

CHANGING LIVES THROUGH SOLAR CAREERS

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Blue Ridge Power



Introduction

Through our PowerUp Academy, Apprenticeships, and Pre-Apprenticeships, focused on engaging underrepresented populations, our company is able to provide a productive and safe environment, but also create equitable opportunities for all within the solar industry.

PowerUp Academy



Almost 200 new construction employees have graduated from our PowerUp Academy training program since we launched in summer of 2022. Now, they can apply to become PowerUp apprentices, where they'll spend a year cycling through each division of construction to accelerate their **#solar** careers. We're thrilled to have a registered **#apprenticeship** program in NC, with more states to come.

Competencies

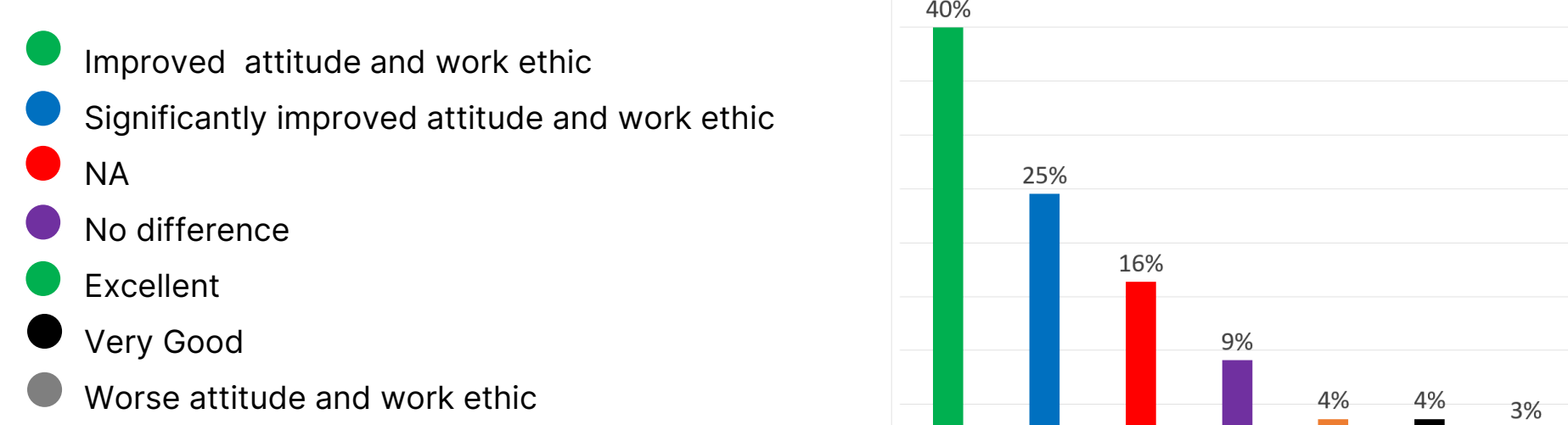
Task Performed During Evaluation Period	Solar Installer I	Solar Installer II	Solar Journeyman	Crew Lead
	Can perform the task Safely and Productively with direct supervision	Ability to perform the task Safely and Productively with minimal supervision	Ability to perform the task Safely and Productively with no supervision	Can Lead and Train Crews Safely and Productively on this task
Task	1	2	3	4
EROSION:				
Install Silt Fence				
Install Filter Sock				
Install Matting				
Install Baffles				
Install Skimmers				
Install Risers				
Demonstrate How To Safely Operate A Cart				
Successfully Stabilize A Site				
Understand Solar Site Terrain				
Interpret A Design Set/Plans				
Complete Hydroseeding				
Distinguish and Install Different Rock Types				
Haul Material				
Break-up And Level Soil				
Dig Trenches				

One key to creating future leaders and solar careers is providing a pathway to leadership. This is captured in our competency work. Providing clear and consistent steps to advance in the company builds solar construction careers.

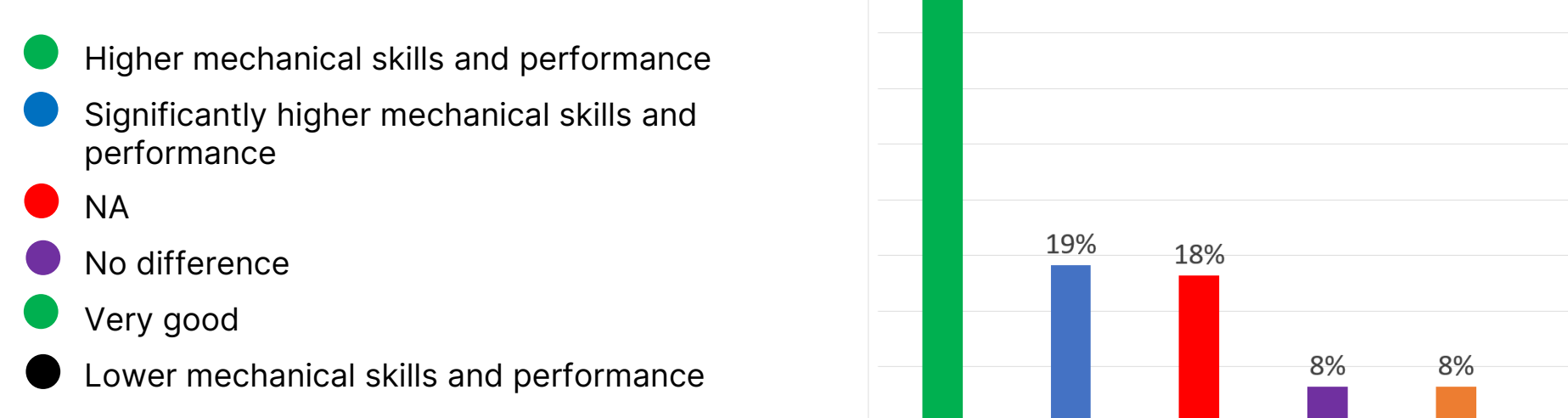
Reviews on PowerUp Employees from Front Line Leaders

