

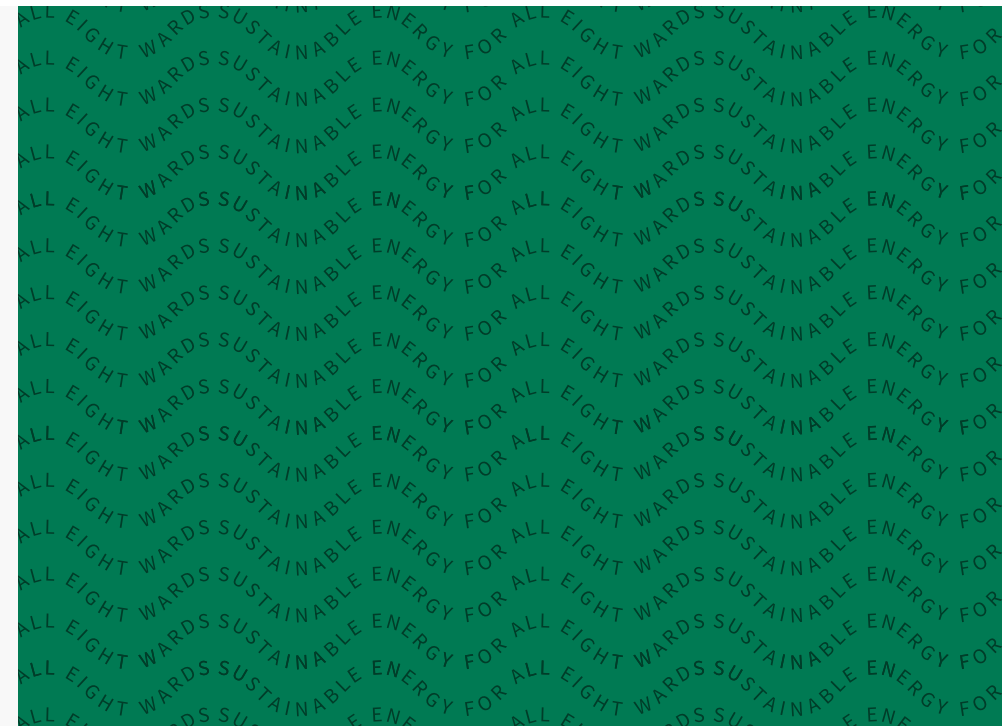
FY 2026 Workforce Development Mentor Roundtable

Crystal McDonald & Gleniss V. Brown Wade

November 19, 2025



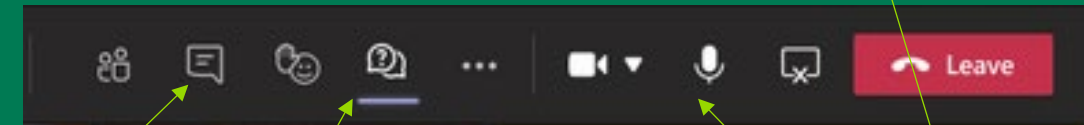
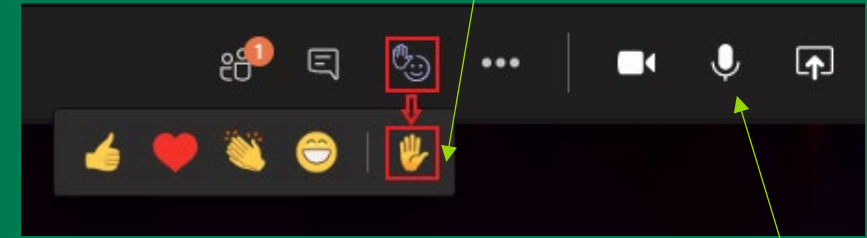
**DISTRICT OF
COLUMBIA
SUSTAINABLE
ENERGY UTILITY**



