

# Program Launch Webinar

Energy Pathways Program

December 11, 2025

Amy Whitehouse, Senior Program Manager, San Diego Community Power  
Siria Salas, Program Manager, The Energy Coalition

# Housekeeping

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Raise Hand



Q&A



More

Please use Q&A box to  
submit questions

# Who We Are



**Amy Whitehouse**

Senior Program Manager  
San Diego Community Power



**Siria Salas**

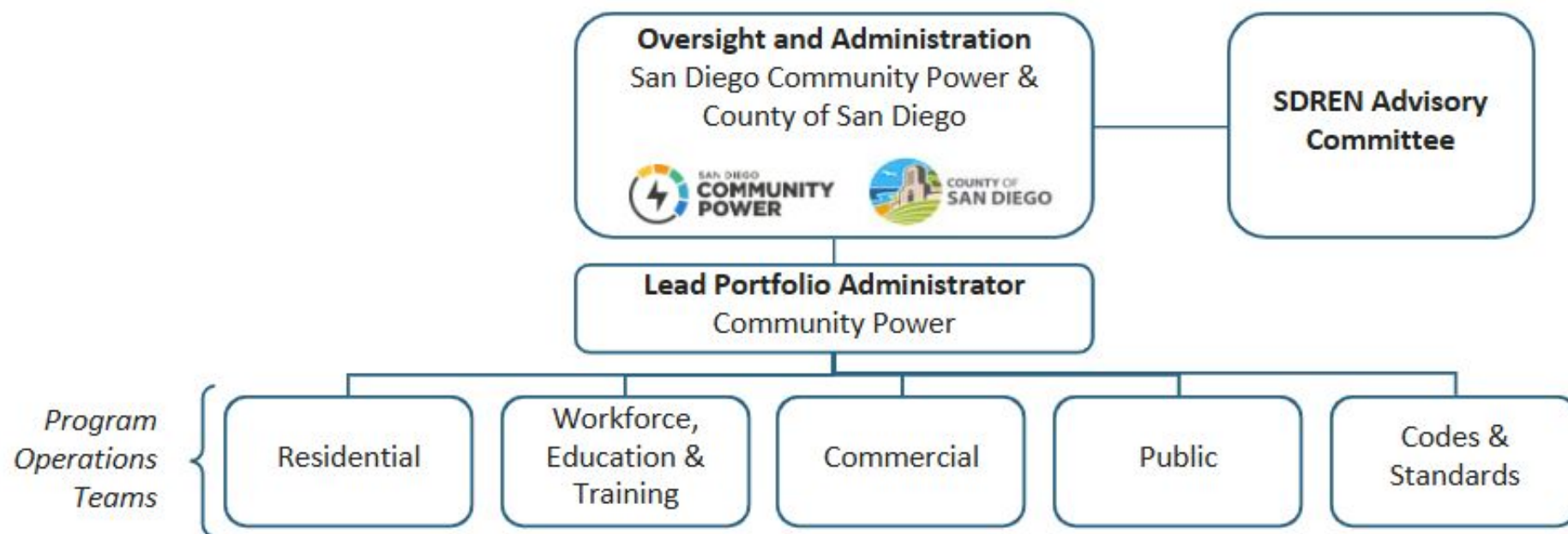
Program Manager  
The Energy Coalition





# San Diego Regional Energy Network (SDREN) Background

- SDREN was approved by the California Public Utilities Commission (CPUC) on August 1, 2024
- Approved for \$124M to administer a portfolio of 10 energy efficiency programs (2024-2027)
- Programs target underserved and HTR residents, businesses, public agencies, and Tribal governments across the region



