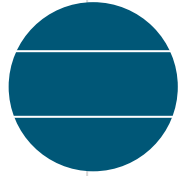
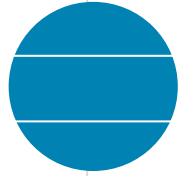




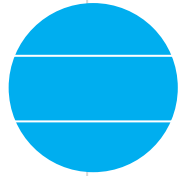
# 2022-2024 Eversource and Mass Save<sup>®</sup> Workforce Development Strategies



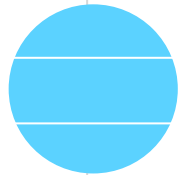
Recruiting and training diverse new entrants



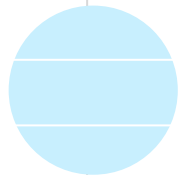
Increasing coordination with public vocational/technical high schools



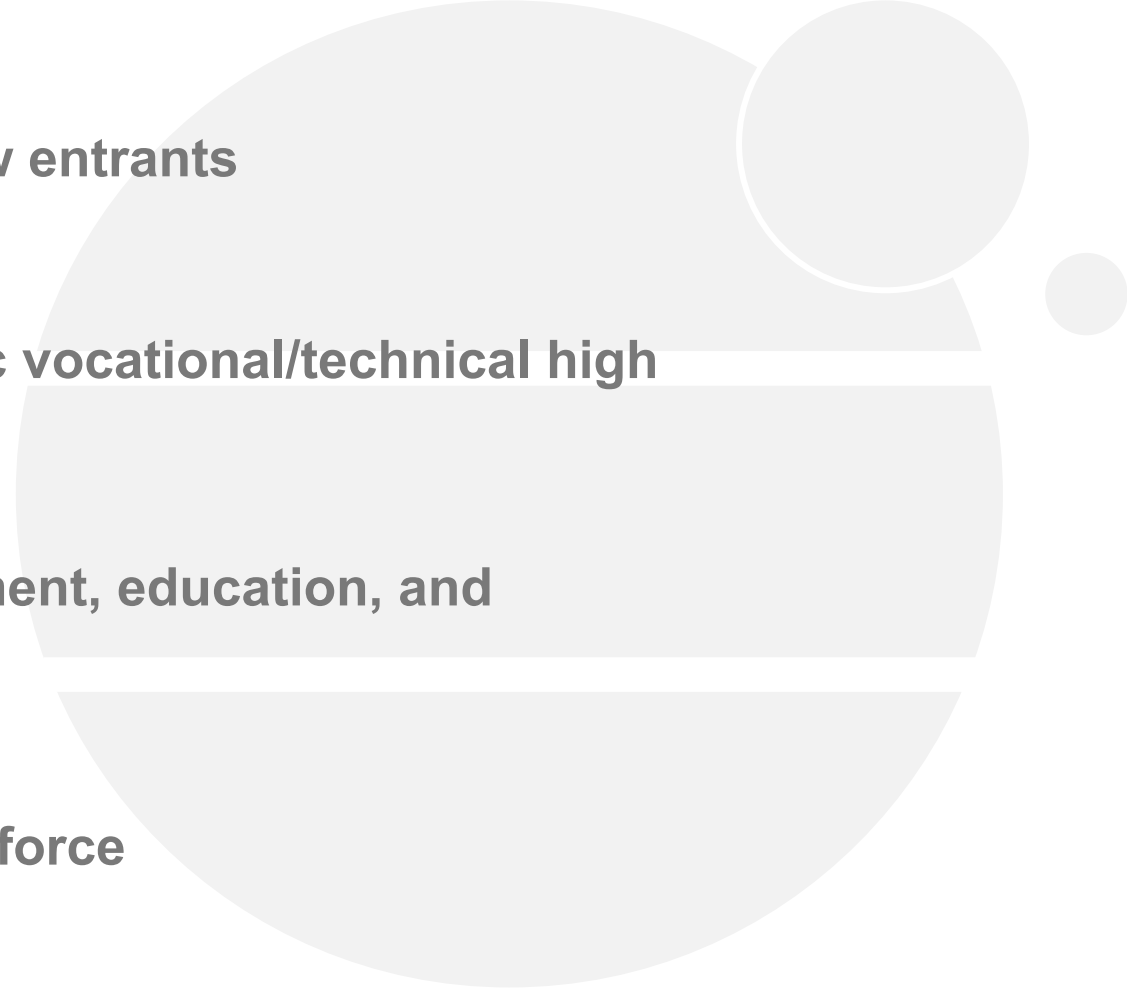
Engaging with workforce development, education, and industry stakeholders

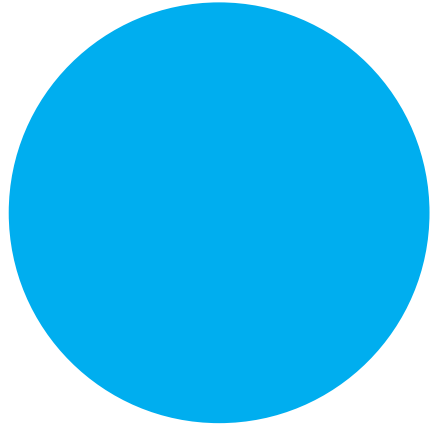


Continuing to upskill existing workforce



Continuing to partner with MassCEC on workforce development initiatives





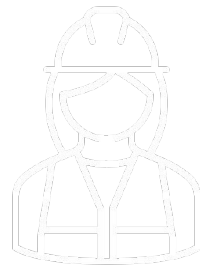
**Increase access to opportunities** for individuals historically underrepresented in the industry



**Increase diversity** in the energy efficiency workforce



**Create a sustainable pipeline** for the high-demand weatherization and HVAC fields



	Cohort 1	Cohort 2	Cohort 3	Cohort 4
Pathway	HVAC and Weatherization	HVAC	Weatherization	HVAC
Timeline	August 2021 – June 2022	July 2022 – October 2022	October 2022 – January 2023	June 2023 – September 2023
Number of Applicants	49	70	72	70
Number of Interns Placed	13	14	16	13
Number of Training Providers	2	2	3	2
Number of Community Based Organizations	4	3	3	4
Number of Business Partners	8	6	7	8

# Clean Energy Pathways: Learnings

Challenges	Program Enhancements
Compensation	Shift from \$17 to \$20/hour
Duration	Shift from 9 months to 3 months
Intern Support	Added HR coordinator roles for lead vendor and regular HR check-ins
Interns receive minimal <b>soft skill training</b> ahead of business partner interviews.	Conduct initial soft skill and work readiness training <b>prior to engaging with employers.</b>
Reliance on partners to determine <b>work readiness</b> of applicants and to prepare applicants for the internship	Created a <b>more detailed applicant criteria.</b> Interview eligible applicants to determine acceptance into the program ahead of business partner interviews.
<b>Outcomes</b> are measured through multiple surveys from various partners and evaluation vendor.	Include <b>learning assessments, pulse checks, capstone projects</b> and/or other tools to ensure interns connect with the content.

- To achieve the Northeast's demand for workers in Greentech industries, a critical obstacle to collectively overcome in 12 months is - *building broader awareness and forging connections with the right local partners.*

