

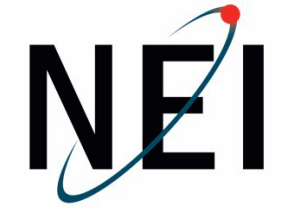
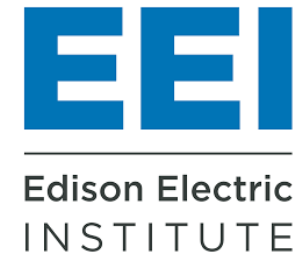


# Workforce Development in this Moment of Energy Evolution

Presented by the Center for Energy Workforce Development  
November 2024

# CEWD leads critical workforce development initiatives for the industry.

- CEWD is committed to developing a skilled, diverse energy workforce.
- CEWD's priorities include:
  - Strengthening awareness and promoting the merits of 21st-century clean energy careers
  - Supporting the development of more diverse, equitable, and inclusive energy workplaces
  - Supporting companies developing employees in increasingly technical and dynamic energy careers
  - Supporting the industry's workforce development professionals with the tools and resources they need
- CEWD represents 140 utilities, contractors, labor, national trade associations, and educators.



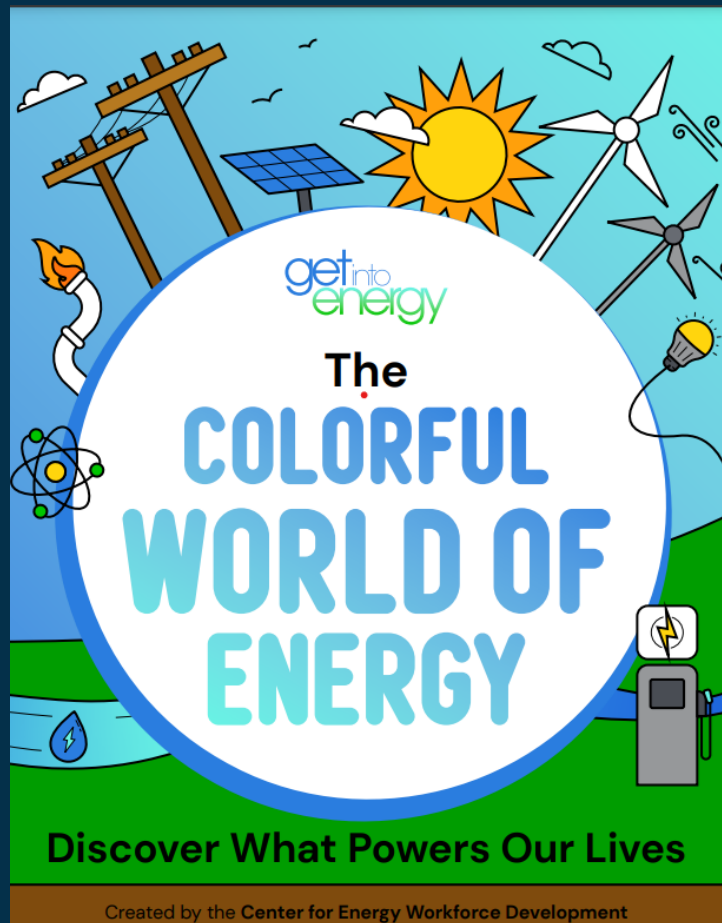


**The industry is expected to hire 32 million people over ten years.**



# Bring Greater Visibility to Energy Careers

- Promote Broad Spectrum of Energy Careers, Not Siloed Opportunities
- [GetIntoEnergy.org](https://www.getintoenergy.org)
- Troops to Energy Jobs
- Careers in Energy Week
- Show Up Where Students and Influencers Are



# A Note About Gen Z



- 61% of Gen Z workers say they want to get a green job within the next five years. Fewer than 20% say that they see a clear path to getting those jobs.
- (Fewer) than 1 in 5 Gen Z has a very good awareness of the different (clean energy) career paths to break into.



# Support Training for Increasingly Technical and Dynamic Energy Careers



**Energy and  
Natural Resources**  
CAREER CLUSTER

- Adoption of Energy and Natural Resources Career Cluster
- Energy Industry Fundamentals Curriculum to 500,000 Learners
  - Available in Spanish December 2024
  - Adapted for Tribal Communities Q1 2025
- Prioritize pre-apprenticeship and Registered Apprenticeship Programs



# Remove Barriers and Create Equitable Pathways to Good Quality Energy Careers



- Employers should explore workplaces practices that may unnecessarily limit opportunity:
  - Degree requirements
  - Criminal background
  - Start time
  - Language requirements
- Wrap-around services will continue to be an employment barrier for many



# Ensure Collaboration within Communities



- Collaborate with workforce systems, educators, elected officials, community-based organizations, and others to make needs known.
- Sector based partnerships offer proven results.







# ENERGY WORKFORCE ADVISORY BOARD

## Recommendations from DOE's 21<sup>st</sup> Century Energy Workforce Advisory Board

- Prioritize broad occupational training for careers, rather than task training for unique jobs.
- Break down silos across workforce efforts that focus on specific technologies or tasks.
- Focus on partnerships over standalone programs.
- Build new sector initiatives, support existing sector partnerships, and build up the capacities of stakeholders and workforce intermediaries to execute these strategies.





- Continue and amplify DOE investment across STEM programs in education institutions serving disadvantaged and underrepresented populations.
- Instead of focusing solely on rapid response workforce interventions, which occur after dislocation is announced, work with DOL to develop and fund an early-action transition planning program, with robust supports for workers like those provided under Trade Adjustment Assistance. An early action program driven by worker, employer, and community organizations can incorporate best practices from rapid response (peer counseling, career mentorship, co-location of services, etc.) and services like those offered to displaced workers eligible for Trade Adjustment Assistance. It can also address long-term economic development and planning that benefits communities, historic inequity and occupational segregation, and transition-related stresses on public services and resources.





Document transferable skills of workers/ occupations in declining energy sectors. Convene worker representatives, employer representatives, and other subject matter experts to inform the work. Crosswalk transferrable skills with those required in growing energy subsectors. Identify gaps and upskilling opportunities, including information on the time and resource investment required for workers to transition across subsectors.



# Join Us at the Energy Careers Discovery Zone – November 21st



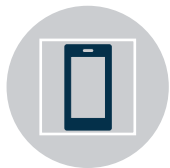
Facts, Stats and  
Outlooks On Energy  
Careers



Employer and  
Workforce Voices



Energy Careers  
**DISCOVERY  
ZONE**



More than 30  
Interactive  
Experiences



Learn More at  
[GetIntoEnergy.org](http://GetIntoEnergy.org)

Hilton Washington National Mall The Wharf  
9:00–11:00  
Interactive Experiences Begin at 11:00



# Let's Connect



Missy Henriksen  
Executive Director  
Center for Energy Workforce Development  
[missy@cewd.org](mailto:missy@cewd.org)

