

Your Partner for Building Climate Leaders

2025-2026 Impact Report



From the founder & CEO

Your partner

The stories featured in this report are a testament to what is possible when we stop fighting uphill battles alone. While the road ahead is not without obstacles, one thing remains clear: our collective impact is always greater than the sum of our individual efforts.

At Strategic Energy Innovations, we take pride in being your technical partner, strategic guide and trusted collaborator. Together, we are transforming ambitious climate goals into measurable, community wide results. Thank you for your trust, your leadership and your continued partnership. The progress highlighted in these pages belongs to all of us.

Impact through action

Every day, I have the privilege of meeting city planners, sustainability directors, educators, students and business leaders who are deeply committed to building a cleaner, healthier and more resilient future. Yet today's climate challenges are unfolding amid evolving policies and increasing demands on teams with shrinking resources. The need has never been greater — and neither has the opportunity. That is why we remain optimistic.

When individuals are equipped with knowledge, experience and opportunity, climate anxiety can be transformed into climate action and community resilience. Our role is to provide the human infrastructure that helps organizations turn vision into results. In this report, you'll learn about the ways we have partnered to create enduring impact in local communities. These efforts all build climate leaders while helping communities meet their sustainability goals.

The path forward

The challenges before us are significant, but so is our resolve. The lasting impact we have created this past year will strengthen communities and prepare the next generation of climate leaders. And we are just getting started.

Cyane Dandridge





*Thank you for
your trust, your
leadership and
your continued
partnership.*



sei



**ENERGIZE
SCHOOLS**



**ENERGIZE
COLLEGES**



**CLIMATE
CORPS**



**ENERGIZE
CAREERS**

About us

SEI is a women-led environmental nonprofit consultancy that builds leaders to accelerate climate solutions. For more than 29 years, SEI has partnered with schools, communities and businesses to develop climate leadership pathways from elementary school to early career. Our flagship programs — [Energize Schools](#), [Energize Colleges](#), [Climate Corps](#) and [Energize Careers](#) — educate and empower students and emerging professionals to create thriving, resilient communities.

Energize Schools

Empowers students to see themselves as problem-solvers, innovators and environmental leaders. SEI helps schools equip students with hands-on sustainability skills and exposure to green career pathways through initiatives to improve their campuses and communities. Together, schools reduce environmental impact while building climate literacy and leadership.

Energize Colleges

Helps higher education institutions activate the next generation of sustainability leaders. Through communities of practice, curriculum integration, campus sustainability assessments, career connections and student experiential learning, SEI helps colleges and universities embed sustainability into learning, infrastructure and culture.

Climate Corps

Develops emerging climate leaders who implement measurable sustainability solutions for our partners. SEI Fellows support high-impact initiatives that advance resilience, reduce emissions and strengthen local capacity. Together we build capacity, accelerate climate action and create lasting local impact.

