



## **Continuing Education Policy**

Energy Opportunities encourages employees to seek educational opportunities that pertain to our profession by attending seminars, conferences and Continuing Education. We provide an annual professional development allowance to employees for educational events pertaining to our work. Each full time employee is allocated \$2,000 per year for this purpose. The full cost of each continuing education event attended is covered and the employee can include attendance and travel time as paid work time. Certain professions require licensing or certification and Energy Opportunities encourages and supports employees to obtain and maintain their professional licenses and certifications.