



**ELECTRIFICATION WORKFORCE NETWORK**

## **Spotlight Series**

*June 24, 2025 Special Guests: Casey Coghlan, CO Apprenticeship Hub and  
Madison Lozano, Namaste Solar*



**PARTNERS IN ENERGY**  
An Xcel Energy Community Collaboration



# What is the **Electrification Workforce Network (EWN)?**

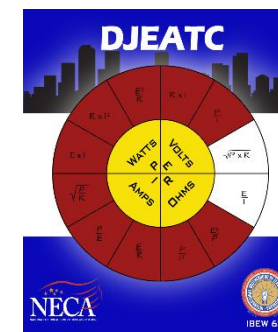
Denver regional coalition with a mission and vision to foster collaboration between industry stakeholders to increase equitable access to quality jobs in beneficial electrification and energy efficiency.

# Why Does the EWN Exist?

- Rising demand for jobs related to electrification
  - Millions of dollars from federal, state, and local governments, as well as Colorado utilities to encourage electrification.
- Electrification industries are already facing shortages
  - Insulation installers
  - Electricians
  - HVAC technicians
  - Plumbers
  - Energy auditors and inspectors
  - Electric vehicle (EV) auto mechanics
- We don't need just jobs, we need **good jobs**



# EWN Members



Interested in becoming a member? Email [ljemison@brendlegroup.com](mailto:ljemison@brendlegroup.com)

# Today's Presenters: Colorado Apprenticeship Hub & Namaste Solar

Casey Coghlan & Madison Lozano





# Registered Apprenticeships in Colorado

Casey Coghlan - Colorado Apprenticeship HUB





# REGISTERED Apprenticeship Program

A robust training program that has been vetted and registered with USDOL/OA or the Colorado State Apprenticeship Agency (SAA)

- Industry-driven, high-quality career development strategy where employers train and prepare their future workforce.
- Paid work experience where individuals gain experience, complete supplemental, related instruction and receive a portable, nationally recognized credential.





### **Paid Job**

Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.



### **On the Job Learning (OJL)**

Develop skilled workers through customized and structured learning in a work setting.



### **Related Instruction (RI)**

Improve job-related skills through education in a classroom setting (virtual or in-person).



### **Mentorship**

Provide apprentices with the support of an experienced journeyworker.

# **Registered Apprenticeship Programs (RAP)**

## **Core Components**



# 3 Key Roles Within Registered Apprenticeships



## Employer

- Employs apprentice(s) and pays wages.
- Provides on-the-job learning
- Can also be the sponsor and/or the related instruction provider



## Sponsor (Administrator)

- Registers and administers RAP
- Can be the employer, sector partnership, industry associations, joint labor-management organizations, educational or training providers, community-based organizations, or other workforce intermediaries



## Related Instruction Provider

- Provides the related instruction
- Can be provided by employer; joint labor-management organizations; community colleges, 4-year institutions, K12; or other approved training provider

# Benefits of Registered Apprenticeship Programs

## EMPLOYERS

- ▶ Increased employee retention
- ▶ Creates stable & reliable talent pipeline
- ▶ Builds learning culture & provided leadership opportunities for existing or potential mentors
- ▶ Enhance the skills of existing workers and plan for employee succession
- ▶ Attracts a wider and more diverse talent pool

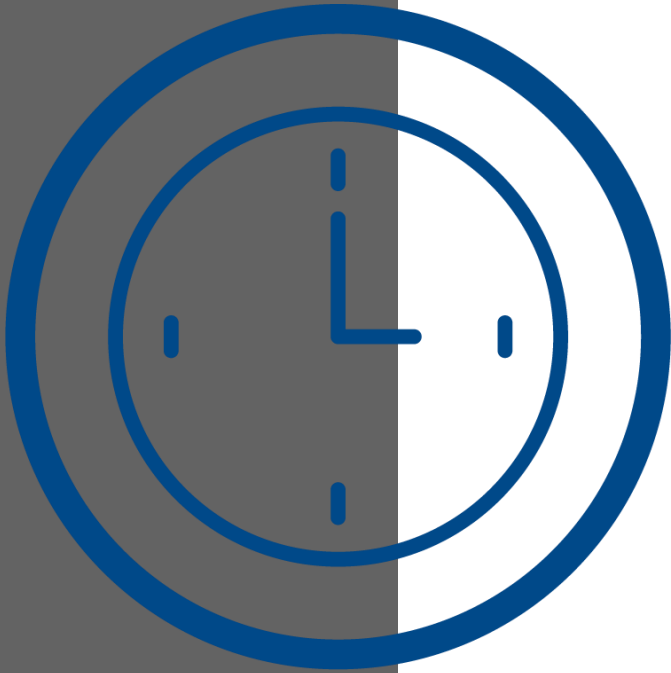
## CAREER SEEKERS

- ▶ Earn paycheck while learning new skills
- ▶ Receive wage increases
- ▶ New way to start down a career pathway in a variety of industries
- ▶ Mentorship from current employees
- ▶ Structured Approach to Training

# Electrician Registered Apprenticeship

## Requirements and Considerations

- 8000 hours On the job training (OJT) Time based apprenticeship
- 576 Minimum Related Training Hours
- Employer needs to identify a mentor/ journeyworker for each apprentice
- Apprentices will be a paid employee, with wage increase
- Can get credit for previous hours worked

