

CLEAN ENERGY CAREERS

New Workforce Development Program – Now Launching!

Xcel Energy is supporting organizations that are building the clean energy future with a new workforce development program for Colorado. The Clean Energy Careers program (CEC) is intended to be comprehensive, serving both job seekers and the existing workforce, as well as strategically amplifying current efforts. This program was developed to support the implementation of Xcel Energy's Clean Heat Plan, which is bringing more than \$400 million to Colorado to reduce greenhouse gas emissions.

To help focus efforts, CEC is initially focusing on supporting careers related to **home energy audits, insulation and air sealing**, and **technicians installing heat pump technologies**.

CEC supports all of Xcel Energy's Colorado communities. For certain program components, CEC focuses on areas in Xcel Energy territory that have historically had less investment in the workforce, including the High Country, the Western Slope, and Southern Colorado, with the intent of developing a labor resource pool to better enable beneficial electrification.

WHAT ARE WE OFFERING?

CEC includes a number of financial and technical support offerings open to workforce development stakeholders, including, but not limited to educators, workforce centers, trade associations, contractors, and community-based organizations. Participants are encouraged to explore ways to combine these offerings in ways that foster collaboration and increase impact. We are looking for a limited number of organizations to support with funding to enhance their reach and service in 2025 with additional availability expected in 2026. A summary of offerings is listed below. **See the back side of this flyer to explore one of these offerings in greater detail.**



Grant Funding

- Workforce Education – Targeting 2 recipients of \$150,000 grants
- Wrap-Around Services – Targeting 3 recipients of \$20,000 grants
- Marketing Efforts – Up to \$35,000 total in grants

No Cost, Technical Support

Support could include marketing, facilitation, content development and printing

- New and Growing Workforce Development Networks
- Workforce Centers
- Organizations Delivering Heat Pump Trainings
- Community Energy Planning with a Workforce Development Focus

Support for and from the Beneficial Electrification Workforce

- Continued Heat Pump Trainings
- Trainings for Serving Income Qualified and Disproportionately Impacted Communities
- Stipends for Promoting Industry in Schools
- Stipends for Supporting Whole Home Approach

Stay connected and learn more at XcelEnergyCommunities.com/cec.

Looking For Networks Supporting Clean Energy Careers

Xcel Energy is seeking to support workforce development networks in Colorado that focus on the beneficial electrification and energy efficiency workforce. If you are interested in starting a new network or growing the impact of your existing network, this opportunity is for you!

WHY APPLY?

- **Scaling of Services:** Receive six months of support to expand your impact, including workforce analyses and development of a framework or action plan for your network at no cost to your organization.
- **Facilitation and Event Support:** Receive facilitation services and supplies (e.g. food, printing materials) for network workshops or meetings at no cost to your organization.
- **Access our Network:** Gain access to the extensive Xcel Energy network including industry partners, community-based organizations, and more!

WHO CAN APPLY?

To be eligible, your organization must:

- Serve communities in the High Country, Western Slope, and/or Southern Colorado that overlap with Xcel Energy territory.
- Be a collaborative ecosystem of workforce development stakeholders, such as educational institutions, employers, labor unions, trade associations, public agencies, and community-based organizations.
- Understand the workforce gaps, challenges and priority needs that the network is trying to address.
- Focus on enhancing workforce skills, promoting economic growth, and ensuring equitable access to career opportunities through job training, education, and employment support.
- Have a positive impact on individuals pursuing clean energy careers, such as HVAC, insulation and air sealing, and/or energy auditing.



How to Apply

Submit your application now at
XcelEnergyCommunities.com/cec

We are looking for a limited number of participants in 2025. More to come in 2026!