



PARTNERS IN ENERGY
Collaborating to Support **Clean Energy Careers**

CLEAN ENERGY CAREERS Guidelines

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 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.

Offerings

Clean Energy Careers is providing a number of financial and technical support offerings to workforce development stakeholders, including, but not limited to educators, workforce centers, trade associations, contractors, and community-based organizations. Applicants are encouraged to explore ways to combine these offerings in ways that foster collaboration and increase impact. Offerings include:

1. **Grant Funding;** Funding can be used for education, wrap-around services, or marketing campaigns.
2. **No Cost, Technical Support:** The Clean Energy Careers program can provide technical support such as content development, community outreach, facilitation, action planning, and printing.
3. **Support for and from the Beneficial Electrification Workforce:** If your staff needs more training and/or if your team is interested in contributing to curricula or developing aspiring tradespeople in your community. The Clean Energy Careers program will collaborate with you on identifying opportunities in your community.

Please visit our [Clean Energy Careers](#) website for more information about each offering.

High Priority Occupations

To accomplish its Clean Heat Plan, Clean Energy Careers is initially focusing on supporting careers related to home energy audits, insulation and air sealing, and technicians installing heat pump technologies.

Geographical Locations

Clean Energy Careers is available to all of Xcel Energy's Colorado communities. For certain program components, Clean Energy Careers focuses on areas in Xcel Energy's service area 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.

Click [here](#) to see if your community is in Xcel Energy's service areas:

Applications

Please visit [Clean Energy Careers](#) to read about specific criteria for each offering before you apply.

There are no restrictions on the use of funds. Please refer to flyers for examples of how funds can be used.

Applications for funding require high level project plan and budget to be submitted.

Key Deadlines

Xcel Energy is kicking off this program in Spring 2025.

- April 1: Applications open
- April 30: Applications close
- May - June: Participants will be selected and notified. Agreements will be distributed.
- July – December: Those selected to participate will implement their programs. (Some programs may extend into 2026.)

2026 Program Offerings are anticipated to be announced by February 2026.

Expectations of Program Participants

Upon approval, the following will be expected for participants of each program offering:

1. **Grant Funding:**
 - Signed Grant Agreement
 - Mid-Program Report
 - End of Program Report
 - End of Program Evaluation
2. **No Cost, Technical Support:**
 - Mid-Program Report
 - End of Program Report
 - End of Program Evaluation
3. **Support for and from the Beneficial Electrification Workforce:**
 - Mid-Program Report
 - End of Program Report
 - End of Program Evaluation

Report templates will be shared upon selection to program.

If you have additional questions about the Clean Energy Careers program, reach out to cleanenergycareers@brendlegroup.com.