Asking questions

- To submit a question, please use the chat/Q&A to write out your question or use the 'raise hand' feature (see photo). Once your hand is raised the moderator will call on you to come off mute to give an auditory response
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Raising Your Hand

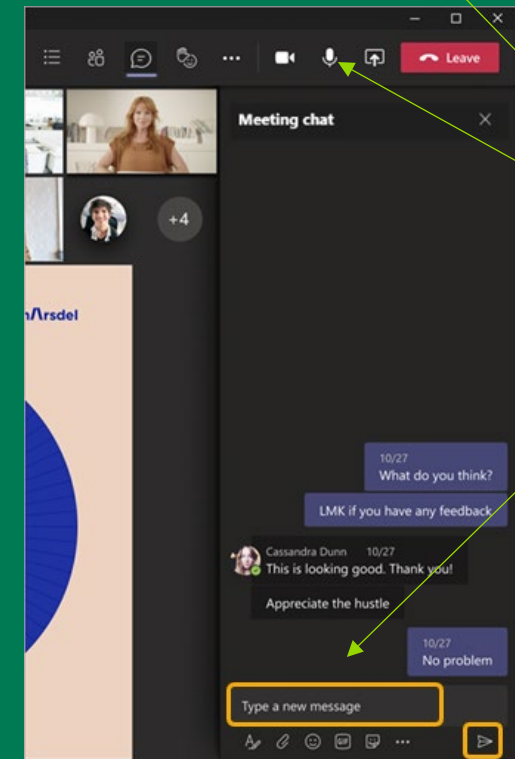
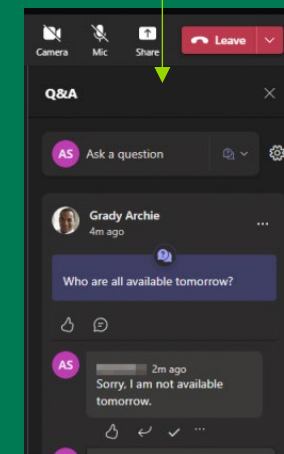


Using Chat

Using Q&A

Mute Button

Using Chat



Agenda

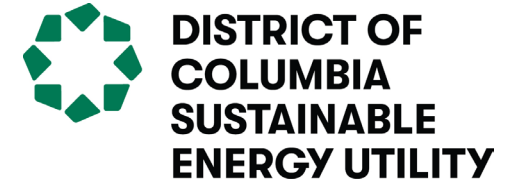
- **Welcome & Purpose**
 - Gleniss Wade, Manager Workforce Development Program
- **Greetings**
 - Crystal McDonald, Director of Account Mgmt. & Workforce Development
- **Introductions**
 - Prospective Mentors
 - Staffing Agencies
- **Program Overview & Design**
- **Mentor's Role**
- **FY26 Program Timeline**
- **Program Impact**

About the DCSEU

The District of Columbia Sustainable Energy Utility (DCSEU) is a community-minded organization committed to making energy efficiency and clean energy more accessible to every person and business in the District. Since 2011, we have helped District residents and business generate more than \$1.4 billion in lifetime energy cost savings. We provide the industry-leading learning opportunities, expert hands-on assistance, and vital financial support that save our communities both energy and money.



DCSEU Goals



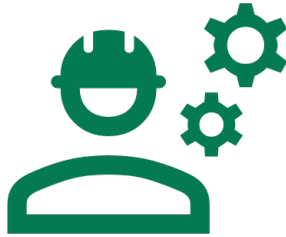
CO₂



Reduction in
Energy,
MTCO₂e



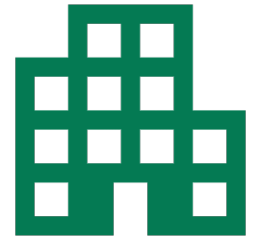
Green
Jobs



Local Economic
Development



Low-Income
Spending



Renewables
with EE



Deep Energy
Retrofits





WFD Program Overview

Twice a year, the DCSEU connects District residents with 4–6-month green externships working with local contractors and other organizations to discover new careers in energy efficiency and sustainability.

