Rater serving our region, has established himself as a trusted HERS Rater, earning high praise from local building inspectors for his expertise and commitment to energy code compliance. This achievement highlights the real-world impact of ECC's training services and demonstrates the importance of developing a skilled workforce to support energy code compliance requirements. Looking ahead, 3C-REN is committed to expanding access to qualified HERS Raters across the region by continuing to provide HERS Rater Certification training through the ongoing partnership with ConSol, the official training partner of CHEERS.



Covers of the 2025 Building Energy Efficiency Standards and Reference Appendices.

Captain Chris Olmstead, Santa Barbara County Fire Department, shares how resilient and efficient design influences firefighting strategies.

Jennifer Rennick, middle, 3C-REN instructor of In Balance Green Consulting leads a session for Building & Safety staff at the County of Santa Barbara.



The Tri-county Region Prepares for the 2025 California Energy Code

A major driver of ECC participation was strong interest in the upcoming updates to the California Energy Commission's Energy Code, which took effect on January 1, 2026. To help prepare local stakeholders, 3C-REN hosted an online regional forum focused on preparing for the 2025 Energy Code featuring partnered speakers from the California Energy Commission (CEC), Energy Code Ace, CHEERS, In Balance Green Consulting (a San Luis Obispo-based firm), and a local HERS Rater with Central Coast Energy Compliance. The forum provided timely insights into key changes, drawing 220 attendees consisting of building department staff, energy consultants, designers, and HERS Raters. In addition to the forum, 3C-REN tailored its trainings to address 2025 Energy Code Updates across multiple building types, including Single Family, Additions and Alterations, Accessory Dwelling Units (ADUs), Multifamily, and Nonresidential. Breaking down the trainings by building type allowed them to be more accessible to participants, letting them choose sessions to attend that were applicable to their work.

Wildfire Resiliency Forum and Net Zero Building Tour in Santa Barbara

3C-REN hosted an in-person wildfire resiliency forum in Santa Barbara alongside industry experts from Cairn Collaborative, Allen Construction, the Santa Barbara County Fire Department, and In Balance Green Consulting—all organizations based in the tri-county region. The forum provided timely insights on recent wildfire-driven code updates, wildfire-resilient design strategies at the intersection of resilience and energy efficiency, and how to rebuild compliant with the code amidst disaster and recovery. Presenters shared lessons learned from local wildfires and highlighted practical approaches to improving resilience and indoor air quality alongside energy performance, as well as defensible zones.

Following the forum, attendees toured the County of Santa Barbara Emergency Operations Center and Regional Fire Communications facility. The building showcases wildfire safety features, net zero design elements, and advanced energy efficiency systems. The tour was led by the Santa Barbara County Office of Emergency Management Director, further enriched by insights from the local project designers at RRM Design Group and BMA Mechanical, offering participants a firsthand look at resilient, high-performance public infrastructure.

Code Coaches Continue to Strengthen Building Department Engagement

Continuing the yearly tradition, Code Coaches visited all tri-county jurisdictional offices via the annual ECC Roadshow. In 2025, Code Coaches proudly shared a bilingual trifold flyer designed to make the Energy Code more accessible to the Spanish speaking community. Featuring clear language and photos for visuals, the flyer highlights the specific topics where our Code Coaches provide technical support, from envelope questions to compliance forms. Developed to serve both English and Spanish speaking audiences, this resource strengthens equitable access to technical assistance across the tri county region. The flyer was well received and effectively encouraged participants to submit code questions and engage with the program.

During Roadshow office visits, Code Coaches personally connect with jurisdiction staff and share the program's offerings. The response was overwhelmingly positive, with many departments expressing appreciation for the clarity of the bilingual resource and submitting follow up questions to engage more deeply with the program. Additionally, the Roadshow provides an opportunity for jurisdiction staff to request customized trainings to help building department staff grasp aspects of the Energy Code based on their unique needs. Training topics available for request include, but are not limited to, HERS/ECC measures, heat pump water heater installs, and Energy Code or CALGreen updates.

Making Sense of the Energy and CALGreen Codes with Code Coach Support

In 2025, 3C-REN's Code Coaches responded to 158 inquiries from across the building industry, helping translate complex Energy Code requirements into practical guidance that keeps projects moving while maintaining code compliance. Questions come from a wide range of building industry audiences. For example, a Code Coach walked a homeowner through completing simple prescriptive compliance forms for a small remodel. Energy consultants often reach out to confirm project scopes or ask how to model a unique wall or roof assembly in performance compliance software. Building department staff may request clarification on which forms are required under the prescriptive versus performance approach, while architects have sought guidance on navigating EV charging and accessibility requirements. Contractors also rely on Code Coaches to better understand which HERS measures have been triggered or what Quality Insultation Installation (QII) entails. Some recurring questions even evolve into topics for the program's Blog, extending the value of Code Coach guidance to the broader community.

Opportunities in 2026 and Beyond

A primary focus for 2026 will be continuing to educate and support the building industry as it fully transitions into the 2025 California Energy Code cycle. With the new code now in effect, the program will explore offering discipline-specific trainings in the coming year. Training by discipline will allow participants to engage more deeply with the sections of the code most relevant to their daily responsibilities. This targeted approach is intended to strengthen understanding, improve consistency in enforcement and compliance, and make trainings even more relevant and applicable.

Beyond formal coursework, ECC plans to expand the Energy Code Coach technical assistance program by launching an office hours style webinar series titled “Ask the Expert,” focused on topics including energy code compliance and performance modeling. These interactive sessions will provide direct access to subject matter experts and create opportunities for real-time questions and discussion. The program will also continue hosting two regional forums each year, one virtual and one in person, centered on emerging industry topics. Regular blog content will further address common Code Coach questions and timely updates related to Energy Code and CALGreen.

In partnership with the California Association of Building Energy Consultants (CABEC), 3C-REN also plans to host CEA and AEA certification exams within the tri-county region as the new exam cycle rolls out. Looking ahead in the coming years, 3C-REN aims to collaborate with other Regional Energy Networks that offer code and standards programs to co-host a forum and strengthen statewide coordination and energy code education.