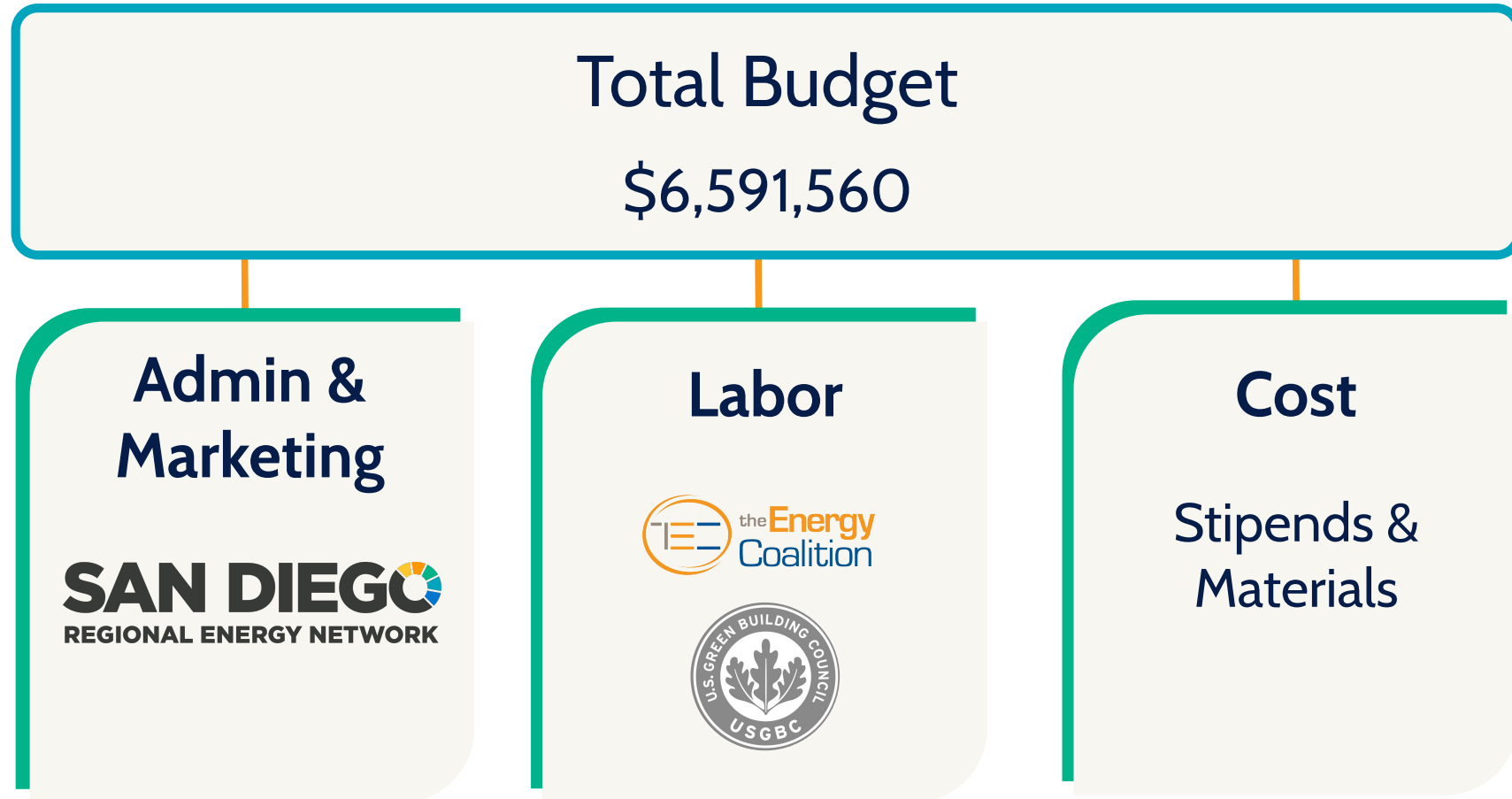
# Program Details

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Program Name	Energy Pathways Program
Program Type	Non-Resource
Implementer Type	Third-Party Solicited
Market Sector	Cross-Cutting: Workforce, Education & Training
Intervention Strategy	Technical Assistance, Education, Training, Outreach

# Program Budget

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# Energy Pathways Program Goals