Host Sites/Mentors play a key role in the hiring, training, and graduation at little to no cost to their company.

During the program, Externs receive:

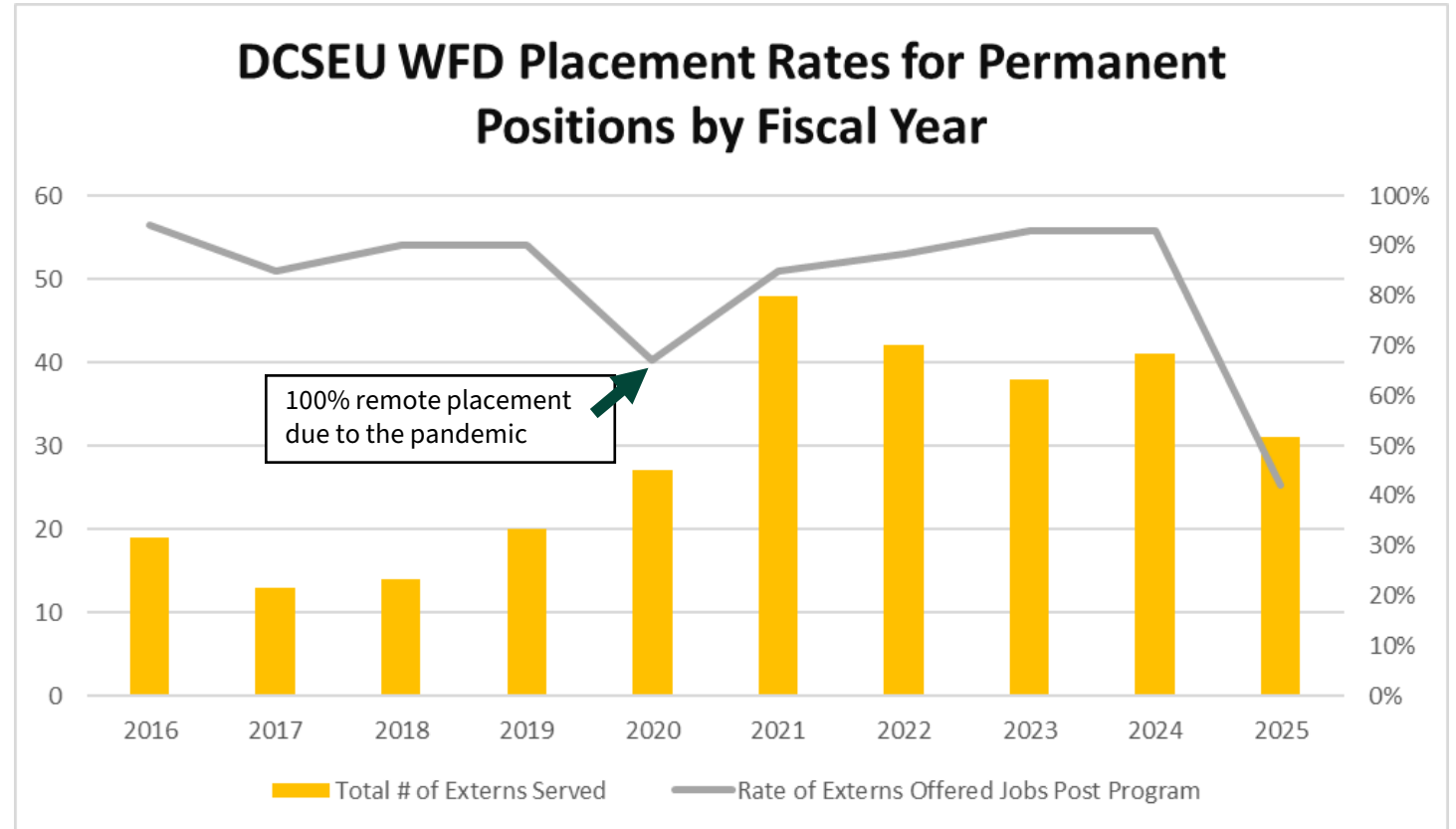
- Competitive Hourly salary
- Job skills development
- On-the-job training
- Nationally recognized certifications at no cost to the Extern
- Direct work experience with contractors
- Weekly training on energy efficiency topics and soft skills training at DCSEU offices
- Job placement assistance

