

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

- Communicate results of the 2019 Gaps in the Energy Workforce survey and prepare for 2021 survey, including expansion of critical jobs and the business case for completion.
- Publish and communicate the 2020 National Energy Strategic Workforce Plan: Game Changers with expanded research on future skills.
- Facilitate task forces for the Workforce Planning Council to explore how member companies manage a contingent workforce, benchmark and provide analysis of industry diversity and non-retirement attrition, and to identify and share best practices in predictive analytics.
- Work with CEWD members to identify solid methods/strategies to improve retention and analyze the financial impact of increased non-retirement attrition.
- Communicate the Measuring Performance model and results.
- Develop a detailed study on women in the energy industry using information from the 2019 Gaps Survey and supporting data from other research.
- Use Measuring Progress metrics to analyze minority talent supply, hiring and retention in member companies.
- Support implementation of the revised Strategic Workforce Planning template, and add benchmarking on WFP software, and case studies on allocating resources for workforce development within member companies.

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

- Develop a focused Get Into Energy awareness campaign for girls and women, including an “I Got into Energy” social media campaign that highlights women in the industry.
- Launch a career navigation pilot with juniors / seniors at Minority Serving Educational Institutions to increase awareness of energy careers and applications for energy jobs.
- Launch a nationwide Get Into Energy / Get Into STEM innovation challenge to be implemented by state consortia in connection with the GIE / GIS website.
- Develop a communication strategy and career awareness material targeted toward parents and other influencers of youth.
- Conduct training webinars on Troops to Energy Jobs resources for companies and veterans, and increase the number of Troops to Energy Jobs Employers.
- Implement a comprehensive Troops to Energy Jobs communication strategy to increase awareness with veterans and with member companies.

### **Workforce Development / Education** – *Implement short and long-term 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.
- Convene a task force to review the competency model and applicability to the contractor workforce and develop a set of stackable credentials for the contractor community.
- Create a Get Into Energy: Women Community of Practice to support new and existing company mentoring programs for high school girls and college aged women.
- Identify critical education and upskilling solutions to accelerate learning for the internal energy talent pipeline, including convening for Technical Training organizations.
- Develop tools to assist companies with using ERGs to attract, hire and retain more women and minorities at all levels of the company.
- Provide support and collect data on results for member implementation of CEWD education modules including EIF, GIE Test Prep, bootcamps and secondary curriculum and publish case studies on member use and results.
- Provide support for National Energy Education Network (NEEN) members, identify and share examples of successful practices.

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

- Communicate solutions and resources to expand and improve D & I initiatives with particular focus on talent development, recruiting and hiring from local communities.
- Provide support for the creation and sustaining of State Energy Workforce Consortia through state strategic planning and implementation of workforce initiatives.
- Review guidelines for state energy workforce consortia model.
- Provide support for contractor members and promote solutions and partnerships for their unique workforce issues.
- Provide consultation and support to members to support their workforce development implementation efforts and increase participation among member companies.
- Conduct and expand member forums including the CEWD Communities of Practice, the 2019 Annual Summit, National Forum, NEEN Convenings, and Regional Meetings.
- Create mutually beneficial alliances with organizations that support and advance CEWD initiatives.