



# SHINE EMPLOYER PLEDGE



The SHINE Employer Pledge encourages solar and construction companies to help cultivate a stable, well-paying career pathway for Virginians. By signing the SHINE Employer Pledge, companies agree to make a best effort to:

**\*\*\*Invest time to review and incorporate HR practices that promote diversity, equity, and inclusion.** While SHINE does not prescribe any specific practices, it asks solar companies to review the Solar Energy Industries Association's and the Solar Foundation's reports and resources on diversity, equity, and inclusion which are available for free and linked on the SHINE website. The resources provide solar companies with data on the state of diversity, equity, and inclusion in the solar industry, strong evidence on why a more diverse, equitable, and inclusive workforce is needed, and ideas for incorporating best practices into recruitment, hiring, and retention processes.

**\*\*\*Interview SHINE graduates.** SHINE asks members of the initiative to make a best effort to interview SHINE graduates that apply for a position. There is no requirement to hire SHINE graduates, but SHINE simply asks for interested SHINE students to be given an opportunity to be considered for employment. If the SHINE graduate is not given an offer of employment, SHINE asks solar companies to share feedback with graduates on reasons why so that graduates can utilize the feedback to grow and improve.

**\*\*\*Provide a wage premium to graduates of the SHINE training program.** SHINE has invested a tremendous amount of resources to develop a curriculum that will prepare program graduates to successfully enter and build solar careers. The curriculum was developed with input from leading Virginia focused solar companies that understand firsthand what is needed for employees to succeed and what challenges exist to finding top talent. When solar companies hire SHINE graduates, they are getting access to individuals who have devoted time and energy to learning the skills and knowledge needed to add value to a project from the start and have gone through a rigorous, immersive program. As such, SHINE asks solar companies to make a best effort to reward SHINE graduates for their hard work and preparation by providing a wage premium over employees recruited without any prior experience. While this is not a requirement, SHINE recommends that the wage premium be structured as either a 20% premium over base entry-level salaries or a \$2/hour premium. SHINE encourages solar companies to consider applying the wage premium on day 1 of employment or alternatively apply it retroactively after a 3-month probationary period in which the employer can evaluate SHINE graduates' performance. Any final wage determinations or promotions are solely left up to the employer.

**\*\*\*Share best practices with SHINE and its members.** To help accelerate solar jobs in Virginia, we must all work together. SHINE is committed to providing a platform for its members to engage with one another and we encourage our members to participate as much as they are able to. While we understand that some information related to solar project development may be proprietary, we ask our members to help build a better solar workforce in Virginia by sharing any solar job forecast data and HR best practices they are comfortable with. SHINE will treat all information shared confidentially and will only share aggregated market trends with other members and the industry at large. A culture of transparency and collaboration will help drive results faster.



\_\_\_\_\_ is proud to sign the SHINE Employer Pledge to help build a better solar workforce in Virginia.

Name:  
Title:  
Company:  
Date: