



Save on Energy Program Enhancements DER/Solar Expansion Province Wide

May 2025

Vicki Gagnon, Advisor - Public Sector, DSM

eDSM Framework for 2025 to 2036

- **\$10.9 billion, 12-year** funding commitment from the Ontario government beginning January 2025
- Moving away from the existing **time-bound**, start-stop demand-side management program model via four three-year program plans
- Offering all of the programs from previous framework
- **New programming:**
 - Home Renovation Savings program
 - Peak Perks for Small Businesses
 - Solar PV systems for businesses
- **Funding to LDCs** on an opt-in basis

Save on Energy programs for business

Save on Energy's business programs provide incentives to help Ontario businesses of all sizes implement retrofits and other energy-efficiency projects to lower their energy costs, including:

- **Instant Discounts Program**
- **Retrofit Program**
- Small Business Program
- Local Initiatives
- Strategic Energy Management Program
- **Existing Building Commissioning Program**
- **Energy Performance Program**
- Training and Support



Sign up for our quarterly business newsletter at <https://www.saveonenergy.ca/en/Manage-your-subscriptions>

Instant Discounts Program - Lighting

- Incentives are paid directly to distributors, enabling them to offer **instant point-of-sale discounts** to their customers on energy-efficient lighting
- **No paperwork** to apply for the program on the part of contractors, consultants, or end users
- Eliminate wait times and application processing, resulting in a streamlined customer experience



Learn more at
SaveOnEnergy.ca/InstantDiscounts

Retrofit Program – prescriptive and custom streams

The Retrofit Program offers incentives through two streams:

- **Prescriptive:** streamlined incentives for commonly used products suitable for typical equipment upgrades
 - Pre-defined incentives for upgrades ([see Save on Energy Retrofit worksheets](#))
 - \$500 minimum prescriptive project incentive to participate
- **Custom:** flexible incentives for upgrades based on actual facility operating conditions, typically for larger and more complex projects
 - **\$1,200/kW or \$0.13/kWh** incentive rates available
 - \$1,500 minimum custom project incentive to participate
 - Minimum project savings of 1 kW and/or 2,000 kWh required to participate

