



Center for Energy Workforce Development



AGENDA

- Overview of Select CEWD Priorities
 - Career Awareness
 - DE&I
 - Training for Industry Careers
 - Supporting Workforce Development Professionals
- Discussion and Questions



CEWD
**Center for Energy
Workforce Development**



To Increase Career Awareness

- Career Awareness Initiative
- Troops to Energy Jobs
- Media Relations Outreach
- CEWD to participate in:
 - National Association of Workforce Boards Conference (March)
 - AARP Apprenticeship Round Table (March)
 - ACTE Conferences (Various)
 - American School Counselors Association (July)



HIRE | POWHER



Promotional Materials



CEWD's Troops to Energy Jobs program has been connecting veterans (and Reservists, members of the Guard, and military spouses) with energy careers for more than a decade.



Connecting Veterans to Rewarding Careers

Center for Energy Workforce Development
 staff@cewd.org
 (202) 638-5802
 701 Pennsylvania Avenue, NW
 Washington, DC 20004
troopstoenergyjobs.com
getintoenergy.org



THE ENERGY INDUSTRY IS ACTIVELY SEEKING

VETERANS

FOR MISSION- FOCUSED, GOAL- DRIVEN CAREERS

THE ENERGY INDUSTRY POWERS LIFE.

Business, education, healthcare, travel, and many of our favorite pastimes are made possible by the energy industry. Its professionals are in high demand as problem solvers and critical thinkers who serve on the front lines of the country's clean energy transition.

They are highly trained, highly skilled first responders who rebuild infrastructure and restore power following storms and natural disasters, and they protect and maintain the electric grid and gas pipelines essential to the way we live.

Veterans are uniquely suited for a second career in the energy industry, as they are self-motivated, disciplined, outcome-driven, and safety-conscious.

Employment of veterans is a continuation of their work to protect national security through the production of safe, reliable power for American homes and businesses, fueling our lives and economy.

FAST FACTS ABOUT ENERGY INDUSTRY EMPLOYMENT

- Veterans represent almost 8% of the energy industry's workforce.
- Employees with military training are in high demand, and most industry companies proudly sponsor veterans resource groups.
- The energy industry supports 7 million jobs and hundreds of apprenticeship programs, many offering earn and learn potential.
- Energy employers involved with generating and transmitting electricity expect to hire more than 25,000 people over the next three years.
- Average compensation for key industry jobs is \$75,000. Many pay much more.
- Today's energy sector is heavily reliant on technology proficiency.
- Many industry careers focus on environmental stewardship.

MOS Translator Job Board

Get Support From a Virtual Career Coach,
 Email John@CEWD.org



THINKERS & TINKERERS WANTED: An Industry of Opportunity

We need outdoor enthusiasts, doers, gadgeteers, creators, fixers, scientists, environmentalists, and those who bring a host of other talents to America's energy sector. There's an especially high demand for lineworkers, utility technicians, gas technicians, engineers, welders, drivers, contractors, and many other key positions.



To Develop More Diverse, Equitable, and Inclusive Energy Workplaces



DE&I ROADMAP for Industry Change
with introduction by Accenture



■ DE&I Roadmap for Industry Change Focus Areas

- Foundational data/centralized gap analysis
- Securing best practices, DE&I goals and plans, etc.
- Retaining talent and creating inclusive culture
- Executive and clay layer DE&I peer groups
- Expand C-Suite leadership advocacy
- Emphasis on creating awareness
- Diversity Conference

■ National Urban League Partnership

- Creating pre-apprenticeship programs in preparation for success in RAPs
- Ready to scale!



To Prepare People for Dynamic Energy Careers

Reimagining Energy Industry Fundamentals

Enabled by:



Registered Apprenticeship Program Support



energy

INDUSTRY FUNDAMENTALS

2.0

Curriculum Update

- Units A and B are complete
- Units C and D will be completed, on schedule in August 2023
- Curriculum contributions and review are being made by approximately 60 SMEs
- Sponsor Recognition
- Post August Enhancements



Energy Industry Fundamentals (EIF) 2.0 Course Architecture

	<i>Unit A: The Power of Energy</i>	<i>Unit B: Companies That Power America</i>	<i>Unit C: Our Interconnected Grid</i>	<i>Unit D: Show Me the Money</i>
Introduction	The energy ecosystem & its transformation	The history & future of energy in the U.S.	Understanding electrical and natural gas transmission, distribution, and resiliency	The business of energy markets
Chapter 1	<ul style="list-style-type: none"> Find Your Career in Energy - Paths for Everyone What is Energy? The Importance of Energy Priority of Safety Energy Efficiency Energy Infrastructure 	<ul style="list-style-type: none"> A concise history of energy in the U.S. The energy continuum: A constant evolution of technology and markets The trajectory of energy 	<ul style="list-style-type: none"> Natural gas: transmission and distribution Natural gas equipment, processes, & reliability 	<ul style="list-style-type: none"> Math for energy: customers & companies Metering, billing, rate structure, and the emergence of smart metering
Chapter 2	<ul style="list-style-type: none"> Introducing diverse fuel sources: natural gas, coal, nuclear, wind, hydro, solar, biomass, geothermal 	<ul style="list-style-type: none"> What is an "energy company"? How do they operate? 	<ul style="list-style-type: none"> Power: transmission and distribution Power equipment, processes, & reliability 	<ul style="list-style-type: none"> Distributed generation / storage Natural Gas Markets Building electrification Electric vehicles
Chapter 3	<ul style="list-style-type: none"> Advantages and limitations of each electrical generation source 	<ul style="list-style-type: none"> The energy industry regulatory landscape Energy deregulation Energy policymaking 	<ul style="list-style-type: none"> Risk management for the energy industry Physical and cybersecurity and why it is crucial 	<ul style="list-style-type: none"> Workplace culture Advancing in the energy industry Emerging skills & career trends Energy Justice
Chapter 4	<ul style="list-style-type: none"> Generation trends: new generation construction & retiring fuel sources Focus on storage & hydrogen Other emerging technologies 	<ul style="list-style-type: none"> The future(s) of energy companies A holistic perspective on energy Decarbonization goals 	<ul style="list-style-type: none"> Grid modernization & smart grids Microgrids Reliability & resiliency: load balancing, blackouts, & crises 	<ul style="list-style-type: none"> The business of energy