> The whole Title 24/HERS step confounded me until 3C-REN’s Energy Code Coach called me back Monday morning. He assured me that completing the Title 24 requirement was easy to do myself and walked me through it. I went from anxious and concerned to relaxed and relieved in just a few minutes on the phone filling out and printing the CF1R form. The sound of paperwork being stamped “approved” at the counter later that morning was music to my ears.
>
> **City of San Luis Obispo** permit applicant

As part of the Wildfire Resiliency Forum, attendees participated in a guided tour of the County of Santa Barbara Emergency Operations Center and Regional Fire Communications Facility.

Building Performance Training

The Building Performance Training (BPT) program supports the region's energy and climate goals by fostering a thriving local workforce that possesses the knowledge and skills to design, build, retrofit, and sell high performance buildings. The program delivers training events that enable the local workforce to develop the skills essential for creating and communicating about high performance buildings. Continuing education credits and certifications are offered to incentivize participation. Workers from diverse sectors are engaged, from design and construction to engineering and real estate. Prospective workers are also engaged, through events in partnership with local educational institutions.

3C-REN instructor, Mike Horgan, leads a demonstration on high-performance insulation and air sealing to Cal Poly San Luis Obispo's Girls Build Summer Academy.

What the Program Does

Workers receive technical and soft skill training and certifications focused on energy efficiency and high performance buildings. Example training topics include creating an effective building envelope, ventilation basics, heat pump technology, building standards such as Passive House, and sales skills to market energy efficiency. Typically, 4 to 6 events are held per month, with most recorded and posted to 3C-REN's library of on-demand trainings.

Who the Program Serves

The BPT program targets both current and future local building professionals, such as contractors, HVAC technicians, electricians, plumbers, engineers, architects, certified energy managers, real estate professionals, and students. Public sector building department staff engage in this workforce program as well but are more heavily engaged in 3C-REN's Codes and Standards program. Training is targeted to current and prospective professionals, to disadvantaged workers, and to workers in Designated Disadvantaged Communities (DACs).

How the Program Works

Trainings are delivered online and in-person by expert instructors, some based locally with expertise in the tri-county climate and building practices, and others bringing in expertise from outside the area to help cultivate knowledge within the tri-county region. Annual course planning assesses which training topics are in greatest demand, as well as forward-looking topics that deserve greater attention, even if not in high demand.

Integrated software platforms streamline the management of event schedules, registration, virtual event links, communication with attendees and post-event reporting. Events are marketed via weekly emails to 3C-REN's distribution list. A quarterly course calendar is distributed to key partners. Personal outreach emails to energy champions within various organizations also help to drive participation. In-person outreach supplements digital outreach, with outreach contractor Eklund Properties attending in-person conferences and networking events and making office visits to local contractors on behalf of 3C-REN. Tabling events at local supply houses are another outreach strategy employed to target small, independent, and Spanish-speaking contractors. The program leverages relationships with industry conveners to further ensure broad engagement. Architectural associations are a key partner, as well as contractor associations, supply houses, green building councils, trade schools, community colleges and high schools. Partners support 3C-REN's delivery of training in several ways: as trainers, guest speakers, co-hosts, advisors in course selection, and as marketing partners.

Participants at 3C-REN's Green Building Construction Tour listen as Allen Construction presents on their all-electric ADU build.

Participants in 3C-REN's Passive House bootcamp celebrate after completing 5 days of hands-on training and receiving their Passive House Tradesperson certifications.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

In 2025, the Building Performance Training program sustained the momentum built in previous years by expanding hands-on technical training, strengthening industry partnerships, and testing new ways to engage a broader and more diverse workforce. The program hosted 128 training and outreach events in 2025, reaching 2,257 total attendees, including 1,408 unique participants. Engagement remained strong, with 24% of participants attending more than one event, demonstrating continued demand for advanced training opportunities. The program also expanded outreach through 10 supply house tabling events, generating approximately 280 industry impressions, and strengthened workforce pathways through 41 Guest Speaker Series events that reached 1,116 students. Since the program's launch in 2019, over 9,723 total attendees have participated in 491 events, reinforcing 3C-REN's role as a trusted regional resource for building decarbonization and energy efficiency training.

The program maintained a strong focus on building decarbonization, helping local professionals access convenient, high-quality training and certification opportunities. Heat pump water heaters remained a cornerstone technology, with trainings designed to equip contractors with the knowledge, experience, and confidence to install and maintain these systems effectively, improving performance and extending equipment lifespan.

In-person engagement was a major emphasis in 2025. Hands-on workshops brought together contractors, manufacturers, and students, providing practical guidance. Workforce outreach also expanded beyond the classroom, including supply house tabling events that promoted high-performance building practices directly where tradespeople purchase materials.

In 2025, the program also prioritized networking and early workforce development. Green Building Construction tours in Santa Barbara and San Luis Obispo offered an inside look at real-world high-performance design. In partnership with AIA Santa Barbara, 3C-REN launched a High-Performance Happy Hour series, delivering 4 in-person sessions that combined learning with peer-to-peer connection. Finally, the Girls Build Summer Camp in San Luis Obispo introduced young participants to careers in the trades, supporting a more inclusive future workforce.

Across these efforts, 3C-REN continued to meet professionals where they are and build strong regional networks, all while remaining consistent in the mission to promote a workforce capable of meeting our region's decarbonization goals.

Building Performance Training

Training Events

128 Events this Year

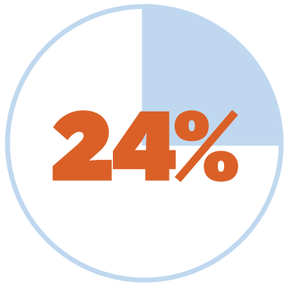
491 Events Since 2019

Event Attendees

2,257 Attendees

1,408 Unique Attendees in 2025

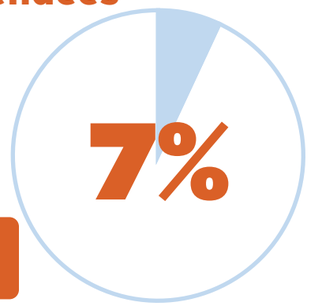
9,723 Total Attendees since 2019



24% Percent of Attendees who Attended More than One Event

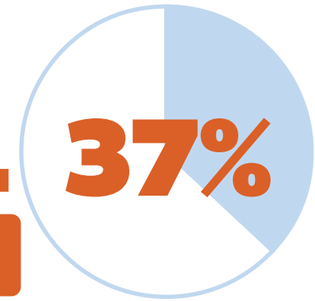
Equity Attendees[1]

99 HTR Attendees



7%

521 Equity Target Attendees



37%

1 Equity Target Attendees include attendees with addresses in census tracts that meet the definitions of CPUC Underserved, Hard-to-Reach (HTR) and Disadvantaged Communities.

