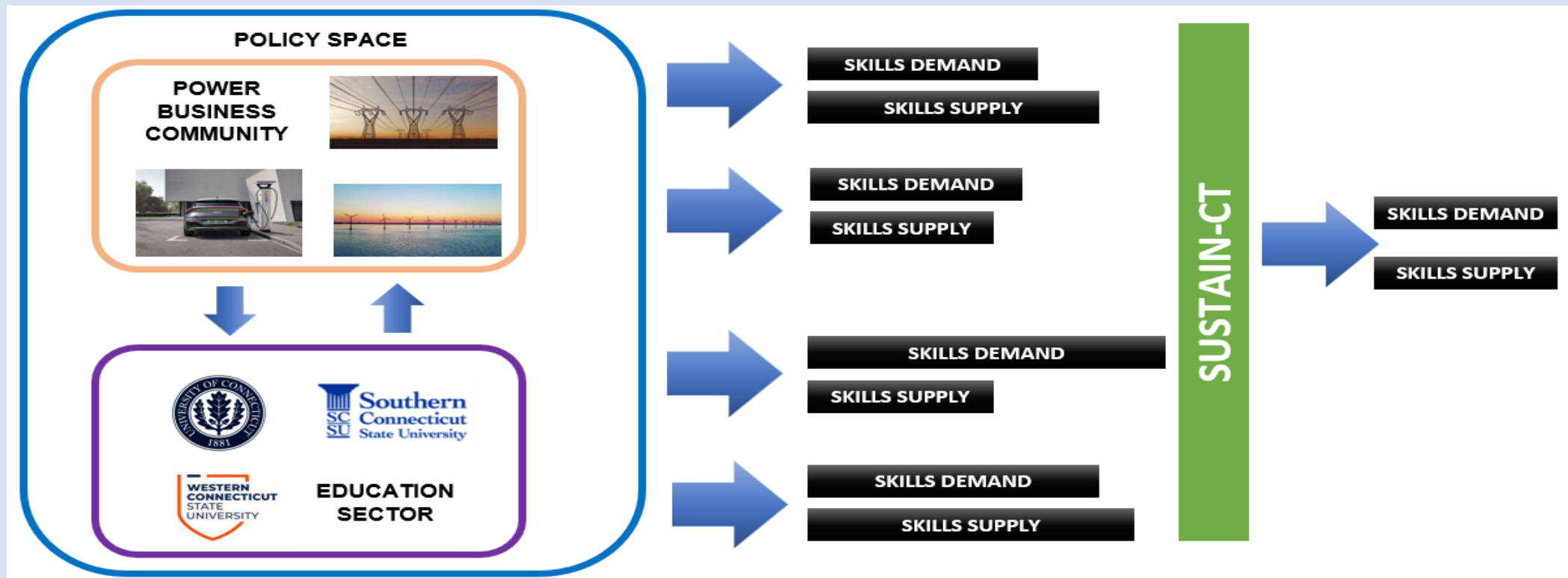# SUSTAIN-CT: Sustainable Up-Skilling for Transitioning and Achieving Inclusive and Just Energy in Connecticut.

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UCONN TECH PARK

- Electrification of the State's economy has accelerated post-2020.

- Utilities, including electric ones and generators set to lose 60,000 workers by 2035.

- Connecticut is 3rd highest emigration rate for skilled graduates in the nation.

- State dual role: as a generating hub and a transmission hub.

Eversource Energy Center

UCONN

EVERSOURCE

GOAL: SUSTAIN-CT aims to link the needs of the energy business community to the training and education institutions across the state through an informed, data-driven process.

SUSTAIN-CT will achieve this overarching goal by meeting the following objectives:

1) *Project the skills needed by the energy business community for operationalizing the sustainable transition within Connecticut.*

2) *Investigate the skills available in Connecticut through formal and informal training programs, public information from the web; and the demographic and regional profile of these skill holders.*

3) *Identify mismatches between the skills-demand and skills-supply in the region.*

4) *Coordinate with formal and informal training programs to bridge the identified gaps.*

Research Approach

WP1: Analysis of industry skills based on literature

WP3: Business community skills needs.

WP2: Analysis of skills and demographic profile

WP4: Identification of regional skill gaps and mismatches.

WP5: Development of skill-building programs.

Inputs

Regional policymakers: Policy brief, which will be circulated to commissioners of PURA, the Connecticut Green Bank, CT DECD, and through the 2Gen initiative.

Eversource: The results of sustain-CT will be synthesized in a comprehensive report to Eversource, highlighting existing in-state resources, short-term impactful changes to education programs, and medium-term opportunities for training talent in the state.

Scientific: A total of two peer-reviewed articles will be published in high impact factor journals.

Eversource Center Community: all the final data will be shared with the Eversource Center in digital format.

Education institutions: visual skill map policy brief and summary video informing of the existing gaps.

Continuing research: 2025 International Joint Initiative for Research in Climate Change Adaptation and Mitigation Competition AND Erasmus+ for implementing skill gap filling practices with selected educational partners.

1. First skill gap analysis driven by demand and supply based on real-world sources.

2. Responsive to public policies related to investment in sustainability and equity.

3. Provides basis for strengthening state policies for more robust support of the green economy.

4. Suggests comprehensive strategies for skill development including vocational training, internships and other continuous learning opportunities for existing and future green workers.