



## 2018 Goals

**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.

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

- Update the National Energy Strategic Workforce Plan and Game Changers.
- Facilitate the Workforce Analytics Task Force and add key focus areas such as non-retirement attrition.
- Work with CEWD members to identify solid methods/strategies to improve retention in critical key jobs and publish applicable tools, resources and best practices.
- Broaden the knowledge transfer taskforce to launch and implement the Community of Practice and publish findings, tools, resources, and best practices.
- Prepare for the 2019 Gaps in the Energy Workforce survey to include contractor workforce demand, improved reporting and additional demographic data.
- Provide support to member companies to implement the CEWD Strategic Workforce Planning process.
- Provide support to State Energy Workforce Consortia in the development of state strategic plans to include state level supply/demand data.

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

- Transition Get Into Energy Youth to GIE/Get Into STEM to include a redesigned web site and tools/templates for increasing career awareness among youth.
- Implement a coordinated energy careers image campaign with member associations.
- Expand Troops to Energy Jobs tools to make it easier for veterans and recruiters to connect and to understand the skills and training veterans bring to the workplace.
- Support member implementation of Get into Energy career awareness tools for youth, women, military, and transitioning adults.

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

- Develop and communicate a Diversity and Inclusion National Template based on the Making a Connection to a Diverse, Qualified Pipeline assessment tool and playbook.
- 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.
- Provide support for National Energy Education Network (NEEN) members, identify and share examples of successful practices.
- Build awareness among educators of how to best leverage funding sources to support student completion of energy pathway programs.
- Implement a new Legacy I3 credential to include employability skills, EIF, and OSHA-10.
- Update instructor and student guides for Energy Industry Fundamentals curriculum.
- Repackage EIF modules for use with an expanded audience, such as orientation for new company employees or bootcamps for transitioning workers.
- Support members and collect data for using the GIE Math and Test Prep Workshop to maximize pass rates on candidate pre-employment tests.

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

- Provide support for State Energy Workforce Consortia and increase knowledge sharing across regions.
- Provide focused support for contractors and international CEWD members and promote solutions and partnerships for their unique workforce issues.
- Expand and manage CEWD Communities of Practice.
- Develop and implement a guided assessment and planning tool to assist members with focused implementation of CEWD's tools and resources.
- Provide consultation and support to members on best practices, trends and tools to support their workforce development implementation efforts.
- Conduct the 2018 Annual Summit, National Forum, NEEN Convenings, and Regional Meetings.
- Create mutually beneficial alliances with organizations that support and advance CEWD initiatives.