Building Performance Training

Collaborations

74

Collaborations

- Education (29%)
- Instructor (24%)
- Building Supply (20%)
- Real Estate (7%)
- Architecture (4%)
- Construction (4%)
- Industry Association (4%)
- Non-Profit (4%)
- CCA/IOU (3%)
- Finance (1%)

Building Performance Training

Supply House Tabling

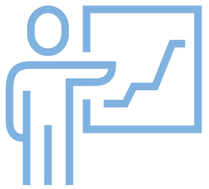
10

Supply House Tabling Events

280

Estimated Interactions at Supply House Events

Training for Schools



41

Guest Speaker Events

1,116

Student Attendees

Certifications

5 NAR Green Designation

19 Passive House Tradesperson (CPHT)

7 Passive House Designer/ Consultant (CPHD)

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.

Building the Future with Girls Build Summer Academy

The BPT program was thrilled to once again collaborate on California Polytechnic State University (Cal Poly) San Luis Obispo's Girls Build Summer Academy, a week-long camp that empowers young women to explore careers in construction. Girls Build is organized by Cal Poly Construction Management and sponsored by local industry professionals.

3C-REN instructors from San Luis Obispo-based firms In Balance Green Consulting and Cairn Collaborative Design Build supported a day of programming focused on green construction that included an introduction to sustainable building from In Balance, followed by a hands-on insulation and wall-assembly tutorial led by Cairn Collaborative's Mike Horgan. Campers got their hands dirty (in the best way!) installing denim batt, loose fill, and cellulose insulation and applying house wrap.

3C-REN is proud to support young women as they explore the world of sustainable construction and start building a future that's smart, strong, and green.

> My expectations were that a bunch of high school girls were going to be VERY uninterested in anything I had to say about construction. I was dead wrong … Tons of questions, tons of laughs, really cool showing natural insulation that got tons of reactions, and just an inspiring, awesome, heartwarming day.
>
> **Mike Horgan,** Design + Build Contractor of Cairn Collaborative in San Luis Obispo

Participants in Cal Poly San Luis Obispo's Girls Build Summer Academy pose with their wall assembly after insulating and applying a vapor barrier.

Itzel Torres and Danica Resurreccion, 3C-REN staff, share upcoming training events with contractors attending a resiliency event at Hayward Lumber in San Luis Obispo.

Enhancing Contractor Engagement Through Boots-on-the-Ground Outreach

In 2025, the BPT program strengthened and expanded outreach at supply houses, reinforcing the program's commitment to boots-on-the-ground engagement. Like previous years, tabling events remained central to connecting directly with contractors in the spaces they already frequent and trust. Rather than relying solely on digital marketing or formal association channels, the program prioritized in-person relationship building at local general, plumbing, and HVAC supply houses.

As the industry evolved, contractors shared challenges related to pricing fluctuations, inconsistent product availability, and changing business conditions. In response, 3C-REN focused on serving as a reliable and accessible resource by providing clear, practical information at no-cost and maintaining a consistent presence. Meeting contractors where they purchase materials allowed staff to build relationships, understand day-to-day realities, and share timely information about trainings, energy code support, and incentives.

Because many contractors operate independently and are not connected through formal professional networks, supply houses serve as trusted institutions that help 3C-REN reach stakeholders who may otherwise be difficult to engage.

In 2025, bilingual staff and partners participated in 10 supply house tabling events, directly engaging approximately 280 contractors and industry professionals. Consistent in-person outreach deepened trust among small, independent, and Spanish-speaking contractors, with conversations extending beyond training promotion to include incentives, energy code resources, workforce pathways, and technical assistance. Tabling efforts also supported a local contractor breakfast that created space for direct feedback on market conditions and training gaps, informing future programming and strengthening the program's responsiveness to local contractor needs.

Green Building Construction Tours Are a Hit

The BPT program partnered with leading local builders and industry organizations to host 2 green building construction tours—one in Santa Barbara, featuring Allen Construction and AIA Santa Barbara, and another in San Luis Obispo, with Cairn Collaborative Design Build.

Demand for these tours was strong, with a total of 36 attendees and one tour reaching registration capacity, underscoring the need for opportunities like these across the region. These tours provided a firsthand look at advanced building envelope techniques, all-electric design strategies, and high-performance systems in real-world applications, providing a valuable service to the Central Coast building community and filling a gap in available professional learning experiences. By convening building professionals on active job sites, 3C-REN created meaningful opportunities for dialogue between architects, designers, and contractors who are successfully delivering high-performance projects.

These partnerships strengthen more than individual projects; they help build a regional network of skilled high-performance contractors and connect them directly with the architects and designers shaping future developments. Through collaborations like these, 3C-REN reinforces its role as a trusted industry convener, expanding program reach, supporting continued investment in workforce development, and accelerating the adoption of sustainable building practices across the Central Coast.

Carpenters from Cairn Collaborative help keep the site safe, organized, and tour-ready during 3C-REN's Building Tour in San Luis Obispo.

Ryan Cullinen with Allen Construction demonstrates a rain screen during a 3C-REN Green Building Construction Tour of an all-electric ADU.

Attendees learning from instructor Nick Brown from Build Smart Group about HPWH installation best practices at Ferguson in San Luis Obispo.

Danica and Itzel with 3C-REN celebrate the success of the HPWH Installation training hosted at Ferguson in San Luis Obispo.

Supporting Heat Pump Water Heater Adoption Through Local, In-Person Trainings

The BPT program continued its regional focus on Heat Pump Water Heater (HPWH) workforce development with a dedicated series of in-person installation trainings across Ventura, Santa Barbara, and San Luis Obispo counties. Certified Energy Analyst Nick Brown of Build Smart Group and domestic hot water distribution expert Gary Klein of Gary Klein and Associates traveled throughout the tri-county region to deliver three early morning sessions hosted at partner supply houses, reaching a total of 64 industry professionals. Trainings were held at supply houses in Westlake Village, Santa Maria, and San Luis Obispo.

