

# Energy Efficiency (EE) Workforce Education & Training (WE&T)

*As of July 2025*

The WE&T Program vision, set forth by the California Long Term Energy Efficiency Strategic Plan (CLTEESP), is to provide the human capital necessary to achieve California's economic energy efficiency and demand-side management potential. The WE&T program portfolio includes three sub programs: Career Connections, Career & Workforce Readiness (CWR), and Integrated Energy Education & Training (IEET).

This document serves to summarize current WE&T and workforce standards programs and will be updated periodically.

## Statewide Investor-Owned Utility (IOU)-led programs:

### 1. Career Connections

|            |   |
|------------|---|
| Focus      | Training the next generation of energy workers. |
| Population | K-12 schools and instructors.                   |
| Segment    | Market Support                                  |

## Energy is Everything (EisE) Program

EisE is a non-resource training program within Career Connections that aims to build a pipeline of qualified energy workers by creating pathways for energy education for K–12 students particularly in disadvantaged communities (DACs). This Program builds off [The Energy Coalition's \(TEC\)](#) existing network of Energy Fellows, Field Educators, and other stakeholders to form a network of education providers and partners to support program implementation.

The EisE website page can be found here: <https://energy-is-everything.org/>

### 2. Career & Workforce Readiness (CWR)

|            |  |
|------------|--|
| Focus      | Trains, provides social services to, and places disadvantaged workers in EE jobs. Also provides job retention services for up to 12 months to participants placed in these jobs. |
| Population | Disadvantaged workers  |
| Segment    | Equity   |

## CWR Energize Careers Program

The Energized Careers Program goal is to train and prepare disadvantaged workers to enter the energy efficiency workforce and to place program participants into energy efficiency jobs where

they can use the knowledge and skills the training provided. This Program is implemented through training partnerships with 9 different community-based organizations (CBOs).

The Energized Careers Program webpage can be found here:

<https://www.energizecareers.org/career--workforce-readiness.html>

### 3. Integrated Energy Education and Training (IEET)

IEET is comprised of two components: Core Energy Education and Technical Upskill.

#### **Core Energy Education:**

|            |   |
|------------|---|
| Focus      | Addresses the needs of people on a post-secondary track toward and energy job/careers. The primary organizations for this strategic collaboration include community colleges, four-year colleges, job training organizations, vocational schools, labor unions, trade associations, apprenticeship and pre-apprenticeship programs, and CBOs. |
| Population | Entering and incumbent workforce  |
| Segment    | Market Support  |
| Type       | Local Subgroup  |

#### **Technical Upskill:**

|            |  |
|------------|--|
| Focus      | Addresses the needs of people in an EE-related job/career seeking energy-focused upskilling. These people may include engineering and design professionals as well as technical trades and journeymen. Primary organizations for collaboration include university extension programs, certification agencies, and professional and trade associations. |
| Population | Incumbent workforce  |
| Segment    | Market Support   |
| Type       | Local Subgroup   |

#### **Bay Area Regional Energy Network (BayREN) programs:**

##### **Climate Careers:**

|            |   |
|------------|---|
| Focus      | A groundbreaking program developed by <a href="#">Rising Sun Center for Opportunity</a> (Rising Sun) and a current BayREN offering, this program empowers youth with meaningful work opportunities while building a climate-resilient future. |
| Population | Young adults (ages 15-24)   |
| Segment    | Equity  |

#### **Inland Regional Energy Network (I-REN) programs:**

**WE&T Training and Education Program:**

|            |   |
|------------|---|
| Focus      | Establishing local partnerships with existing and potential training providers in the region to assess the training resources available in the region to ensure equitable access to training. |
| Population | Entering and incumbent workforce  |
| Segment    | Market Support  |
| Type       | Local Subgroup  |

**WE&T Workforce Development Program:**

|            |  |
|------------|--|
| Focus      | To facilitate industry engagement and develop job pathways by convening local partners in the community, reinforcing pathways from schools into jobs in the energy efficiency workforce, and encouraging connections between industry and workforce development organizations. |
| Population | Incumbent workforce  |
| Segment    | Market Support   |
| Type       | Local Subgroup   |