Retrofit Program – Solar DER Rooftop Solar PV

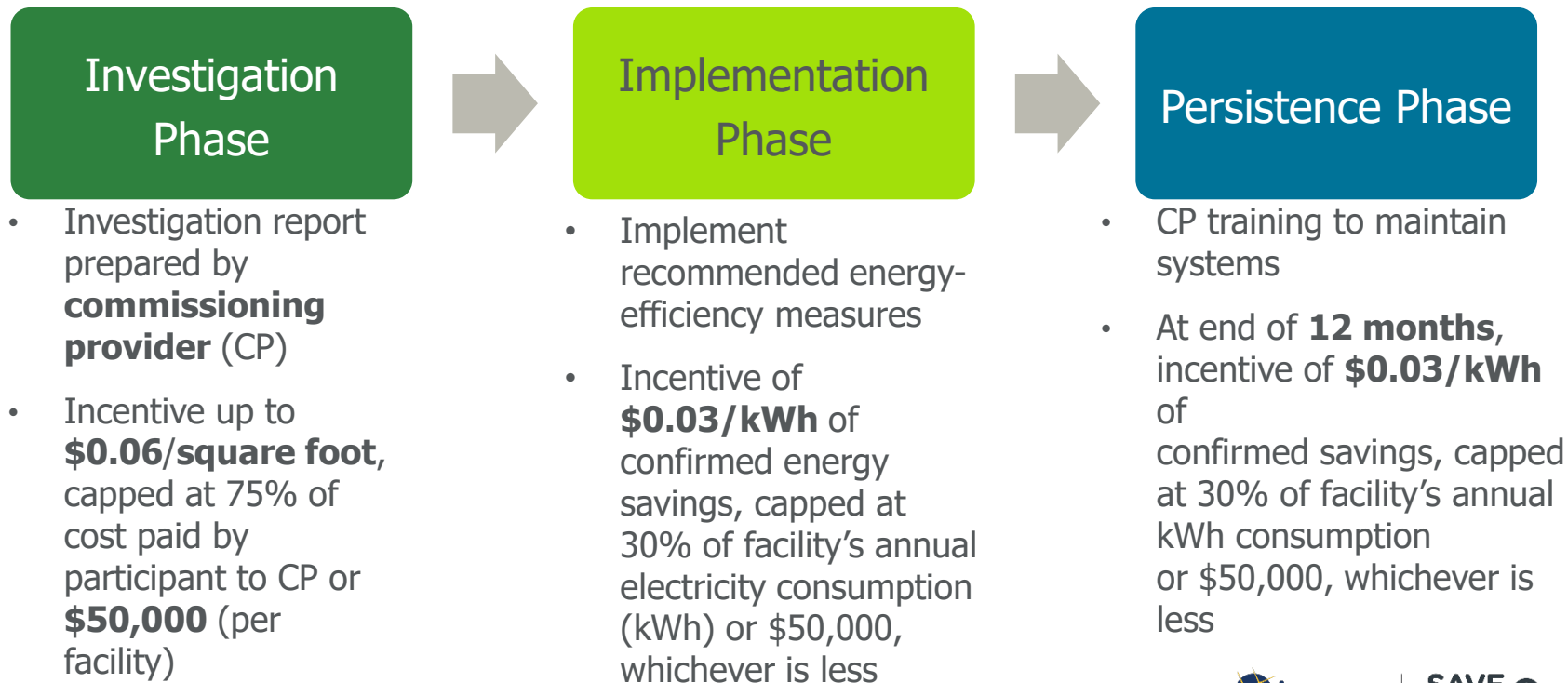


Now Available Across Ontario

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

1. **Micro-generation** projects up to **10 kW-DC** are eligible for **\$1,000/kW-DC**
2. **Small/medium** generation projects greater than **10 kW-AC** up to **1 MW-AC** are eligible for **\$860/kW-AC***

Existing Building Commissioning (EBCx) Program



Energy Performance Program (EPP)

- Holistic approach to energy savings: operational + behavior + capital
- Savings determined by comparing annual metered consumption to baseline energy model
- Data normalized for weather and significant building operations, e.g., occupancy, production, COVID-19
- **Tiered incentive rates: \$0.15/kWh on-peak, \$0.04/kWh off-peak**
- Optional upfront incentive payment



Learn more at saveonenergy.ca/EPP

Save on Energy Program Support

Retrofit contact:

Retrofit@ieso.ca or call the Save on Energy Retrofit Support Line at 1-844-303-5542

Hours of operation:
Monday - Friday, 8:30 a.m. to 5:00 p.m.

Sign up for the Save on Energy business newsletter
<https://www.saveonenergy.ca/For-Business-and-Industry>

Instant Discounts Program

info@instantdiscounts.ca

Small Business Program

info@smallbusinessprogram.ca

Peak Perks for Small Business

info@peakperks.ca

BizEnergySaver

info@bizenergysaver.ca

Existing Building Commissioning Program

EBCx@ieso.ca

Energy Performance Program

info@energyperformanceprogram.ca

Expanded Energy Management Program

info@energyperformanceprogram.ca

Training Opportunities

efficiency.training@ieso.ca

Thank you!

SaveOnEnergy.ca

saveonenergy@ieso.ca



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facebook.com/SaveOnEnergyOntario



linkedin.com/showcase/
SaveOnEnergy-Ontario



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

Vicki.Gagnon@ieso.ca

MAY 22, 2025

Strategies to address staff constraints

Eric Labrie

Jay Mullin

Energy Management Coaches

Follow along in the Participant Workbook!

Have the workbook open or printed out

Where to find the workbook:

- In the chat

Watch for this icon to help follow along



Strategies to address staff constraints (cont'd)



Identify the three common types of staff constraints



Consider the ways to address staff constraints



Implement strategies to address staff constraints



Three common types of staff constraints

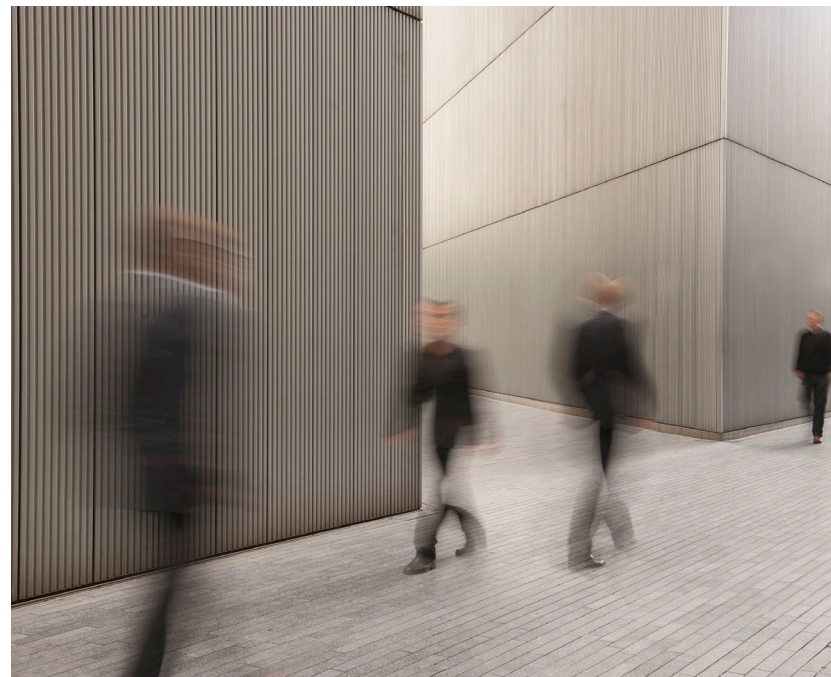
Staff availability



Pg. 1

Examples

- Competing priorities
- Limited bandwidth to support your initiatives



Staff headcount shortage



Pg. 1

Examples

- Temporary
- Permanent



Staff knowledge or skill gap



Pg. 1

Examples

- Technical knowledge of equipment
- Analytical capabilities
- Communications, marketing or other skills





How can we address staff constraints?