Designed specifically for plumbers and related trades, the curriculum addressed HPWH installation best practices head-on, with equipment on site for hands-on demonstration. Participants reviewed system operation, model selection, airflow requirements, closet installations, and condensation management, with a focus on maximizing coefficients of performance, minimizing wasted water and energy, and reducing long-term maintenance burdens.

Attendees included plumbing contractors, trade school instructors and students from CET Santa Maria, representatives from Community Action Partnership of San Luis Obispo, city staff, designers, and other building professionals. The goal was to prepare contractors to confidently integrate HPWH installations into their businesses, optimize performance, minimize callbacks, and support long-term reliability.

Collaboration with regional supply houses was central to successful delivery, providing accessible venues and trusted environments that encouraged strong contractor participation and supported continued market adoption of HPWH technology.

Instructor Andy Pease of In Balance Green Consulting speaks with architects at a High Performance Happy Hour event in Santa Barbara.

Tri-county contractors attend a two-day bootcamp led by Larry Waters of Electrify My Home and held at America's Job Center in Oxnard.

High Performance Happy Hours Build Community

The BPT program partnered with AIA Santa Barbara to host a four-part "Happy Hour" series in Santa Barbara, creating a space for the local building community to connect and learn. Each event drew around 25 attendees, primarily architects and designers, along with students, homeowners, and contractors interested in high-performance building.

Topics included all-electric Accessory Dwelling Units (ADUs), passive solar design, renewable energy, energy storage, and resiliency—all areas of growing importance on the Central Coast. The conversations were practical and locally relevant, with attendees sharing real-world experiences, challenges, and lessons learned.

These in-person gatherings helped strengthen relationships across the green building community, linking designers with contractors and giving students a clearer view of career pathways in the industry. The series also reinforced 3C-REN's role as a consistent and trusted presence in Santa Barbara's design and building network, supporting collaboration and continued momentum toward more sustainable, resilient projects.

From Bootcamp to Community of Practice

In February 2025, 3C-REN partnered with Electrify My Home to host a two-day, in-person contractor bootcamp in Oxnard. This training evolved into a structured mentoring cohort through Spring 2025, featuring 12 specialized sessions and expert guest speakers. The group represented a robust cross-section of the industry, including general contractors, an architect, a solar installer, an electrician, and an HVAC specialist.

This diverse mix of the trades fostered invaluable learning opportunities, allowing professionals to compare field notes across different construction end uses. Participants leveraged the expertise of instructors and their cohort peers alike to solve real-world challenges and even hire their peers across trades on their active projects, both during and after formal programming.

Reflecting on the cohort's success, organizers raved, "I really loved that cohort group; it's the best one we've done so far. The diversity went from being a challenge to a huge success for everyone." This initiative demonstrates that 3C-REN's workforce development goes beyond a standard training; it offers building professionals a rare space to collaborate across trades and build the community of practice required to lead the region's high-performance building and electrification efforts.

Opportunities in 2026 and Beyond

In 2026, one key focus will be on increasing in-person events, which have proven highly effective in connecting diverse stakeholders. This approach will help fill a gap in the Central Coast's green building landscape by providing hands-on learning and networking opportunities that are rare in this geographically isolated region.

The program will also expand tailored, region-specific support for projects happening across our service area. Ask the Experts office-hour-style webinars will provide participants with direct access to instructors for guidance on their projects, and a new On-Call contractor support program will offer individualized assistance to contractors enrolled in 3C-REN incentive programs, helping ensure that local energy efficiency projects meet the highest standards.

Contractor-focused marketing efforts will be expanded in 2026 as well. While the program already reaches architects, designers, and engineers effectively, it will more strategically target contractors and promote programs such as Ask the Experts, On-Call support, and in-person events to strengthen this critical link in the building performance community.

In 2026, the BPT program will strengthen pathways into the high-performance building industry by expanding foundational training resources and creating more opportunities for students and emerging professionals, emphasizing its partnerships with organizations like the Center for Employment Training in Oxnard and Santa Maria. Hard-to-reach workforce outreach will continue to grow through deeper relationships with regional supply houses and expanded on-site training at distributor locations, bringing learning directly to workers where they access materials every day.

Together, these efforts will make BPT a more visible, accessible, and supportive presence in the region, while advancing energy-efficient, high-performance building practices and supporting the Central Coast's decarbonization goals.

> I would love to have these presentations again this year. I believe my students enjoyed touching the samples of materials being passed around and having that incorporated into the presentation. Another activity that Michelle did this year was to have them draw the classroom. It was brilliant!

Teacher from Westlake, CA speaking in reference to a presentation led by Michelle Zimney, an instructor from In Balance Green Consulting

Energy Assurance Services

The Energy Assurance Services (EAS) program offers tailored energy audits for critical community facilities within the tri-county region. Critical facilities provide essential services to the community during emergencies or power outages and may include locations like community centers, libraries, or churches. These facilities may perform a variety of critical services, including acting as evacuation shelters, heating, cooling, clean air centers, food and supply distribution sites, or providing medical care. Energy audits conducted by the program are customized to meet the specific needs of each facility, with a focus on resiliency, energy efficiency, and comprehensive load management.

The Unitarian Society of Santa Barbara received technical assistance support to identify energy savings opportunities.

What the Program Does

Critical facilities receive tailored energy audits to meet the needs of their facility and the community they serve. The audits provide detailed plans and recommendations for reducing carbon emissions, lowering energy bills, and boosting energy resilience. Along with energy audits, the program identifies complementary programs and funding opportunities to support project implementation and may offer assistance to participants in applying for these services on an as needed basis. Additionally, the program offers benchmarking services for commercial facilities seeking to comply with State regulations (AB802).

Who the Program Serves

The program targets critical community facilities within the tri-county region. Eligible program participants include facilities managed by municipalities, special districts, nonprofits, religious institutions, and other agencies. Critical facilities are defined by the public-facing nature of their operations and their capacity to support the community in emergencies or power outages. Specific facilities are identified and targeted by 3C-REN; selection criteria focus on the community services provided, the benefits of the evaluation to the facility, and the facility's interest in implementing energy upgrades.