We had a theory that if we outfitted our newest employees with mechanical skills, safety knowledge, and a path toward a career, we would retain employees and create

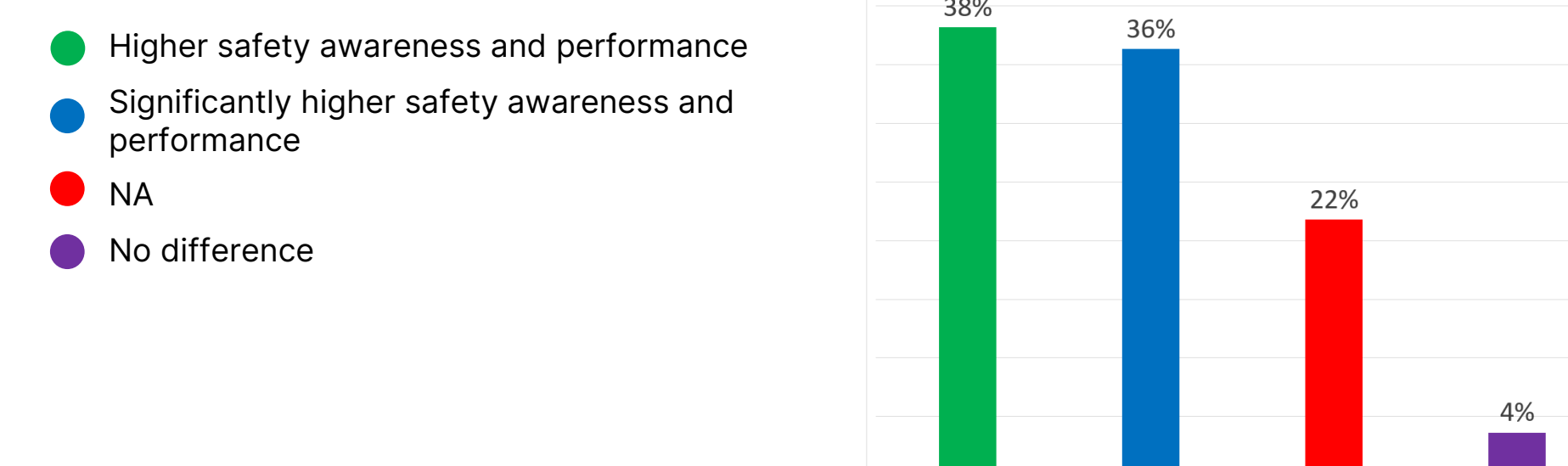
Attitude & Work Ethic



Mechanical Skills & Performance



Safety Awareness & Performance



Promotion & Retention Statistics

PowerUp Graduates

Craft - 179 Overall - 199

Craft Retention

12/31/22 - 79.8% 01/23 - 68.7%

Promoted Terminated

5 30

Anecdotal Evidence

"I officially accept this as my new official career and really hope to move up in the company..."

"There seems to be a better quality of worker coming into the field now."

"Understanding what the company expects plus awareness of what will be required as a leader."

"Great way to pass the knowledge of our companies core values & goals to the new hire employees."

"Better awareness of safety. Better Communication with their peers and managers."

"Provides excellent insight on what to expect and what type of expectations are crucial to the company's values and guidelines."

"They're getting all the tools and resources from all aspects to be successful as leaders."

Apprenticeship

Insert Apprenticeship Signing

Pre-Apprenticeship Program



Congratulations to our inaugural utility photovoltaic class, in partnership with Fayetteville Technical Community College, on successfully completing our first Career Workforce Pathway in Cumberland County Schools! These students are work-ready with OSHA, First-Aid & CPR, flagger operations and 120 hours of #solar pre-apprenticeship training.

#AmericanJobs #CleanEnergy #BuildingtheFuture



About Blue Ridge Power

Established in May 2021, Blue Ridge Power is a full-service EPC (Engineering, Procurement, Construction) company for solar and solar + storage projects in the United States. Headquartered in Asheville, NC, the company brings technical savvy, a qualified professional labor force, an in-house engineering team and an expansive fleet of equipment to the table, allowing it to efficiently serve the needs of its clients and deliver results. With a dedication to safety and an employee's-first mentality, the company believes in building an invigorated American workforce

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