Ways to address staff constraints



Get more staff



Spread out the work



Do more with existing staff



Do less

Connect the constraint with an appropriate solution

Staff availability

Get more staff

Staff headcount shortage

Do more with
existing staff

Staff knowledge or skill gap

Spread out the work

Do less



Pg. 2

Implementing strategies to address staff constraints



Pg. 2

Get more staff

- Make the business case
- Hire lower-cost resources
- Explore incentives or funding
- Leverage consultants





Pg. 2

Do more with existing staff

- Attend training
- Improve onboarding
- Prioritize the most impactful projects
- Improve processes



Spread out the work



Pg. 2

- Integrate energy considerations into processes
- Update standard operating procedures
- Get energy team contributing





Pg. 2

Do less

- Respect people's time
- Prioritize the work that matters most
- Scale expectations during temporary constraints
- Caretaker mode





Case studies

Breakout groups

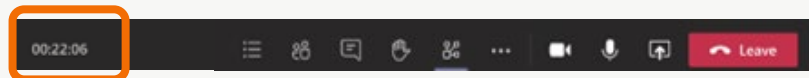


Pg. 3-5

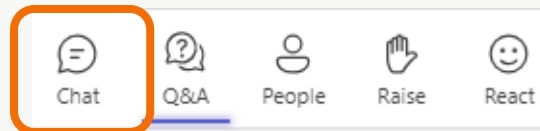
In your breakout room:

1. Review your assigned case study.
2. Discuss what strategies could be implemented to address the staff constraint from the case study.
3. Write your specific strategies in the participant workbook (page 3-5) to share back.

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



If you need assistance, type in chat:



Breakout group debrief

What are the strategies that can be implemented to address the staff constraint from each case study?



Breakout

Breakout groups

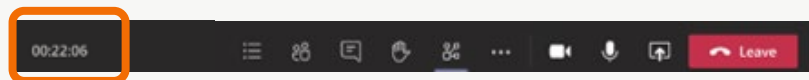


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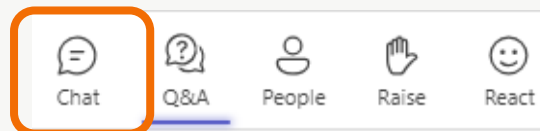
In your breakout room:

1. Reflect on the constraint that is most applicable to **your specific situation**.
2. Discuss what strategies you will consider implementing to overcome your constraint.

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



If you need assistance, type in chat:



Break-out debrief



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What is your constraint? What is a strategy that you will implement to address your staff constraint?

Join the energy management community!

- **Peer learning** opportunities
- **Spark** bulletin with news, events, and community updates
- Access to the **Energy Manager Learning Platform**
 - Online courses
 - Resources
 - Discussion forum
- **Free expert support** on improving energy management practices and energy efficiency projects

Registration is free!



For more information:
trainingandsupport@ieso.ca

Stay connected with tools and resources

- Virtual one-on-one coaching: [Post-webinar support intake form](#) for tailored support for organizations to manage energy resources effectively
- Monthly bulletin: [Sign up](#) to receive monthly training updates on all Save on Energy training and support for new tools and resources
- [Live training calendar](#): Visit this page to easily register for upcoming events and workshops
- [Training and support webpage](#): Visit this page to access all training and support materials

Upcoming survey: We want your feedback!



Progress  11%

As someone who recently participated in the *What It Means to Become Net-Zero and How to Achieve It* as part of the **Save on Energy | Capability Building Program**, we'd like to know more about your experience. The IESO uses this feedback to monitor the success of the program and improve the offering over time. The survey should take about five minutes to complete.

This survey is conducted by Forum Research, a leading market research company, on behalf of the Independent Electricity System Operator (IESO). Be assured that all answers are completely anonymous and will have no impact on customer incentives.

Please send any and all inquiries about the Capability Building Program sessions to trainingandsupport@ieso.ca.

BACK

NEXT

- Check your email! A survey is coming your way soon
- Why? Help us improve our training programs
- Who? Conducted by Forum Research on behalf of the IESO
- Time? Takes only five minutes to complete
- Confidentiality: Your responses are anonymous and won't impact participation or incentives

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