How the Program Works

3C-REN holds a contract with top engineering firm, Arup, to deliver customized technical assistance for critical facilities within the tri-county region. Leveraging knowledge of local communities, and in collaboration with municipal and nonprofit stakeholders, 3C-REN staff identify eligible facilities based on their delivery of critical services and commitment to energy upgrades. Once they are selected, facility representatives sign enrollment forms that outline roles and expectations in the audit process and are connected to Arup to begin the data collection and audit process. Each audit is customized to align with the specific goals and needs of the facility and the community it serves. The scope of the audit includes energy efficiency upgrades, plus options for electrification, solar sizing and design, battery and microgrid systems, EV charging infrastructure, GHG analysis, energy management, and opportunities to participate in demand response programs. The final recommendations are targeted to increase the facilities' energy efficiency, energy and cost saving, and resiliency. Along with the recommendations, the program identifies potential funding and program opportunities to support project implementation and may offer assistance to participants in applying for these services on an as needed basis. Participants in the EAS program are also introduced to 3C-REN's Commercial Energy Savings (CES) program to determine if site needs are eligible for 3C-REN incentives or other complementary services.

Arup engineers during a building site visit. Picture courtesy of Arup.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

In 2025, the Unitarian Society of Santa Barbara, the Arroyo Grande Police Station, and Allan Hancock College all received EAS audits to identify energy savings and integrated demand side management (IDSM) opportunities, especially those that offer resiliency co-benefits. Although these facilities operate in different sectors, they share a steadfast commitment to their communities, both during times of crisis and in daily life. Each is actively pursuing building upgrades through capital improvement plans and diverse funding streams. This alignment of community-facing operations and implementation readiness made them ideal candidates for EAS technical assistance.

The EAS audit provides the data-driven value proposition necessary for these facilities to achieve their goals. The 2025 portfolio addressed a comprehensive suite of measures, addressing HVAC, lighting, solar, battery storage, building envelope, and other energy efficiency measures.

However, the EAS program is more than a technical assistance program providing audits. It is a connector, a relationship-builder, and a long-term partner. As a program that began and remains as a stalwart of the resilience hubs movement, EAS reaches nonprofits, public agencies, and geographically isolated facilities that are not easily served by other program administrators. Whether or not a critical community facility is the best fit for its program offerings, EAS acts as the nexus to connect facilities to the broader energy ecosystem.

The City of Arroyo Grande Police Station received technical assistance support to identify energy savings opportunities.

Energy Assurance Services

3
Sites Audited

3
Sites Serving Priority Populations[1]

23
Organizations Outreached To

$60,139
Estimated utility cost savings per year if energy efficiency measures are implemented

1 *Priority population refers to customers in geographically isolated areas and/or DACs and/or low-income customers.*

-191,121 Estimated kWh usage if energy efficiency measures are implemented (kWh/yr)[2]

284,335 Estimated gas savings if energy efficiency measures are implemented (therms/yr)

81,438 Estimated GHG emissions reduced if recommended measures are implemented[3] (lbs/CO2/yr)

2 *Negative kWh reflects increased electricity usage from electrification*

3 *Cost savings and energy and GHG reductions were estimated by EAS program implementer, Arup Engineering.*

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.

Pathways to Energy, Carbon, and Cost Savings

The EAS program demonstrates the value of energy-efficiency by providing data-driven projections of the potential savings through recommended upgrades. Traditional non-residential building audits often cannot capture the complexity of older, master-metered buildings, with each facility varying in building type, usage, and operations. EAS's deep-dive analysis considers building type, energy usage, and intensive modeling to produce high-confidence results that measurably forecast impact savings. For the 2025 portfolio, if the recommended energy efficiency measures are implemented across these three sites, the combined impact of energy, cost, and carbon savings is summarized as 191,121 kWh and 1,496 therms saved annually, $60,140 in annual utility bill savings, and 81,438 of carbon savings, measured by lbs/CO2/yr per Arup's methodology..

High Caliber Technical Assistance for Facilities Serving Priority Populations

The Unitarian Society of Santa Barbara, Arroyo Grande Police Station, and Allan Hancock College all received EAS audits in 2025. These 3 participants represent a diversity of facility types, all outside of major metropolitan regions: a nonprofit faith-based organization, a Hard-to-Reach (HTR) public agency, and an educational institution. They also represent a diversity of energy and resiliency goals: becoming a resilience hub, adding solar and storage for a police fleet, and understanding and reducing campus-wide energy use. The EAS team performed complex analysis tailored to each facility and delivered meaningful results. Notably, each of these facilities is either HTR or serve customers who may be HTR. Arroyo Grande Police Station is a HTR facility as a public agency in San Luis Obispo County. Allan Hancock College serves low-income and disadvantaged customers in the Santa Maria Valley. The Unitarian Society of Santa Barbara provides emergency housing and relief to unhoused individuals. Beyond the audit, program staff maintain ongoing relationships with these participants to connect them with resources to help enable the implementation of their energy and resilience goals.

Leadership in Partnership, Program Alignment, and Outreach

To overcome 3C-REN's geographic isolation and a crowded program landscape, EAS spearheaded regional collaboration to ensure community facilities accessed the optimal resources for their goals. Key partners included SoCalREN, Clean Power Alliance (CPA), and Central Coast Rural REN (CCR REN). Through these partnerships, EAS referred 5 facilities to SoCalREN's public agency program and aligned CPA's Energized Communities and EAS audit process offerings to avoid duplication. Additionally, as part of the Central Coast Climate Collaborative, EAS worked with CCR REN to establish regional technical standards for resilience hubs. Leveraging deep local trust, staff engaged 20 underserved community facilities, many of which had never previously engaged with energy program administrators. These included public agencies, nonprofits serving unhoused populations, community-serving museums, and geographically isolated educational institutions. Due to its deep investment in each participant, EAS is only able to serve a select few facilities each year. However, the EAS program plays a vital, outsized role in regional energy resource connectivity for critical community facilities.