Energize Careers

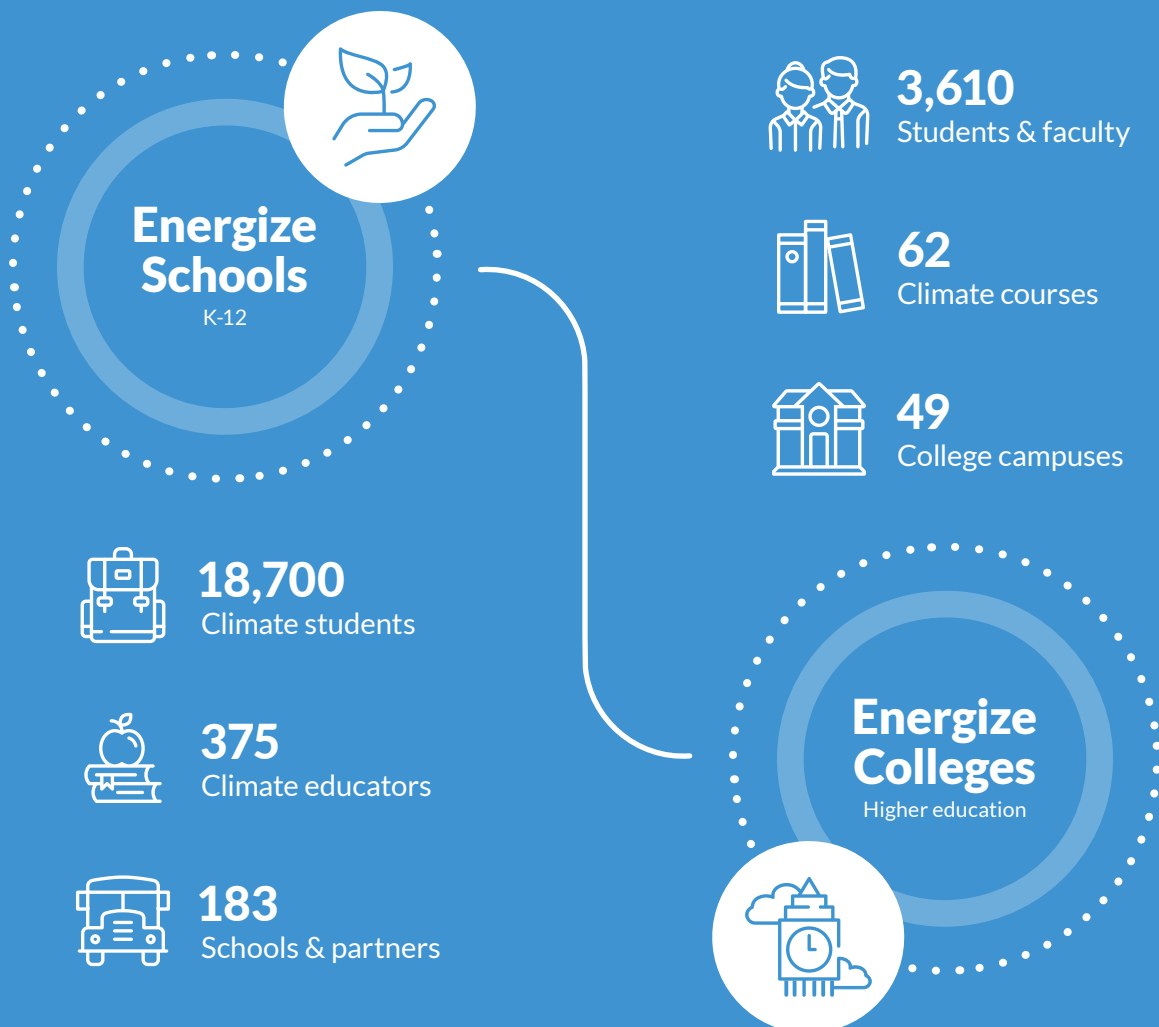
Helps communities build the skilled workforce needed to achieve climate action goals. By connecting training programs with employers, SEI expands access to high-wage career opportunities within the green trades. Together, we create pathways that strengthen local workforce ecosystems and support long-term economic resilience.

*SEI has been a
climate partner
to schools,
communities
and businesses
for more than
29 years.*

Program impacts

The transition to a sustainable future requires climate leadership. Leadership in classrooms, on campuses, in the workforce and in our communities.

SEI works alongside educators, administrators, utility managers, training partners, policymakers, business executives and philanthropists to cultivate the talent needed to accelerate climate solutions. Together we are strengthening the human infrastructure required to build a resilient world where all communities thrive.





102
Fellows & supervisors



72
Certifications



38
Climate partners

**Climate
Corps**
Emerging leaders



**Energize
Careers**
Professionals



69
Climate leaders



960
Work experience hours



10
Contractors & partners



Energize Schools

Energize Schools partners with K-12 schools to develop today's youth so they can build tomorrow's climate solutions. However, building young climate leaders faces new hurdles.

Many school districts struggle to provide the necessary curriculum to build young climate leaders because they lack the staff and funding. Teachers are constrained by minimal training materials for themselves, lack of curricular resources for the classroom and in the end, too little time.

For example, cuts to federal funding resulted in the closure of our Climate Corps Education Outside program, threatening garden education for hundreds of K-12 students across San Francisco. Energize Schools partnered with San Francisco Unified (SFUSD) to help them navigate these challenges. Energize Schools supported SFUSD communities in continuing to utilize

*Your partner for
helping schools
inspire the next
generation of envi-
ronmental leaders.*



35,208

gallons of material
was diverted from
the landfill.



22 campus gardens despite the program disruption. Energize Schools provided the staff, technical expertise and curriculum to build garden hubs tailored to the unique needs of each campus. The gardens worked to enrich schools and the wider community in so many ways. Students, teachers and parents learned together how to grow and maintain garden plots, providing numerous opportunities to learn about sustainability, while also offering a physical site for community building.

