



Center For
ENERGY 
Workforce Development

Five Things You Need to Know about Energy Workforce Development

(and what you can do to help)

Building a Diverse, Qualified Energy Talent Pipeline

Since the Center for Energy Workforce Development was formed in 2006, energy companies across the U.S. have made significant strides in understanding, adapting to, and planning for the ongoing attrition of a majority of the country's skilled energy workforce.

CEWD members, partners, and alliances have had the opportunity to build or strengthen collaborative efforts to approach tomorrow's workforce needs with planning and forethought.

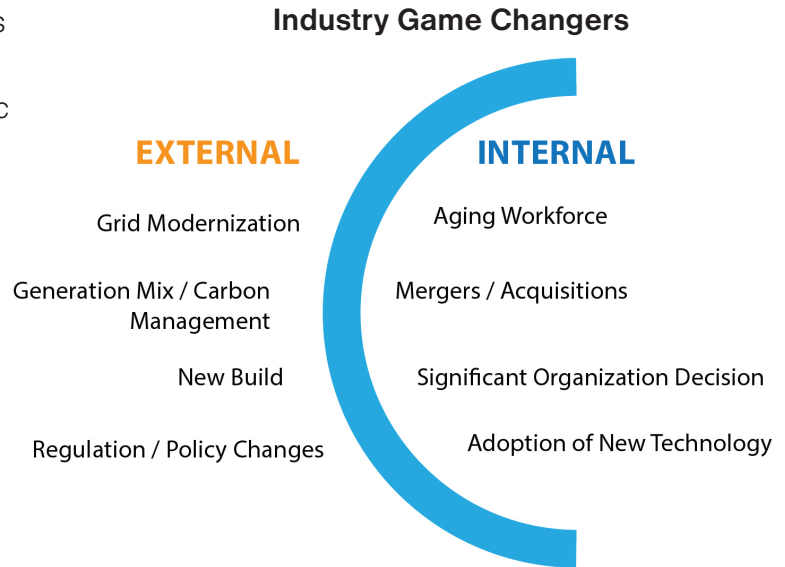
During this time, much has been learned about the state of the industry and what works and what doesn't in energy workforce development efforts. If all of the learning could be summarized in five significant things you need to know, it would be the following....

Number 1...

It's not just about the aging workforce.

Age is only one of many impacts on the industry's workforce development efforts, and these "game changers" must be factored into an often dynamic and fluid workforce plan.

Game Changers can include significant industry changes like clean air regulations or a decision made in an individual company to implement new technology. The eight Game Changers listed may not affect all states or all companies, but individual companies and State Energy Workforce Consortia should consider how they will change both the size of the workforce and the knowledge required.



Number 2...

The workforce is not evenly distributed.



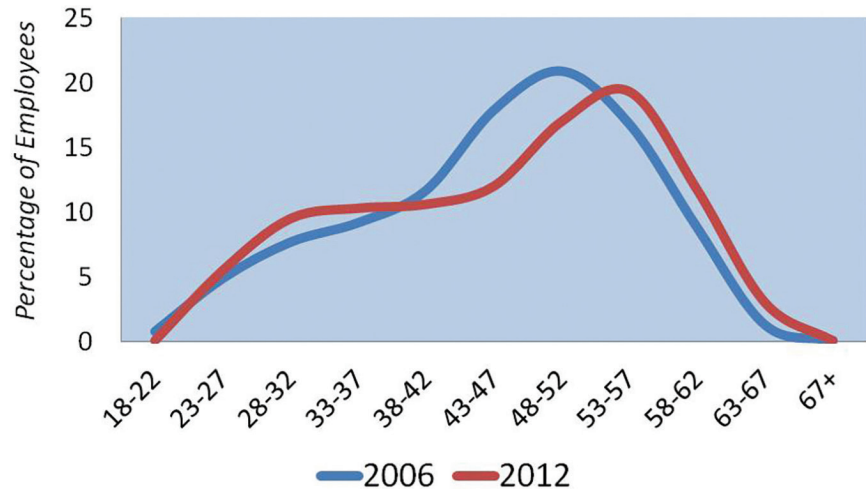
In fact, 10 states employ about half of the industry's employees in the key categories of lineworkers, technicians, operators, engineers. As companies adjust their generation mix, open new facilities, and implement new technologies, it's more important than ever that training and education partners understand both the short and long term demand for energy workers. Developing programs that teach common foundational skills that are relevant to multiple energy career paths is a good strategy to minimize risk.

Number 3...

Mother Nature is still winning, but workforce efforts are paying off!

The number of younger workers is trending upward and the overall age of the workforce is leveling off. Targeted efforts like Troops to Energy Jobs and the Get Into Energy Career Pathways, are showing success. However, the industry still employs a high number of “ready now” workers who could leave at any time, so companies must be prepared to address those events.