The WFD Program is designed to:

1. **Connect District residents** over the age of 18 , with a GED or higher, who are new to the workforce, between jobs, or looking for a career change with local contractors in the green economy.
2. **Provide training and certification** opportunities aimed at helping workers to obtain green careers.
3. **Enhance economic stability** by focusing on a worker's marketable skills.
4. **Reduce unemployment** and underemployment in the District.
5. **Shape the local clean-energy labor market** through programs that enhance green jobs' effects on the city's economy.
6. **Educate** residents on energy efficiency-related topics.

Workforce Development by the Numbers

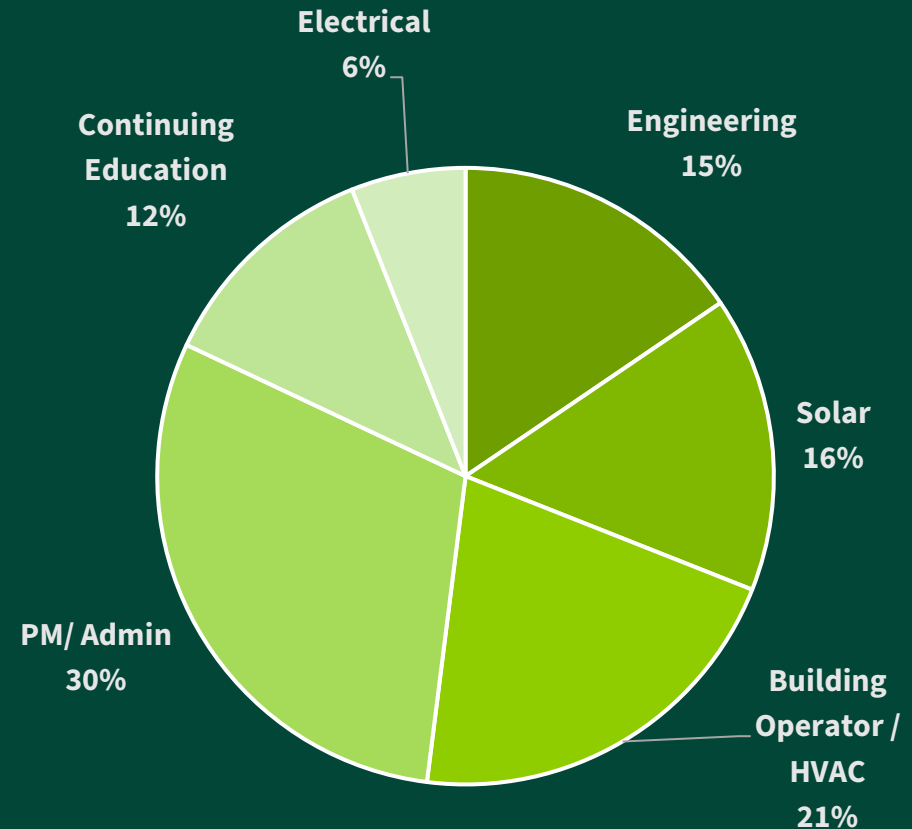
- DCSEU has served **more than 300 DC residents to date** (2016-2025)
- DCSEU/VEIC has employed 15+ workforce development Externs
- DCSEU has experienced an 85% or better job placement rate post-graduation up until FY 2025.