**Marin Clean Energy (MCE) programs:****Green Workforce Pathways:**

|            |   |
|------------|---|
| Focus      | To leverage industry and stakeholder expertise and experience to provide long-term, relevant support and education for energy efficiency and electrification contractors and their staff, and on-ramping opportunities for job seekers into sustainable and long-term career paths. |
| Population | Entering and incumbent workforce  |
| Segment    | Market Support  |
| Type       | Local Subgroup  |

**Tri-County Regional Energy Network (3C-REN) programs:****WE&T:**

|            |   |
|------------|---|
| Focus      | To successfully expand and grow energy efficiency services and energy savings in the tri-county area, it is essential to develop a well-trained and knowledgeable workforce, supported by a compelling business case for energy efficiency in the region. |
| Population | Incumbent Workforce   |
| Segment    | Market Support  |
| Type       | Local Subgroup  |

## **Central California Rural Regional Energy Network (CCR REN) programs:**

### **Rural California Pathway for Climate Adaptive Careers:**

|            |   |
|------------|---|
| Focus      | Provides job training and employment in the energy efficiency market for opportunity youth in rural, hard-to-reach, disadvantaged, and underserved areas of Central California. |
| Population | Hard to reach or DAC entering workforce   |
| Segment    | Equity  |

## **Northern California Rural Regional Energy Network (NREN) programs:**

### **WE&T Program:**

|            |  |
|------------|--|
| Focus      | To enhance local knowledge and technical skills in clean energy and energy efficiency by providing training and education to support the regional workforce and the state's energy efficiency and decarbonization goals. |
| Population | Hard to reach or DAC entering workforce  |
| Segment    | Equity   |

## **Southern California Regional Energy Network (SoCalREN) programs:**

### **Architecture Construction Engineering Students (ACES):**

|            |   |
|------------|---|
| Focus      | To engage, expose, and challenge students to explore architecture, engineering, and construction careers with a focus on Energy Efficiency. |
| Population | In-school youth   |
| Segment    | Equity  |

### **Green Path Careers (GPC):**

|            |  |
|------------|--|
| Focus      | Facilitates entry into the energy efficiency workforce, guiding participants from recruitment to job placement and career readiness. |
| Population | Youth, young adults, TAY DAC adults  |
| Segment    | Market Support   |

### **Workforce Education and Training Sector WE&T Opportunity Hub:**

|            |   |
|------------|---|
| Focus      | One-stop resource intended to bridge gaps in the WE&T sector through a web-platform providing high visibility and access to training, Disadvantaged Workers (DAWs), SMWDVBES, and project or job opportunities. |
| Population | Youth, young adults, TAY DAC adults   |
| Segment    | Market Support  |

**Agriculture WE&T:**

|            |   |
|------------|---|
| Focus      | Identify and implement cost-effective energy efficiency projects that yield electricity and gas savings for disadvantaged, rural and underserved agriculture communities/customers across the region. |
| Population | All agricultural (Ag) customers who have a valid Southern California Edison (SCE) & Southern California Gas Company (SoCalGas) service account  |
| Segment    | Market Support  |

**E-Contractor Academy:**

|            |  |
|------------|--|
| Focus      | Offers support and guidance to licensed Small Minority Women Disabled Veteran Business Enterprise (SMWDVBE) contractors as they prepare to compete in the public contracting arena or become qualified in California EE programs to perform energy efficiency retrofit projects. |
| Population | Small Minority Women Disabled Veteran Business Enterprise  |
| Segment    | Market Support   |
| Type       | Local Subgroup   |

**San Diego Regional Energy Network (SDREN) programs:****Energy Pathways Program:**

|            |   |
|------------|---|
| Focus      | Increase student access to education and training resources to develop awareness of energy/green career pathways and help them learn sector-specific information and skills to enter the workforce. |
| Population | High school students in the San Diego region  |
| Segment    | Market Support  |
| Type       | Local Subgroup  |

**Workforce Training and Capacity Building:**

|            |   |
|------------|---|
| Focus      | Skill development for individuals interested in entering the green workforce as well as those interested in upskilling. |
| Population | Entering and incumbent workforce  |
| Segment    | Market Support  |
| Type       | Local Subgroup  |