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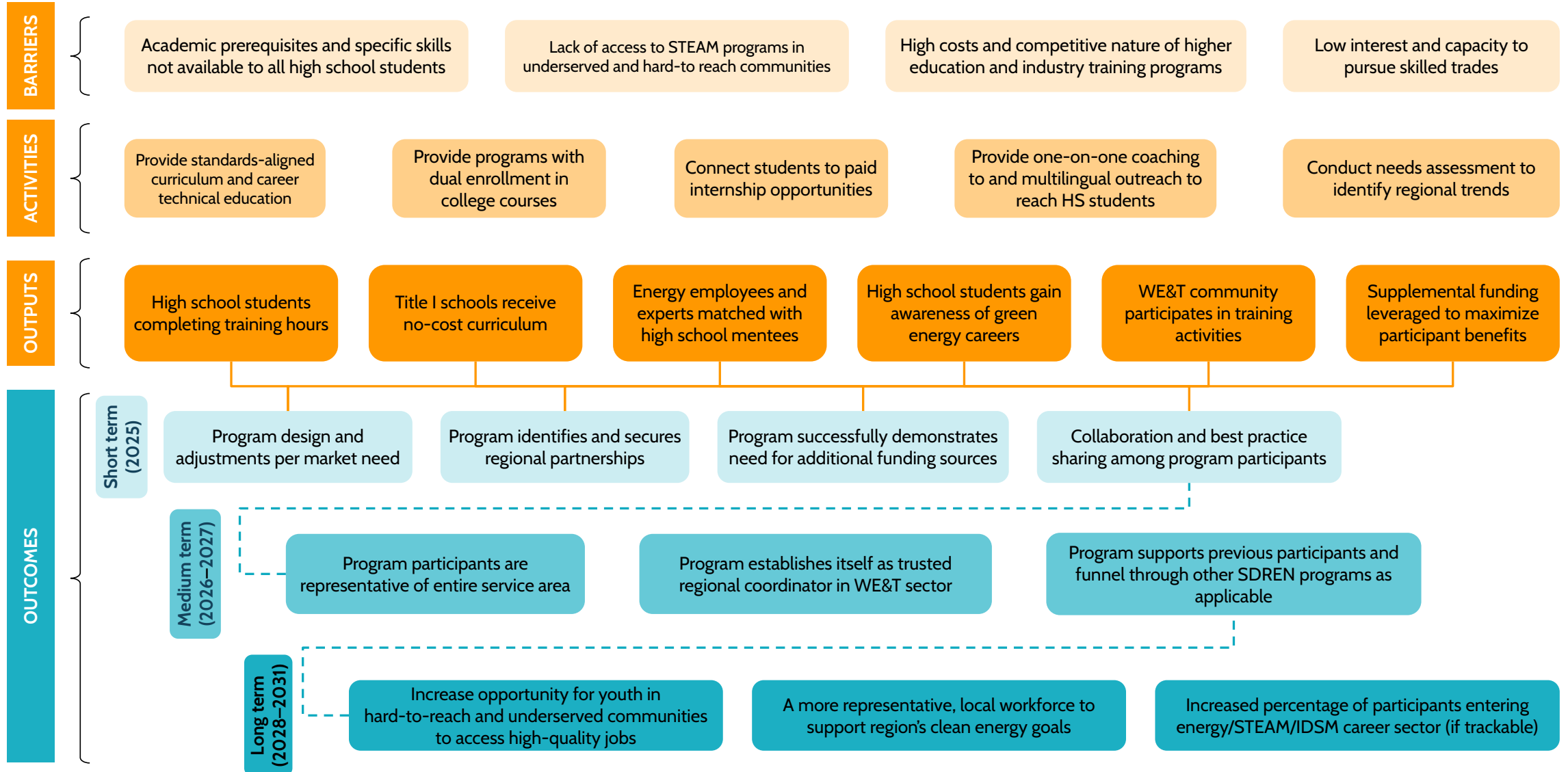
**Increase student awareness of pathways into the clean energy workforce through sector-specific information and career exposure.**

**Build students' workforce-ready skills through standards-aligned instruction and mentorship.**

**Strengthen student–industry connections through employer pathways, mentoring, and work-based learning.**

**Increase access to postsecondary pathways and financial supports to reduce barriers for students.**

# Program Theory & Logic Model





# Implementation Timeline

## Launch Readiness

Aug.  
2025

The Energy Coalition contracted as program implementer; Energy Pathways Program implementation plan and needs assessment begins

## Program Ramp-Up

Q1  
2026

Pre-Launch Activities  
Outreach campaigns kickoff based on needs assessment findings and recommendations

## Program Steady State

Q2  
2026+

Program implementation and outreach steady state

# Target Audience & Reach

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## Audience

- High school students in grades 9-12 across San Diego County
- Students in historically underserved and marginalized communities

## Reach

- Local education providers in all 18 cities within San Diego County
- Communities prioritized based on a regional needs assessment that considers socioeconomic, geographic, and economic factors
- Outreach supported by TEC's regional presence and partnerships to ensure county-wide coverage and equitable access