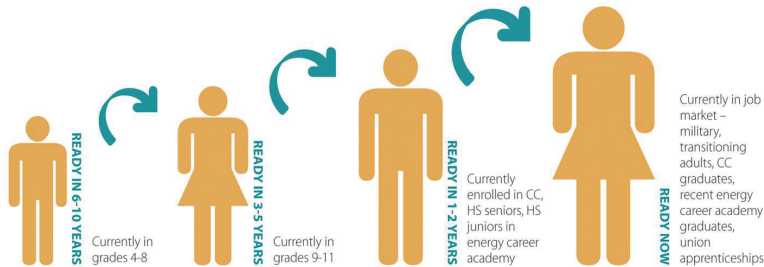
Age Distribution Electric and Natural Gas Utilities



Number 4...

It's not just about the number that are leaving, it's about who will be replaced and when.

Balancing Supply & Demand for Energy Technicians

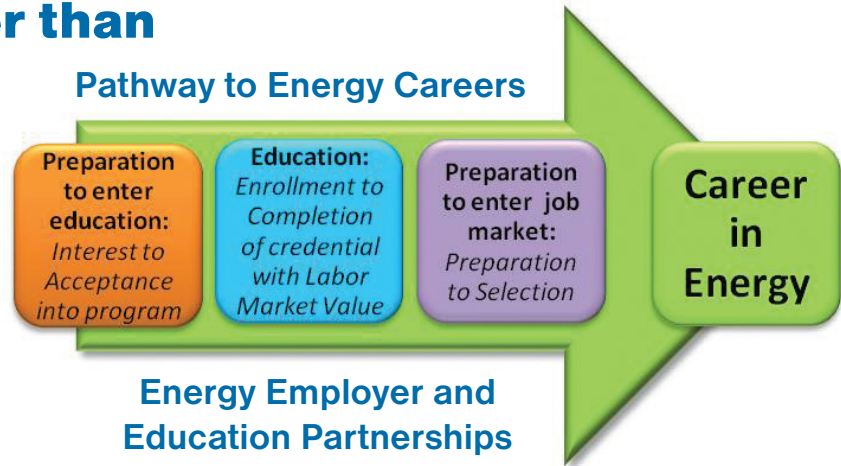


Industry Game Changers are impacting the timing, skills and number of jobs that are needed in the future. *When* workers are needed significantly impacts career awareness and education initiatives and requires a forward looking approach to workforce planning that also enables companies to plan and execute strategic workforce development initiatives to balance the supply and demand for future energy employees

Number 5...

The skills gap is broader than technical skills.

Technical skills just aren't enough to get jobs that lead to great energy careers. Students must be able to demonstrate basic workplace competencies, pass pre-employment tests, and successfully interview, in addition to completing certificate and degree programs of study.



That's why partnerships between employers, educators and those who provide relevant support services are critical all along the pathway to energy jobs.

Five things employers can do

to develop a diverse, qualified pipeline of applicants

- **Make it easier** for them to find us, understand our jobs, and what education pathways in your region will lead to an energy job.
- **Communicate** to students, job seekers and educators which credentials are required, preferred, and recognized by employers in your state, and are being used in hiring decisions.
- **Develop partnerships** with other employers and educators to engage students from interest through employment.
- **Organize and educate within your company** to communicate strategies, initiatives, policies and funding and **align** company personnel, systems, policies and practices to support the needs of diverse, qualified applicants.
- **Provide data** on the timing and demand for jobs in your company and **feedback** to educators and pipeline organizations on the quality of hires from their organizations.

Five things educators can do

to develop a diverse, qualified pipeline of applicants

- **Conduct bootcamps** at every stage of the pathway for concentrated skill development.
- Accelerate time to credential by **recognizing prior training**.
- **Focus on the common denominator** – organize programs of study around core essentials first and then technical competencies.
- **Bundle curriculum** with transferable certificates and stackable credentials that integrate industry recognized credential into energy programs of study.
- **Provide supply data** on students in the pipeline.

Industry Solutions – Regional Implementation

CEWD was formed to help utilities work together to develop solutions to build a diverse, qualified workforce.

These solutions focus on five key demographics - Youth, Low Income Young Adults, Women, Military and Transitioning Workers and the support, skills, and education they need to enter rewarding energy careers. Through initiatives like Troops to Energy Jobs, the Get Into Energy national branding campaign and the Get Into Energy Career Pathways model, CEWD has created alliances, processes and tools to build tomorrow's energy workforce.

CEWD's accomplishments are a clear illustration of the philosophy that we can create together what no one of us can accomplish alone.

For more information on CEWD, visit:

www.cewd.org



www.getintoenergy.com



www.troopstoenergyjobs.com



Formed in March 2006, the Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas and nuclear utilities and their associations - Edison Electric Institute, American Gas Association, Nuclear Energy Institute, and National Rural Electric Cooperative Association.



701 Pennsylvania Ave., N.W.
Washington, DC 20004-2696
202-638-5802
www.cewd.org