



Energy Works

A Vermont Adult Learning Program

Energy Works trains Vermonters for careers in the green energy sector by partnering with seasoned instructors and forward-thinking employers.

Weatherization

Solar Panel Installation

Heat Pump Installation

Workforce Readiness Training

- Time management
- Communication skills
- Conflict management
- Resume/cover letter support
- Workplace social safety training
- First Aid, AED & CPR certs.

Technical Training

- Construction terminology
- Hands-on experience
- Basic power tools
- Job shadowing
- IRCs
- 25+hrs. of professional training



**Energy Works
recruits potential
employees**

**Energy
Works
provides
technical
training**

**You hire
trained
professionals!**

Want to see potential employees in action and interacting with your team before extending them a job offer? Get in touch and become a job shadow partner!

We are excited to introduce you to your next amazing employee.

As an Energy Works Employer Partner, you can anticipate well-vetted new employees that have engaged in a training program inspired by you - the employer.

You can expect your Energy Works hires to arrive with basic construction knowledge and developing technical skills. Equally important, you can anticipate individual that will strengthen your crews through training focused on:

- Teamwork
- Time management
- Conflict resolution
- Workplace social safety awareness
- Supervised/critiqued hands-on practice
- IRCs specific to each training

What Energy Works Does:

- Vets Energy Works applicants' readiness to engage in work
- Provides softskill training to increase reliability and productivity
- Provides technical training from seasoned professionals
- Ensures every student engages in supervised hands-on experiences
- Provides opportunities to earn IRCs
- Partners with community employers to offer opportunities to see individuals interact with your crew prior to extending a job offer

Energy Works Employer Partners:

- Save time and money seeking/vetting new employees
- Gain an opportunity to see potential new employees in action prior to extending an offer
- Play a role in shaping the Energy Works curriculum to strengthen participant outcomes and job readiness
- Partner with Energy Works to host job shadowing opportunities



For more information about Energy Works and to learn how your business can become an employer partner, contact Tom Stuessy at:

tstuessy@vtadultlearning.org

802.342.7568 / www.vtadultlearning.org

Energy Works Core Principles

1

Energy Works prides itself on partnering with forward thinking employers that are committed to promoting an inclusive and safe environments to learn and work for everyone.

2

Energy Works endeavors to place students with companies that understand that an individual's family comes first. Allowing for a reasonable amount of time for employees to participate in the needs of their families is good for their business, increases employee loyalty, and strengthens our communities.

3

Energy Works ensures that we place our students with employers that provide adequate Personal Protective equipment at all times for employees and routinely enforces its use.

4

Energy Works works to partner with employers that are eager to treat employees well through a "liveable wage." Energy Works defines liveable wage by the ability to enjoy good benefits and to have enough to begin building a retirement - in addition to making ends meet.

Is your company a good fit for Energy Works?

Our labor participation rate continues to tighten due to changing values. Individuals are less willing to take positions that don't afford an opportunity to be present for their families and commit to a career path. In 2023 and beyond, successful employee retention will depend on challenging traditional perspectives on employee wellness.

Traditionally viewed as an expense, taking steps to ensure employee wellness is an investment that cost a fraction of replacing good employees. The numbers don't lie:

80%

of employees revealed they're more likely to stay in their current job if recognized often. Unexpected recognition is incredibly impactful for employees.

3X

employees who feel their organization is meeting their flexibility needs are more than three times happier than their peers, leading to increased loyalty and cost savings.

54

average age of an employee in the construction trades in Vermont. The next generation will have evolved needs that revolve around having time for life experiences & family.

1% & 70%

women make up 1% of field-based trade work. 70% of factory work in Vermont is fill by new Americans. Both are represent significant opportunities for the trades.