# Program Metrics

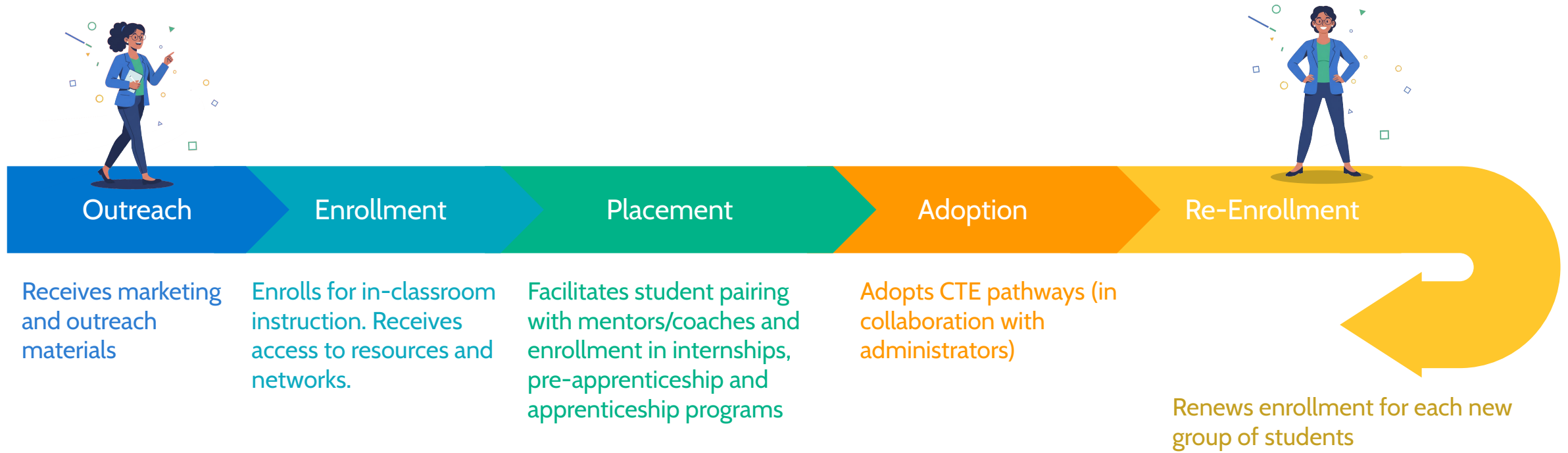


*\* Metrics TBD pending completion of the needs assessment and finalization of the work plan. These figures will be determined once project direction, participant needs, and targeted outcomes in these areas are clearly defined.*

# Workforce Education & Training

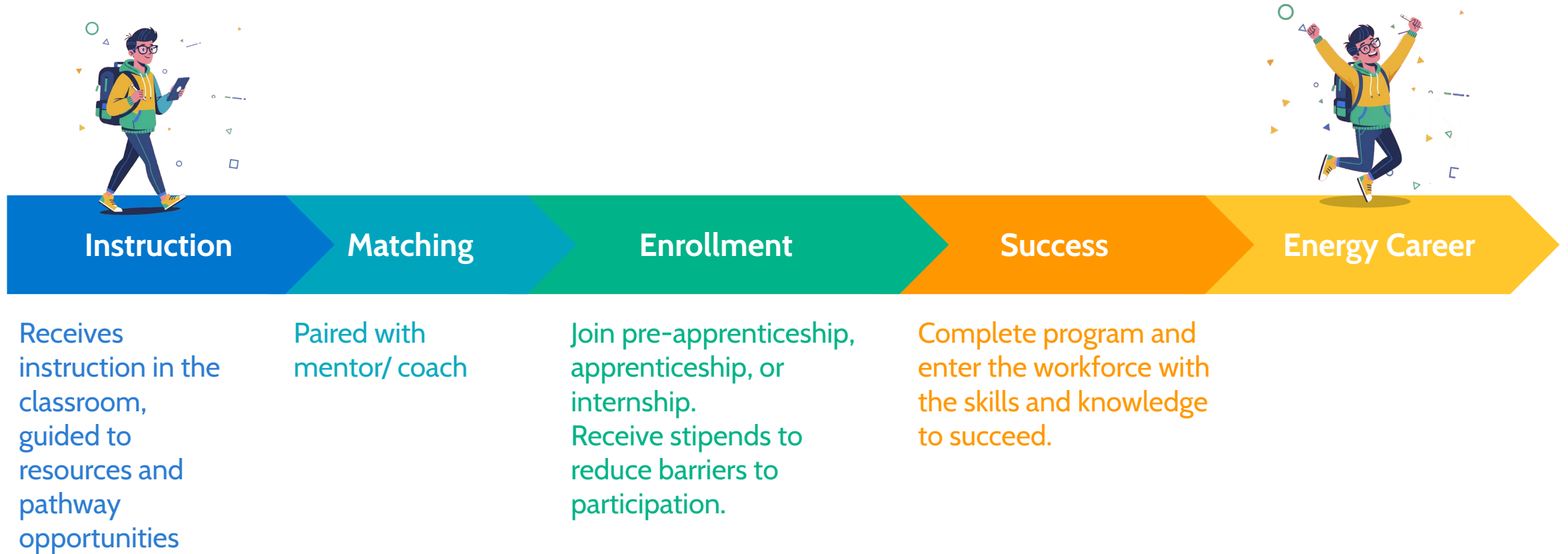
- ☐ Industry–education partnerships to create alternative career pathways
- ☐ Train-the-trainer model to support scalable professional development
- ☐ Placement-focused program design
- ☐ Mentorship and coaching to build workforce readiness
- ☐ Strengthening regional workforce diversity and equity
- ☐ Collaborative stakeholder engagement to building a strong career pipeline

# Educator Participant Journey





# Student Participant Journey



# Program Innovation

- Equity-centered, integrated model
- Modular, standards-aligned curriculum
- Equity-focused marketing and outreach
- Hands-on mentorship and paid internships
- Data-driven program development

# Questions?





# Thank You!

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