



## PROJECT ZERO

# Destination Employer Pledge

### About PGE Project Zero Works

PGE Project Zero cares about the future of our planet, and the quality of life of every member of our community. We see education and career pathways as opportunities for every young person to reach their full potential.

PGE Project Zero Works is a collaboration between industry and community-based organizations to engage young people in purpose-driven, paid training and work experiences that help them develop skills for their future and their career.

In partnership with nonprofits in the green job sector, PGE Project Zero Works offers six-month paid internships – along with additional support services – to young adults aged 20-24 who apply for and are accepted into the program.

### Destination Employer Pledge

As a Destination Employer, I commit on behalf of my organization to:

- interview PGE Project Zero Works Interns who express interest in working full-time at my organization after they successfully complete their six-month internship
- provide opportunities for Interns to learn about my organizations in advance; this may include job shadows, site tours, informational interviews and other ways to create meaningful learning opportunities
- attend PGE Project Zero Works Intern-Industry Summit to share insights in the field and learn what interns need to be successful in these careers
- consider Interns for hire into full-time, living wage work opportunities that support career building in the green jobs sector for interns who successfully complete PGE Project Zero Works and meet the hiring expectations for available openings offered by the employer (Oregon at-will employment laws apply)
- establish a single point of contact within our organization for ongoing communication and updates
- following a job offer and acceptance ...
  - demonstrate how the immediate work team is supported in framing racial equity issues in the workplace; if such work is not currently underway, conduct at least one racial equity workshop for employees in their immediate work team (workshop provided by PGE Project Zero Works if the employer doesn't have an inhouse resource)





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- o stay in close touch with the Program Manager for PGE Project Zero Works to assure successful transition into full-time employment

### PGE Project Zero Works Pledge of Support

PGE Project Zero Works commits to:

- deliver rigorous on-the-job training and supplemental curricula so interns emerge prepared and ready for the next level of full-time work and career development
- host networking events to allow interns and Destination Employers to informally become acquainted
- provide guidance to Destination Employers broadly speaking about how best to support their new employees in their transition to the workplace, as well as relevant details to the individual being hired
- provide a single point of contact, the Program Manager, for Employers to work with should challenges arise
- provide three additional months of access to the Program Manager following completion of the internship
- provide six additional months of access to their PGE Champion (mentor) following completion of the internship
- recommend roles and levels of involvement with the new hire by staff at the Destination Employer
- maintain a clear process of communication, collaboration and decision-making if the new employee does not successfully make it past the employer’s probational period

Company Name: \_\_\_\_\_

Company Contact: \_\_\_\_\_

Contact Email: \_\_\_\_\_ Contact Phone: \_\_\_\_\_

Signature \_\_\_\_\_

### Remit signed pledge to:

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 Portland General Electric  
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