Designing creative ways to minimize campus trash provided additional hands-on learning opportunities for budding climate leaders. California's Zero Waste Schools statewide initiative aims to cut landfill and organic waste from K-12 campuses by 80-90%. Through teacher trainings, tailored classroom curriculum and a variety of sustainability focused projects, Energize Schools helped to cultivate dozens of young climate leaders while expanding waste management systems in schools. In this way Energize Schools helped several Marin County schools reach many of their waste reduction goals and thus achieve new or upgraded Zero Waste certifications.



3,512

students impacted

by the integration of
climate and energy
topics in 62 courses.



Energize Colleges

Universities provide an essential training ground for the next generation of leaders to realize their climate visions and to establish their careers.

Today, universities are facing multiple internal and external challenges. Faculty require multidisciplinary curricula related to climate and sustainability; career support departments need resources to provide internships, soft-skills training and networking opportunities to lay a strong foundation for students' future success; facilities managers need access to highly technical data to push forward climate and sustainability campus infrastructure projects that can also provide experiential learning for students. Many higher education institutions are facing budget cuts that hamper these necessary components for students' academic and green career journeys.

In the last academic year, SEI's Energize Colleges partnered with 49 colleges using a whole-campus approach to reinforce green career pathways. Communities of Practice (CoP), cohorts that bring together faculty, staff and career advisors across disciplines, created a web of support to energize the academic experience. These cohorts also received exclusive virtual access to sustainability, climate and clean energy experts

enriching the broader curricula and career counseling services. Students and faculty also had the chance to transform campuses into living laboratories as they pursued hands-on learning with existing built environment systems.

“The SEI Climate Solutions CoP was a great experience from start to finish. Beyond the excellent resources and new information I gathered, the highlight was meeting colleagues across different departments. Having that space to connect with faculty in other disciplines has opened up some exciting possibilities for brainstorming new projects and collaborations.”

Students experienced Energize Colleges through internships and fellowships. Interns gained real-world experience creating climate solutions, from analyzing campus greenhouse gas inventories to designing analytics dashboards. For our campus partners, Energize Colleges streamlined the administrative burden by providing dedicated HR support and soft-skills training for interns, allowing facilities departments to focus internship tasks on campus projects.

*Your partner
for accelerating
sustainable cam-
puses that build
the climate leaders
of tomorrow.*





Climate Corps

SEI's Climate Corps develops emerging climate leaders who implement measurable sustainability solutions for our partners. SEI Fellows support high-impact initiatives that advance resilience, reduce emissions and strengthen local capacity. Together we build capacity, accelerate climate action and create lasting local impact.

*Your partner
in building the
workforce for a
more sustain-
able future.*

Addressing climate change requires a steady stream of professionals who have the passion and experience to drive climate solutions. But there's a couple problems:

- Each year, recent college graduates and professionals from other fields look to direct their energy toward a meaningful career in climate. How can they make this transition without first possessing the technical expertise?
- Institutions face a different challenge. They're expected to meet ambitious climate goals in a precarious regulatory and economic environment, while also lacking the necessary staffing and technical resources.

SEI's Climate Corps program ensures everyone wins. Climate Corps empowers aspiring professionals to find a new home in the climate sector, initially through professional fellowships. Climate Corps Fellows are carefully matched with private and public sector organizations to fill their staffing and technical gaps, thus ensuring sustainability projects stay on track. Day in and day out, Fellows receive invaluable real-world experience.

Scaling up climate solutions in Washington state

Energy consumption from the built environment accounts for approximately 30-40% of carbon emissions nationwide. The state of Washington has innovated a first-of-its-kind policy solution called the Clean Buildings Performance Standard (CBPS) that requires owners to make their buildings energy efficient. One problem, though: many building owners don't know an EUI, from a GHG or an EMM, much less how to meet the many complex requirements of the CBPS. How could Washington state meet its climate ambition and not leave building owners with the task of becoming energy efficiency experts overnight? The WA Department of Commerce and others teamed up with Climate Corps Fellows to help lower energy use for hundreds of buildings across the state.

