



# Energy Transition Academy

**Empowering Leaders.  
Building Capacity.  
Developing Tomorrow's Workforce Today.**

*Working with solar  
as part of the  
ETA in the Bahamas*

## The Opportunity.

Communities across Africa, the Caribbean islands, and Southeast Asia contribute the least to global warming, with a negligible carbon footprint compared to countries in the Global North. They also represent the largest share of the world's unelectrified population, with more than 700 million people lacking access to electricity. Yet people living in the Global South are the most vulnerable to climate change, are often left out of the global climate conversation, and feel forced to choose between energy security and energy transition.

With limited access to energy resources, Global South leaders are urgently looking to build the necessary skills and know-how to address the challenges of upgrading energy systems for a net-zero future. Past and existing training and development efforts have been inadequate: they tend to be top-down, limited in time and scope, and don't consider the day-to-day challenges these leaders face. And with women and girls making up 80 percent of climate refugees globally, we also need to accelerate gender-equitable interventions.

As the global energy conversation shifts to the benefits of climate mitigation, the Global South must build its capacity, develop its workforce, and empower leaders to advance clean energy investment, job creation, and a just transition.



WOMEN REPRESENT ONLY  
32 PERCENT OF CLEAN ENERGY  
EMPLOYMENT, AND MANY  
ARE IN ADMINISTRATIVE,  
NON-TECHNICAL  
ROLES



WE NEED 30 MILLION  
CLEAN ENERGY JOBS  
BY 2030 TO REACH  
NET-ZERO BY 2050



IN 2021, THERE WERE ONLY  
13 MILLION RENEWABLE ENERGY  
EMPLOYEES WORLDWIDE, AND IT  
TOOK 10 YEARS TO GENERATE  
5 MILLION OF THESE  
JOBS

# RMI's Solution.

The Energy Transition Academy (ETA) is RMI's leadership, workforce, and capacity development program. It empowers the Global South to tackle the toughest climate challenges by providing leaders with resources to scale up and accelerate clean energy portfolios, distributed energy resources, and carbon-free, climate-aligned investments.

The ETA strengthens local, regional, and global efforts to mitigate the impacts of climate change and develop resilient energy systems for ongoing adaptation.

## THE ETA OFFERS A DYNAMIC SUITE OF ONLINE AND IN-PERSON TOOLS AND SERVICES ACROSS INTEGRATED AND FLEXIBLE PILLARS:

1. **Community & Experience Exchange:** A portfolio of offerings for practitioners to build and share experience through real-time projects and decision-making in peer settings, such as fellowships, boot camps, study tours, and communities of practice.
2. **Skills & Targeted Learning:** Action-oriented skills-development products that support practitioners as they enhance their skills and know-how, including interactive work plans, how-to guides, and project-oriented professional development courses.
3. **Advisory Services & Peer Support:** Technical assistance, coaching, mentorship, and no-cost consulting services from the world's leading experts to help practitioners advance and complete their climate and energy initiatives.
4. **Collaborative Solutions & Leadership:** Collaborative design and problem-solving events for energy leaders to drive innovation, benefit from peer connection, and increase confidence in making informed and bold decisions for climate action.

## MAJOR ETA INITIATIVES INCLUDE:

- **The Africa Minigrids Program:** As a UNDP-led investment, knowledge management, and capacity development platform supporting solar-battery distributed energy resources across 21 African countries, representing almost 400 million people without electricity access. The program is de-risking private investment in clean energy by making renewable energy minigrid business models financially viable and helping local professionals deliver them.
- **The Global Fellowship Program:** helping energy utility professionals enhance their skills and know-how by advancing their projects alongside peers. Launched in early 2022 as a pilot in three islands in partnership with the Caribbean Electric Utility Services Corporation, it is quickly expanding across the Caribbean (15 islands) and Africa (starting in Nigeria), with more expansion planned across sub-Saharan Africa, Southeast Asia, and the Pacific.



## Changemakers of Today, Leaders of Tomorrow

Growing up in the Bahamas, Lorenza Carey remembers playtime often ending abruptly due to power outages, and he dreamed of creating a reliable energy source for the islands. Today, he's an electrical engineer for his local utility, Bahamas Power and Light, and one of the participants in the ETA's inaugural Fellowship Program, which supports utility professionals who are advancing climate-resilient solar-plus-battery storage microgrid projects. The fellowship includes hands-on experience and collaborative peer training opportunities with real clean energy projects. [Read more](#)

- **Women in Renewable Energy (WIRE)** is an empowerment network to support the next generation of women leaders in renewable energy. With nearly 600 members, the WIRE network was launched in 2016 by the Clinton Foundation and transferred to RMI in 2022. It aims to increase women's representation in renewable energy decision-making and implementation by coaching and mentoring a pipeline of inspiring female leaders.



## Women Powering the Energy Transition

Data shows that women and girls are most vulnerable to climate change impacts. They also face greater food insecurity and have less access to education, property rights, and financial and energy services.

On top of these realities, women still don't have equal opportunities to participate in key decision-making roles in clean energy sectors. The WIRE network, a professional community of nearly 600 people from more than 60 countries, is changing that and helping to close the leadership gap.

[Read more](#)

## Help Accelerate Our Impact.

We envision a future in which leading countries across the Global South have collectively reduced their carbon emissions by 75 percent from 2000 levels by 2050, have integrated over 50 GW worth of clean energy portfolios into their UNFCCC Nationally Determined Contributions to the Paris Agreement, and have invested over \$25 billion in the deployment of distributed energy resources.

### WITH INCREASED PHILANTHROPIC SUPPORT, WE CAN ADVANCE THESE CRITICAL GOALS:

- By 2025, we will realize the “green jobs promise” in the Global South by building capacity, developing the workforce, and empowering at least 500 energy leaders.
- By 2030, the number of people without access to electricity across Africa, the Caribbean islands, and Southeast Asia will be reduced by 80 percent (compared to 2020), and more than 5 million renewable energy jobs will be generated.





# Why RMI?

**RMI is an independent nonprofit founded in 1982 that transforms global energy systems through market-driven solutions to align with a 1.5°C future and secure a clean, prosperous, zero-carbon future for all. We work in the world's most critical geographies and engage businesses, policymakers, communities, and NGOs to identify and scale energy system interventions that will cut greenhouse gas emissions at least 50 percent by 2030.**

With a decade of experience helping leaders in North America and the Caribbean address barriers to clean energy adoption — and scaling this experience to countries in Southeast Asia and Africa — RMI is well positioned to partner with communities as they transition to clean energy. The ETA team is part of RMI's larger Global South Program, which is actively working on the ground to accelerate the energy transition in Africa, Southeast Asia, the Caribbean and Pacific regions, and beyond. RMI brings technical expertise and economic rigor to the problem at hand, and we include local people in solving it. By empowering, connecting, and elevating voices from the Global South, we will develop the labor and skills needed to deploy capital to align with a 1.5°C future, together.

With more than 600 staff, RMI has offices in Basalt and Boulder, Colorado; New York City; Oakland, California; Washington, D.C.; and Beijing.

## **For more information or to make a gift, contact:**

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**GIVE NOW AT**  
[rmi.org/give](https://rmi.org/give)

“This is a constant reinforcement of how renewable energy projects should be conducted.”

—**LORENZA CAREY,**  
ENGINEER IN TRAINING,  
BAHAMAS POWER AND LIGHT COMPANY,  
AND AN ETA FELLOW

*RMI staff and fellows at Anatol Rodgers High School, the first public building to go solar in the Bahamas.*

