



Energy Works

Presented by Vermont Adult Learning

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

Week One

Technical Training

- Intro to the science of the trade
- Construction terminology
- Hands-on experience
- Basic hand/power tools
- Industry Recognized certs.

Week Two

Job Readiness Topics

- Self-presentation
- Employer expectations
- Diversity in the workplace training
- Employer visits & connections
- First Aid, AED & CPR certs.



Energy Works
recruits potential
employees

Energy
Works
provides
technical
training

You hire
trained
professionals!

Do you want access to our training curricula to ensure it matches what you need and see potential employees interacting with your team before extending a job offer? Save time & money - get in touch and become an Energy Works employer 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.

In tandem with your curriculum input, Energy Works instructors provide your new hires with an introduction to the knowledge and skills you need from entry-level employees. You can anticipate individuals that will strengthen your crew(s) through training focused on:

- Professional expectations
- Workplace social safety & awareness
- Supervised/critiqued hands-on practice with basic operations
- IRCs specific to each training (EPA-608, OSHA-10, AED, CPR, 1st Aid & Workplace Diversity, Equity, and Inclusion)

Energy Works:

- Vets Energy Works applicants' readiness to engage in work
- Provides soft skill 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 forward-thinking employers to host job shadows to demonstrate participants' readiness to work for your company

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 new employees' readiness to contribute to your team
- Gain an opportunity to speak with a group of potential new hires in a relaxed atmosphere



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

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Energy Works Core Principles

1

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

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 family is good for 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 is an introduction to green energy trades in partnership with forward-thinking employers seeking new, entry-level employees. We are most excited to place our graduates with employers that can articulate a potential career trajectory, the value of benefits, and who can offer a liveable wage.

Is your company a good fit for Energy Works?

Shifting values continue to put pressure on traditional notions of the labor market. 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.

Traditionally viewed as an expense, taking steps to ensure employee wellness and growth is an investment that costs a fraction of replacing good employees and is an opportunity for for savvy companies.

80%

Of employees revealed they're more likely to stay in their current job if recognized often. Unexpected recognition is incredibly impactful for employees. Ensuring employees have agency and are consulted on decisions strengthens the bond to the employer.

3X

Employees who feel their organization is attempting to meet scheduling needs are more than three times happier than their peers, leading to increased loyalty & production. Obtaining a new employee is 5X as expensive as keeping one you already have.

54

Is the average age of a trades employee in Vermont. The next generation has different values around acceptance of diversity, time for family & wellness. DEI training for all levels is the new norm as we learn how to create safe spaces to learn and work for everyone.

1% & 70%

Women make up 1% of field-based trade work in Vermont. 70% of factory work in Vermont is fill by new Americans. Both represent significant opportunities for the trades. A commitment to training for implicit bias can be a highly-effective recruitment tool.