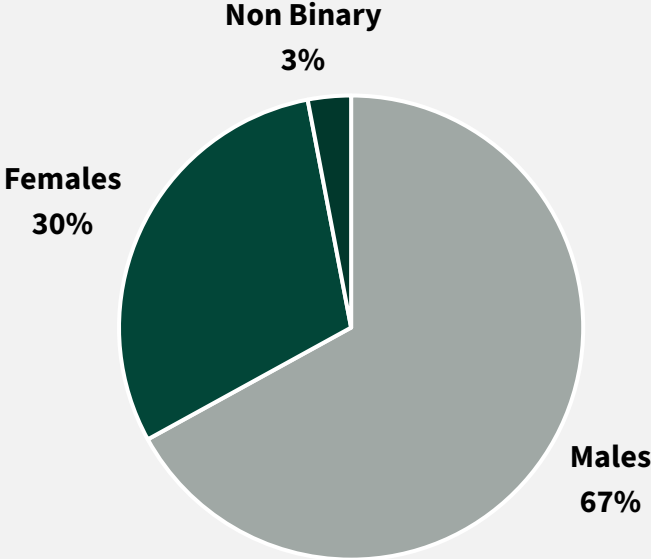
Positions include:

- Admin. Assistant
- Commercial Solar Installer
- Electrical Helper
- Engineer in Training
- HVAC Technician
- Sustainability Project Manager/
Engineer/Project Manager