Michael Bowen from Centralia College in Washington state, was one of 56 Climate Corps Fellows who in 2025-2026 guided dozens of building owners through the fine details of energy benchmarking, developing Energy Management Plans, among many other aspects of the CBPS. Because of Michael and other Fellows, 170 buildings have started improving their energy performance. Working with SEI has saved each building owner up to \$20,000 in potential consulting fees. Michael's fellowship provided him hands-on experience and set him up for a second year as a Lead Fellow, supporting the broader cohort statewide. Today, he's the Building Decarbonization Compliance Specialist in the City of Seattle Office of Sustainability, mentoring 2 more Climate Corps Fellows.



98.8%

of participants
**continued in the
sustainability field**
after fellowship.

Energize Careers

Countless people are passionate about creating green careers for themselves. They envision trade jobs that can harness their sweat and industrial know-how to create sustainable communities and lasting upward mobility for their families. Meanwhile, municipalities throughout the nation look to quickly scale up building electrification, energy efficiency programs, heat pumps and the like — all needed to reduce carbon pollution and make homes and businesses resilient to extreme weather.

For many green-job seekers, passion and vision are not enough. Challenging family and social circumstances they've inherited have prevented them from achieving long-term career success.

Energize Careers works together with job seekers, employers and government agencies to turn vision into a reality that flourishes for everyone, now and tomorrow. Energize Careers has built a supportive ecosystem that in this year alone guided 69 formerly unskilled applicants into skilled technicians who, day in and day out, do the specialized work of building tomorrow's sustainability infrastructure. The steady stream of technical training, mentoring and career services has meant dramatic turns for the better in the course of many people's lives, people like:

960

**hours of paid work
experience** through
Energize Careers
partnerships.



- Lars, who, through a partnership between Energize Careers and Goodwill of Silicon Valley, was able to take advantage of a free training course that gave him a big jump start into the electrician profession. After completing the 4-week course, Lars immediately landed a role at a local company. One year on he's already received a significant pay raise and enjoys the stability afforded by secure, meaningful work.
- Islam immigrated from Azerbaijan and was able to make the jump from restaurant service work to stable work in green trades. Thanks to Energize Careers Islam successfully navigated through the cultural transitions and high learning curve required to enter the building trades. Today Islam and his family enjoy the financial security that his stable, high-skilled career affords. "The program allowed me to show up to work better prepared to be the best version of myself," Islam Mammadov.
- Imonii was interested in becoming an electrician, but she needed support to enter the trade — a workforce that is 98% male dominated. Energize Careers carefully guided Imonii through the intensive process of transitioning careers and learning a highly technical trade. Today, Imonii enjoys meaningful, high-paid work as an electrical apprentice wiring homes for clean energy upgrades.

*Your partner for
creating a skilled
and diverse
workforce in the
green trades.*





Building a climate workforce, one fellow at a time

San Timoteo Energy Associates

When San Timoteo Energy Associates was founded in 2018, siblings Maric and Jed Munn shared a simple belief: solving the climate crisis requires more than technology — it requires people prepared to lead.

San Timoteo had decades of experience in sustainable facilities management. They saw a need to have more early workforce entering into the energy field. This led to the opportunity to partner with SEI to strengthen the practical skills of their Climate Corps Fellows through real-world building performance projects. Together, they created the Green Building Practicum.

What began as a pilot with a single Climate Fellow quickly evolved into a workforce development model that connects emerging professionals with the





technical knowledge, mentorship and field experience needed to accelerate building decarbonization.

One of the program's earliest participants, Juan Miranda, exemplifies its impact. Originally focused on solid waste and circularity, Juan discovered a passion for energy efficiency through the Practicum. He went on to become a Certified Energy Manager, joined San Timoteo as a full-time staff member and now mentors the next generation of SEI Fellows.

The partnership has expanded to Washington where the Practicum became a cornerstone of the state's groundbreaking Clean Buildings Performance Standard. Working alongside other state and nonprofit partners, SEI and San Timoteo helped prepare Climate Fellows with the technical expertise and community engagement skills needed to support building owners across the state.

And in Oregon Fellows are helping building owners navigate new energy performance standards while building rewarding careers in the clean energy economy.

Today, graduates of the Green Building Practicum are working as energy auditors, retrofit project managers, building automation specialists and sustainability professionals throughout the West Coast.

For San Timoteo, the partnership demonstrates what is possible when education, mentorship and meaningful work come together.