Opportunities in 2026 and Beyond

EAS remains committed to its energy savings and integrated demand side management (IDSM) audit approach and connecting critical community facilities with the necessary programs to achieve their energy goals. Moving forward, EAS will expand its technical assistance to encompass a broader range of project types, offering specialized services such as measure-specific designs and procurement support to ensure projects successfully move into implementation.

Central to EAS is a continued partnership with the Central Coast Climate Collaborative, CCR REN, and the Resilience Hub Accelerator Program. Together, these collaborations will align EAS's technical offerings with facilities aspiring to serve as resilience hubs and filling the gaps with existing resources across the region and state.

Beyond the initial audit, EAS serves as a long-term partner, providing ongoing support to previous auditees by connecting them to resources, tracking their implementation progress, and ensuring that they meet their long-haul energy and resilience goals.

> This report is exactly the information we needed. Can't wait to get started on these projects.
>
> **Staff** from Allan Hancock College in Santa Maria, CA

Allan Hancock College is a public community college in northern Santa Barbara County. Their EAS audit identified opportunities for lighting, envelope and electrification measures to support their energy and resilience goals.

Agriculture Energy Solutions

Agriculture plays a central role in our region's workforce and economy, making them essential to achieving our region's energy and climate goals. The Agriculture Energy Solutions (AES) program offers specialized support to farmers with high energy consumption, such as those in controlled environment agriculture (CEA), by identifying opportunities for energy efficiency improvements and supporting their implementation. The program delivers technical assistance to agricultural customers through energy efficiency project education and reduces barriers to project implementation by connecting farmers with different funding sources to help offset the cost of implementing energy efficiency upgrades. The program is offered across the tri-county region and largely targets small- to medium-sized farms in rural and socially disadvantaged areas.

What the Program Does

The program delivers free technical assistance to farmers through three offerings: utility bill analysis, facility assessment, and benchmarking. Where available, farmers will also be provided with connections to complementary incentive programs that can help cover the costs of implementing the energy projects identified through these offerings.

Who the Program Serves

All farmers in the tri-county region receiving investor-owned utility services are eligible to participate in the program. The program specifically targets small- to medium-sized farms and socially disadvantaged or HTR farmers. Additionally, the following energy-intensive farming industries and use cases are targeted: controlled environment agriculture (CEA), cannabis production, and farms with essential warehouses, storage facilities, or office spaces.

How the Program Works

The AES program is designed to help farmers understand their facility's energy consumption and identify ways to save money by reducing utility bills and providing program referrals to access incentives for equipment upgrades that save energy. The program partners with an industry expert, Seinergy, to implement three offerings:

1. **Utility Bill Review:** identifies key insights into energy usage and ensures farmers are on the most appropriate rate with their utility provider.
2. **Facility Site Assessment**: conducted as virtual walk-throughs, with on-site assistance available by request, of spaces on the farm that are identified as the most energy intensive. Consultants will identify equipment, including lighting, HVAC, and irrigation pumps, that could be optimized or replaced to save energy and associated costs.
3. **Benchmarking:** allows farmers to compare their energy use with similar farms. Seinergy's network is leveraged to develop a sample of farms to benchmark against, using Resource Innovation Institute's PowerScore benchmarking tool.

Participants can choose to take advantage of all three offerings or just one or two of them. Based on the phases completed, participants are provided with detailed and specific actions they can take to reduce their energy use and save money. When possible, resources regarding available rebates and funding sources for implementing the program's recommendations will be provided.

Program Performance and Major Accomplishments

Summary of Performance and Accomplishments

In 2025, the first full program year, Agriculture Energy Solutions (AES) saw 22 leads and 5 growers participate in the program, taking advantage of utility bill analysis and facility assessment offerings. This marked an important milestone in direct grower engagement and program uptake. Beyond serving its first customers, the program focused on expanding awareness, strengthening partnerships, and increasing engagement across the tri-county region.

Early in 2025, AES hosted a launch webinar in partnership with utility program implementers to introduce 3C-REN's program offerings and highlight the complementary incentive programs available through the utilities. This collaborative event provided growers with a comprehensive overview of available technical assistance and funding opportunities, and reinforced alignment across regional energy efficiency efforts.

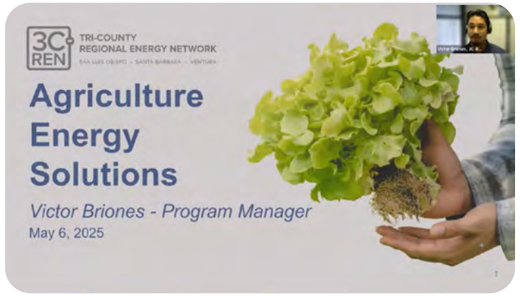
Throughout the year, the AES program placed a strong emphasis on marketing and outreach to increase recognition of 3C-REN and promote the program's services across the region. Staff implemented targeted outreach strategies to circulate program information among growers, agricultural associations, and industry stakeholders, leveraging existing relationships and regional networks to broaden reach and build trust within the agricultural community. In-person outreach proved critical to making inroads with this sensitive population, where trust is key. These outreach efforts, along with participation in in-person events, generated new leads and expanded the program's pipeline of prospective participants. Building on this foundation, AES continues to identify new opportunities, partnerships, and outreach strategies to further increase program participation and expand the reach of the AES program throughout the region.

Agriculture Energy Solutions

22	5	6	3
Leads	Total Program Participants	Utility Bills Analyses	Site Assessments

2025 HIGHLIGHTS

Below are several key program accomplishments that occurred in 2025.



Screen capture from the program launch webinar held in collaboration with SoCalGas and PG&E program implementers.

Photo from a tour hosted by CARP Growers, a stakeholder organization working with cannabis growers in Carpinteria.

Program Launch Webinar with SoCalGas and PG&E Implementers

The Agriculture Energy Solutions (AES) program hosted a launch webinar in partnership with regional utility program implementers to align program offerings and highlight complementary energy efficiency resources available to growers. The webinar brought together 3C-REN staff and Seinegy, implementer for the AES program, along with SoCalGas and PG&E third party implementers including EnSave for the Agriculture Energy Efficiency (AgEE) program, and TRC for the Agriculture Energy Savings Action Plan (AESAP) program.

