BUILDING ENERGY NYC

Engaging A Multi-Generational Workforce to Decarbonize the Future

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LEARNING OBJECTIVES

- Identify and discuss the impact of generational factors on work styles and their influence on project outcomes
- Investigate and apply effective communication strategies to facilitate the transfer of knowledge from industry leaders to future industry leaders
- Recognize the significance of fostering a diverse and inclusive work environment as a means to attract and retain top talent within the industry for future sustainability
- Apply emerging software technologies to leverage the skillset of younger generations to optimize pathways to a decarbonized future
INTRODUCTIONS

MI BORE CH N AEL
MES, MFBA, LEED GA
Manager for Green Programs
Thomas Shortman Training 32BJ
Moderator
Gen Y

AN KOZA DR K EW
PE, AEE FELLOW, LEED AP
Principal & Director of Mechanical Engineering
BR+A Consulting Engineers
25+ years of experience in MEP design
Gen X

JO FONT AQ UIN
CEM, CEA, LEED AP
Energy & Sustainability Engineer
BR+A Consulting Engineers
Joined the industry in 2019
Gen Z
Why is this session important? Why are we here today?

Carbon neutrality is a long-term challenge that will require the combined effort of multiple generations of professionals.
What are the main generational difference between the current leaders and those who have recently joined the industry?

- Communication Norms
- Office Style
- Project Management
- Working Hours
- Work Benefits
How do we successfully achieve inter-generational collaboration at BR+A?

- Hiring the **right talent**
- Retaining **existing talent**
- Appropriately distributing the **workload**
- Promoting an **inclusive and diverse environment**
- Maintaining effective **communication**
Our success – in practice

Water-side and air-side post-processing software
Pipe-flow and Revit pressure drop calculation software
Watchtower
New Headquarters Campus
Ramapo, NY
• 2.1 million SF of net-zero ready design in upstate NY.
• Largest geothermal heat exchanger in the NY State with boreholes deeper than 500ft.
• On track to attain over $15M in federal, state, and utility incentives.
Regeneron Pharmaceuticals
Campus Expansion
Tarrytown, NY

- $1.8B campus expansion.
- Eight (8) research and development facilities.
- 900k SF of new construction served by a central energy plant
High-temperature heat pump system producing high temperature hot water at 240°F while also making 42°F chilled water.
- GHG savings of up to 90% compared to current emissions.
New York University
John A. Paulson Center
New York, NY

State-of-the-art high-rise educational building in Manhattan's Greenwich Village.

- Designed to align with NYU's Climate Action Plan to be carbon neutral by 2040.
- Advanced energy recovery systems to reduce the need for heating and cooling year-round.
Questions?
THANK YOU!

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