



## EAN Climate Workforce Network Action Team Fall 2022 update

Whether it be demographics, changing preferences, or fallout from the COVID-19 pandemic, a lack of workers mustn't slow progress to achieve Vermont's required greenhouse gas emission reduction targets. There are approximately 18,900 Vermonters who currently participate in occupations that are part of Vermont's climate workforce – far short of the number we need to keep pace as policy is put in place to lead the transition forward. In late 2021, the Energy Action Network (EAN) Climate Workforce Network Action Team was created with a goal to scale up the number of workers participating in these fields. Here's how we're organizing our efforts to make progress and grow Vermont's climate workforce:

### What is the Climate Workforce?

We have defined the **climate workforce** as clean energy jobs and careers in efficiency and renewables (from the annual PSD and CEDF Vermont Clean Energy Industry Report), plus some jobs in industries like forestry, agriculture, public transit, materials recovery, and education.

### Employee-Centered Working Group

The Employee-Centered Working Group will learn from potential climate workforce employees, including individuals who have not traditionally participated in climate occupations, about their employment needs and desires. The Working Group is exploring effective messaging and communication tactics and technologies to reach these different demographics. They are beginning their work this fall by reviewing research that has already been done in Vermont, and plan to reach out to a variety of demographic groups such as: youth, women, new Americans, BIPOC Vermonters, LGBTQ Vermonters, and people in recovery.

### Employer-Centered Working Group

The Employer-Centered Working Group will convene employers in the climate workforce space to learn from them and coordinate activities to bolster and support their needs. The Working Group is deploying an employer survey this fall. Survey results will be reviewed and shared, with a goal of developing strategies to help with recruitment and retention of workers.

**PLEASE TAKE THE SURVEY TODAY if you are a climate sector employer!** Use QR code:



### Funding and Communications

After learning more from both employers and potential employees, the Network Action Team plans to address funding and communications needs to support workforce growth in these sectors.



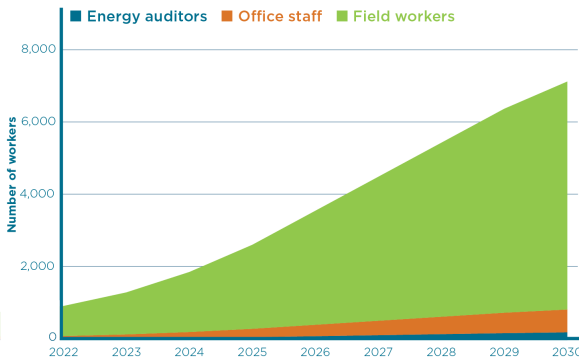
*The Climate Workforce Network Action Team is one of Energy Action Network's teams working to resolve pressing issues in VT energy policy. Visit <https://www.eanvt.org/> to learn more or contact Cara Robeck with questions [cara@eanvt.org](mailto:cara@eanvt.org).*

# ACCOMPLISHMENTS IN 2021-2022

## Climate Workforce Definition and Scale

The EAN Climate Workforce Network Action Team determined that there are approximately 18,900 people in Vermont working part or full time in the climate workforce currently, but that certain careers will need to expand significantly if the state is going to meet our climate commitments under the Climate Action Plan (CAP).

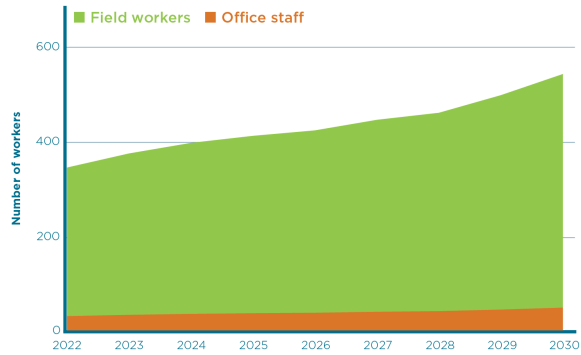
**Projected workforce need to meet CAP weatherization target**



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



**Projected workforce need to meet CAP heat pump target**



Source: 2025 and 2030 Heat Pump targets from Cadmus/EPG, Vermont Pathways Analysis Report 2.0, 2022. Heat pump installations per worker/per year are an average for single-zone and multi-zone heat pump installations from EAN Intern Raquel Smith, "Workforce Development in Vermont's Thermal Sector", 2021.



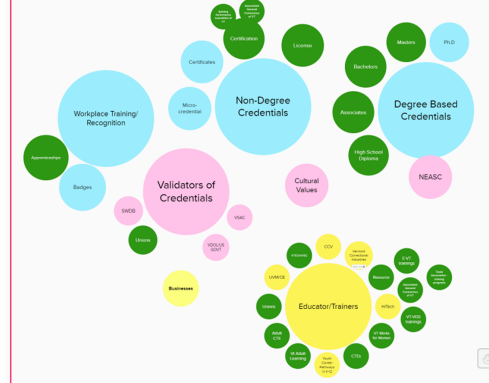
## Climate Workforce pipelines and pathways

Through systems mapping we analyzed the pipelines and pathways to climate careers from both the employer and the employee perspective.

**Employer Centric Pipeline**



**Employee Centric Pipeline / Pathway**



### S.11, passed during the 2022 VT Legislative Session, secured funding for:

- \$3m to launch the Vermont Trades Scholarship Program
- \$15m to VHCB to establish a Construction and Rehabilitation Learning Program and Revolving Loan Fund
- \$1.8m to Dept of Forests, Parks and Recreation for the Vermont Serve, Learn and Earn Program
- \$1.5m to Dept of Labor for two-year pilot to create a coordinated regional system
- \$500k to the State Refugee Office for grants to refugee or New-American focused programs
- \$300k to Dept of Corrections to create a pilot, community-based reentry program
- \$250k to Agency of Admin. for Special Oversight Committee on Workforce Expansion and Development

### 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