During the session, staff from 3C-REN and Seinergy provided an overview of the AES program and its three core offerings: Utility Bill Analysis, Facility Assessment, and Benchmarking. These services are designed to help agricultural producers better understand their energy use, identify efficiency opportunities, and connect with available resources. EnSave and TRC also shared information about the AgEE and AESAP rebate programs and how growers can access support for energy efficiency upgrades.

By bringing together program implementers and outlining how these offerings work together, the webinar demonstrated a coordinated approach to serving the agricultural sector. This approach maximizes ratepayer investment by connecting growers to layered technical assistance and incentive opportunities across multiple programs.

First Program Participants Span Tri-County Region and Diversity of Crop Types

In its first full year, the AES program worked with 5 agricultural industry operators across all three counties, providing them with technical assistance services. Participants represented a range of agricultural operations and crop types, including cannabis cultivation, vineyard operations, and a water district serving agricultural producers.

Across the program, 4 participants took advantage of the Utility Bill Analysis offering. Two of these participants received analyses for 2 of their sites, expanding the reach of the review across multiple facilities. Additionally, 2 participants participated in the Facility Assessment offering, with one of them completing assessments at 2 separate sites.

The reports provided participants with practical insights such as kWh consumption patterns over time, confirmation of correct tariff assignment, and identification of opportunities to flatten demand profiles through strategies like load staggering. Through these engagements, the AES program has begun supporting a diverse set of agricultural industry operators while helping participants better understand energy use across their operations and identify potential opportunities for improvement. These services provide a critical first step toward measurable energy savings and long-term efficiency improvements in the agricultural sector.

AES Program Manager Victor Briones and Bob Gunn of Seinergy at the 3C-REN booth during the Ventura County Agri-Tech Fair, connecting with farmers and agricultural operators to talk about the Agriculture Energy Solutions (AES) program offerings.

Ventura County Agri-Tech Fair Tabling

The AES program manager joined by program implementer Seinergy, participated in the Agri-Tech Fair hosted by the Farm Bureau of Ventura County. The well-attended event provided an opportunity to connect directly with growers and industry professionals across Ventura County and share information about the AES program's available technical assistance offerings and other resources.

During this event, staff spoke with many farmers and agricultural operators about their current energy use challenges and opportunities for efficiency improvements. The team also promoted the program's services, answered questions about program participation, and gathered feedback from agricultural stakeholders about their operational needs. Event attendees also shared insights about their operations and identified areas where additional support or future program offerings could be beneficial.

This event-driven outreach helped strengthen relationships with the local agricultural community and provided valuable insight into the needs of Ventura County producers and operators. By engaging stakeholders in person and incorporating their feedback, the AES program is building trust and awareness that will support stronger participation and more responsive program offerings over time.

Opportunities in 2026 and Beyond

Looking ahead to 2026 and beyond, the Agriculture Energy Solutions (AES) program is focused on expanding participation through increased in-person engagement and strengthened regional partnerships. Building on the momentum of its first full year, AES will prioritize a stronger presence at agricultural fairs, trade shows, and commodity-specific meetings across Ventura, Santa Barbara, and San Luis Obispo counties. Direct, face-to-face outreach has proven effective in generating leads and building trust, particularly among Hard-to-Reach (HTR) and underserved agricultural customers who benefit from localized, relationship-based engagement.

Following the success of participating in the Ventura County Agri-Tech Fair hosted by the Farm Bureau of Ventura County, AES plans to broaden its visibility at similar events throughout the tri-county region. Expanding outreach across all three counties will help grow the project pipeline and convert interest into completed assessments and implemented energy-saving projects.

AES also sees continued opportunity to deepen partnerships with utility program implementers, agricultural associations, and other regional stakeholders. By aligning messaging and leveraging complementary incentive programs, AES can streamline the customer experience and maximize the impact of ratepayer investments. Through expanded outreach and strategic collaboration, AES aims to increase participation and deliver measurable energy savings to the region's agricultural community in the years ahead.

Energy Savings

In 2025, 3C-REN administered two resource programs with savings, Home Energy Savings for Single Family Homes and Home Energy Savings for Multifamily Homes. These programs delivered the following energy savings.

TABLE 1: NET ENERGY SAVINGS

Electric and Gas Savings and Demand Reduction	Annual (First Year) Net kWh Savings*	Lifecycle Net kWh Savings*	Net kW Savings	Annual (First Year) Net Therms Savings	Lifecycle Net Therms Savings
Home Energy Savings	-1,539,431	-25,627,720	2	170,300	2,735,537
Commercial Energy Savings	197,323	2,733,149	0	36,113	370,582
Total Portfolio Savings	**-1,342,108**	**-22,894,580**	**2**	**206,413**	**3,106,119**

**Negative kWh reflects fuel substitution in electrification projects*

Savings by End-Use

3C-REN's HES Single Family and Multifamily Homes programs delivered the following savings by end-use in 2025.

TABLE 2: SAVINGS BY END-USE

End-Use Category	Annual (First Year) Net kWh Savings*	% of Total	Net kW Savings	% of Total	Annual (First Year) Net Therms Savings	% of Total
Appliance/Plug Load	-2,150	0%	0.04	2%	202	0%
Building Envelope	-8,714	1%	0.13	6%	253	0%
HVAC	381,175	-28%	0.00	0%	13,259	6%
Recreation	-19,311	1%	0.04	2%	0	0%
Service and Domestic Hot Water	-1,693,108	126%	1.87	90%	192,699	93%
Annual Portfolio Savings	**-1,342,108**	**100%**	**2**	**100%**	**206,413**	**100%**

**Negative kWh reflects fuel substitution in electrification projects*

Environmental Impacts

Environmental impacts for the HES Single Family and Multifamily Homes programs are shown below. These results are generated by the Commission-approved Cost Effectiveness Tool (CET). The CET is designed to calculate energy efficiency program cost-effectiveness.

