

**Vision:** Where the industry speaks with one voice for a single purpose – Companies adequately staffed with a diverse workforce with the right skills to safely keep the energy flowing

**Mission:** Build the alliances, processes, and tools to develop tomorrow's energy workforce.

### Career Awareness – *Build awareness of high skilled positions in the energy industry.*

- Communicate practices that work, conduct best practice webinars, and provide support for Diversity Advisory Council recommendations to increase diversity in talent pipelines.
- Develop benchmarking data for women, underrepresented populations, and individuals with disabilities.
- Develop an energy careers image campaign jointly with member associations.
- Develop and implement a social media strategy for Get Into Energy Youth, Get Into Energy Women, Get Into Energy / Get Into STEM, and Troops to Energy Jobs.
- Support member implementation of career awareness tools for youth, women, military, and transitioning adults.
- Build national awareness of the need for skilled energy technicians and engineers.
- Increase career awareness for energy engineering careers among targeted populations.

### Workforce Development / Education – *Implement short and long term education solutions to build a pipeline of skilled workers.*

- Increase the use of Get Into Energy Career Pathways credentials and resources by working with member companies to recognize GIE credentials in the recruiting process.
- Develop talent pipeline resources for gas technicians.
- Provide support for National Energy Education Network (NEEN) members and identify examples of successful practices.
- Support member implementation of tools to help State Energy Workforce Consortia identify, build, and maintain strong education partnerships.
- Provide support for implementation of middle and high school curriculum and career pathways.

### Workforce Planning – *Identify critical workforce needs and measure the success of workforce development initiatives.*

- Successfully execute the 2017 Gaps in the Energy Workforce Pipeline Survey.
- Facilitate the industry Workforce Analytics Task Force and communicate key findings.
- Identify and communicate best practices in knowledge transfer.
- Analyze workforce retention concerns of CEWD members and identify methods/strategies to improve retention in critical populations and key jobs.
- Benchmark Operations Technology/Cyber organizations and workforce needs among member companies.
- Conduct workshops and webinars to support member company and State Energy Workforce Consortia use of the Strategic Workforce Planning Wizard.

### Member Value and Support – *Support the needs of CEWD members.*

- Develop and implement membership strategy for contractors and increase involvement of contractors in State Energy Workforce Consortia.
- Implement CEWD awareness and communication plan for industry executives.
- Manage CEWD Communities of Practice, including Troops to Energy Jobs and Energy Industry Fundamentals.
- Provide support for State Energy Workforce Consortia and increase executive sponsorship for consortia.
- Conduct Implementation workshops and webinars, including workshops at Regional Meetings.
- Provide communication to members on best practices, trends, and tools to support workforce development implementation efforts, including updates to National Templates.
- Conduct the 2017 Annual Summit, National Forum, NEEN Convenings, Workforce Planning Council Face to Face, and Regional Forums.
- Create mutually beneficial alliances with organizations that support and advance CEWD initiatives.