

BUILDINGENERGY NYC

Engaging A Multi-Generational Workforce to Decarbonize the Future

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Northeast Sustainable Energy Association (NESEA)

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



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



JO
FONT CEM, CEA, LEED AP
AQ Energy & Sustainability
UIN 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.

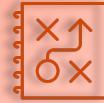
What are the main generational difference between the current leaders and those who have recently joined the industry?



Communi-catio
n 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**

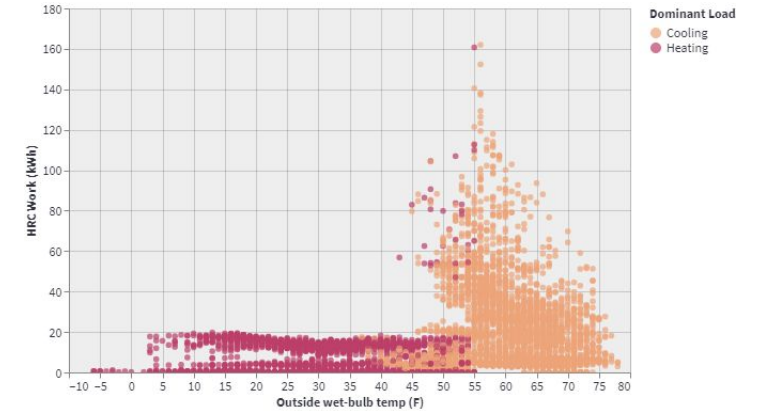
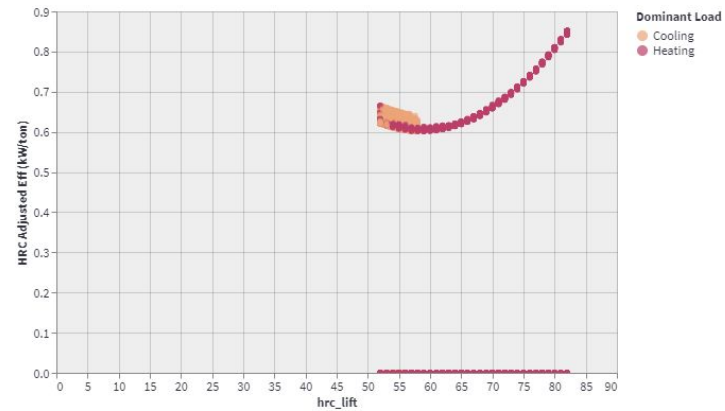
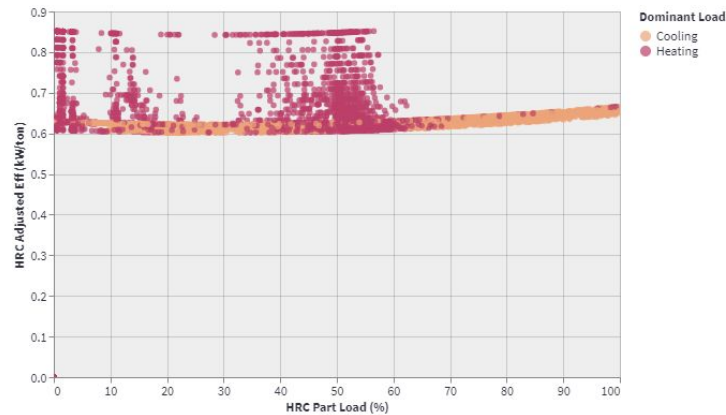
Appropriately distributing the **workload**

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



An aerial photograph of a city, likely Trenton, NJ, showing a mix of modern and older buildings. A prominent white building with a grid of windows is in the center. To the left, a power plant with a tall smokestack emitting white steam is visible. The foreground shows a parking lot with several white vans and a building with solar panels on its roof. The background is filled with more city buildings under a clear sky.

Vicinity Energy Electrification Feasibility Study

Trenton, NJ

- 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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