

CLEAN ENERGY CAREERS PROGRAM

2025 AWARDEES

Program Overview

Clean Energy Careers, Xcel Energy's new workforce development program in Colorado, has selected its first cohort of awardees. Designed to cultivate a diverse, skilled clean energy workforce, the Clean Energy Careers program focuses on growing career paths for home energy auditors, insulation and air sealing contractors and heat pump technicians. Clean Energy Careers is providing funding up to \$150,000 per award as well as technical support to recipients that are developing strategic partnerships, training new workers and upskilling Colorado's workforce, part of its broader more than \$400 million investment in clean energy in Colorado.

The selected awardees represent a diverse array of committed workforce partners including community-based organizations, educational institutions, experienced contractors and marketing professionals. Job seekers, incumbent workers, practicing contractors, students and youth in Xcel Energy communities across Colorado will benefit from their collective efforts. These projects are currently underway.

Funding

Blue Sky Training, Wellington

Blue Sky Training will expand access to HVAC and electrification education by developing a mobile heat pump training lab for rural communities in Southern Colorado and the Western Slope; offering NATE-qualified heat pump coursework; and providing a responsible decarbonization course for HVAC and insulation contractors.

Collaborative Healing Initiatives Within Communities (CHIC), Denver

CHIC offers social, emotional, cultural and career enrichment for women facing barriers to economic mobility. The organization will support participants in its pre-apprenticeship program by covering essential needs and basic expenses as they work toward completing training and securing employment.

Colorado Mountain College (CMC), Glenwood Springs

In partnership with R&H Mechanical, CMC will expand its HVAC career pathway and reach more students by developing mobile instructional equipment and supplies for multiple sites including Glenwood Springs and Eagle. CMC will also enhance support for multilingual learners pursuing HVAC courses.

Trade Partners

Clean Energy Careers is providing stipends to the following registered Xcel Energy Trade Partners to conduct outreach to middle and high schools and build the next generation of clean energy workers.

1. James Morse, Mountain Breeze Heating & Air, Inc., Denver
2. Brad Plunkett, Mountain West Heat Pumps, Arvada
3. Mario Garcia, 360 HVAC Pro LLC, Commerce City
4. Tom Vasselli, All Climate Systems, Thornton
5. Randy Bates, InorOut Smart Energy, Westminster
6. Brendan McCarthy, Intramountain Retrofit, LLC, Vail
7. Tim Archie, High Country Healthy Efficient Homes, Frisco
8. Elizabeth McBurney, McBurney Built, LLC, Frisco
9. Chelsey Clause, American Air Heating & Air Conditioning, Inc., Windsor
10. Gilles Colon, Behold Heating & Cooling, Englewood

ZoZo Group, Denver

ZoZo Group will launch an awareness campaign to promote the three occupations of the Clean Energy Careers program with a specific goal of increasing diversity in the workforce that serves Xcel Energy's service territories in Colorado. The campaign will feature the benefits and opportunities of these career paths.

Technical Support

Energy Efficiency Business Coalition of Colorado (EEBC), Denver

EEBC will partner with distributors to develop curriculum recommendations based on heat pump training best practices. Integrating feedback from both contractors and distributors, the recommendations will help create consistency in training across providers.

Energy Smart Colorado (ESC), Frisco

ESC plans to expand its organization's impact in the High Country by conducting training for its members to reach out to schools and promote opportunities in the trades as well as standardize and expand its heat pump and weatherization trainings to align with Xcel Energy best practices and attract more contractors into the trades.