TABLE 3: 3C-REN 2025 ENVIRONMENTAL IMPACTS

Net Annual CO2 Avoided (tons)	Net Lifecycle CO2 Avoided (tons)	Net Annual NOx Avoided Total (tons)	Net Lifecycle NOx Avoided (tons)	Net Annual PM10 Avoided (tons)	Net Lifecycle PM10 Avoided (tons)
643.00	10,105.00	0.84	12.85	-0.01	-0.11

Budget and Expenditures

TABLE 4: 3C-REN 2025 BUDGET AND EXPENDITURES

Program	2025 Budget
Agriculture Technical Assistance	$424,205
Energy Code Connect	$1,748,633
Commercial Marketplace	$2,043,527
Energy Assurance Services	$685,000
Home Energy Savings - Multifamily	$3,820,739
Home Energy Savings Single Family	$4,810,271
Building Performance Training	$2,045,087
IDSM	$535,000
C&S Portfolio Support	$62,780
Equity Portfolio Support	$375,464
Market Support Portfolio Support	$110,568
Program Subtotal	**$16,661,273**
EM&V (3C-REN only)	$190,910
EM&V (CPUC only)	$503,309
Total 3C-REN 2025 Budget	**$17,355,492**

TABLE 5: 2025 ACTUALS

Program	Admin	Marketing & Outreach	Direct Implementation	Incentives & Rebates	EM&V	Total
Agriculture Technical Assistance	$3,513	$32,708	$145,252	-		$181,473
Energy Code Connect	$30,449	$42,486	$938,419	-		$1,011,354
Commercial Marketplace	$6,704	$34,622	$949,865	$188,585		$1,179,776
Energy Assurance Services	-	$22,547	$210,717	-		$233,264
Home Energy Savings - Multifamily	$11,314	$32,183	$1,051,720	$1,411,299		$2,506,516
Home Energy Savings Single Family	$11,236	$30,984	$1,457,362	$3,424,910		$4,924,493
Building Performance Training	$19,028	$99,893	$1,458,401	-		$1,577,323
IDSM	-	-	$6,439	-		$6,439
C&S Portfolio Support	$57,023	-	-	-		$57,023
Equity Portfolio Support	$287,709	-	-	-		$287,709
Market Support Portfolio Support	$103,918	-	-	-		$103,918
Program Subtotal	**$530,895**	**$295,424**	**$6,218,174**	**$5,024,794**		**$12,069,288**
EM&V (3C-REN only)	-	-	-	-	$25,274	$25,274
Total 3C-REN Expenditures	**$530,895**	**$295,424**	**$6,218,174**	**$5,024,794**	**$25,274**	**$12,094,562**

Commitments

3C-REN has $8,562,493 in commitments to carry into future years from 2025. This is inclusive of project incentives, program expenses and EM&V to be implemented after December 2025.

Cost-Effectiveness

While the RENs are subject to limitations on the programs that can be offered, (i.e. programs that the IOUs do not plan to offer or programs that fill in the gaps of IOU services, and serving hard-to-reach markets), RENs are not subject to the same cost-effectiveness test as IOUs. However, 3C-REN still works toward delivering cost-effective programs.

Metrics D.18-05-041

Value Metrics

3C-REN submitted proposed value metrics in its 2021 Annual Budget Advice Letter as required in D.19-12-021. Current value metrics and 2025 achievements are as follows:

- Number of tri-county member jurisdictions receiving annual 3C-REN data that informs member jurisdictions achievements toward climate action plans GHG emission reduction goals (equity sector): 28
- Percentage of event 3C-REN attendees considered hard-to-reach (C&S sector): 11.27%
- Percentage of event 3C-REN attendees considered hard-to-reach (Market Support sector): 8.28%
- Number of jobs and economic value, inclusive of job creation at counties (Market Support sector): 84%*

*Reported as percentage of surveyed participants who responded that economic value was received from attending 3C-REN BPT or ECC training events.

Equity Sector: Home Energy Savings

For energy savings and environmental impacts metrics see referenced tables:

- Table 1: Net Energy Savings
- Table 2: Savings by End-Use
- Table 3: 3C-REN 2025 Environmental Impacts

Market Support Sector—Workforce Education & Training: Building Performance Training

3C-REN continued to provide workforce training opportunities in 2025. The following required metrics were tracked for the BPT (WE&T) program:

- Number of collaborations: 74
- Number of participants: 2,257
- Percent of participation relative to eligible target population: 7.17%*
- Percent of participants that meet the definition of disadvantaged worker: 1.14%

* Total eligible population for tri-county region estimated to be 12,771 workers. This estimate is based on 321,000 energy efficiency jobs for the state of California cited in a report from the Advanced Energy Economy Institute (AEEI), and the percentage of California's population that is accounted for in the tri-county region. The unique BPT attendee count for 2025 was 912 in the tri-county region.

Codes & Standards Sector: Energy Code Connect

3C-REN continued to provide energy code support in 2025. The following required metrics were tracked for the ECC (C&S) program:

Participation in Energy Policy Forums

3C-REN held two energy policy forums in 2025:

- Number of jurisdictions with staff participation in an energy policy forum: 8
- Percent of jurisdictions with staff participation in an energy policy forum: 29%
- Number of organizations with staff participating in energy policy forum: 170
- Number of attendees participating in energy policy forum: 270

Energy Policy Technical Assistance

3C-REN launched the Energy Code Coach service for the tri-county region in 2020 and began its fourth year of program delivery in 2025:

- Number of jurisdictions with staff receiving energy policy technical assistance: 4
- Percent of jurisdictions with staff receiving energy policy technical assistance: 14%
- Number of buildings receiving enhanced code compliance support: 158

Training Events

While 3C-REN does not report on statewide training metrics, 3C-REN did compile performance information for training events held under the Energy Code Connect program:

- Number of codes and standards training events: 20
- Number of participants attending codes and standards training events: 546
- Number of unique participants attending codes and standards training events: 306

Codes and Standards Activities

3C-REN's Codes and Standards activities include energy code training events, energy policy forums, and technical assistance through the Energy Code Coach. The indicators below represent the combined achievements of these activities:

- Number of organizations directly engaged in codes and standards activities: 368
- Number of jurisdictions directly engaged in codes and standards activities: 10
- Percentage of jurisdictions directly engaged in codes and standards activities: 36%

To download all reported metrics and indicators, please visit the California Energy Data Reporting Systems (CEDARS) website: cedars.cpuc.ca.gov/documents/standalone/list/. For Report Type select: Annual Report Narratives and Spreadsheet. For Program Administrator select: Tri-County Regional Energy Network. For Reporting Year select: 2025.

3C-REN

TRI-COUNTY REGIONAL ENERGY NETWORK

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