

Voltaia is proud to be committed to employees by having training programs around various key aspects. This can be seen in Brazil, where the company is developing high-level renewable energy projects with wind, solar, hydroelectric, and hybrid power plants.



Good to know
 Voltaia's educational programs will be effective in accelerating innovation and ahead of going beyond for company's sustainable growth.

The solution "Transformando com Energia" (Transforming with energy) is a continuous learning program offered as an empowerment tool. Let's take a closer look at this project.

Planning and execution: employee safety

Voltaia has partnerships with local universities, SENAI (National Service for Industrial Learning) and CENP (Brazil Company for Scientific Learning centers), to develop the "Transformando com Energia" project, a flexible education program providing training for people living in regions where Voltaia operates. This program offers local education to energy professionals that has not only high Voltaia's expertise in the field but also highly sought after in the regional job market.

"Good education is the best of people's future development opportunity. Aside from the skills they learn, it helps them gain confidence and embrace new opportunities that come their way."

Executive Quote: José Luiz de Oliveira, General Manager



Creating opportunities

Some regions where Voltaia operates in Brazil are marked by a strong need for skilled workforce (due to historic, social, and economic reasons). This is the case for the regions in which the "Transformando com Energia" project has been rolled out so far.

Challenges: Investments in the area of energy in regions with high potential for industrial growth have traditionally been low in the past, which discourages companies from investing there.

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Barriers to the State: The State in Brazil is large and has benefits from investment and job creation. Voltaia sees the opportunity to identify local energy generation. To achieve this, a strong need for high-level renewable energy professionals training programs to form.

How can we create the conditions for a sustainable workforce in these regions? The answer is through the "Transformando com Energia" project, which provides training for energy professionals that has not only high Voltaia's expertise in the field but also highly sought after in the regional job market.

We are always very grateful for anything that we can do for the employees and their families. This training has been a great help in my life because today I can be a contributor on these things wanted."

Executive Quote: Wilson de Souza, Senior Staff



A challenging but successful deployment

At Voltaia, operations are conducted in high-risk areas, to ensure the project's success and generate long-term and sustainable results.

Barriers to the business model

The remote locations and conditions that characterize the operation in coastal regions pose a large and medium-term challenge. On the contrary, most of the service communities, with which Voltaia worked did not have the necessary infrastructure for training services.

Context: Voltaia operates in a remote area, where there is a lack of infrastructure and services, which makes it difficult to provide training services. The company's operations in these areas are a challenge, as they require a high level of investment and a strong commitment to the local population.

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This resulted in the development of a sustainable training solution in several professional fields as highly demanded in the communities where: carpenters, bricklayers, food handling, electrical, customer, vehicle maintenance, and so on.



Thank the entire staff for their contribution to the success of the program. The business and community partners in health and safety. This course has been very useful for our personal and professional life.

Alumni: **Therese - USA, David, Alexia de BR**

Thank the training team and CVSS for their contribution to the success of the program. They were especially helpful by their quality for the business and community partners in health and safety.

Key takeaways:

- Training courses come with a recognized certificate by the local institutions and pay particular attention to health and safety at work, equipment and machine safety, best handling safety, electrical work safety, etc.
- Training courses have specific OSHA, OSHA, Safety, Environmental programs, and the National Safety Councils work for the courses that are able to train people in the national standards necessary to be employed legally in the USA they choose.

A program with significant and lasting results:

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Item	Before the start	Change	Conclusion
From August 2019 to October 2021	From 100 to 150	From 100 to 150	From 100 to 150
Number of participants	100	150	150
Number of graduates	80	120	120
Retention rate	80%	80%	80%

The program has not only provided training with a necessary, vital and professional foundation, but also has been training and providing work in these regions. These are professionals that undoubtedly increase their regional contribution to companies willing to invest in construction projects.

Additionally, these newly trained men and women will be able to support their families through training and providing people around them to follow in their footsteps.

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