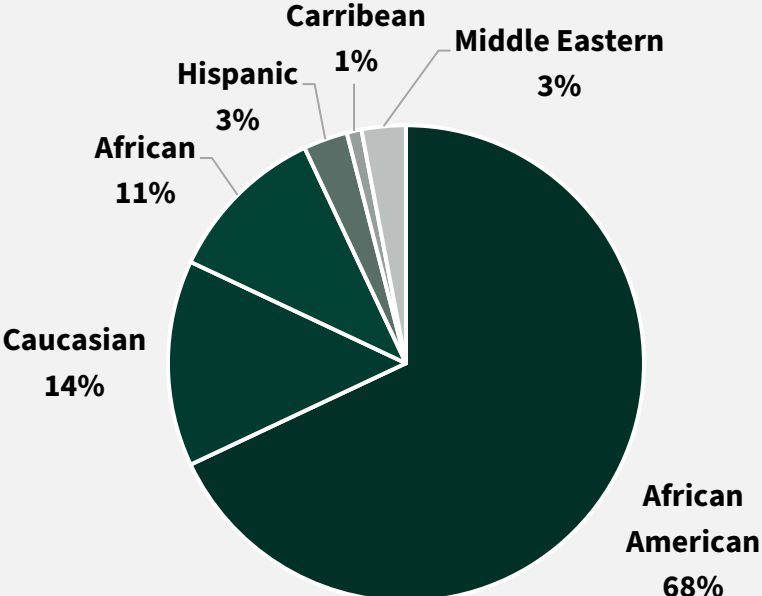
WFD Program Careers 2016 – 2025



WFD Program Extern Demographics: 2016-2025

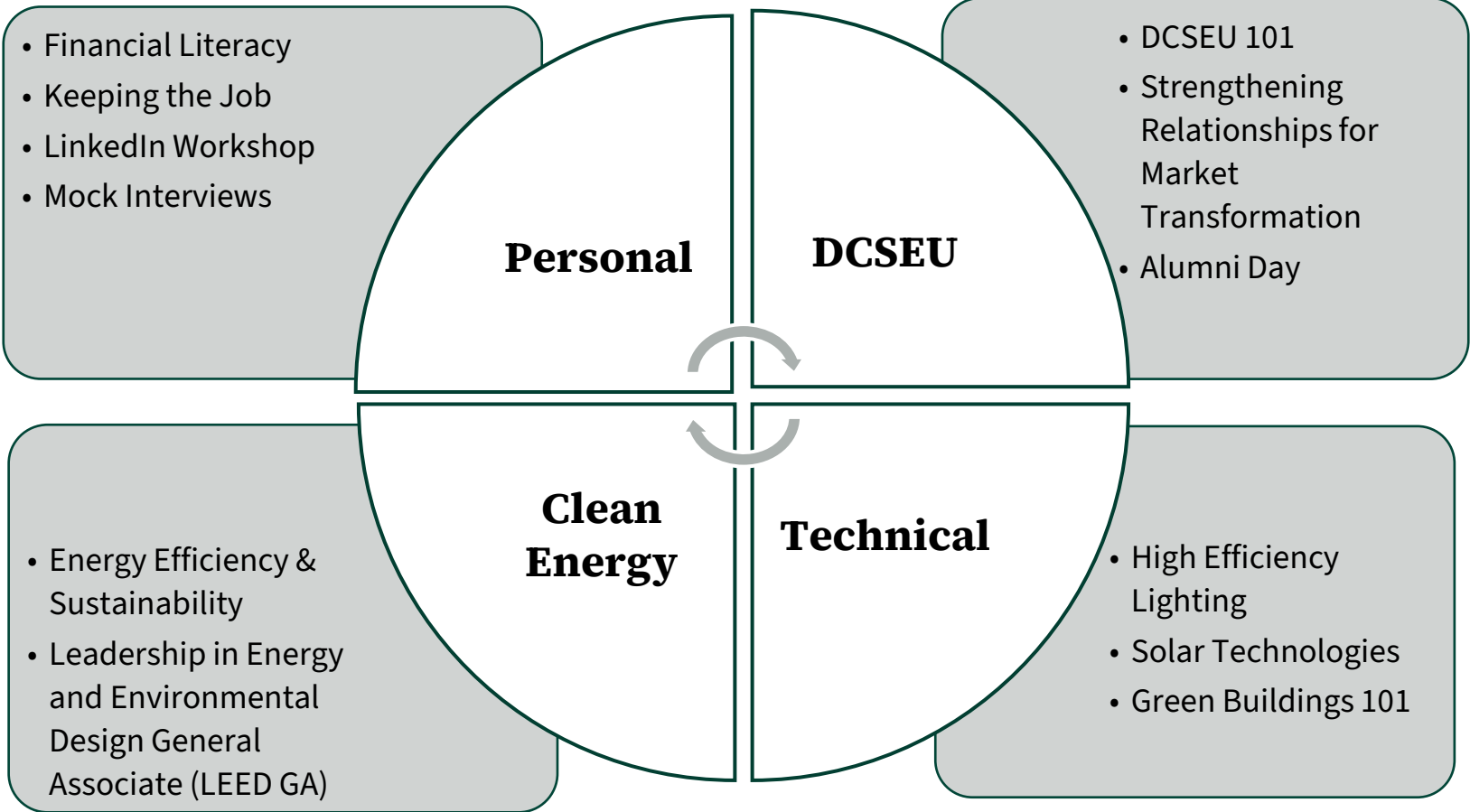


Program Gender Breakdown



Program Ethnicity/Origin Breakdown

Sample WFD Professional Development Training



Roles and Responsibilities



Workforce Development Program

Connect DC residents who are new to the workforce, between jobs, or looking for a career change with DCSEU contractors and customers.

Provide opportunities for Externs to be paid while discovering new careers in sustainability.

Provide DCSEU subcontractors and customers with a workforce being trained and developed at little to no cost to their company.



Staffing Agencies

Coordinate with the DCSEU to place candidates and participate in the decision-making.

Confirm that the candidate has passed applicable background checks.

Manage Externs and mentor relations to ensure program compliance.

Manage compensation and benefits for Externs.



Mentors

Operate at a site with a physical location within the District.

Be willing to offer career guidance, project-based learning, and offer feedback on progress.