May 31, 2023

energy

INDUSTRY FUNDAMENTALS

2.0

Roll Out Update

- Collateral Creation
- Website Overview
- Digital Advertising Strategy
- Webinar Updates



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INDUSTRY FUNDAMENTALS

2.0

Distribution Update

- Texas – Strong Interest Statewide
- Alliance Safety Council – 450,000 learners
- National Urban League
- Potential for DOE Clean Energy Funding for HBCUs



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INDUSTRY FUNDAMENTALS

2.0



Platinum
Level
Educator



Platinum
Level
Educator



Gold Level
Educator



Silver Level
Educator



Silver Level
Educator



Silver Level
Educator



EIF 2.0 Course Architecture (Rev: March 16)

	Unit A: The Power of Energy	Unit B: The Rules, Schools, and Fuels of Energy	Unit C: Our Interconnected Grid	Unit D: Show Me the Money
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DE&I Questions – New for 2023 Study

- For each of the following DE&I topics, please indicate your company's status using the following scale: a) currently in place; b) considering for next year; c) may consider in the future; and d) no plans to implement
 1. Diversity, equity, and inclusion strategies and goals within the company
 2. One or more employee councils in the DE&I area
 3. One or more ERGs (or similar) that provide community in the DE&I area
 4. DE&I training for executives
 5. DE&I training for board
 6. DE&I training for all employees within the organization
 7. Programs to attract diverse talent for entry level positions
 8. Standard practices at company to eliminate bias in talent processes such as recruitment, hiring, training, and retention (e.g., interview panel scorecards, removing names from resumes, high potential individual programs, etc.)
 9. Leadership and company culture that fosters an internal culture of belonging and respect in all levels of the organization
 10. Pathways and support for advancement of diverse talent
 11. Person dedicated to managing DE&I
 12. DE&I goals that are incorporated into employee performance evaluations
 13. DE&I goals that are incorporated into executive pay (including bonuses/incentives)
 14. Invest philanthropically in organizations that have a focus on DE&I



Supporting Workforce Development Professionals and the Industry's Workforce Development Needs

- Regional Meetings
 - New Orleans – March 27-28
 - Las Vegas – April 17-18
 - New York – May 4-5
 - Chicago – June 8-9
- Workforce Development Summit (11/14-17)
- Community Days
- Workforce Development Survey/Report (formerly Gaps Report)



CEWD WORKFORCE DEVELOPMENT SUMMIT

Powering Our People. Fueling Our Future.

November 14-16, 2023 | National Harbor, MD | Sponsored by the Center for Energy Workforce Development



Proposed Energy Workforce Policy Priorities

1. Ensure energy is recognized as a **National Career Cluster**
2. Ensure the energy sector is represented by a **national intermediary that supports energy companies and their union partners** in the advancement of Registered Apprenticeship Programs, especially for new and emerging areas of energy technology
3. **Streamline process for creating new pre-apprentice and apprenticeship programs** for new and emerging technologies and expand federal support for work-based learning programs
4. **Fund curriculum development, standardization, and training for new and emerging energy careers**
5. **Provide tax credits** to energy employers for supporting work-based learning, upskilling, etc.
6. **Incentivize partnerships with workforce development boards** and leverage their role as convenors, collaborators, and navigators of the public workforce ecosystem to identify and develop robust energy workforce pipelines in compliance with the Workforce Innovation and Opportunity Act, the CHIPS and Science Act, the Infrastructure Investment and Jobs Act (IIJA), the Inflation Reduction Act
7. Encourage workforce **amendments to existing bills where there are specific demand-side policy mechanisms that don't have existing workforce support**
8. **Remove the arbitrary 20% restriction of funds on Incumbent Worker Training and increase the 10% cap on Transitional Jobs in WIOA** allowing workforce development boards to more effectively mitigate layoffs and reskill workers within local economies impacted by shifting energy resources
9. **Dedicate a federal funding stream to support sector partnership programs**, and a **separate dedicated federal funding stream for Career Pathways**, that broaden relevant talent pipelines for employers while also expanding high-quality, in-demand job opportunities for workers in unique local economies
10. **Provide funding for those who became unemployed or underemployed during COVID** to return to the workforce and prepare for careers in energy
11. **Increase funding options for individuals to pay expenses related to completing job training** and WBL programs and earn post-secondary credentials
12. **Incentivize work-based learning** that can offer students high school credit
13. Support the development of **youth (pre) apprenticeship programs**
14. **Remove requirements for PII data** required in many federal grants and contracts to protect personal data



CEWD Application To Serve As Clean Energy Intermediary

- Opportunity to Seize
- Implications
- Partners
- Status





Thank you!

Rosa Schmidt, Director of Member Services and Veteran Programming

rosa@cewd.org or 732-266-9694



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