



Climate Workforce Coalition Fall 2023 update

Problem: The 2023 Vermont floods highlighted the need for fast and effective responses to climate change. In Vermont, our required greenhouse gas emission reduction targets necessitate scaling up the climate workforce, at a time when finding qualified workers is already very challenging for employers.

Since 2021, Energy Action Network (EAN) has helped convene a Climate Workforce Coalition focused on scaling up the number of workers being recruited and retained in these fields.

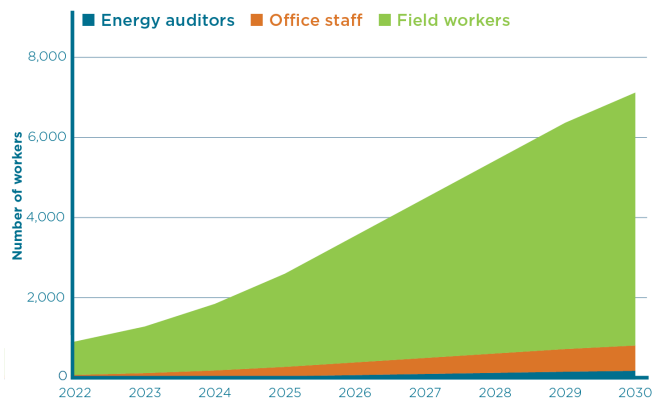
What is meant by VT's "Climate Workforce"?

Workers in energy efficiency and renewable energy¹
+
some foresters, farmers, public transit workers, teachers, etc.²
=
~18,900 Vermonters currently

Priority Projects for the Coalition

- **Supporting the Weatherization Training Center** business planning process organized by Efficiency Vermont and the VT Office of Economic Opportunity (OEO) and funded by a Department of Energy grant. This work is geared toward aligning training opportunities and services for weatherization and other Climate Careers.
- **Conducting outreach to students and college and career navigators** at events like the CTE conference, Women Can Do, and the Youth Environmental Summit, and online.
- **Coordinating with Efficiency Vermont to start a Talent Pipeline Management** project in 2024 with a focus on weatherization and heating electrification workforce.
- **Supporting the Vermont Sustainable Jobs Fund (VSJF) in developing a business training program** for companies that want to do more in renewables and efficiency and need support on business fundamentals through a cohort learning program and one-to-one coaching.

Projected workforce need to meet CAP weatherization target



Source: Weatherizations ramp up rate from Cadmus/EFG, Vermont Pathways Analysis Report 2.0, 2022. Workers per weatherization range from EAN Intern Raquel Smith, "Workforce Development in Vermont's Thermal Sector," 2021.



¹ The annual PSD and CEDF [Vermont Clean Energy Industry Report](#) is the basis of this number.

² A portion of people in these careers who work on climate solutions are also included.

What the Coalition has accomplished since 2021

- Analysis of Vermont’s current climate workforce to understand the scale of this sector, as well as the barriers, pipelines, and pathways to climate careers.
- Researching and writing the [Climate Workforce: Community Feedback & Findings Report](#),³ which shares learning from focus groups about different demographics, including those that are underrepresented in the climate workforce, view climate jobs, and how they get information about careers.
- Development of materials for [students](#) and [college and career navigators](#), and a new [information page on MyFutureVT](#)⁴ (see image on the right).
- Presentation of a [webinar on Low and No Cost Strategies for retaining workers](#) in February 2023.
- Coordinated conversations about weatherization workforce barriers and solutions.



Climate Workforce Coalition Partners

Advance Vermont – Association of General Contractors – Building Performance Association – Capstone Community Action – City of Burlington Community and Economic Development Office – Champlain Valley Office of Economic Opportunity – Efficiency Vermont – McClure Foundation – Neighborworks of Western VT – Office of Senator Sanders – Regional Planning Commissions – Renewable Energy Vermont – ReSOURCE – Rights and Democracy – SEON – Serve, Earn, and Learn – St Johnsbury Community Hub – Unions – University of Vermont – VT Adult Basic Education – VT Afterschool – VT Business Roundtable’s Talent Pipeline Management – Vermont Businesses for Social Responsibility – VT Agency of Natural Resources – VT Career and Technical Education Centers – VT Department of Corrections – VT Department of Economic Development – VT Department of Labor – VT Department of Public Service – VT Office of Economic Opportunity – VT Office of Historic Preservation – VEEP – VGS – VNRC – VT State Representatives and Senators – VSJF – Vermont Technical College – Vermont State University – VT Works for Women – VT Youth Conservation Corps

Vermont’s Climate Workforce trainers include

Advance VT – Association of General Contractors – Building Performance Institute – Community College of VT Efficiency Vermont – ReSOURCE – SEON – Society of American Foresters – Unions – University of Vermont VT Adult Basic Education – VT Career and Technical Education Centers – VT Department of Labor VT Division of Fire Safety – Vermont Technical College – Vermont State University – VT Works for Women

³ Community Feedback & Findings Report: https://www.eanvt.org/climate_workforce_report_23/, collaborators included: CVOEO, ReSOURCE, Rights & Democracy, St. Johnsbury Community Hub, VEEP and VT Works for Women

⁴ Climate Careers page on MyFuture VT: <https://www.myfuturevt.org/pathways-to-climate-careers/>, designed through coordination between Serve, Earn, and Learn, the University of Vermont, Vermont Energy Education Program, and Advance Vermont.