**"Together with SEI,
we're helping people
build careers that
will shape a more
sustainable future."**

Maric Munn

Franklin Energy

The Franklin Energy team has shown the value that partnership with SEI's workforce programs can bring to the private sector. For more than a decade, Franklin Energy has partnered with SEI's Climate Corps to expand workforce capacity while supporting utility clients and advancing energy efficiency initiatives. What began as a collaboration to support California state agencies evolved into a multi-year, statewide and regional effort, with Climate Corps Fellows contributing to a broad range of projects delivered through Franklin Energy's utility programs.

The partnership has continued to grow through the leadership and mentorship of Franklin Energy team members, including Patsy Dugger, Sarah Sturdy, Elly Bunzendahl and Lana Stern. Their commitment to developing Climate Fellows has created opportunities for participants to gain meaningful, hands-on experience in strategic energy management, building performance standards and utility program implementation. Several Fellows have since joined Franklin Energy full-time, extending their impact across California, Oregon and Washington.

Over the years, Franklin Energy has invested in mentoring more than 20 Climate Fellows, helping launch and advance careers in the clean energy industry.

Franklin Energy continues to invest in its partnership with SEI because of the program's rigorous candidate selection, commitment to continuous improvement and ability to connect mission-driven talent with meaningful career opportunities. Together, Franklin Energy and SEI look forward to expanding this successful collaboration across the West Coast and into new regions in the years ahead.



20+

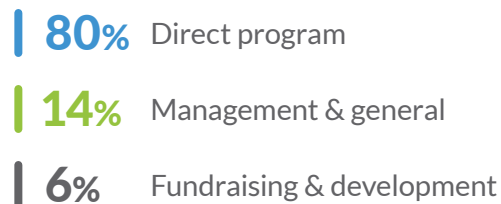
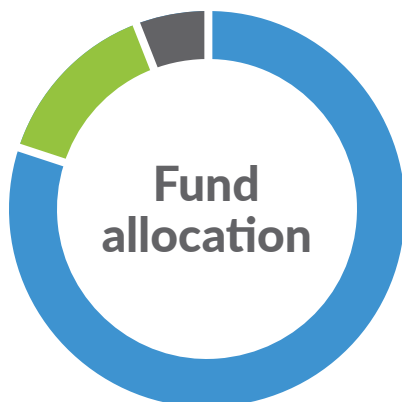
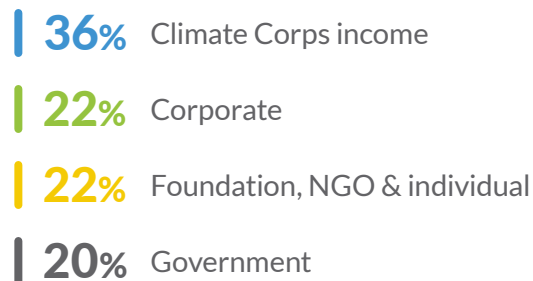
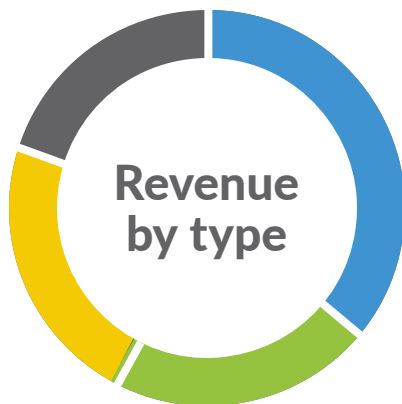
Climate Fellows have
advanced their careers
through Franklin
Energy's mentoring.



FRANKLIN
ENERGY™

Our ecosystem

In the natural world, ecosystems don't succeed because of one strong element, they succeed because of relationships. The balance comes from many diverse parts working together, each with a role and each dependent on the others. SEI is its own ecosystem: staff, fellows, partners and communities all interacting, supporting one another and adapting over time. Every team, program and individual contributes to a larger system that supports growth, resilience and impact. This year, while maintaining our strong commitment to external partners and communities, we also focused inward — reinforcing the role of our internal teams and their vital contribution to a healthy ecosystem. We launched our Supporting Equity Advancement committee to keep SEI moving forward on internal and external equity work, greater transparency and feedback loops. Key retention initiatives have kept our team happy and thriving and helped us stay well above turnover benchmarks. Closer collaboration with partners have allowed our support teams to deliver on fellow placements with more and more efficiency and job matching. This focus on internal and external communities keeps the entire system balanced and resilient.





Donate to support our programs!

Your support helps us develop sustainability leadership pathways for people of all ages and backgrounds.



DONATE NOW



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Thank you to

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partners and funders.



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