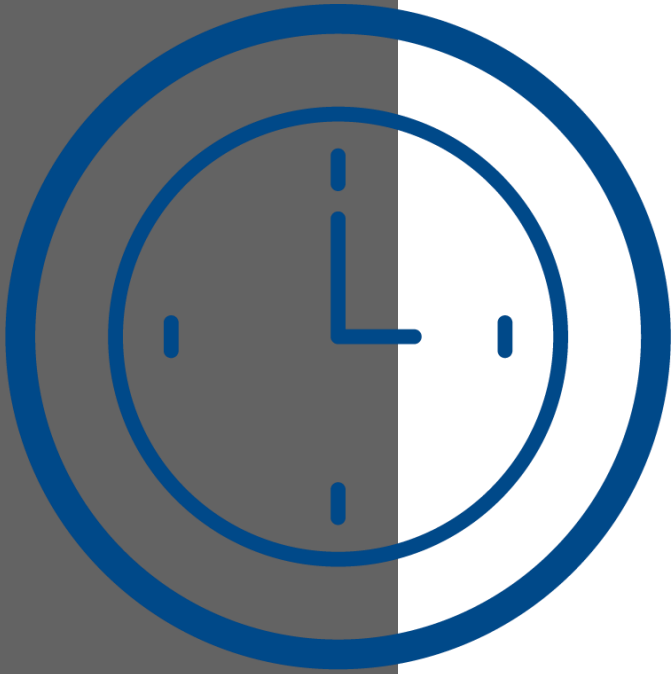




# On-the-Job Learning (OJL)

## Requirements and Considerations

- Minimum of 2,000 hours
- Most occupations are competency based
  - Skilled trades are time based or hybrid and align with professional licensure requirements
- Structured on-the-job learning
- Employer determines OJL competencies
  - Samples available
- Employer needs to identify a mentor/ journeyworker for each apprentice
- Apprentices will be a paid employee, with wage increase





# Related Training Instruction (RTI)

## Requirements and Considerations

- Recommended 144 instructional hours per year
- Can be online, in-person, hybrid
- Internal/employer delivered, postsecondary, K12, online courses, professional association
- Can leverage existing internal training



# Supporting Registered Apprenticeships

Partners here for you – at no cost!

## Apprenticeship Consultants

- Help businesses considering an apprenticeship program determine if an apprenticeship is right for them.
- Connect businesses with an Apprenticeship Specialist at Apprenticeship Colorado who will help to develop and register their program.
- After registration, the consultant coordinates workforce regions and staff to ensure program and financial support for both the business and the apprentices
- Broker introductions between businesses, CBOs, Sector Partnerships, etc
- Assess apprentices for overall need and provide resources to ensure success in apprenticeship and overall employment
  - Resources may include funding to offset cost for Related Instruction and/or Supportive Services.

# Supporting Registered Apprenticeships

Partners here for you – at no cost!

## Workforce

- Provide market/wage information to help guide wage structure
- Host hiring events
- Provide assessment and/or screening services
- Connect businesses and their apprentices to potential funding resources
- Resources may include funding to off set cost for Related Instruction and/or Supportive Services

## Apprenticeship Specialist

- Expert in the development of Registered Apprenticeship Programs (RAPS)
- Assist in identifying partners (i.e., Related Instruction Provider, Sponsor, Employers, etc.)
- Help in creating standards and submitting your standards for approval.

# HUB Consultant Regions







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# Namaste Solar

Transforming energy, transforming business

*Madison Lozano, HR & Employee Experience Coordinator, 2025*



We work to propagate the responsible use of solar energy, pioneer conscientious business practices, and create holistic wealth for ourselves and our community.



# About Us

- 13,500+ solar systems installed
- 200+ megawatts of capacity
- Colorado born in 2005 (20 years!)
- Employee-owned cooperative
- Certified B Corporation
- Public Benefit Corporation
- Non-commissioned sales



# Namaste Solar Services



Residential



Commercial



## Services: Residential

- Home solar installation
- General service
- Deinstallation & reinstallation



## Services: Commercial

- Commercial & industrial properties
- Community solar projects
- Design & consulting services
- Operations & maintenance (service)





# Our Commercial Team is a RAP!

Why is being a RAP important?

- **Access to Prevailing Wage Projects:** Participation in a RAP allows us to meet federal and state requirements for apprentices on Davis-Bacon or other prevailing wage jobs.
- **Eligibility for Grant Funding:** Being part of a RAP qualifies us for state and federal workforce funding (like through WorkForce, Connecting Colorado, or the Office of the Future of Work).
- **Structured Training:** It gives apprentices a clear path for advancement, which helps with retention and skill development.
- **Recruitment Tool:** It makes us more competitive when attracting talent — candidates know they're joining a program that invests in their future.
- **Credibility:** The RAP designation signals a high-quality program to clients, regulators, and potential hires.
- **Workforce Pipeline:** It helps us grow a pipeline of qualified workers in a way that's sustainable and aligned with our company values.

# We're Hiring!



- Common installation roles:
  - Residential Solar Apprentice
  - Commercial Solar Apprentice
  - Residential Crew Lead
- Common office roles:
  - Residential PV Designer
  - Residential Sales/Sales Support
  - Residential Site Auditor
  - Commercial Project Manager





## Why work for us?

- 100% of IECRM tuition covered for your full 4-year apprenticeship
- All PPE, power tools, and workwear are provided year-round. This includes a \$150 annual shoe stipend
- Cigna health, vision, dental, disability and life insurance, 401K plan, and PTO all available 30 days or less after start date
- Needed certifications (OSHA 10/30, NABCEP, etc.) paid for by the company
- Opportunity for co-ownership!



## Questions?

- Ask away!

Contact information:

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# Questions?





# What's Next?

- Upcoming EWN Events
  - Job Hiring Fair hosted by IBEW and DJEATC on July 25
  - August Webinar – details coming soon!
- Interested in learning more about becoming an EWN member?  
Email [ljemison@brendlegroup.com](mailto:ljemison@brendlegroup.com)
- Bring your own resources/events to our next webinar to share with others!