Commit to hire Externs pending successful completion of the training program and upon availability of an open job position.

Roles and Responsibilities



Workforce Development Program



Staffing Agencies



Mentors

Successful Externs!



Community Based Organizations (CBO) Partnerships



CBO Partners

- Academy of Hope
- AimHire: The Friendship Place
- Back On My Feet
- CSOSA: Court Services and Offender Supervisor Agency
- Pathways to Housing DC
- United Planning Organization (UPO)



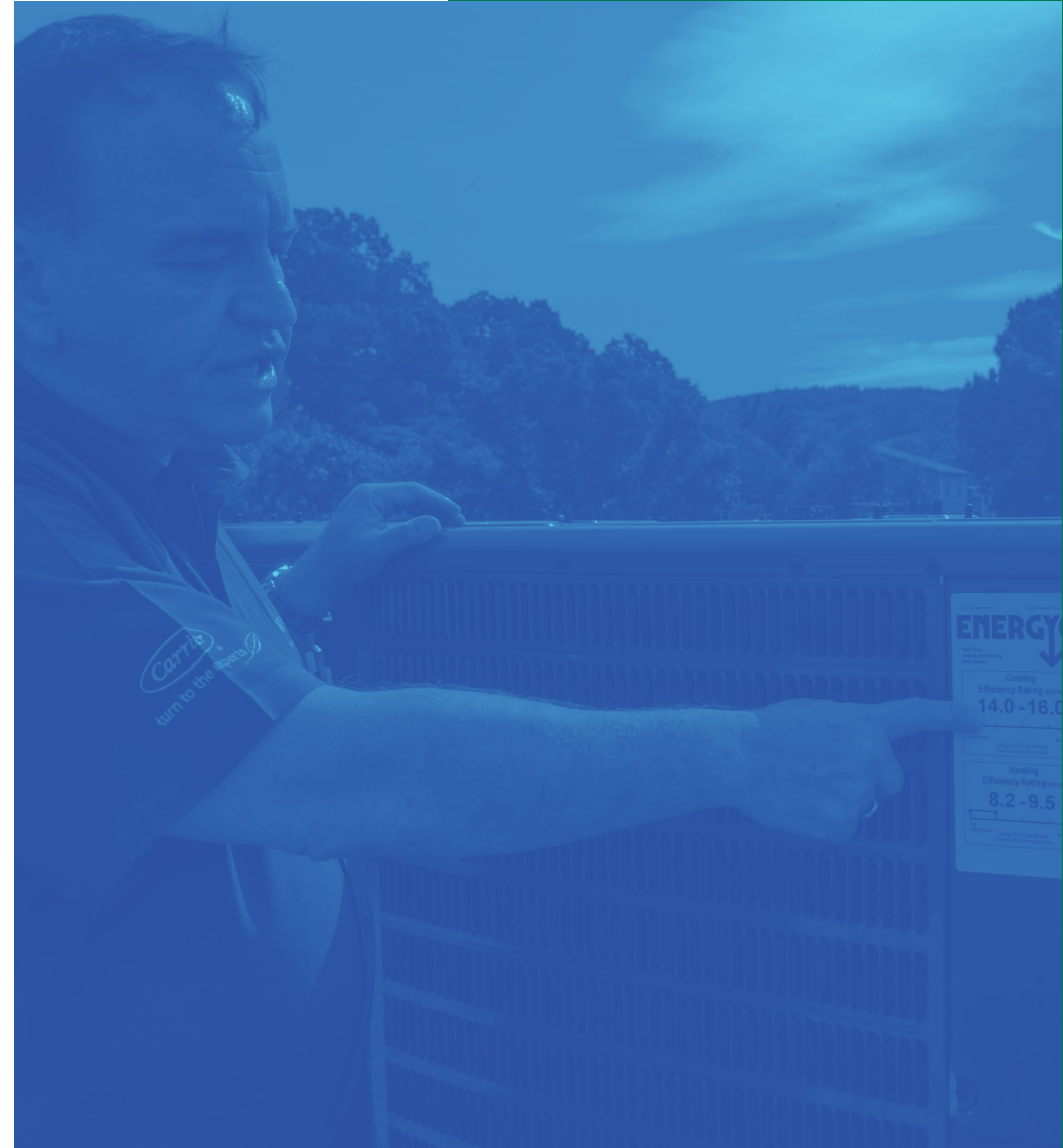
Why Partner?

- Enhance Recruitment Efforts: Build a Diverse Extern Pipeline
- Build Trust Amongst Externs and Frontline Community
- Provide Wrap Around Services for Externs

The Mentor Role

Mentor provides work assignments and are responsible for:

- **Daily supervision**
- **Daily assignments**
- **On-the-job training**
- **Mentorship**
- **Bi-weekly check-ins**
- **Extern performance evaluation**



FY25 WFD Mentor Timeline



Complete Requisition Form

Attend the mentor roundtable

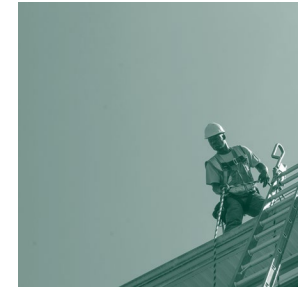
Identify skill sets needed via the **Extern Requisition Form** and determine goals by **COB December 5, 2026**



Interview and Select

Participate in the interview process after reviewing resumes.

Select Participants/Extern(s) by **February 2, 2026**




Complete the Cohort


Begin Winter/Summer Cohort as a mentor on **February 9, 2026**

Winter/Summer Cohort ends **August 12, 2026**, *Stay tuned for more information about the Winter/Summer 2026 Cohort*


Workforce Development Program Extern Requisition Form



DISTRICT OF COLUMBIA
SUSTAINABLE ENERGY UTILITY



DEPARTMENT OF ENERGY & ENVIRONMENT



GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Workforce Development Program

Extern Requisition Form

(limit of two externs per mentor)

Company Information:

*Company Name *Date:

Requesting Manager:

*Name

*Email: *Phone Number:

Extern Request:
(limit of two externs per mentor)

Position / Job Title	Job Description	# of Externs Needed
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>

Please send completed form and/or any questions to:

Gleniss V. Brown-Wade
workforcedevelopment@dcseu.com or gwade@dcseu.com
(202) 667-4846 or (202) 763-3924



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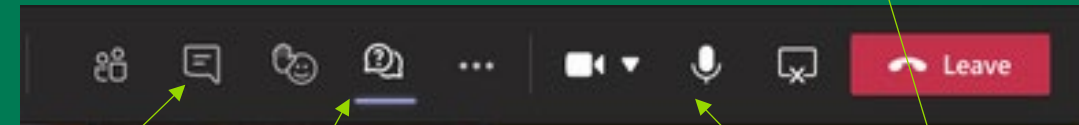
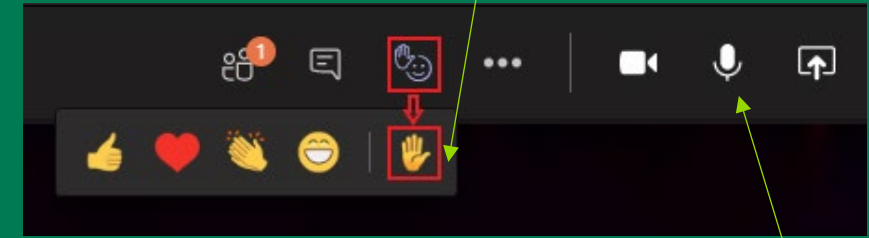
This program has a wealth of opportunity to give, whether it's job placement or resume building in addition to trainings and credentials that can advance anyone's career.

**Frank Borris,
Spring/Summer 2023 WFD Program Graduate**

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